



# Social Re-Audit Report

## 社会责任 重新审核报告

January 2009  
2009 年 1 月

BSCI 8-01/09

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# Social Re-Audit Report

## 社会责任 重新审核报告

<b>Factory Name:</b> 工厂名称:		Handan Alliance Garment Co., Ltd.		
<b>Factory Address:</b> 工厂地址:		Damazhuang, Guangping County, Handan City, Hebei Province, P.R.C		
<b>Management Representative:</b> 管理代表:		Mr. Meng Zan/ General manager		
Audit Results for BSCI Social Requirements Part B: BSCI 社会责任要求 B 部分:	Good <sup>1</sup> 良好 <input checked="" type="checkbox"/>	Improvement Needed 需要改进 <input type="checkbox"/>	Non-compliant 不合规 <input type="checkbox"/>	
Audit Results for Best Practice for Industry Part C: 行业最佳实践 C 部分:	Good 良好 <input type="checkbox"/>	Improvement Needed 需要改进 <input checked="" type="checkbox"/>		
<b>Audit initiated by:</b> 审核发起人	<b>BSCI Member:</b> BSCI 成员 <input checked="" type="checkbox"/>	<b>Supplier:</b> 供应商 <input type="checkbox"/>		
<b>Auditing Company Name:</b> 审核公司名称:		Hong Kong Quality Assurance Agency		
<b>Audit report number:</b> 审核报告号码:		14146055-FBSCI		
<b>DBID number:</b> DBID 号码:		14944		
<b>Lead Auditor's name and SAAS certificate number:</b> 主审核员的姓名以及 SAAS 证书号码:		Minnie Mai, A0489		
<b>Auditing Company Address:</b> 审核公司地址:		19/F, K. Wah Center, 191 Java Road, North Point, Hong Kong		
<b>Audit Date:</b> 审核日期:		3 December 2009		
<b>Date for the new BSCI cycle to be started:</b> (3 years from the initial audit): 新的 BSCI 循环即将开始的日期 (自首次审核日期起 3 年)		16 September 2012		
<b>Number of Initial audits performed at this facility (Cycle number 1, 2, 3..):</b> 在该厂执行的首次审核的次数 (循环次数 1、2、3..) :		1		
<b>Agreed date for closing the CAP (if applicable):</b> 同意结束纠正措施计划的日期 (如适用) :		Part B : 2 March 2010 Part C : NA		
<b>Date, Signature &amp; Stamp:</b> 日期、签署和印章:		3 December 2009 Minnie Mai		
		 		

<sup>1</sup> Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only. 由于审核活动的取样性质缘故, 若评估过程缺少调查结果, 则不能保证完全符合该体系, 也不能保证日后不会发生违反情况。由于本报告仅涉及“受审核公司”下列出的生产场所, 因此 BSCI 和该审核公司不对相关产品或服务的供应链中使用的其它场所出现的情况负责

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 3 of 17

Lead-Auditor 主审核员	Minnie Mai	Additional Auditor 其他审核员	Nil
First Re-audit 第一次重新审核	<input checked="" type="checkbox"/>	Second Re-Audit 第二次重新审核	<input type="checkbox"/>
Audit Date 审核日期	3 December 2009	Number of man days applied 适用的人天数	1

**A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.**

**A. 主要资料–有关该公司业务结构的全部详情, 请参见审核问卷中的完整的主要资料。**

Location of Company 公司地址		Basic Data 基本数据	
Name of Company 公司名称	Handan Alliance Garment Co., Ltd.	Year of foundation 成立年份	2006
http://www.	<a href="http://www.alliancegarment.net.cn">www.alliancegarment.net.cn</a>	Legal status 公司性质	Company Limited
Street 街道	Damazhuang	Language(s) spoken in company 公司所用的语言	Mandarin
City 城市	Guangping county, Handan City, Hebei Province	Total capacity per month 月总产量	Trousers: 25,000 pairs Jacket: 12,000 pcs
Zip Code 邮编	057650	Contact Person 联系人	
Country 国家	China	Name 姓名	Mr. Meng Zan
Phone 电话	(86 310) 2619051	Position / Language 职位/语言	General Manager/ Chinese
Fax 传真	(86 310) 2619035	Phone 电话	(86 310) 2619051
DBID Number DBID 号码	14944	E-mail 电邮	<a href="mailto:mengzan@alliancegarment.net">mengzan@alliancegarment.net</a>

**Business Activities**

**商业活动**

Clothing: <input checked="" type="checkbox"/>	Construction Material: <input type="checkbox"/>	Electronic Groups: <input type="checkbox"/>
服装:	建筑材料:	电子集团:
Eyewear (Glasses): <input type="checkbox"/>	Furniture: <input type="checkbox"/>	Leather Goods (except shoes): <input type="checkbox"/>
各类眼镜(眼镜):	家具:	皮制品 (除鞋类):
Machinery: <input type="checkbox"/>	Other hard goods: <input type="checkbox"/>	Shoes: <input type="checkbox"/>
机械:	其他耐用品:	鞋类:
Textiles: <input type="checkbox"/>	Toys: <input type="checkbox"/>	Textiles raw material or accessories <input type="checkbox"/>
纺织品:	玩具:	纺织原料或配件:

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 4 of 17

## B. BSCI Mandatory Social Requirements

### B. BSCI 强制性的社会责任要求

#### Previous Audit Results Part B BSCI Social Requirements

##### 上次审核结果 B 部分: BSCI 社会责任要求

Date of Initial Audit: 14-16 September 2009 首次审核日期:	Date of First Re- Audit: 3 December 2009 第一次重新审核的日期:	Date of Second Re- Audit: 第二次重新审核的日期:
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		Initial Results 首次审核结果				First Re-audit Result 第一次重新审核的结果					Second Re-audit Results 第二次重新审核的结果				
		2	1	0	NA	2	1	0	NA	NR	2	1	0	NA	NR
B.1	Management Practice 管理实践	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.2	Documentation 文件证据	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.3	Working Time 工时	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.4	Compensation 报酬	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.5	Child Labour / Young Employees 童工/未成年员工	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures 强迫劳工/囚犯劳工/惩戒措施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.7	Freedom of Association / Collective Bargaining 结社自由/集体谈判	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.8	Discrimination 歧视	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.9	Working Conditions 工作条件	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.10	Health and Social Facilities 卫生及社会福利设施	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.11	Occupational Health and Safety 职业安全与健康	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.12	Dormitories 宿舍	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.13	Environment 环境	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Result for the current audit:: 当前审核的总体结果:	<input checked="" type="checkbox"/> Good 良好	<input type="checkbox"/> Improvements Needed 需要改进	<input type="checkbox"/> Non-compliant 不合规
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Please fill in under results 请根据结果填写	2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	0 = Critical 0 = 危急	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有些次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架)	Requirements do not match to the company structure 要求不符合公司结构	

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 5 of 17

**Previous Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements**

上次纠正措施计划 (CAP) B 部分 BSCI 强制性的社会责任要求

	<b>Findings and Requested Improvements</b> 审核发现以及所需改进	Implementation Date 实施日期	Fulfilled? 完全落实了吗?
<b>Management Practice</b> 管理手法	<p>Ø The company did not appoint a qualified person / qualified persons on the operational level for implementation and checking compliance with the BSCI social requirements including health and safety. (B1.4) 公司没有在业务运作级别中委任一位或多为合资格人士，负责执行和核查公司是否遵守卫生及安全等 BSCI 社会责任要求。 (B1.4)</p> <p>The company should appoint a qualified person / qualified persons on the operational level for implementation and checking compliance with the BSCI social requirements including health and safety. 公司应在业务运作级别中委任一位或多为合资格人士，负责执行和核查公司是否遵守卫生及安全等 BSCI 社会责任要求。</p>	16 December 2009 2009 年 12 月 16 日	Yes 是
<b>Documentation</b> 文件证据	<p>Ø In accordance with BSCI social requirements (B2.19), the security guards should have an employment contract which describes their duties. It was noted that the factory could not provide an employment contract which describes security guards duties. 按照 BSCI 的要求 (B2.19) ，保安人员应拥有一份描述了其职责的雇佣合约. 在评估中发现,工厂提供的保安人员劳动合同中未描述保安职责。</p> <p>The factory should sign an employment contract which describes their duties with security guards. 保安人员应拥有一份描述了其职责的雇佣合约。</p>	16 December 2009 2009 年 12 月 16 日	Yes 是
<b>Working Time</b> 工时	No non-conformance found 未有发现不符点	N/A 不适用	NR 没有重新审核
<b>Compensation</b> 报酬	<p>Ø In accordance with BSCI social requirements (B4.14), the company should pay the statutory contribution for all employees to social insurance funds. It was noted that the factory could not provide any evidence to pay the statutory social insurance. 按照 BSCI 的要求 (B4.14) 公司应支付所有员工的社会保险基金的法定供款. 在评估中发现, 工厂未能提供支付所有员工的社会保险基金证据。</p> <p>The factory should pay the statutory contribution for all employees to social insurance funds. 公司应支付所有员工的社会保险基金的法定供款。</p>	16 December 2009 2009 年 12 月 16 日	Yes 是
<b>Child Labour / Young Employees</b> 童工/未成年员工	No non-conformance found 未有发现不符点	N/A 不适用	NR 没有重新审核
<b>Forced Labour / Prisoner Labour /</b>	No non-conformance found 未有发现不符点	N/A 不适用	NR 没有重新审核

Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	0 = Critical 0 = 危急	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有些次要的要求不符合，员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合，不存在危急情况	Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架)	Requirements do not match to the company structure 要求不符合公司结构

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 6 of 17
<b>Disciplinary Measures</b> 强迫劳工/囚犯劳工/惩戒措施				
<b>Freedom of Association and Collective Bargaining</b> 结社自由和集体谈判	No non-conformance found 未有发现不符点		N/A 不适用	NR 没有重新审核
<b>Discrimination</b> 歧视	No non-conformance found 未有发现不符点		N/A 不适用	NR 没有重新审核
<b>Working Conditions</b> 工作条件	No non-conformance found 未有发现不符点		N/A 不适用	NR 没有重新审核
<b>Health and Social Facilities</b> 卫生及社会福利设施	No non-conformance found 未有发现不符点		N/A 不适用	NR 没有重新审核
<b>Occupational Health and Safety</b> 职业健康与安全	<p>Ø In accordance with BSCI social requirements (B11.3 e), the dispense, use and disposal of chemicals should be recorded. It was noted that the factory did not keep related records on chemical's dispense, use and disposal. 按照 BSCI 的要求(B11.3 e), 工厂应将化学品的分配、使用和弃置保留记录, 在评估中发现, 工厂未能提供相关的记录.</p> <p>The factory should keep chemical's records about dispense, use and disposal. 工厂应保留化学品的分配、使用和弃置记录.</p> <p>Ø In accordance with BSCI social requirements (B11.8a), sewing machines should correctly install belt encasement to protect employees from injuries. It was found that several sewing machines in sample making room had no safety guards. 按照 BSCI 的要求(B11.8a), 电风扇应安装正确的防护装置, 以免雇员受伤. 在评估中发现, 在工程板房里有个别缝纫机未装皮带防护套.</p> <p>The factory should install proper safety guards for electrical fans. 工厂 应给电风扇应安装正确的防护装置.</p> <p>Ø In accordance with BSCI social requirements (B11.9f), steam boiler (minitype) had installed pressure gauge and should be regularly tested. It was found that the pressure gauge inspection report was not available. 按照 BSCI 的要求(B11.9 f), 小型蒸汽锅炉压力表应安装并定期检验. 在评估中发现, 工厂未能提供压力表的检验记录.</p> <p>The factory should provide periodically inspection report for pressure gauge. 工厂应对蒸汽锅炉的压力表定期检验.</p>	16 December 2009 2009 年 12 月 16 日	Partly Yes 部分完成	
<b>Dormitories</b> 宿舍	N/A 不适用		N/A 不适用	NR 没有重新审核

Please fill in under results  
请根据结果填写

2 = Good  
2 = 良好

1 = Improvements Needed  
1 = 需要改进

0 = Critical  
0 = 危急

NA = Not Applicable  
NA = 不适用

No deviation from requirements or only minor deviations and full protection of employees is given  
符合要求或者仅有些次要的要求不符合, 员工受到全面的保护

Deviations in the minority of requirements and no crucial points  
极少数要求不符合, 不存在危急情况

Deviations in the majority of requirements or/and in crucial points (double framed)  
多数要求不符合或/和处于危急关头 (双重框架)

Requirements do not match to the company structure  
要求不符合公司结构

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 7 of 17
<b>Environment</b> 环 境	<p>Ø In accordance with BSCI social requirements (B13.1), waste should be managed in a way that does not lead to pollution of the environment. It was noted that there was no evidence of waste disposal for dangerous waste available.</p> <p>按照 BSCI 的要求 (B13.1) 的要求,废物的处理方法应不会对环境造成污染.但工厂未能提供对危险废物的处置证据.</p> <p>Hazardous Waste should be management arranged in a way that does not lead to pollution of the environment.</p> <p>危险废物的处理方法应不会对环境造成污染.</p>	16 December 2009 2009 年 12 月 16 日	No 未完成	

Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	0 = Critical 0 = 危急	NA = Not Applicable NA = 不适用
No deviation from requirements or only minor deviations and full protection of employees is given 符合要求或者仅有些次要的要求不符合, 员工受到全面的保护	Deviations in the minority of requirements and no crucial points 极少数要求不符合, 不存在危急情况	Deviations in the majority of requirements or/and in crucial points (double framed) 多数要求不符合或/和处于危急关头 (双重框架)	Requirements do not match to the company structure 要求不符合公司结构

HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 8 of 17
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**Current Re-Audit Corrective Action Plan (CAP) Part B BSCI Social Requirements**  
**当前重新审核纠正措施计划 (CAP) B 部分 BSCI 社会责任要求**

	<b>Findings and Necessary Improvements</b> 审核发现以及必要的改进	<b>Implementation Date</b> 实施日期
<b>Management Practice</b> 管理实践	No non-conformance found 未有发现不符点	N/A 不适用
<b>Documentation</b> 文件证据	No non-conformance found 未有发现不符点	N/A 不适用
<b>Working Time</b> 工时	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Compensation</b> 报 酬	No non-conformance found 未有发现不符点	N/A 不适用
<b>Child Labour / Young Employees</b> 童工/未成年員工	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Forced Labour / Prisoner Labour / Disciplinary Measures</b> 强迫劳动/囚犯式劳动/惩戒措施	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Freedom of Association and Collective Bargaining</b> 结社自由/集体谈判	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Discrimination</b> 歧 视	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Working Conditions</b> 工作条件	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Health and Social Facilities</b> 卫生及社会福利设施	Not Re-audited. 没有重新审核.	N/A 不适用
<b>Occupational Health and Safety</b> 职业健康与安全	<p>Ø In accordance with BSCI social requirements (B.11.8 a), belt encasements should be correctly installed to protect employees from injuries. It was noted that some sewing machines in sewing workshop and sample room did not have belt encasement.</p> <p>按照 BSCI 的要求 (B.11.8 a)，应正确安装皮带套以免雇员受伤。在评估中发现，缝纫车间及板房部分缝纫机没有安装皮带套。</p> <p>Completed belt encasements should be installed for each sewing machine.</p> <p>应为每台缝纫机安装完整皮带套。</p>	2 March 2010 2010 年 3 月 2 日

HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 9 of 17
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Dormitories 宿 舍	<b>Not Re-audited.</b> 没有重新审核。	N/A 不适用
Environment 环 境	<p>Ø In accordance with Clause 49 of China Solid Waste Pollution Prevention Law and BSCI social requirements (B.13.2), chemicals should be collected by licensed body. It was noted that the hazardous waste with chemical was not collected by licensed body.</p> <p>按照《中华人民共和国固体废物污染环境防治法》第 49 条及 BSCI 的要求 (B.13.2) , 危险废物应由具有危险废物经营许可证的单位进行收集。在评估中发现, 沾染化学品的危险废物没有由有资质的回收商回收。</p> <p><b>The hazardous waste should be collected by licensed body.</b> 危险废物由有资质的回收商回收。</p>	2 March 2010 2010 年 3 月 2 日

3 December 2009 /Minnie Mai



Date / signature / stamp Auditor

日期/签署/印章 审核员



Signature / stamp Company

签署/印章 公司

HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 10 of 17
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**Remarks****备注****B.1 Management Practice****B.1.4**

Ms. Li Hai Ling who had joined Guangping Production Entity Management Personnel Safety Qualification Training on 10-12 November 2009 and got Safety Qualification Certificate (issued by Guangping County Safe Production Supervision & Management Bureau on 17 November 2009 with certificate No.: 00326) was appointed for implementation and checking compliance with the health and safety of BSCI social requirements.

**B.2 Documentation****B.2.19**

Security Guard Instruction including the job duty and description was established on 1 October 2009 and posted out in the security guard room.

**B.4 Compensation****B.4.14**

Payment receipts for social insurance for the period from October 2009 to November 2009 were reviewed. A document was issued by Guangping County Social Insurance Centre on 1 December 2009 to prove that the coverage had complied with local requirement.

**B.11 Occupational Health and Safety****B.11.3 e**

Chemical Dispensing & Using Record was established and corresponding records from September to November 2009 were reviewed.

**B.11.9 f**

Inspection certificate for boiler manometer was issued by Guangping County Measurement & Testing Station on 3 December 2009 and it was valid till 2 June 2010 with certificate No.: 0137.

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 11 of 17

**C. Best Practice for Industry - Voluntary implementation but auditing is mandatory**

C. 行业最佳实践-自愿实施, 但审核是强制性的

Date of Initial Audit: 14-16 September 2009 首次审核日期:	Date of First Re- Audit: 3 December 2009 第一次重新审核的日期:	Date of Second Re- Audit: 第二次重新审核的日期:
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		Initial Results 首次审核结果			First Re-audit Results 第一次重新审核的结果				Second Re-audit Results 第二次重新审核的结果			
		2	1	NA	2	1	NA	NR	2	1	NA	NR
C.1	Policy 方针	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.2	Planning and Implementation 计划和实施	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.3	Management Review 管理检讨	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.4	Control of Subcontractors / Suppliers / Sub-suppliers 分包商/供应商/分供应商的监控	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.5	Control of Homeworkers 家庭工的监控	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.6	Compensation 报酬	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.7	Child Labour 童工	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.8	Evasion 逃避责任	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.9	Outside Communication 对外沟通	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Ripe for SA8000 Certification with regard to audit results B and C**  
根据审核结果 B 和 C 进行 SA8000 认证的时机是否成熟

YES  
是       Y      NO  
否

**Training and assistance necessary but SA8000 certifiable**  
尽管达到 SA8000 认证标准, 是否有必要接受培训和协助

YES  
是       Y      NO  
否

Please fill in under results 请根据结果填写		
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用
No deviation from requirements 符合要求	Deviation from requirements 不符合要求	Requirements do not match to the company structure 要求不符合公司结构

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 12 of 17

**Previous Corrective Action Plan (CAP) Part C Best Practice for Industry -  
Voluntary implementation but auditing is mandatory**

上次纠正措施计划 (CAP) C 部分行业最佳实践-自愿实施, 但审核是强制性的

	<b>Findings and Requested Improvements</b> 审核发现以及所需改进	Agreed 是否同意		<b>Implemen- tation Date</b> 实施日期	<b>Ful- filled?</b> 完全落 实了 吗?
		Yes 是	No 否		
<b>Policy</b> 方针	<p>In accordance with Best Practice for Industry requirements (C.1.1), the top management should define a commitment to conform to all requirements of SA8000 Standard. It was noted that the top management did not define a commitment to conform to all requirements of SA8000 Standard.</p> <p>按照行业最佳实践要求 (C.1.1) , 最高管理层应遵守 SA8000 标准的所有规定作出承诺。在评估中发现, 最高管理层没有就遵守 SA8000 标准的所有规定作出承诺。</p> <p><b>The top management should define a commitment to conform to all requirements of SA8000 Standard.</b> (C1.1)</p> <p>最高管理层应就遵守 SA8000 标准的所有规定作出承诺。 (C1.1)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用	No 未完成
<b>Planning and Implementation</b> 计划和实施	<p>In accordance with Best Practice for Industry requirements (C.2.1), the company should promote the requirement of the SA8000 Standard and implement at all levels of the organization. It was noted that the company did not promote the requirement of the SA8000 Standard and implement at all levels of the organization.</p> <p>按照行业最佳实践要求 (C.2.1) , 公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。在评估中发现, 公司没有就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p> <p><b>The company should promote the requirement of the SA8000 Standard and implement at all levels of the organization.</b></p> <p>公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用	No 未完成
<b>Management Review</b> 管理检讨	<p>In accordance with Best Practice for Industry requirements (C.3.1-3.2), top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically. It was noted that top management did not review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically.</p> <p>按照行业最佳实践要求 (C.3.1-3.2) , 最高管理层应定期对照 SA8000 标准要求检讨公司的方针、程序和表现。在评估中发现, 最高管理层没有定期对照 SA8000 标准要求检讨公司的方针、程序和表现。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用	No 未完成

<b>Please fill in under results</b> 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用	
No deviation from requirements 符合要求	Deviation from requirements 不符合要求	Requirements do not match to the company structure 要求不符合公司结构	

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码		页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944		Page 13 of 17
	Top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically. 最高管理层应定期对照 SA8000 标准要求检讨公司的方针、程序和表现。				
<b>Control of Subcontractor / Suppliers / Sub-suppliers</b> 分包商/供应商/分供应商的监控	<b>In accordance with Best Practice for Industry requirements (C.4.1-4.4), factory should establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. It was noted that factory did not establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard.</b> 按照行业最佳实践要求 (C.4.1-4.4)，公司应根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。在评估中发现，公司没有根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用	No 未完成
<b>Control of Homeworkers</b> 家庭工的监控	NA 不适用	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用	N/A 不适用
<b>Compensation</b> 报酬	No non-conformance found 未有发现不符点	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用	N/A 不适用
<b>Child Labour</b> 童工	No non-conformance found 未有发现不符点	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用	No 未完成
<b>Evasion</b> 逃避责任	No non-conformance found 未有发现不符点	<input type="checkbox"/>	<input type="checkbox"/>	N/A 不适用	N/A 不适用
<b>Outside Communication</b> 对外沟通	<b>In accordance with Best Practice for Industry requirements (C.9.1), the company should establish and maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. It was noted that the company did not maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard.</b> 按照行业最佳实践要求 (C.9.1)，公司应建立并维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。在评估中发现，公司没有维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。  <b>The company should maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. (C9.1)</b> 公司应维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。 (C9.1)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用	No 未完成

Please fill in under results 请根据结果填写			
2 = Good 2 = 良好	1 = Improvements Needed 1 = 需要改进	NA = Not Applicable NA = 不适用	
No deviation from requirements 符合要求		Deviation from requirements 不符合要求	Requirements do not match to the company structure 要求不符合公司结构

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 14 of 17

**Current Re-Audit Corrective Action Plan (CAP) Part C Best Practice for Industry**  
**当前重新审核纠正行动计划 (CAP) C 部分 行业最佳实践**

	<b>Findings and Necessary Improvements</b> 审核发现以及必要的改进	Agreed 是否同意		<b>Implemen- tation Until</b> 实施日期
		Yes 是	No 否	
<b>Policy</b> 方针	<p><b>In accordance with Best Practice for Industry requirements (C.1.1), the top management should define a commitment to conform to all requirements of SA8000 Standard. It was noted that the top management did not define a commitment to conform to all requirements of SA8000 Standard.</b>  按照行业最佳实践要求 (C.1.1)，最高管理层应就遵守 SA8000 标准的所有规定作出承诺。在评估中发现，最高管理层没有就遵守 SA8000 标准的所有规定作出承诺。</p> <p><b>The top management should define a commitment to conform to all requirements of SA8000 Standard. (C1.1)</b>  最高管理层应就遵守 SA8000 标准的所有规定作出承诺。 (C1.1)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Planning and Implementation</b> 计划和实施	<p><b>In accordance with Best Practice for Industry requirements (C.2.1), the company should promote the requirement of the SA8000 Standard and implement at all levels of the organization. It was noted that the company did not promote the requirement of the SA8000 Standard and implement at all levels of the organization.</b>  按照行业最佳实践要求 (C.2.1)，公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。在评估中发现，公司没有就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p> <p><b>The company should promote the requirement of the SA8000 Standard and implement at all levels of the organization.</b>  公司应就 SA8000 标准的要求对组织内各阶层进行宣传并加以执行。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Management Review</b> 管理检讨	<p><b>In accordance with Best Practice for Industry requirements (C.3.1-3.2), top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically. It was noted that top management did not review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically.</b>  按照行业最佳实践要求 (C.3.1-3.2)，最高管理层应定期对照 SA8000 标准要求检讨公司的方针、程序和表现。在评估中发现，最高管理层没有定期对照 SA8000 标准要求检讨公司的方针、程序和表现。</p> <p><b>Top management should review the policy procedure and performance result vis-à-vis the requirement of the SA8000 Standard periodically.</b>  最高管理层应定期对照 SA8000 标准要求检讨公司的方针、程序和表现。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用
<b>Control of Subcontractors / Suppliers / Sub-suppliers</b> 分包商/供应商/分供应商的监控	<p><b>In accordance with Best Practice for Industry requirements (C.4.1-4.4), factory should establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard. It was noted that factory did not establish procedure to recruit subcontractors / suppliers / subsuppliers based on their ability to meet the requirements of the SA8000 Standard.</b>  按照行业最佳实践要求 (C.4.1-4.4)，公司应根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。在评估中发现，公司没有根据其迎合 SA8000 标准的要求的能力，建立并维持适当的程序，去聘用分包商/供货商/分供货商。</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A 不适用

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称 HANDAN ALLIANCE GARMENT CO., LTD.	审核日期 3 December 2009	DBID 号码 14944	页码 Page 15 of 17
<b>Control of Homeworkers</b> 家庭工的监控	<b>Not Re-audited.</b> 没有重新审核.	<input type="checkbox"/>	<input type="checkbox"/>	<b>N/A</b> 不适用
<b>Compensation</b> 报 酬	<b>Not Re-audited.</b> 没有重新审核.	<input type="checkbox"/>	<input type="checkbox"/>	<b>N/A</b> 不适用
<b>Child Labour</b> 童 工	<b>Not Re-audited.</b> 没有重新审核.	<input type="checkbox"/>	<input type="checkbox"/>	<b>N/A</b> 不适用
<b>Evasion</b> 逃避责任	<b>Not Re-audited.</b> 没有重新审核.	<input type="checkbox"/>	<input type="checkbox"/>	<b>N/A</b> 不适用
<b>Outside Communication</b> 对外沟通	In accordance with Best Practice for Industry requirements (C.9.1), the company should establish and maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. It was noted that the company did not maintain the procedure to communicate regularly to all interested parties data and other information regarding performance of the requirement of the SA8000 Standard. 按照行业最佳实践要求 (C.9.1) , 公司应建立并维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。在评估中发现, 公司没有维持程序以定期与所有利益相关方就 SA8000 标准要求的表现进行沟通。	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<b>N/A</b> 不适用

3 December 2009 /Minnie Mai



Date / signature / stamp Auditor

日期/签署/印章 审核员

Signature / stamp Company

签署/印章 公司



<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 16 of 17

**Remarks**

备注

Nil

<b>BSCI</b> Re-audit Report 社会责任 重新审核报告	公司名称	审核日期	DBID 号码	页码
	HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	Page 17 of 17

**List of Re-Audit Attachments – To be attached to the PDF report**  
**重新审核附件清单-附在 PDF 报告上**

	<b>Obligatory Attachments</b> 所需附件	<b>Attached?</b> 已附?
1.	Employees Interview Sheet 员工访谈记录单	NA
2.	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc. 照片: 厂院外、生产楼层、食堂、宿舍、行为守则的展示架、苗圃等等	NA
3.	Child Labour Record Sheet 童工记录单	NA

	<b>Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.</b>  要求提供复印件作为审核资料的一部分, 如果法律允许收集记录, 请依照当地法律。	<b>Available with the audit files?</b>  已随审核文件提供?
4	Collective Bargaining Agreement 劳资协议	NA
5	Personnel File sample 个人文件样本	NA
6	Time Record sample 时间记录样本	NA
7	Payslip sample 工资条样本	NA
8	Payment to Social Insurance Fund 社会保险金支付	Y
9	Wage List sample 工资表样本	NA
10	Maternity Leave sample 产假样本	NA
11	Work Rules 工作规则	NA
12	Documentation on Health and Safety Training 有关健康与安全培训的文件证据	NA
13	Documentation on Social Issues made by officials or other social audit 由官员或其他社会责任审核员造成社会责任问题的文件证据	NA
14	Agreement with a union or other worker representative 与工会或其他工人代表签订的协议	NA
15	Authorization for exemptions from statutory regulations 法定豁免的批准	NA
16		
17		
18		
19		
20		

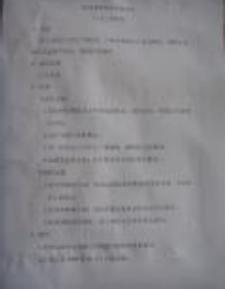
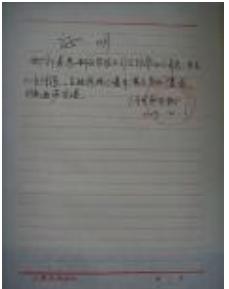
**BSCI**

Audit Report

社会责任 审核报告

工厂名称	审核日期	DBID 号码	
HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	

**Photos****Previous Non-Conformances Closed:**

	
<b>Safety Quality Certificate</b>	<b>Security Guard Instruction</b>
	
<b>Social Insurance Payment Invoice</b>	<b>Document to Prove the Compliance of Social Insurance</b>
	
<b>Record for Chemical Dispensing &amp; Using</b>	<b>Manometer Inspection Certificate</b>

**BSCI**

Audit Report  
社会责任 审核报告

工厂名称	审核日期	DBID 号码	
HANDAN ALLIANCE GARMENT CO., LTD.	3 December 2009	14944	

**Non-Conformances Found:**



Sewing Machine without Belt Encasement  
Sewing Workshop (B.11.8 a)



Sewing Machine without Belt Encasement  
Sample Workshop (B.11.8 a)