
Auditee :	VINAHATS EXPORT COMPANY - FACTORY 2
Audit Date From :	05/10/2020
Audit Date To :	05/10/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Long Pham(Lead)
Auditing Branch (if applicable) :	Intertek Vietnam



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	VINAHATS EXPORT COMPANY - FACTORY 2		
DBID number :	392759		
Audit ID :	194264		
Address :	No.09 Le Thi Hong Gam Street, Ward 6, My Tho City		
Province :	Tien Giang	Country :	Vietnam
Management Representative :	Ms. Huynh Thi Kim Trang - Director		
Contact person:	Huynh Thi Kim Trang	Sector :	Non-Food
Industry Type :	Accessories	Product group :	Arts, crafts and needlework
Product Type :	Handicraft (Straw hats, bags)		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 05/10/2021

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	A	D	A	A	A	A	B	A

Executive summary of audit report

This follow up audit was conducted by one auditor in 1 day. PA3, PA4, PA8, PA9, PA10 and PA11 were not included in scope of this follow up audit.
Auditor Name: Pham Huynh Long - APSCA Number: RA21700489

VINAHATS EXPORT COMPANY - FACTORY 2 is located at No.09 Le Thi Hong Gam Street, Ward 6, My Tho City, Tien Giang Province, Vietnam. The facility has operated since May 2019 with business license No.0310948316-001 as manufacturer of handicraft (straw hat and straw bag). The main production processes are listed as follows: weaving, shaping, sewing, inspection, packing and storage. The facility has 1 flat building for the office, production areas, and warehouses. There is no kitchen, canteen and dormitory for employees.

There are 20 employees which including 10 female employees and 10 male employees working in the facility. There is no foreigner working at the facility.

In general, employees are working for 6 days in a week. The employees work in one shift from 7:30am to 4:30pm with lunch break is from 11:30am to 12:30pm. The fingerprint system is used to monitor the working time of employees. Wages of employees are calculated based on monthly salary. Wages were paid in cash on 5th day of following month. The pay slips are provided to employees monthly. The legal minimum wage applied to this facility is VND 3,920,000 per month. Meanwhile, the facility paid at least VND 4,194,400 per month. The facility has provided annual leave and holiday as law requirement.

Performance Area 6 (Decent Working Hours): General overview, the facility is using the fingerprint system to monitor working hours of employees. The employees work 8 hours per day and 48 hours per week. Based on the time record of 8 selected employees from September 2020 (current month), August 2020 (sample month) and December 2019 (sample month), the employees worked overtime maximum 2 hours per day and 4 hours per month. All selected employees were provided at least one day off in 7 days.

REMARK:

- 1) No information of turnover was provided.
- 2) #COVID19: As per management discussion, the Covid-19 pandemic caused some problems to the facility such as order reduction. Regarding to protection of employees' health during the Covid-19 pandemic, the facility asked all employees to wear masks during working at the production areas. Any worker who has high body temperature must inform the facility manager to take day off.

Ratings Summary



Auditee's background information			
Auditee's name :	VINAHATS EXPORT COMPANY - FACTORY 2	Legal status :	Company Limited
Local Name :	Công Ty TNHH MTV Xuất Khẩu Nón Việt - Cơ Sở 2	Year in which the auditee was founded :	2019
Address :	No.09 Le Thi Hong Gam Street, Ward 6,	Contact person (please select) :	Huynh Thi Kim Trang
Province :	Tien Giang	Contact's Email :	info@vinahats.com.vn
City :	My Tho City	Auditee's official language(s) for written communications :	Vietnamese
Region :	South East Asia	Other relevant languages for the auditee :	English
Country :	Vietnam	Website of auditee (if applicable) :	www.vinahat.com
GPS coordinates :	10.3495534, 106.3421571	Total turnover (in Euros) :	0.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :	N/A	Production volume :	20 containers per month
Product Group :	Arts, crafts and needlework	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	Handicraft (Straw hats, bags)		

Auditee's employment structure at the time of the audit		
Total number of workers :	20	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	3	3
Temporary workers	7	7
In management positions	0	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	10	10
Production based workers	0	0
With shifts at night	0	0
Unionised	3	3
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: D	Deadline date:05/12/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
1.1 - Follow up audit on October 10, 2020: The previous finding was not corrected. Based on the document review, the facility has management system to implement the BSCI Code of Conduct. However, it was not effective. Refer to findings in performance areas. Công ty chưa có hệ thống quản lý để thực hiện chương trình BSCI chưa hiệu quả. Xem các vấn đề cần cải thiện ở các phần khác.	
1.3 - Follow up audit on October 10, 2020: The previous finding was not corrected. Based on the document review, the facility did not have clearly selection standard of business partners based on social performance. Công ty chưa có tiêu chí rõ ràng để lựa chọn đối tác kinh doanh theo tiêu chí trách nhiệm xã hội.	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: D	Deadline date:07/12/2019
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
1.1 - Based on the document review, the facility has management system to implement the BSCI Code of Conduct. However, it was not effective. Refer to findings in performance areas. Công ty chưa có hệ thống quản lý để thực hiện chương trình BSCI chưa hiệu quả. Xem các vấn đề cần cải thiện ở các phần khác.	
1.3 - Based on the document review, the facility did not have clearly selection standard of business partners based on social performance. Công ty chưa có tiêu chí rõ ràng để lựa chọn đối tác kinh doanh theo tiêu chí trách nhiệm xã hội.	
<u>Remarks from Auditee</u>	
Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: B	Deadline date:05/12/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
2.2 - Follow up audit on October 10, 2020: The previous finding was not corrected. Based on the management interview, the facility does not have long-term goals for protecting employees in line with the aspirations of the BSCI Code of Conduct. Công ty chưa có đưa ra các mục tiêu phù hợp với yêu cầu BSCI.	
2.5 - Follow up audit on October 10, 2020: The previous finding was corrected. Based on the document review, employee's grievances were recorded and provided for review.	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: C	Deadline date:07/12/2019
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
2.2 - Based on the management interview, the facility does not have long-term goals for protecting employees in line with the aspirations of the BSCI Code of Conduct. Công ty chưa có đưa ra các mục tiêu phù hợp với yêu cầu BSCI.	
2.5 - Based on the document review, the facility had written procedure of grievance mechanism. However, employee's grievances was not recorded. Công ty có thiết lập quy trình xử lý khiếu nại. Tuy nhiên không có lưu lại hồ sơ khiếu nại cho xem xét.	
<u>Remarks from Auditee</u>	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: B	Deadline date:05/12/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
5.4 -	Follow up audit on October 10, 2020: The previous finding was not corrected. Based on the document review, the facility is paying at least calculated living wage. However, the facility is not aware of calculation method of living wage for employees. Công ty đang trả lương ít nhất mức lương theo nhu cầu cơ bản được tính. Tuy nhiên công ty không biết cách tính mức lương theo nhu cầu cơ bản cho công nhân
5.5 -	Follow up audit on October 10, 2020: New finding. In according with Law No 58/2014/QH13, Article 2. Subjects of application: 1. Employees being Vietnamese citizens shall be covered by compulsory social insurance, including: a/ Persons working under indefinite-term labor contracts, definite-term labor contracts, seasonal labor contracts or contracts for given jobs with a term of between full 3 months and under 12 months, including also labor contracts signed between employers and at-law representatives of persons aged under 15 years in accordance with the labor law; b/ Persons working under labor contracts with a term of between full 1 month and under 3 months (effective since 1 January 2018). Based on the employee's interview and document review, 4 out of 8 selected employees who signed labour contracts from 3 to 12 months, were not joined compulsory insurance. 4 trong số 8 công nhân được lựa chọn đã ký hợp đồng lao động từ 3 đến 12 tháng nhưng chưa tham gia bảo hiểm bắt buộc.
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A	Deadline date:07/12/2019
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
5.4 -	Based on the document review, the facility is paying at least calculated living wage. However, the facility is not aware of calculation method of living wage for employees. Công ty đang trả lương ít nhất mức lương theo nhu cầu cơ bản được tính. Tuy nhiên công ty không biết cách tính mức lương theo nhu cầu cơ bản cho công nhân
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: D

Deadline date:05/12/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:

- 7.1 - Follow up audit on October 10, 2020: The previous finding was not corrected. In accordance with Article 27 of Vietnam Standard TCXDVN 9385 : 2012 on protection of structures against lightning - Guide for design, inspection and maintenance: thunder protect fire system shall be inspected at least 12 months. Based on the document review, the lightning protection inspection has not been not conducted yet.
Hệ thống chống sét chưa được kiểm tra định kỳ.
- 7.3 - Follow up audit on October 10, 2020: The previous finding was not corrected. Based on the document review, the facility conducted risk assessment on health and safety at all sections. However, the HIV/Aids, TB, malaria and other transmittable and non-transmittable diseases are not taken into consideration in the risk assessment.
Bệnh AIDS, lao, bệnh sốt rét và các bệnh truyền nhiễm và không truyền nhiễm khác không được xem xét trong đánh giá rủi ro.
- 7.5 - Follow up audit on October 10, 2020: The previous findings were corrected. 1. Based on the document review, the facility provided health and safety training for group 1 (1 management board of Health and safety system), Group 2 (1 members of Health, safety, environment committee), Group 3 (1 persons working in restricted jobs or highly-demanding on safety), Group 4 (All other employees) and Group 6 (3 members in the safety, hygiene network) in August 2020 2. Based on the document review, fire fighting team was established and provided training on fire fighting & prevention skills by local fire department on November 5-8, 2019. 3. Based on the document review and employees and management interview, it was noted that the facility conducted fire evacuation drill under the guidance of the local authority police fire on June 16, 2020.
- 7.7 - Not applicable. The facility does not use chemical.
- 7.13 - Follow up audit on October 10, 2020: The previous finding was not corrected. In accordance with Article 3, Decree No. 14/2014/ND-CP of the Government: All electricity design, equipment manufacturing and installation of the electrical works shall ensure the electricity safety, construction safety, energy safety, fire safety and all environment protection requirements. Based on the facility tour, 1 out of 2 checked electrical panels at production workshop did not have safety cover.
Có 1/2 tủ điện không có hộp bảo vệ an toàn.
- 7.15 - Follow up audit on October 10, 2020: The previous finding was not corrected. In accordance with Vietnam Code on Fire Safety of Buildings QCVN 06/2010/BXD, point 3.2.3, exit is not considered as emergency exit if these emergency exits are installed with folding doors, rolling doors, rotate doors. In accordance with the art 3.2.10 of the QCVN 06/2010/BXD, doors of the emergency exit routes and doors located in the emergency exit routes must open in the direction of the traveler. It was noted that 2 out of 2 emergency exits at production workshop were sliding doors. All emergency exits were kept to open during working time. Note: There were total 18 employees working in production workshop with 320 square meters
2/2 cửa thoát hiểm ở xưởng sản xuất là cửa kéo.
- 7.21 - Not applicable: The facility does not provide kitchen and canteen for employees.
- 7.23 - Not applicable: The facility does not provide transportation for employees.
- 7.24 - Not applicable: The facility does not provide dormitory, kitchen and canteen for employees.
- 7.25 - Follow up audit on October 10, 2020: The previous finding was corrected. Based on the document review, temperature, ventilation, noise and illumination at workplace were measured on June 16, 2020 and the results complied with the standard.

Remarks from Auditee:

Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: D

Deadline date:07/12/2019

Good practices

Areas of improvement

Based on satisfactory evidence, the main auditee partially respects this performance area because of the deviations/reasons below:

- 7.1 - In accordance with Article 27 of Vietnam Standard TCXDVN 9385 : 2012 on protection of structures against lightning - Guide for design, inspection and maintenance: thunder protect fire system shall be inspected at least 12 months. Based on the document review, the lightning protection inspection has not been not conducted yet.
Hệ thống chống sét chưa được kiểm tra định kỳ.
- 7.3 - Based on the document review, The facility conducted risk assessment on health and safety at all sections. However, the HIV/Aids, TB, malaria and other transmittable and non-transmittable diseases are not taken into consideration in the risk assessment.
Bệnh AIDS, lao, bệnh sốt rét và các bệnh truyền nhiễm và không truyền nhiễm khác không được xem xét trong đánh giá rủi ro.
- 7.5 - In accordance with Point 4, article 12 of Circular 66/2014/TT-BCA dated on December 16, 2014 providing guidance some articles of Decree No. 79/2014/ND-CP: The employer should conduct fire drill and evacuation practice for all employees annually based on prevention and fighting plan approved by Fire Department. The fire drill should be conducted with participating of fire fighting police and all fire fighting equipment mentioned in the fighting plan should be presented. In accordance with Article 17, Decree 44/2016/ND-CP dated 15 May 2016: All employees shall be trained on Health and safety. They are classified in six (6) groups: Group 1- Management board of Health and safety system, Group 2- Members of Health, safety, environment committee, Group 3- Persons working in restricted jobs or highly-demanding on safety, Group 4- All other employees, Group 5- Medical staffs and Group 6- Members in the safety, hygiene network. In accordance with Circular 66/2014/TT-BCA, Article 16. Training in fire prevention and fighting competence 6. Certificates of fire prevention and fighting competence issued by General Director of Central Department of Fire Prevention, Fighting, Relief and Rescue, Director of provincial fire Department, Head of provincial Department of Fire Prevention, Fighting, Relief and Rescue are valid across the country for a period of two years since the date of issuance. After this period, re-training is compulsory for re-issuance of certificate. 1. Based on the document review, the facility did not provide the health and safety training for group 1 Management board of Health and safety system), Group 2 (Members of Health, safety, environment committee), Group 3 (Persons working in restricted jobs or highly-demanding on safety), Group 4 (All other employees) and Group 6 (Members in the safety, hygiene network) 2. Based on the document review, fire fighting team was not established and provided training on fire fighting & prevention skills by local fire department. 3. Based on the document review and employees and management interview, it was noted that the facility has not conducted fire evacuation drill under the guidance of the local authority police fire yet.

1. Công ty chưa cung cấp huấn luyện an toàn lao động cho nhóm 1, nhóm 2, nhóm 3, nhóm 4 và nhóm 6. 2. Đội phòng cháy chữa cháy chưa được huấn luyện và cấp giấy chứng nhận bởi công an PCCC. 3. Công ty chưa tiến hành diễn tập thoát hiểm theo phương án chữa cháy.

- 7.7 - Not applicable. The facility does not use chemical.
- 7.13 - In accordance with Article 3, Decree No. 14/2014/ND-CP of the Government: All electricity design, equipment manufacturing and installation of the electrical works shall ensure the electricity safety, construction safety, energy safety, fire safety and all environment protection requirements. Based on the facility tour, 1 out of 2 checked electrical panels at production workshop did not have safety cover.
Có 1/2 tủ điện không có hộp bảo vệ an toàn.
- 7.15 - In accordance with Vietnam Code on Fire Safety of Buildings QCVN 06/2010/BXD, point 3.2.3, exit is not considered as emergency exit if these emergency exits are installed with folding doors, rolling doors, rotate doors. In accordance with the art 3.2.10 of the QCVN 06/2010/BXD, doors of the emergency exit routes and doors located in the emergency exit routes must open in the direction of the traveler. It was noted that 2 out of 2 emergency exits at production workshop were sliding doors. All emergency exits were kept to open during working time. Note: There were total 13 employees working in production workshop with 320 square meters
- 2/2 cửa thoát hiểm ở xưởng sản xuất là cửa kép.
- 7.21 - Not applicable: The facility does not provide kitchen and canteen for employees.
- 7.23 - Not applicable: The facility does not provide transportation for employees.
- 7.24 - Not applicable: The facility does not provide dormitory, kitchen and canteen for employees.
- 7.25 - In accordance with Article 138, point 1a of Vietnam Labor Code: The employer has the following obligations: To ensure the workplace meets the requirements of space, ventilation, dust, steam, toxic gas, radiation, electromagnetic field, heat, humidity, noise, vibration and other harmful elements specified in the relevant technical regulations and those factors must be tested and measured periodically. Based on the document review, temperature, ventilation, noise and illumination at workplace have not been measured to ensure the compliance yet.
Nhiệt độ, sự thông thoáng, tiếng ồn, ánh sáng ở nơi làm việc không được đo để đảm bảo phù hợp với tiêu chuẩn.

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A

Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A

Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: B	Deadline date:05/12/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
<p>12.3 - Follow up audit on October 10, 2020: The previous finding was not corrected. In according with Article 24 of Law on environmental protection No. 52/2005/QH11dated November 29, 2005 of the XI National Assembly: Household-based production, business or service establishments and entities not defined in Articles 14 and 18 of this Law (list of projects subject to making of environmental impact assessment reports and strategic environmental assessment reports) must make written environmental protection commitments. Based on the document review, the facility did not have environmental protection commitment. Công ty chưa làm cam kết bảo vệ môi trường.</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: B	Deadline date:07/12/2019
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence, the main auditee partially respects this performance area because of the deviations/reasons below:	
<p>12.3 - In according with Article 24 of Law on environmental protection No. 52/2005/QH11dated November 29, 2005 of the XI National Assembly: Household-based production, business or service establishments and entities not defined in Articles 14 and 18 of this Law (list of projects subject to making of environmental impact assessment reports and strategic environmental assessment reports) must make written environmental protection commitments. Based on the document review, the facility did not have environmental protection commitment. Công ty chưa làm cam kết bảo vệ môi trường.</p>	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 194264] Audit Date: 05/10/2020 PA Score: A

Deadline date:05/12/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:

- 13.1 -** Follow up audit on October 10, 2020: The previous finding was not corrected. Based on the document review, it was noted that the facility has established and posted policy of corruption, extortion or embezzlement at the workplace. However, the auditee has not identified where and how the major risks of corruption could occur, and not provided ethics and integrity in trainings given to business partners regularly.
Nhà máy đã thiết lập chính sách chống tham nhũng, hối lộ và dấn ở tại nơi làm việc. Tuy nhiên, chưa có nhận diện bộ phận nào và bằng cách nào rủi ro tham nhũng có thể xuất hiện, và chưa có lồng ghép phần tuyên truyền đạo đức và liêm chính cho đối tác kinh doanh định kỳ.

Remarks from Auditee:

Full Audit [Audit Id - 164094] Audit Date: 07/10/2019 PA Score: A

Deadline date:07/12/2019

Good practices

Areas of improvement

Based on satisfactory evidence, the main auditee partially respects this performance area because of the deviations/reasons below:

- 13.1 -** Based on the document review, it was noted that the facility has established and posted policy of corruption, extortion or embezzlement at the workplace. However, the auditee has not identified where and how the major risks of corruption could occur, and not provided ethics and integrity in trainings given to business partners regularly.
Nhà máy đã thiết lập chính sách chống tham nhũng, hối lộ và dấn ở tại nơi làm việc. Tuy nhiên, chưa có nhận diện bộ phận nào và bằng cách nào rủi ro tham nhũng có thể xuất hiện, và chưa có lồng ghép phần tuyên truyền đạo đức và liêm chính cho đối tác kinh doanh định kỳ.

Remarks from Auditee

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	05/10/2020	194264	D	B	A	A	B	A	D	A	A	A	A	B	A	C
Full Audit	07/10/2019	164094	D	C	A	A	A	A	D	A	A	A	A	B	A	C

Producer Photos



External photo(s) of the production unit(s)
Facility name.JPG



External photo(s) of the production unit(s)
Facility overview.JPG



External photo(s) of the production unit(s)
Facility overview.JPG



External photo(s) of the production unit(s)
Sample room.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Emergency light and exit sign.JPG



Photo of fire safety equipment
Evacuation map.JPG



Photo of fire safety equipment
Exit route.JPG



Photo of fire safety equipment
Exit route.JPG



Photo of fire safety equipment
Fire alarm button.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of fire safety equipment
Instruction of using fire extinguisher.JPG



Photo of fire safety equipment
No smoking warning sign.JPG



Photo of fire safety equipment
Smoke detector.JPG



Photo of the code of conduct on display
BSCI code of conduct.JPG



Photo of the inside of the main production hall
inspection and packing area.JPG



Photo of the inside of the main production hall
Material warehouse.JPG



Photo of the inside of the main production hall
Sewing area.JPG



Photo of the inside of the main production hall
Shaping area.JPG



Photo of the inside of the main production hall
Weaving area.JPG



Photo of the personal protection equipments (if applicable)
Needle guard.JPG



Photo of the personal protection equipments (if applicable)
PPE wearing.JPG



Photo of the personal protection equipments (if applicable)
Pulley guard for sewing machine.JPG



Photo of the personal protection equipments (if applicable)
Warning sign for electrical panel.JPG



Photo of the sanitary facilities
Drinking water.JPG



Photo of the sanitary facilities
Toilet area.JPG



Photo of non-conformity
Finding 7.13_No safety cover for electrical panel.JPG



Photo of non-conformity
Finding 7.15_Emergency exit at production workshop as
sliding door.JPG