



Social Re-Audit Report

January 2009

BSCI 8-01/09

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FTA – Foreign Trade Association, Brussels – gsm Global Sustainable Management GmbH, Cologne – Migros-Genossenschafts-Bund, Zürich –
Systain Consulting GmbH, Hamburg

Social Re-Audit Report

Factory Name:	Zhejiang Joinan Lighting Co., Ltd		
Factory Address:	No18, Xing Gong Qi Rd., Special Industrial Zone, Jiangdong Area, Jiangshan Zhejiang		
Management Representative:	Mr. Liu Tianhui/ G.M		
Audit Results for BSCI Social Requirements Part B:	Good ¹ <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	Non-compliant <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C:	Good <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	
Audit initiated by:	BSCI Member : <input checked="" type="checkbox"/>	Supplier: <input type="checkbox"/>	
Auditing Company Name:	RINA (Shanghai) Quality And Technical Service Co., Ltd		
Audit report number:	2010SHMR70		
DBID number:	22585		
Lead Auditor's name and SAAS certificate number:	Li Sheng Ping / A0248		
Auditing Company Address:	Unit 2001, Metrobank Plaza, No. 1160 Yan'an Road West, Shanghai P.R.C		
Audit Date:	22~23 Nov. 2010		
Date of the new BSCI to be started: (3 years from the initial audit)	14 Sep. 2013		
Number of Initial audits performed at this facility (Cycle number 1, 2, 3.):	Cycle Number 1		
Agreed date for closing the CAP (if applicable):	22 Nov. 2011		
Date, Signature & Stamp:	1 Dec. 2010 / Li Sheng Ping		

¹ 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.

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 3 of 16

Lead-Auditor	Li Sheng Ping	Additional Auditor	Nil
Audit Date	22~23 Nov. 2010	Number of man days applied	1.0
First Re-audit	<input checked="" type="checkbox"/>	Second Re-Audit	<input type="checkbox"/>

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

Location of audited Company		Basic Data	
Name of Company	Zhejiang Joinan Lighting Co., Ltd	Year of foundation	2007
http://www.	Nil	Legal status	Private
Street	No18, Xing Gong Qi Rd., Special Industrial Zone, Jiangdong Area	Language(s) spoken in company	Chinese Mandarin
City	Jiangshan, Zhejiang	Total production capacity per month	800,000 pcs
Zip Code	324123	Contact Person	
Country	CN	Name	Ms. Zhu lixia
Phone	+86-570-4351588	Position / Language	Admin / Chinese
Fax	+86-570-4352000	Phone	+ 86-570-4351588
DBID Number	22585	E-mail	joinanxzb@joinan.com

Business Activities					
Clothing:	<input type="checkbox"/>	Construction Material:	<input type="checkbox"/>	Electronic Groups:	<input checked="" type="checkbox"/>
Eyewear (Glasses):	<input type="checkbox"/>	Furniture:	<input type="checkbox"/>	Leather Goods (except shoes):	<input type="checkbox"/>
Machinery:	<input type="checkbox"/>	Other hard goods:	<input type="checkbox"/>	Shoes:	<input type="checkbox"/>
Textiles:	<input type="checkbox"/>	Toys:	<input type="checkbox"/>	Textiles raw material or accessories	<input type="checkbox"/>

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 4 of 16

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 5 of 16

B. BSCI Mandatory Social Requirements

Date of Initial Audit: 13~15 Sep. 2010	Date of First Re- Audit: 22~23 Nov. 2010	Date of Second Re- Audit:
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		Initial Results				First Re-audit Result					Second Re-audit Results				
		2	1	0	NA	2	1	0	NA	NR	2	1	0	NA	NR
B.1	Management Practice	<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	<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.3	Working Time	<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.4	Compensation	<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	<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	<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	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.8	Discrimination	<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	<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.10	Health and Social Facilities	<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.11	Occupational Health and Safety	<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.12	Dormitories	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.13	Environment	<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"/>

Total Result for the current audit:	Good <input type="checkbox"/>	Improvements Needed <input checked="" type="checkbox"/>	Non-compliant <input type="checkbox"/>
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Remarks

This audit was conducted on 22~23 Nov. 2010(half-half day) at an announced basis. Auditor did not go through all the individual points of the questionnaire again. The focus is on implementation of the corrective actions specified in the previous audit. Worker interviews were conducted again for necessary information. The overall attitude of management had been co-operative.

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 6 of 16

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

	Findings and Requested Improvements	Implement- ation Date	Full- filled?
Management Practice	<p>B.1.6 There is no communication structure established which are demonstrably capable of ensuring continuous exchange between management and employees in order to secure compliance with social standards. Follow up visit(23 Nov. 2010) Status: Closed. The company has established communication structures which are demonstrably capable of ensuring continuous exchange between management and employees. (e.g. regular training, complaint processes, visibly post with a view to labour and social rights).</p> <p>B.1.8 There is no a system in place to identify specific risks for health and safety of the employees and prevent recurrence of work accidents. Follow up visit (23 Nov. 2010) Status: Open</p>	30 Sep. 2010	Not Yet
Documentation	<p>B.2.2/B.2.15 It was found that three air compressors/ pressure vessels used at the factory were missing any test or check by professionally qualified authorities and no safe use certificates or safety tags were obtained before the use. Follow up visit (23 Nov. 2010) Status: Closed The factory has applied for test and check by the relevant local authorities and provided the records for review.</p> <p>B.2.18 The company failed to provide all the records of accident and injuries in the past year. Follow up visit (23 Nov. 2010) Status: Closed. The facility has established a program to record the accident and injuries. The records are showing the type, the measures taken, and the duration of incapacity to work of those affected.</p>	15 Oct. 2010	Completed
Working Time	<p>Working hours could not verified accurately due to inconsistencies was found between working hour records provided by management, the production records observed during plant tour, and comments from workers' interview. Follow up visit(23 Nov. 2010) Status: Closed. No inconsistency was found during this visit. The factory has ensured all the normal working hours and overtime hours of workers be accurately recorded. The maximum amount of the overtime hours for the workforce did not exceed legal requirements on a regular basis. Employees provided with at least one day off after per 6 consecutive days of work. The minimum wage and overtime wages were properly calculated at the premium rate as legally required.</p>	15 Nov. 2010	Completed
Compensation	<p>Minimum wage and overtime supplement could not verified accurately due to inconsistencies was found. Follow up visit (23 Nov. 2010) Status: Closed.</p>	15 Nov. 2010	Completed
Child Labour / Young Employees	Nil	Nil	Nil
Forced Labour / Prisoner Labour / Disciplinary Measures	Nil	Nil	Nil

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
Freedom of Association and Collective Bargaining	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 7 of 16
Discrimination	Nil		Nil	Nil
Working Conditions	Nil		Nil	Nil
Health and Social Facilities	B.10.5 There was no clean washing facilities provided in adequate numbers for employees lockable or separated by gender. Follow up visit (23 Nov. 2010) Status: Open.		15 Nov. 2010	Not yet
Occupational Health and Safety	B.11.4 It was noted that 3 power hubs / light fittings at the production site were missing the protective boxes or covers. Follow up visit (23 Nov. 2010) Status: Closed All power hubs/ light fittings has been equipped with boxes during the follow up visit, which made out of non flammable materials.		17 Sep. 2010	Completed
Dormitories	n/a		Nil	Nil
Environment	B.13.1 The production solid wastes were collected and disposed by a service agency, but the factory failed to verify its environmental qualification. Follow up visit (23 Nov. 2010) Status: Closed. All production solid waste were collected and treated by a Environmental Disposal Company , the service agreement and its environmental qualification were provided for review.		30 Sep. 2010	Completed.

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 8 of 16

Current Re-Audit Corrective Action Plan (CAP) Part B BSCI Social Requirements

	Findings and Necessary Improvements	Implementation Date
Management Practice	B.1.8 It is recommended that the company should have a system in place to identify specific risks for health and safety of the employees.	22 Dec. 2010
Documentation	Nil	Nil
Working Time	Nil	Nil
Compensation	Nil	Nil
Child Labour / Young Employees	NR	Nil
Forced Labour / Prisoner Labour / Disciplinary Measures	NR	Nil
Freedom of Association and Collective Bargaining	B.7.5 It was recommended that the company should provide a parallel mean of free and independent organising in the company to enable employees collectively bargaining on social affairs.	10 Dec. 2010
Discrimination	NR	Nil
Working Conditions	Nil	Nil
Health and Social Facilities	B.10.5 The factory should provide clean washing facilities in adequate numbers for employees lockable or separated by gender.	10 Dec. 2010
Occupational Health and Safety	(New finding) B.11.2 It was noted the electric switch-on test workers at the assembling dept. were not wearing safety glasses, and the plug-in workers were not wearing earplugs. Also, there was no sign & warning posted in the corresponding area and machines reminding employees to wear PPEs. It is recommended that the company should provide the personnel protective equipments for the workers to ensure their occupational safety, and post the sign & warning in the corresponding area and machines reminding them to wear PPEs.	1 Dec. 2010
Dormitories	n/a	Nil
Environment	Nil	Nil

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 9 of 16

Date / signature / stamp Auditor

Signature / stamp Company

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 10 of 16

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

Date of Initial Audit: 13~15 Sep. 2010 Date of First Re- Audit: 22~23 Nov. 2010 Date of Second Re- Audit:

		Initial Results			First Re-audit Results				Second Re-audit Results			
		2	1	NA	2	1	NA	NR	2	1	NA	NR
C.1	Policy	<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	<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	<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 Subcontractor / Suppliers / Sub-suppliers	<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	<input type="checkbox"/>	<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"/>
C.6	Compensation	<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"/>
C.7	Child Labour	<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.8	Evasion	<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"/>
C.9	Outside Communication	<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"/>

Ripe for SA8000 Certification with regard to audit results B and C YES NO

Training and assistance necessary but SA8000 certifiable YES NO

Please fill in under results		
2 = Good	1 = Improvements Needed	NA = Not Applicable
No deviation from requirements	Deviation from requirements	Requirements do not match to the company structure

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 11 of 16

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

	Findings and Requested Improvements	Agreed		Implement- Tation date	Ful- filled?
		Yes	No		
Policy	C.1.1 The factory did not define a company policy to their employees for social accountability and labour conditions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Not yet
Planning and Implementation	C.2.1 The factory did not ensure the requirements of the SA8000 standard are understood and implemented at all levels of the organization through clear definition of roles, responsibilities and authority; and continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirements of SA8000 standard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Not yet
Management Review	C.3.1 The factory did not periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results against the requirements of the SA8000 standard and other requirements to which the company subscribes. C.3.2 The factory did not maintain records of system amendments and improvements implemented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Not yet
Control of Subcontractor / Suppliers / Sub-suppliers	C.4.1 The factory did not establish and maintain appropriate procedures to recruit suppliers / sub-suppliers based on their ability to meet the requirements of the SA8000 Standard. C.4.2 The factory did not maintain appropriate records of suppliers / sub-suppliers commitments to social accountability. C.4.3 The factory did not establish a system to monitor the suppliers / sub-suppliers social performance against the requirements of the SA8000 Standard. C.4.4 The factory did not maintain reasonable evidence that the suppliers / sub-suppliers continuously improve conditions to meet the requirements of the SA8000 Standard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Not yet
Control of Homeworkers	n/a	<input type="checkbox"/>	<input type="checkbox"/>		
Compensation	C.6.2 The factory did not ensure that the wage paid of workers are equal and higher than the baic needs net wage for the region where it is located.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Comple ted
Child Labour	C.7.1 The factory did not establish, maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Not yet
Evasion	Nil	<input type="checkbox"/>	<input type="checkbox"/>		

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number			
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585		Page 12 of 16	
Outside Communication	C.9.1 The factory did not establish and maintain procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	13 Sep. 2011	Not yet	

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 13 of 16

Current Re-Audit Corrective Action Plan (CAP) Part C Best Practice for Industry

	Findings and Necessary Improvements	Agreed		Implementa- tion date
		Yes	No	
Policy	C.1.1 It is recommended that the company shall define a company policy to their employees for social accountability and labour conditions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22 Nov. 2011
Planning and Implementation	C.2.1 It is recommended that the company shall ensure the requirements of the SA8000 standard are understood and implemented at all levels of the organization through clear definition of roles, responsibilities and authority; and continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirements of SA8000 standard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22 Nov. 2011
Management Review	C.3.1 It is recommended that the company shall periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results against the requirements of the SA8000 standard and other requirements to which the company subscribes. C.3.2 It is recommended that the company shall maintain records of system amendments and improvements implemented.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22 Nov. 2011
Control of Subcontractors / Suppliers / Sub-suppliers	C.4.1 It is recommended that the company shall establish and maintain appropriate procedures to recruit suppliers / sub-suppliers based on their ability to meet the requirements of the SA8000 Standard. C.4.2 It is recommended that the company shall maintain appropriate records of suppliers / sub-suppliers commitments to social accountability. C.4.3 It is recommended that the company shall establish a system to monitor the suppliers / sub-suppliers social performance against the requirements of the SA8000 Standard. C.4.4 It is recommended that the company shall maintain reasonable evidence that the suppliers / sub-suppliers continuously improve conditions to meet the requirements of the SA8000 Standard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22 Nov. 2011
Control of Homeworkers	n/a	<input type="checkbox"/>	<input type="checkbox"/>	
Compensation	Nil	<input type="checkbox"/>	<input type="checkbox"/>	
Child Labour	C.7.1 It is recommended that the company shall establish, maintain and effectively communicate to personnel and other interested parties, policies and procedures for remediation of children found to be working.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22 Nov. 2011
Evasion	Nil	<input type="checkbox"/>	<input type="checkbox"/>	
Outside Communication	C.9.1 It is recommended that the company shall establish and maintain procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	22 Nov. 2011

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 14 of 16

23 Nov. 2010 / Li Sheng Ping

Mr. Liu Tianhui/ Zhejiang Joinan Lighting Co., Ltd

Date / signature / stamp Auditor

Signature / stamp Company

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 15 of 16

Remarks

The management stated that the facility is not ready for SA8000 certification recently, but they are willing to use SA8000 standard as "best practice" to gradually improve their social performance. The audit was conducted completely, and a Corrective Action Plan for Part C was drawn up. The Company agrees wholly to the corrective actions.

List of Re-Audit Attachments

	Obligatory Attachments	Attached?
1.	Employees Interview Sheet	Yes
2	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc.	Yes
3	Child Labour Record Sheet	n/a

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.	Available with the audit files?
4	Collective Bargaining Agreement	No
5	Personnel File sample	Yes
6	Time Record sample	Yes
7	Payslip sample	Yes
8	Payment to Social Insurance Fund	Yes
9	Wage List sample	Yes
10	Maternity Leave sample	No
11	Work Rules	Yes
12	Documentation on Health and Safety Training	Yes
13	Documentation on Social Issues made by officials or other social audit	Yes
14	Agreement with a union or other worker representative	No
15	Authorization for exemptions from statutory regulations	No
16		

BSCI Social Re-Audit Report	Name of Company	Audit Date	DBID number	
	Zhejiang Joinan Lighting Co., Ltd	22~23 Nov. 2010	22585	Page 16 of 16
17				
18				
19				
20				
21				
22				
23				
24				
25				

Outside (Factory from the outside, factory compound)

Outside (Factory from the outside, factory compound)



The front of the factory



Inside (Production area, e.g. working conditions, documentation)

Inside (Production area, e.g. working conditions, documentation)



Raw materials



Lamp tube cementing



Assembling



Plug-in



Packing



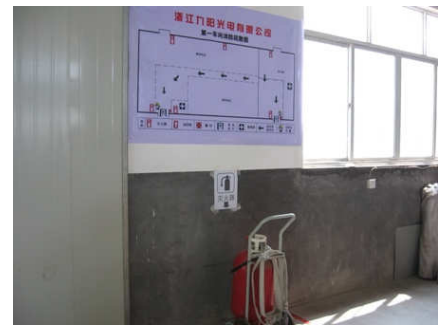
Finished goods



Fire protection equipments



Evacuation indicators



First aid supplies



Drinking water



Suggestion box



Lavatory



-The End-