

ALGI TRACKING CHART	
Country	China
Client	World Centric
Factory Name	
TOR Number	8353
Number of workers/工人数	384
Date of audit/ 审核日期	July 6 & 7, 2009
Days in the facility/ 现场实际审核时间	2 days / 1 auditor

	Legal Reference 相关法律	Code Requirement 行为准则要求	Monitor's Findings 问题	Documentation 核实途径
A. Legal Requirements / Licenses 法定要求 / 许可证			In Compliance / 符合规定	
Nil 无发现				
B. Code Awareness & Training / Complaint Mechanism 培训 / 投诉机制 / 客户行为守则			In Compliance / 符合规定	
Nil 无发现				
C. Forced Labor 强制劳动			In Compliance / 符合规定	
Nil 无发现				
D. Child / Juvenile Labor 童工 / 未成年工			In Compliance / 符合规定	
Nil 无发现				
E. Harassment or Abuse 骚扰与虐待			In Compliance / 符合规定	
Nil 无发现				
F. Non Discrimination 歧视			In Compliance / 符合规定	
Nil 无发现				
G. Freedom of Association 自由结社			Not in Compliance / 不符合规定	
Right to Freely Association			Chinese Government regulates workers could not form any kinds of trade union except the one under the	Documents review, employee interview and
结社自由权		FLA Code FOA.2	All China Federation of Trade Unions.	management review.
		FLA Code FOA.2	中国法律规定工人只能加入由中华总工会领导下的工会，工人无权自由的设立组织。	文件稽核，员工访谈以及管理层访谈。
H. Hours, Wages & Benefits 工作时间 工资和福利			Not in Compliance / 不符合规定	

	Legal Reference 相关法律	Code Requirement 行为准则要求	Monitor's Findings 问题	Documentation 核实途径
Social insurance	PRC Labor Law article 73, Labourers shall, in accordance with the law, enjoy social insurance benefits under the following circumstances: retirement; illness or injury; disability caused by work-related injury or occupational disease; unemployment; and child-bearing. The survivors of the insured labourers shall be entitled to subsidies for survivors in accordance with the law. The conditions and standards for labourers to enjoy social insurance benefits shall be stipulated by law, rules and regulations. The social insurance amount that labourers are entitled to must be timely paid in full.		Through review of the receipts of Social insurance, it was noted that only 161 out of 384 employees have retirement; illness or injury; disability caused by work-related injury or occupational disease; unemployment; and child-bearing insurances. Remark: Factory received a social insurance waiver from local labor bureau.	Documents review.
社会保险	中华人民共和国劳动法第七十三条, 劳动者在下列情形下, 依法享受社会保险待遇: (一) 退休; (二) 患病、负伤; (三) 因工伤残或者患职业病; (四) 失业; (五) 生育。劳动者死亡后, 其遗属依法享受遗属津贴。劳动者享受社会保险待遇的条件和标准由法律、法规规定。劳动者享受的社会保险金必须按时足额支付。		根据工厂提供的社保收据发现, 工厂的384人中只有161人购买了养老保险, 失业保险, 工伤保险, 医疗保险以及生育保险。备注: 工厂已获取当地社保局缴纳社保合规的批文。	文件稽核。
Working hours, over time hours, minimum wages and over time wages			Working hours, over time hours, minimum wages and over time wages could not be verified due to inconsistencies found between time records, wage sheets and bank transaction statements. For example, workers' wages on the wage sheets are different to the wages on the bank statements. The hours of workers worked on the time records are different to the hours worker worked on the wage sheets.	Time records, wage sheets and bank statements.
工作时间, 加班时间, 最低工资以及加班工资			工作时间, 加班时间, 最低工资以及加班工资因工厂所提供的考勤与工资记录不对应而无法判定。例如, 员工工资表上的工资数与银行转帐记录上的工资数不对应, 工人考勤表上的工作时间与工资表上的工作时间不对应。	考勤表, 工资表以及银行转帐证明。
I. Subcontracting & Homeworkers 外包以及家庭手工				In Compliance / 符合规定
Nil				

	Legal Reference 相关法律	Code Requirement 行为准则要求	Monitor's Findings 问题	Documentation 核实途径
无发现				
J. Health and Safety 健康和安			Not in Compliance / 不符合规定	
Fire exits	The PRC Fire Service Law article 14(6), enterprises and business units shall ensure that all evacuation passages and emergency exits are clear, and posted with fire safety evacuation signs.		Through factory tour, it was noted that one out of the two fire exits was locked in the side cutting workshop.	Factory tour
安全出口	《中华人民共和国消防法》第14条（6），机关、团体、企业、事业单位应当保障疏散通道、安全出口畅通，并设置符合国家规定的消防安全疏散标志。		在现场稽核的过程中发现生产车间切边部门的两个消防通道中的一个被锁住。	现场稽核
Hygiene facilities		FLA Code H&S.22	Through factory tour, it was noted that the doors of male toilets were broken.	Factory tour
卫生设施		FLA Code H&S.22	在现场稽核的过程中发现男洗手间的门已经破损。	现场稽核
Chemical safety	Regulation for Safety of Dangerous Chemical article 16: Units that produce, store and use the dangerous chemical should install related safety facilities in workshop or warehouse for monitor, ventilation, sun proof, air-condition, fire prevention, fire fighting, explosive prevention, pressure release, gas defence, antiseptis, counteract, anti-moisture, lighting proof, anti-static, anti-leakage, safeguard, and isolation. According to the national laws and requirements of dangerous chemical material, the above facilities and equipment should be kept and maintained safely.		Through factory tour, it was noted that some chemicals are stored in boiler room without any anti-leakage devices.	Factory tour
化学品安全	危险化学品安全管理条例第十六条：生产、储存、使用危险化学品的，应当根据危险化学品的种类、特性，在车间、库房等作业场所设置相应的监测、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、消毒、中和、防潮、防雷、防静电、防腐、防渗漏、防护围堤或者隔离操作等安全设施、设备，并按照国家标准和国家有关规定进行维护、保养，保证符合安全运行要求。		在现场稽核的过程中发现锅炉房内暂时存放的化学品没有安装防泄露装置。	现场稽核

	Legal Reference 相关法律	Code Requirement 行为准则要求	Monitor's Findings 问题	Documentation 核实途径
Evacuation passage	The PRC Fire Service Law article 14(6), enterprises and business units shall ensure that all evacuation passages and emergency exits are clear, and posted with fire safety evacuation signs.		Through factory tour, it was noted that some workers in side cutting workshop were blocked in their work station.	Factory tour
安全通道	《中华人民共和国消防法》第14条（6），机关、团体、企业、事业单位应当保障疏散通道、安全出口畅通，并设置符合国家规定的消防安全疏散标志。		在现场稽核的过程中发现切边部的部分员工被货物阻挡在工作台中。	现场稽核
Workplace Comfort		FLA Code H&S.20	Through factory tour, it was noted that factory did not install ergonomic devices to make workers more comfortable. For example, no feet pad for workers who stand for long time and no backrest for workers who sit for long time.	Factory tour
工作场所舒适		FLA Code H&S.20	在现场稽核的过程中发现工厂没能为工人提供人体工程学的设施，例如没能为长时间站立工作的工人提供脚垫，提供给坐着工作的工人的椅子没有靠背等。	现场稽核
K. Environment 环境保护			In Compliance / 符合规定	
Nil 无发现				
L. Security 安全			In Compliance / 符合规定	
Nil 无发现				

Facility Response 工厂回应	Verification 确认
<p>Agreed, they will discuss the corrective action and will respond to client directly.</p>	<p>all the factories in China have same situation,this is the fact and hard to change the reality</p>
<p>认同的，需要开会讨论改进的措施并直接回复客户。</p>	
<p>Agreed, they will discuss the corrective action and will respond to client directly.</p>	<p>Reason:the worker who is responsible for salary made a mistake due to negligence. Corrections:we will deduct the wages accordingly next month,which we paid more this month. To recalculate all the wages for all the workers this month,strengthen and ajust account from now on</p>
<p>认同的，需要开会讨论改进的措施并直接回复客户。</p>	<p>原因：因工资计算人员疏忽所致。 纠正：多付的工资在下月工资中扣除 纠正措施：当月所有员工工资重新核对，今后加强工资工时的核对</p>

Facility Response 工厂回应	Verification 确认
Agreed, they will discuss the corrective action and will respond to client directly.	To open fire exits right now, will not lock from now on. Finished.
认同的, 需要开会讨论改进的措施并直接回复客户。	立即将门锁打开, 今后不锁。 已完成
Agreed, they will discuss the corrective action and will respond to client directly.	To maintain the damaged doors. Finished.
认同的, 需要开会讨论改进的措施并直接回复客户。	维修破损的门 已完成
Agreed, they will discuss the corrective action and will respond to client directly.	To take measurements to avoid leaking. Will finish before July 29.
认同的, 需要开会讨论改进的措施并直接回复客户。	增加防泄漏措施 7月29日前完成

Facility Response 工厂回应	Verification 确认
Agreed, they will discuss the corrective action and will respond to client directly.	To put the basket which used for products in right position, to ensure no workers blocked in their working place. Finished.
认同的，需要开会讨论改进的措施并直接回复客户。	立即重新设计产品筐摆放位置，确保员工可畅通地离开工作岗位已完成
Agreed, they will discuss the corrective action and will respond to client directly.	To search more comfortable soft pad for workers to ease off tireness, which easy to clean and meet performance requirements, to change cushion for workers who sit for longer time.
认同的，需要开会讨论改进的措施并直接回复客户。	寻找便于清洁和符合性能要求的软脚垫 逐步更换带靠背的椅子