



BSCI Audit Summary Report

NAME OF THE PRODUCER : HOME RESOURCE IND. CO., LTD.

DBID : 18865

DATE OF THE AUDIT : 11/04/2014

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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Producer Information

Name of producer :	Home Resource Ind. Co., Ltd.		
DBID number :	18865		
Audit ID :	15547		
Address :	Yanjiang Road, Keji Avenue, Torch HiTech Industria,,,Zhongshan		
Province :	Guangdong	Country :	China
Management Representative :	Mr. ZHANG Mengjun		
Contact person:	Mr. ZHANG Mengjun		
Sector :	Non-Food	Industry Type :	Mechanical and electrical engineering
Product group :	Electrical supplies	Product Type :	

Audit Details

Type of audit :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Re-Audit		
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC	<input type="checkbox"/> Special investigation- Other	<input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	11/04/2014	Audit Duration :	1.500	
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production		
Auditing Company :	TUEV Rheinland			
Auditing Company Branch :	TUV Rheinland China			
Auditing company address :	No.199 Kezhu Road, Guangzhou Science City,,,,			
Lead Auditor Name(SA8000 Certificate Number) :	Floyd Zhang (AD10307)			
Team Member Name(SA8000 Certificate Number) :				

Audit Results for Part B tier I

Total Score Part B tier I:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan (If applicable) :	11/07/2014		
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Under Grace Period	<input type="checkbox"/> Others

Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Home Resource Ind. Co., Ltd.		
Address :	Yanjiang Road, Keji Avenue, Torch HiTech Industria,,,Zhongshan		
Year of foundation :	2006		
Legal status :	Private limited		
Turnover (in euros) :	2400000.000		
Main contact person :	Mr. ZHANG Mengjun		
Language spoken :	Chinese (Putonghua)		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Social audit name :	BSCI

Auditors' notes

Producer's background

The auditee was located at Yanjiang Road, Keji Avenue, Torch HiTech Industrial, Zhongshan, Guangdong, China. There were others 3 factories located in the same boundary under independent business licenses with the names: 1) Zhongshan City Xinheng Auto Equipment Co., Ltd., 2) Zhongshan City Sanjing Precision moulds Co., Ltd., and 3) Zhongshan City Lianhexiongdi Precision hardware Co., Ltd. The trading company of auditee is Green Resource Illumination Co., Ltd.

Chapter summary

Chapter	Chapter Summary
B.3. Working Hours	Attendance records from 1 Jun. 2013 to the audit day and payroll records from Jun. 2013 to Feb. 2014 were reviewed. The electronical attendance recorder was used as the time record system. As of NC finding in B.3.4, the total score should be "Improvements needed".
B.4. Compensation	Wage was paid by cash before 25th of each following month. Legal minimum wage was adjusted to RMB1310/month since 1 May. 2013. No any deduction from workers' wage. Social insurance including retirement insurance, medical insurance, worked-related injury insurance and unemployment insurance covered all workers in the factory.

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

Part B Tier I - Overall Summary

Chapter	Full Audit Results (2903 and 11/01/2013)					Penultimate Re-Audit Results (6821 and 25/06/2013)					Last Re-Audit Results (15547 and 11/04/2014)						
	G	IN	NC	NA	%	G	IN	NC	NA	NR	%	G	IN	NC	NA	NR	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	66.67	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.3. Working Hours	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	60.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	80.00
B.4. Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	77.78	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	88.89	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.5.2. Young Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	66.67	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.11. Occupational Health and Safety (OHS)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	97.44	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.12. Dormitories (if not applicable, go to B.13)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
Total (modified)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	93.50	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	99.19	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	99.19

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Services	Finance	2	1	8:00 AM	5:30 PM				
Human Resources	Management	7	1	8:00 AM	5:30 PM				
Sales	Sales	6	1	8:00 AM	5:30 PM				
Quality Control	Quality Control	2	1	8:00 AM	5:30 PM				
Product Development	Product Development	6	1	8:00 AM	5:30 PM				
Warehouse	Warehouse	5	1	8:00 AM	5:30 PM				
Production	LED, Process, Assembly	7	1	8:00 AM	5:30 PM				
Services	Purchase	2	1	8:00 AM	5:30 PM				
Services	kitchen	2	1	8:00 AM	5:30 PM				
Services	security	6	3	12:00 AM	8:00 AM	8:00 AM	4:00 PM	4:00 PM	12:00 AM

In House employment Structure at the time of the audit

Total number of workers :	37		
Male		Female	
Permanent workers	21	Permanent workers	16
In management position	1	In management position	1
On probation	0	On probation	0
National migrants	16	National migrants	13
Salaried workers	17	Salaried workers	13
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	4	Production based workers	3
		Pregnant	0
		On maternity leave	0

Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
Bangsheng Plastic Products Co., Ltd.	subsupplier	Mr. Lin	2012	Pingpu industrial park	Dongguan	Guangdong	China	30	Plastic parts	N/A	210	No	No
Dexingyuan Electronics Co., Ltd.	subsupplier	Mr. Chen	2010	Pingzhou District	Foshan	Guangdong	China	120	Electronics	N/A	90	No	No
Dongguan Linlong Hardware Factory	subsupplier	Mr. He	2010	Lin Bei Lin Industrial Park	Dongguan	Guangdong	China	100	Hardware	N/A	120	No	No

Dormitories (if applicable)

Dormitory Id	If dormitories are provided, please fill in the address for each location or type "N/A" if not applicable				Number of individuals living in the dormitories provided by the company	Number of families living in the dormitories provided by the company	Number of sqm/individual
	address	city	state	country			
6493	Yanjiang Road, Keji Avenue, Torch HiTech Industrial	Zhongshan	Guangdong	China	20	0	5

Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.3. Working Hours					
B.3.4.	No	(-) [Minus]	<p>2nd Re Audit(4552): Daily and monthly overtime working hour information could not be fully assessed due to inconsistency regarding working hour information. (PRC Labor Act (1995), Article 41)</p> <p>3rd Re Audit(6821): Previous First Re-audit:Daily and monthly overtime working hour information could not be fully assessed due to inconsistency regarding working hour information. Corrected: No inconsistency regarding the working hour was detected. The maximum daily and monthly overtime working met the related law.</p> <p>4th Re Audit(15547): New finding on 11 Apr. 2014: 1) In accordance with Article 41 of the China Labour Law, the total overtime hours in a month should not exceed 36 hours. Based on the payroll records review from Jun. 2013 to Feb. 2014 and the working time records review from 1 Jun. 2013 to the audit day provided by the facility, it was identified that most of the workers had worked 56~82 OT hours per month from Nov. 2013 to Mar. 2014. 根据《中华人民共和国劳动法》第41条, 每月的加班时间不能超过36小时。根据工厂提供的2013年6月至2014年2月的工资表和2013年6月1日至审核当天的考勤, 大多数员工在2013年11月至2014年3月的月加班时间为56~82小时。The factory should ensure the overtime hours of workers complied with legal legislation. 工厂应确保员工的加班时间满足法律法规要求。2) Based on the payroll records of workers from Jun. 2013 to Feb. 2014 and the working time records from 1 Jun. 2013 to the audit day provided by the facility, it was identified that the total max. working hours exceeded 52 hours per week up to 58 hours from Nov. 2013 to Mar. 2014. 根据工厂提供的2013年6月至2014年2月的工资表和2013年6月1日至审核当天的考勤, 工人周上班时间最多超过52小时, 在2013年11月至2014年3月, 最多达到58小时。The factory should ensure the overtime hours of workers controlled within BSCI requirement. 工厂应确保员工的加班时间满足BSCI条款要求。</p>	Mr. Shao Hexuan	11/07/2014
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		80.00%			
Total Audit Results for Part B Tier I					
Total Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		99.19%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Part C: Audit Findings

Chapter
C.1. Policy
C.2. Planning and Implementation
C.3. Management Review
C.4. Control of Subcontractors / Suppliers / Sub-suppliers
C.5. Control of Homeworkers
C.6. Compensation
C.7. Child Labour
C.8. Outside Communication
Total

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	3	2	13.51
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	3	2	13.51
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	2	2	10.81
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	2
# of people interviewed in Group(s)	3
# of Interviews conducted on site	5
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Chinese

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Normal working hour was 8 hours per day and 5 days per week. At least one day off following six consecutive days worked; electronic attendance record system was used for time in and out. Wage was paid on hourly rate basis on or before 25th of each month. Minimum wage and overtime compensation were compliance with the local legal standards. No complaint was reported. Dormitory and canteen were provided free of charge.
2	All employees were provided with retirement, unemployment, medical, and injury insurance. Wages were paid by cash before 25th of following month. Paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined. Labour contract was signed and one copy maintained by herself. No child labour and juvenile employees ever worked in the factory, Fire drill was conducted and PPE provided free of charge. Drinking water provided free of charge. No pregnant cases heard in the past one year.
3	Normal working hours: 8:00-12:00, 13:30-17:30, and OT from 18:30-20:30 sometimes, 8 OT hours on Saturday, Rested on Sunday, Wage was paid by cash and payslip on or before 25th each month. Legal minimum wage was adjusted to RMB1310/month since 1 May. 2013. no any deduction from workers' wage. Electronic attendance record system was used for time in and out. No strike or labor issue was reported in the past 2 years.

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Child and Young Workers Record Sheet

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday(dd/mm/yyyy)	Attending school?	Working start date(dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
N/A							0.000	

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
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Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Overall Producer Pictures

No Photos Available