

Monitored Party JIANGYIN SHUTIAN TEXTILE CO.,LTD	amfori ID 156-042565-000	Address No. 6 Gaozhong Road, Gaoan Village, Xuxiake Town, 214408 JIANGYIN, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI International, Inc.
Monitoring Start Date 02/01/2024	Closing Meeting Finished Date 03/01/2024	Submission Date 08/01/2024
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Site JIANGYIN SHUTIAN TEXTILE CO.,LTD	Site amfori ID 156-042565-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	C	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	B	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Alison Gao, APSCA registration No. CSCA21700816

Name of team auditor (if applicable): Not applicable

Name of observers, translators, trainees, advisors/consultants (if applicable): Not applicable

Monitoring partner name: ALGI China

Audit schedule details: The audit was planned for 1 auditor x 1 day. The full audit (Fully Announced) was conducted on 2 January 2024.

Business partner information: JIANGYIN SHUTIAN TEXTILE CO.,LTD (Local Name: 江阴市蜀天织品有限公司, Uniform Code of Social Credit:913202817395712158) is located at No. 6 Gaozhong Road, Gaoan Village, Xuxiake Town, Jiangyin City, Jiangsu Province, China. The factory was registered in June 2002 and was specialized in manufacturing of ground mat. Main production processes included tufting, coating, cutting, sewing, inspection and packing. No production process or service was subcontracted.

Audited location information: The factory owned one 3-storey production building (partial 4F). Details as below:

1F tufting workshop

2F warehouse

3F office, coating, cutting, sewing, inspection and packing workshop

Partial 4F living room used by boss

The factory didn't provide canteen, kitchen, dormitory or transportation for workers.

Operating shifts and hours: One shift was arranged for office and production workers, the regular working hours were 8:00-11:30, 13:00-17:30. Normal working days were from Monday to Friday. The workers generally worked overtime voluntarily for 2 hours from 18:00 to 20:00 per day on weekdays and for 8 hours per day on Saturdays.

Time recording system: The factory recorded workers' working time by fingerprint attendance system.

Salary payment details: The factory paid workers by monthly rate. Wages of each month were issued on 30th of the following month through bank transfer.

Worker number information: On the audit day, there were total 46 employees, including 9 non-production employees and 37 production employees. Of the 37 production employees, 15 were males and 22 were females. No vulnerable workers or any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Good practices: No good practice was noted during this audit.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there was one worker's representative freely elected by workers.

Circumstances: Mr. Cao Yilei/Factory Manager, Mr. Jiang Long/Worker representative attended in the opening and closing meetings. The opening meeting started at 08:30 on 2 January 2024, and the closing meeting ended at 17:00 on 2 January 2024. The factory management and workers (representative) showed a positive attitude to this audit during the whole process. At the end of the audit, all the findings were accepted by the audited factory.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA1: 1.1 The factory did not set up a fully effective management system; 1.4 The factory did not conduct the production capacity calculation and excessive monthly overtime were detected.

PA2: 2.2 The long-term goal to protect workers defined by the factory didn't cover all performance areas of BSCI Code of Conduct such as protection of the environment and ethical business behavior, etc.; 2.4 One worker representative was not clearly aware of BSCI values and principles.

PA5: 5.4 The factory did not establish the procedure to calculate local living wage and all sampled workers' regular wages were paid less than the local living wage; 5.5 Insufficient social insurance.

PA6: 6.2 Monthly overtime hours exceeded 36 hours.

PA7: 7.1 Non-compliances with Health and Safety local law and regulations; 7.2 Insufficient injury insurance; 7.3 No occupational health examination for all related workers and no occupational hazard factors testing; 7.11 No building structure safety certificate; 7.17 All sewing machines missing needle guards and two sewing machines missing belt guards; 7.22 No toilet paper and liquid soap.

PA12: 12.5 The factory could not provide any relevant records about resource reduction.

Living wage calculation: The local minimum wage was CNY2,280 per month since 1 August 2021.

#LivingWage: [The audited factory was located in Jiangyin City, belonged Wuxi City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY3,461.20 per month which was manually collected and calculated by the auditor through Anker's methodology.

The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. Basic living wage calculation manually collected by the auditor is uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: (#COVID19): Not applicable

Remark: 1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable; 2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, the requirements of amfori BSCI and GDPR.

SITE DETAILS

Site

JIANGYIN SHUTIAN TEXTILE CO.,LTD

Site amfori ID

156-042565-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	46	Workers
Legal minimum wage in local currency	2,280	Monthly
Lowest wage paid for regular work at the site	2,800	Monthly
Calculated living wage in local currency	3,461.2	Monthly
Total sample	8	Workers

Other Metrics

Male workers	18	Workers
Female workers	28	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	28	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	16	Workers
Domestic migrant workers - Female	22	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	18	Workers
Workers hired directly - Female	28	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: JIANGYIN SHUTIAN TEXTILE CO.,LTD | Site amfori ID: 156-042565-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews, and site tour it was identified that, the factory did not set up a fully effective management system to implement the BSCI Code of Conduct and some noncompliance was identified during the audit in some performance areas, such as PA1, PA2, PA5, PA6, PA7 and PA12. This was partially in compliance with requirements of BSCI CoC. The factory management declared that they would continue to improve it. This question was rated as partially because the factory had established social compliance policies and procedures based on BSCI Code of Conduct, conducted internal audit and management review in July 2023 and August 2023 respectively, and conformed to BSCI requirements and relevant local law requirements in most performance areas.

根据文件查阅，管理层访谈，员工访谈以及现场审核发现，工厂未能建立一个完全有效的BSCI管理体系以执行BSCI行为守则的要求，当前审核在几个执行领域发现一些有待完善的地方，如PA1, PA2, PA5, PA6, PA7和PA12。这仅部分符合BSCI CoC。工厂管理层表示他们会持续改善。此问题点被评为部分符合是因为工厂基于BSCI行为守则建立起了一套社会责任政策和程序，分别在2023年7月和2023年8月进行了内审及管理评审，在大部分执行领域符合BSCI要求和相关的法规要求。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews it was identified that, the cost calculation and production planning records were not provided for review, and excessive overtime hours worked by employees in all three sampled months (April 2023, July 2023 and November 2023), please refer to the finding of 6.2 for details. This was not in compliance with requirements of BSCI CoC and Article 41 of Labor Law of the People's Republic of China. This question was rated as no because overtime hours for all 8 sampled workers in three sampled months exceeded legal requirement.

根据文件查阅，管理层访谈，员工访谈发现，工厂没有提供成本核算及生产计划的记录，在所有抽样3个月份中（2023年4月，2023年7月和2023年11月）都存在员工加班超时的情况，详见6.2的发现。这不符合BSCI CoC和中华人民共和国劳动法第41条。此问题点被评为不符合是因为在三个抽样月份中所有8名抽样的工人的加班时间都超过了法律规定。

PA 2: Workers Involvement and Protection

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews it was identified that, the long-term goal to protect workers defined by the factory didn't cover all performance areas of BSCI Code of Conduct such as protection of the environment and ethical business behavior, etc. This was partially in compliance with requirements of BSCI CoC. This question was rated as partially because the established long-term goals covered most of the performance areas.	根据文件查阅，管理层访谈，员工访谈发现，工厂建立的保护员工的长期目标未覆盖到BSCI行为准则的所有方面，比如环境保护和商业道德行为等。这仅部分符合BSCI CoC。此问题点被评为部分符合是因为建立的长期目标有覆盖到BSCI行为准则的大部分执行领域。

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews it was identified that, one worker representative was not clearly aware of BSCI values and principles. This was partially in compliance with requirements of BSCI CoC. This question was rated as partially because the factory posted the BSCI Code of Conduct in the workshop and arranged related communication meetings regularly.	根据文件查阅，管理层访谈，员工访谈发现，1名员工代表不太清楚BSCI的价值和原则。这仅部分符合BSCI CoC。此问题点被评为部分符合是因为工厂在车间张贴了BSCI行为准则且定期安排了相应的交流会议。

PA 5: Fair Remuneration

Site: JIANGYIN SHUTIAN TEXTILE CO.,LTD | Site amfori ID: 156-042565-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews it was identified that, the factory knew local living wage, but they did not establish	根据文件查阅，管理层访谈，员工访谈发现，工厂了解当地生活工资，但是没有建立程序来计算当地生活工资。所以审核员使用的基本生活工资是由审

Finding

the procedure to calculate local living wage. The basic living wage was calculated by auditor through Anker's methodology based on the data from local government. All 8 sampled workers' wages for regular working time in April 2023, July 2023 and November 2023 (CNY2,800-CNY3,000 per month) were paid less than local living wage (CNY3,461.20 per month). This was not in compliance with requirements of BSCI CoC. This question was rated as no because all sampled workers' regular wages were paid less than the local living wage.

核员基于当地政府的数据通过恩格尔的方法计算出来的。所有8名抽样员工在2023年4月，2023年7月和2023年11月的正常工作时间的工资(每月CNY2,800-CNY3,000) 低于当地生活工资每月3,461.20元。这不符合BSCI CoC。此问题点被评为不符合是因为所有抽样工人的正常工资都低于当地的生活工资。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews it was identified that, insufficient social insurance participated. There were total 46 employees of the factory, 4 retired employees, no new employee within one month, no temporary employee or dispatched employee in the factory. The factory provided social insurance voucher of October 2023, November 2023 and December 2023 for review, but the factory purchased the maternity insurance, unemployment insurance, injury insurance, medical insurance and retirement insurance for 39 out of 42 eligible employees (about 93%) per the social insurance voucher of December 2023. The factory did not purchase commercial accident insurance for any employee. No social insurance waiver was obtained in the factory. Known from management interview and worker interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchasing social insurance, but no such document was provided for review. This was not in compliance with requirements of Article 72&73 of the Labor Law of the People's Republic of China. This question was rated as no because the factory didn't purchase injury insurance for all employees.

根据文件查阅，管理层访谈，员工访谈发现，社保参保不足。工厂有46人，有4个退休工人，没有新进工人，没有临时工人和派遣工人。工厂提供了2023年10月，2023年11月以及2023年12月的社保记录供审核，但是2023年12月的社保记录显示工厂给39个工人购买了生育保险、失业保险、工伤保险、医疗保险和养老保险，比率大约是93%。工厂没有给任何员工购买商业意外险，工厂没有社保批文。通过管理层访谈和工人访谈，工人不参加社保的原因是在家乡购买了农村养老保险，不能再重复购买社保，但是工厂没有提供这样的文件供审查。这不符合中华人民共和国劳动法 第72&73条。此问题点被评为不符合是因为工厂没有给所有员工购买工伤保险。

PA 6: Decent Working Hours

Site: JIANGYIN SHUTIAN TEXTILE CO.,LTD | Site amfori ID: 156-042565-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews it was identified that, workers' monthly overtime hours exceeded legal requirement. The factory provided workers' attendance records from December 2022 to audit date and payroll records from December 2022 to November 2023 for review, the auditor randomly selected the attendance records and payrolls of 8 samples from November 2023 (current month), 8 samples from July 2023 (random month), and 8 samples from April 2023 (random month), based on which it was noted that all sampled workers' monthly overtime hours exceeded 36 hours in all above mentioned months, and were up to 58 hours, 66 hours and 62 hours respectively. This was not in compliance with requirements of Article 41 of Labor Law of the People's Republic of China. This question was rated as no because all sampled workers' overtime hours in sampled months exceeded legal requirement. Remark: Workers confirmed that they worked overtime voluntarily.

根据文件查阅，管理层访谈，员工访谈发现，工人的月加班超过法律要求。工厂提供了工人2022年12月至审核当天的考勤记录以及2022年12月至2023年11月的工资记录，审核员随机抽取了8名工人的2023年11月（当前月），8名工人的2023年7月（随机月），8名工人的2023年4月（随机月）考勤及工资记录，发现所有抽样工人的月加班在上述所有抽样月份中都超过了36小时，最大分别达到58小时，66小时和62小时。这不符合中华人民共和国劳动法第41条。此问题点被评为不符合是因为所有抽样工人在抽样月份的加班时间超过了法律规定。备注：工人们反映他们加班是自愿的。

PA 7: Occupational Health and Safety

Site: JIANGYIN SHUTIAN TEXTILE CO.,LTD | Site amfori ID: 156-042565-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews, and site tour it was identified that, the factory collected the related laws and regulations on health and safety during this audit; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of injury insurance, occupational health management, building structure safety certificate and equipment safety. This was partially in compliance with requirements of relevant health and safety laws (please refer to question points PA7.2, A7.3, PA7.11 and PA7.17).

根据文件查阅，管理层访谈，员工访谈以及现场审核发现，本次审核收集了健康安全法律法规，但是工厂在实际的执行过程中还存在不符合当地法律的问题，如工伤保险，职业健康管理，竣工验收报告以及设备安全问题。这仅部分遵循了当地健康安全方面的法规（具体的健康安全法规条款请参阅PA7.2, PA7.3, PA7.11以及PA7.17）。工厂管理层表示他们会持续改善。此问题点被评为部分符合是因为该PA中的大多数问题符合法规要求。

Finding	
The factory management declared that they would continue to improve it. This question was rated as partially because most questions in this PA were in compliance with requirements of local law requirements.	

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews it was identified that, 39 out of 46 workers were covered by work-related injury insurance per the social insurance voucher of December 2023 and the factory did not provide any extra insurance for the other workers. This was partially in compliance with requirements of Social Insurance Law of the People's Republic of China; Article 33. This question was rated as partially because the factory had purchased injury insurance for most workers.	根据文件查阅，管理层访谈，员工访谈发现，2023年12月的社保记录显示46名员工中有39名员工参加了工伤保险，工厂没有为其他员工提供额外的保险。这仅部分符合《中华人民共和国社会保险法》第三十三条。此问题点被评为部分符合是因为大部分员工有购买工伤保险。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, and site tour it was identified that: 1. Occupational hazard was identified in the factory (such as, dust and noise in tufting and coating workstation), which might cause occupational diseases to employees in these workshops. However, the factory didn't provide a valid report for testing occupational hazard factors in these workshops; 2. The employees in tufting and coating workstation were in contact with dust and noise, however, the factory did not provide pre-job, on-the-job and off-the-job occupational health check for all related employees. This was not in compliance with requirements of Workplace Occupational Health Management	根据文件查阅，管理层访谈，员工访谈以及现场审核发现： 1. 车间存在职业危害（比如簇绒和背胶岗位有粉尘和噪声），对车间的员工存在潜在的职业病危害影响。但工厂未提供有效的职业危害因素检测报告供审核； 2. 簇绒和背胶岗位的工人有接触粉尘和噪声，但是工厂没有为相关员工提供岗前，在岗和离岗的职业病体检。 这不符合《工作场所职业卫生管理规定》第二十条和《中华人民共和国职业病防治法》第35条。这个问题被评为不符合是因为所有相关的工人没有进行职业健康检查，也没有进行职业危害因素监测。

Finding	
Regulations, Article 20 and Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. This question was rated as no because no occupational health examination for all related workers and no occupational hazard factors testing in the factory.	

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews it was identified that, the factory did not provide the building structure safety certificate for one 3-storey production building (partial 4F) which was built in 2013 and around 3,810 square meters. This was partially in compliance with requirements of PRC Construction Law Article 61. The factory management claimed that they could not find the building structure safety certificate during this audit. This question was rated as partially because the factory provided fire safety certificate for the production building.	根据文件查阅，管理层访谈，员工访谈发现，工厂没有提供1栋3层（局部4层）生产楼建筑的竣工验收报告，此建筑建成于2013年，建筑面积大约为3,810平方米。这仅部分符合《中华人民共和国建筑法》第六十一条。工厂管理层解释他们找不到竣工验收报告了。此问题点被评为部分符合是因为工厂有提供生产厂房的消防验收合格证。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, and site tour it was identified that, all sewing machines were not equipped with needle guards and two sewing machines were not equipped with belt guards. This was not in compliance with requirements of General Safety and Hygiene Rules for Designing Production Equipment (GB5083-1999), Article 6.1.6. The factory management stated that they would make continuous improvements to improve the working environment. This question was rated as no because all sewing machines missing needle guards.	根据文件查阅，管理层访谈，员工访谈以及现场审核发现，所有的缝纫机没有安装挡针保护罩，且2台缝纫机没有安装皮带保护罩。这不符合《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。工厂管理层表示会进行持续改进以改善工作环境。此问题点被评为不符合是因为所有缝纫机缺失挡针保护罩。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews, and site tour it was identified that, no toilet paper and liquid soap were available in the toilets. This was partially in compliance with requirements of BSCI CoC. The factory management stated that they would make continuous improvements to improve the working environment. This question was rated as partially because all toilets were equipped with privacy doors.

根据文件查阅，管理层访谈，员工访谈以及现场审核发现，洗手间内未提供厕纸和洗手液。这仅部分符合BSCI CoC。工厂管理层表示会进行持续改进以改善工作环境。此问题点被评为部分符合是因为所有的厕所都有安装隐私门。

PA 12: Protection of the Environment

Site: JIANGYIN SHUTIAN TEXTILE CO.,LTD | Site amfori ID: 156-042565-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews it was identified that, the resource reduction procedure was established in the factory, but they could not provide any relevant records for review. This was partially in compliance with requirements of BSCI CoC. The factory management declared that they would continue to improve it. This question was rated as partially because the factory had established a resource reduction procedure.

根据文件查阅，管理层访谈，员工访谈发现，工厂建立了节能减排程序，但是未能提供相关记录进行查看。这仅部分符合BSCI CoC。工厂管理层表示他们会持续改善。此问题点被评为部分符合是因为工厂有建立节能减排程序。