



ESG Factory Audit Report

CSE ORDER NUMBER: EFA202503080180

CLIENT NAME: ***** INC.

FACTORY NAME: Anhui ***** Machinery Co., Ltd

SUPPLIER NAME: Shanghai ***** Limited

REPORT DONE BY: Kim Wong

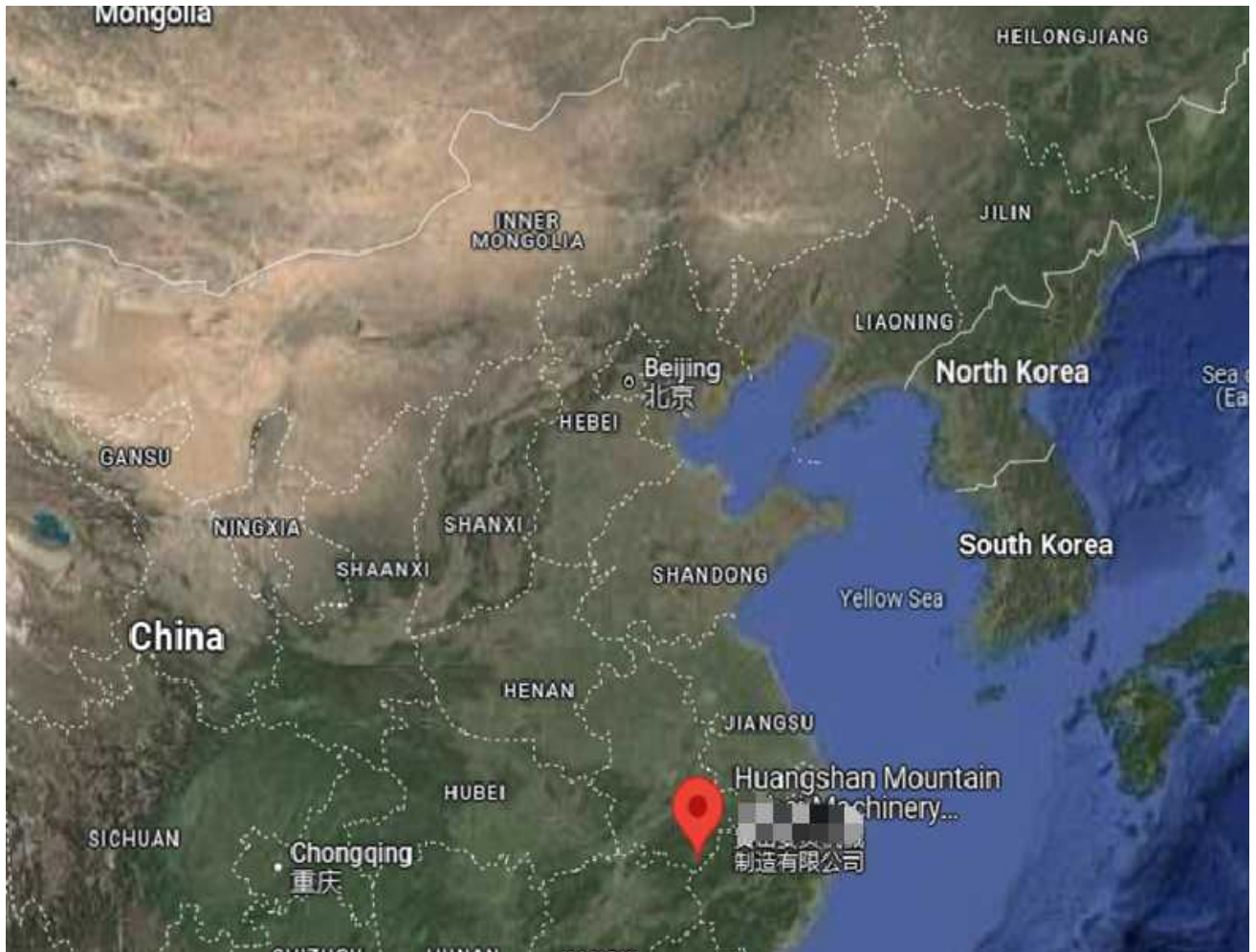
AUDIT LOCATION: Huangshan City, Anhui

DATE OF AUDIT: Mar 10th 2025

DATE OF REPORT: Mar 12th 2025

Factory introduction 工厂简介

Factory location on the map 工厂地图位置



Detailed description:

#*9 ***** 1st Road, ***** District, Huangshan City, Anhui Province
安徽省黄山市*****9号



Factory introduction 工厂简介

category

Summary and information sources

General Information about the City's Workforce

1. Labor Force Scale and Employment Situation

- Permanent Resident Population: Approximately 1.32 million (statistics in 2022).
- Labor Force Population (aged 16-59): Accounting for about 65% of the total population, approximately 850,000 people.
- Urban Employed Population: Approximately 400,000 people, and Rural Employed Population: Approximately 300,000 people.
- Urban Registered Unemployment Rate: 2.8% (data in 2023, lower than the national average level).

2. Industry Distribution and Manpower Demand of Key Industries

Huangshan City takes tourism service industry, green food, machinery manufacturing (such as auto parts), electronic information, and new materials as its leading industries. The distribution of labor force demand is as follows:

- Tourism and related service industries: Accounting for about 35% (tour guides, hotel services, catering, etc.).
- Manufacturing industry: Accounting for about 25% (machinery processing, electronic assembly, textile, etc.).
- Agriculture and agricultural product processing: Accounting for about 15% (tea processing, bamboo and wood processing, etc.).
- Emerging industries: The proportion of digital economy, biomedicine, etc. is gradually increasing.

Shortage of Positions:

- Technical workers (numerical control machine tools, mechanical maintenance, etc.);
- Tourism service personnel (bilingual tour guides, high-end hotel management);
- New business format positions such as e-commerce operation and logistics distribution.

Factory introduction 工厂简介	
category	Summary and information sources
Average Local Government Labour Regulations on Wages and Benefits	<p>A > Core Labor Laws and Policies</p> <p>1. Labor Contracts</p> <ul style="list-style-type: none"> - Strictly implement the Labor Contract Law. The written contract signing rate is required to reach 100%. The probationary period salary should be ≥ 80% of the agreed salary. - Huangshan City conducts pilot projects of electronic labor contracts in key industries (such as tourism and manufacturing). <p>2. Minimum Wage Standard (Adjusted in 2023)</p> <ul style="list-style-type: none"> - Monthly Minimum Wage: 240 USD (the third tier in Anhui Province, applicable to non-urban districts and counties in Huangshan City); for urban areas (Tunxi District, etc.), it is 280 USD. - Hourly Minimum Wage: 2.5 USD per hour in non-urban areas and 3.0 USD per hour in urban areas. <p>3. Social Insurance</p> <ul style="list-style-type: none"> - Compulsory Five Insurances: Enterprises are required to pay endowment, medical, unemployment, work-related injury, and maternity insurances for employees (maternity insurance is incorporated into medical insurance). - Lower Limit of Payment Base: In Anhui Province, it was 580USD per month in 2023 (endowment/medical, etc. are paid according to the proportion). <p>4. Housing Provident Fund</p> <ul style="list-style-type: none"> - Enterprises can choose to pay it. The payment ratio is 5%-12% (commonly, enterprises implement it at 8%). <p>B> Average Level of Welfare Benefits</p> <p>1. Salary Level</p> <ul style="list-style-type: none"> - Average Annual Salary of Non-private Units in Urban Areas: 9800 USD (data in 2022, with an average monthly salary of about 820 USD). - Average Annual Salary of Private Units: 6500 USD (with an average monthly salary of about 540 USD). - Industry Differences: - Technical positions in the manufacturing industry: 720-1,150 USD per month;

Factory introduction 工厂简介	
category	Summary and information sources
Average Local Government Labour Regulations on Wages and Benefits	<ul style="list-style-type: none"> - Tourism industry (tour guides/hotels): 430-860 USD per month (+ commissions in peak seasons); - Emerging industries (IT/biomedicine): 1,150-2,150 USD per month. <p>2. Overtime Pay</p> <ul style="list-style-type: none"> - Overtime on working days: 150% of the salary; - Overtime on rest days: 200% (can be compensated with compensatory leave); - Overtime on legal holidays: 300%. <p>3. Paid Leave</p> <ul style="list-style-type: none"> - Annual leave: Employees who have worked for 1 year can enjoy 5 days, 10 days for those who have worked for 10 years, and 15 days for those who have worked for 20 years. - The actual implementation rate of enterprises is about 70% (large enterprises are better than small and medium-sized enterprises). <p>C> Special Welfare and Local Policies</p> <p>1. High Temperature Allowance</p> <ul style="list-style-type: none"> - Standard: 2.2USD per day for outdoor work (from June to September), and 1.5 USD per day for indoor work (the unified standard in Anhui Province). <p>2. Protection of Female Employees</p> <ul style="list-style-type: none"> - Maternity leave: 158 days (98 days at the national level + 60 days extended in Anhui Province); - Lactation leave: 1 hour per day until the baby reaches 1 year old. <p>3. Local Subsidies</p> <ul style="list-style-type: none"> - Skill Improvement Subsidy: Those who obtain vocational qualification certificates can apply for a subsidy of 150-290 USD (such as the special project of "Huizhou Craftsman"). - Talent Introduction Subsidy: Some districts and counties provide settlement subsidies of 430-1430 USD for high-level talents (such as in the High-tech Zone). <p>D> Common Welfare Practices of Enterprises</p> <ul style="list-style-type: none"> - Universally Provided: Festival gifts (Spring Festival/Mid-Autumn Festival), annual physical examinations, transportation and meal allowances (30-70 USD per month). - Added by Some Enterprises: Employee travel, commercial medical insurance (such as foreign-funded enterprises in the Economic Development Zone).



Factory introduction 工厂简介	
category	Summary and information sources
Average Workforce Age in the City	The average age of the labor force in Huangshan City: 38-42 years old
The Main Industry in the City	<p>1. Cultural Tourism Industry (Core Pillar)</p> <ul style="list-style-type: none"> Status: Accounting for about 40% of the GDP, it is the "golden signboard" of Huangshan City. Key Areas: <ul style="list-style-type: none"> Scenic Area Tourism: Huangshan Scenic Area (5A-level), Xidi and Hongcun (World Cultural Heritage), and the Ancient Huizhou Cultural Tourism Zone. Employment Contribution: There are over 200,000 direct employees, and it drives indirect employment in catering, transportation, retail, etc. <p>2. Green Food and Agricultural Product Processing</p> <ul style="list-style-type: none"> Tea: Huangshan Maofeng, Taiping Houkui, Qimen Black Tea (three of the top ten famous teas in China). Mountain Specialties: Mushrooms, bamboo shoots, Chinese hickory nuts, Torreya grandis, etc. Scale: The output value exceeded 15 billion yuan in 2023, and products are exported to Europe, America, Japan, and South Korea. <p>3. Machinery Manufacturing and Auto Parts</p> <ul style="list-style-type: none"> Auto Parts: New energy vehicle parts (battery casings, precision gears), mainly supplying car enterprises in the Yangtze River Delta region. Environmental Protection Equipment: Sewage treatment and air purification equipment (local enterprises such as Huangshan Jinma Group). <p>4. New Materials and Electronic Information</p> <ul style="list-style-type: none"> New Materials: High-performance resins (epoxy resins), nanomaterials (used in environmental protection coatings). Electronic Information: Semiconductor packaging, smart sensors (branches of Shenzhen science and technology enterprises have been introduced in the High-tech Zone). Growth Potential: The growth rate has exceeded 15% in recent years, and there is strong policy support.



Factory introduction 工厂简介

category

Summary and information sources

The Main Industry in
the City

5. Biomedicine and Health Care

- Resource Relying: Huangshan is rich in natural Chinese medicinal materials (Gongju chrysanthemum, polygonatum odoratum, glossy ganoderma).
- Extraction and preparation of traditional Chinese medicine (enterprises such as Tianmu Pharmaceutical).
- Health care and wellness (hot spring recuperation, health care towns).

6. Digital Economy and E-commerce Logistics

- Rural E-commerce: Online sales of tea and local specialties (the transaction volume exceeded 8 billion yuan in 2023).
- Smart Tourism: VR navigation in scenic areas, online reservation systems.
- Logistics Support: The Express Logistics Industrial Park in southern Anhui (ensuring next-day delivery service in the Yangtze River Delta region).

Characteristics of Industrial Layout

- "Tourism +" Integration: In-depth integration of tourism with agriculture, culture, and the health care industry.
- Ecological Constraints: Strict control over high-pollution industries, and all leading industries must meet environmental protection requirements.



ESG Factory Audit Report

Your trust is a treasure

Date of visit 考察日期	Mar 10 th 2025	Auditor name 稽核员	Kim Wong
Date of report 报告提交日期	Mar 12 th 2025	Country 国家	China

Client 客户	***** INC.	Factory Contact name 工厂联系人姓名	Mr. Tang
Supplier name 供应商名称	Shanghai ***** Limited	Factory contact title 工厂联系人职务	General Manager
Factory Name 工厂名称	Huangshan ***** Machinery Co., Ltd.	Factory contact number 工厂联系人电话	+86189559*****

Overall audit category 稽核总类别	Score Summary	
Factory General Information 工厂概况	5	/5
Production 生产	73	/80
Production equipment condition 生产设备状况	20	/20
Quality Assurance system 质保体系	25	/30
Social accountability 社会责任	55	/55
R&D and in-house testing system 研发和内部测试系统	15	/20
Organization chart, flow and certification 组织结构图、流程和认证	40	/40
TOTAL OVERALL AUDIT SCORE 稽核总评分	233	/250
Approach Sustainable Development Score (ESG) 可持续发展总评分 (ESG)	136	/150

Overall SCORE General Audit 稽核总评分	93.2 %
Overall SCORE Approach ESG ESG总评分	90.6 %



Summary of factory visit observation and note

工厂参观考察与记录摘要

1	The factory signs the labor contract in strict accordance with the state regulations, and the contract is in duplicate (one for the worker and one for the factory). And pay the relevant insurance services.
2	This company is a multi-element company that mainly produces engineering machinery equipment and auxiliary automotive parts and gears.
3	This company was established in 2009, and its main markets are domestic, Europe, and North America. And the North American and European markets have been increasing every year.
4	This company boasts strong design and collaborative design capabilities. Its cooperation with North American and European partners has provided substantial support for equipment design and won wide recognition from customers.
5	This company provides on-site workers with comprehensive protective equipment, including safety helmets, heat-resistant safety shoes, earplugs, welding helmets and goggles.
6	
7	
8	
9	

The points allocation method (4/5):

评分方法 (4/5)

0: not existing

1: have the intention to implement

2: start the implementation process

3: Partial implemented

4: implanted but need adjustment

5: fully in day to day process

0: 不存在

1: 有实施意向

2: 已开始实施

3: 部分实施

4: 已实施, 但需要调整

5: 已在日常工作中充分发挥作用



ESG Factory Audit Report

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SUPPLIER1/ FACTORY GENERAL INFORMATION 供应商1/工厂概况

Company name 公司名称	Huangshan ***** Machinery Co., Ltd.				
Legal status 法律地位	Limited Company				
Legal representative name 法人代表姓名	Mr. Tang				
Contact person 联系人	Name 姓名	Title 职位	mobile phone 电话号码	Email 电邮	
	Mr. Tang	General Manager	+8618955****	****@*****.com	
Location address 地址	No *9 # ***** *****Area, Huangshan City, China				
Factory area (sqm) 工厂占地面积 (平方米)	Total 总面积	Office area 办公区域面积	production area 生产区域面积		
	16000	600	8000		
Factory Manager name 工厂经理姓名	Hongbin Wang				
Produced main products 主要产品	Irregular forging products, sprockets, auto parts				
Main markets 主要市场	China & North America & Europe				
Business license 营业执照	Certificate / licenses number 证书/许可证编号		Issued date 颁发日期	Expiration date 失效日期	
	91341004691***** (1-1)		2024. **. **	N/A	
number of Employee 雇员人数	Total 总人数	Male 男性员工	Female 女性员工		
	60	45	15		
Employees per department 部门员工人数	Management 管理层	Office-ADM 办公室-行政管理	Engineering 工程	QA/QC 质保/质控	Workers 工人
	5	3	2	6	48
Import-Export company name 进出口公司名称	Shanghai ***** Import&Export Co.,Ltd.				
Relation with Factory 与工厂之间的关系	same owner				
Factory name (if different) 工厂名称 (如有不同)	N/A				
Factory Legal representative 工厂法人代表	Xian Tang				



SALES TURNOVER INFORMATION 销售额信息					
Annual sales Turnover 年营业额	2022	2023	2024	current (projection) 当前 (预测)	
China (USD) 中国 (美元)	8,033,213 (RMB)	7,690,150 (RMB)	10,669,970 (RMB)	13,772,200 (RMB)	
Export (USD) 出口 (美元)	1339,348 (USD)	1435,134 (USD)	1493,202 (USD)	1600,000 (USD)	
Export Market (%) 出口市场 (%)	Asia - Pacific 亚太	Europe 欧洲	North America 北美	South America 南美	Africa 非洲
In proportion of the annual turnover 与年营业额的比例	9%	11%	80%	N/A	N/A
Website 网站	www.*****.com				
Main products for export 主要出口产品	Major customer name 大客户名称	Market location 市场定位	Sales (USD) 销售额 (美元)	Monthly production capacity 月产量	
Irregular forgings & Hardware	Confidentiality	Construction machinery	Confidentiality	80 MT	
Auto parts		Automobile industry		40 MT	
Hardware & Standard Parts		Construction machinery		200 MT	

BUILDINGS AND OFFICE 建筑和办公楼



Factory entrance
厂房入口



Factory exterior view
工厂外景



Office area
办公区



Administration area
行政区

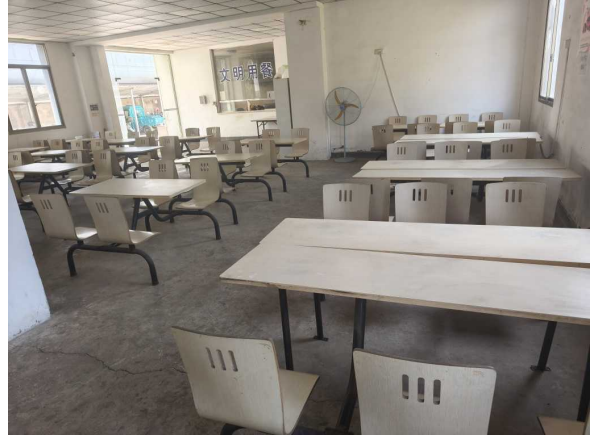


Showroom 1
展厅 1



Worker dining area
职工餐厅

Worker dining area 职工餐厅



Business License 营业执照





PRODUCTION 生产				
Production schedule 生产计划	Day team 日间团队		Night team 夜班团队	
	Start 开始时间	End 结束时间	Start 开始时间	End 结束时间
	AM 8:00	PM 5: 00	PM 5:00	AM 2:00
Hours / team 小时/团队	8 H		8 H	
Production capacity 生产能力	Daily (unit) 每日 (单位)		Weekly (unit) 每周 (单位)	
Irregular forging	4 MT		20 MT	
Sprocket wheel	10 MT		50 MT	
Auto parts	2 MT		10 MT	
Other note 备注				
What is the theoretical maximum capacity 理论最大产能			3500 MT / year	
What is the current production capacity (%) achieved 目前产能 (%)			70 %	



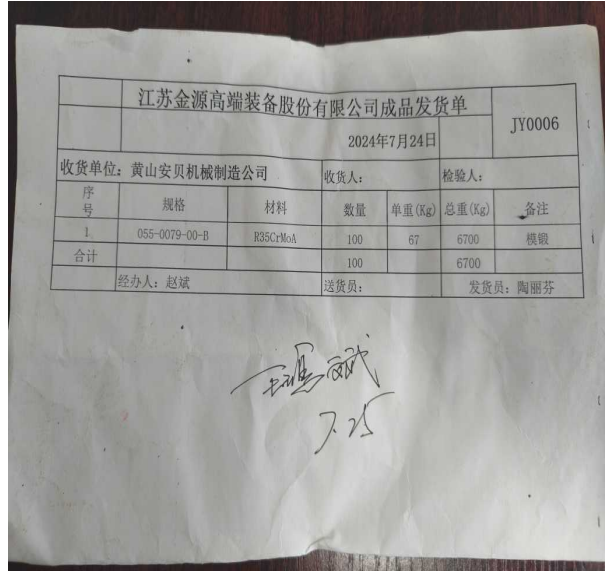
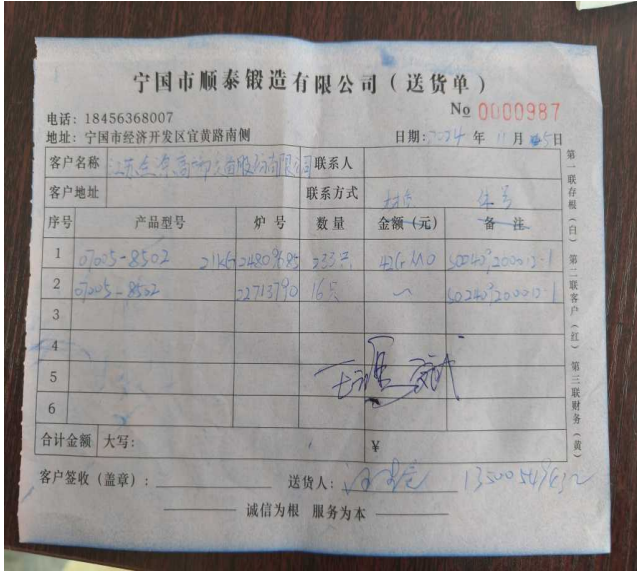
PRODUCTION 生产		
Question 问题	Observation 观察结果	Score 评分
Raw materials supplier relationship (over 3 years) 原材料供应商关系 (3 年以上)	At present, there are six processing factories that have established long-term cooperative relations.	5/5
Raw materials Leadtime (average) 原材料投产准备时间 (平均)	Sprocket: 45-60 days Forging: 90 days Auto parts: 45 days	5/5
Raw materials traceability in place 原材料可追溯性	Yes , Complete incoming process and file.	5/5
% of components are sub-contracted outside 外部分包部件的百分比	Outsourcing part:: Packaging materials, thermal force, surface treatment	5/5
Production area lighting (dark or clear)? 生产区照明 (昏暗或明亮) ?	Workshop is bright and clear	5/5
Cleanness of the floor? 地板的清洁度	Some production workshop floors have residual oil stains	3/5
Work area well indicated with clear signage? 工作区是否有清晰的标识?	The area is clearly demarcated, but some products are not placed in the designated area.	3/5
Work area well ventilated, cooled & heated? 工作区的通风、制冷和供暖是否良好?	Yes, Ventilation, cooling and heating of the work area are good	5/5
Corridor free from obstruction? 走廊是否畅通无阻?	Yes, The roads in the factory are all clear.	5/5
Emergency exit well indicated? 紧急出口指示是否清晰?	Yes, There are obvious signs and green lights for safety.	5/5
Any food in the production area? 生产区有食物吗?	No, Food is forbidden to be brought into the workshop.	5/5
Material use from sustainable sources 使用来自可持续资源材料	Yes, The company's scrap metal can be used for repeated forging.	5/5
Procedure in place for the management of hazardous materials (use, storage, handling, transport, disposal) 制定危险材料管理程序 (使用、储存、处理、运输、处置)	Yes, The hazardous goods company has special personnel responsible for it, and has established a perfect dangerous goods handling mechanism.	5/5



PRODUCTION 生产		
Question 问题	Observation 观察结果	Score 评分
<p>Waste management (recycling, reusable, trash...) - the evaluation of the number of tons of waste produced per year can be a good indicator (for each type of waste - recycling, waste...)</p> <p>废物管理（回收、再利用、垃圾...）--评估每年产生的废物吨数是一个很好的指标（针对每种废物--回收、垃圾.....）</p>	<ol style="list-style-type: none"> 40 tons/year wastewater shall be disposed of by qualified companies according to national requirements The company specializes in iron filings recycling. There are special wastewater recycling. 	5/5
<p>Energy consumption - initiative to reduce the consumption of energy : building heat or cooling system, insulation or production machinery / new or old technology</p> <p>能源消耗--减少能源消耗的举措：建筑供热或制冷系统、隔热或生产机械/新技术或旧技术</p>	<ol style="list-style-type: none"> The exterior walls are equipped with ventilation systems The roof of the factory is equipped with photovoltaic panels to reduce energy consumption. 	5/5
<p>Water consumption management - initiative to reduce water consumption / reuse</p> <p>用水管理--减少用水量/再利用的举措</p>	<p>There are clear regulations on water management , but there is no obvious sign on the site.</p>	2/5
		<p>Actual score 实际得分</p> <p>73/ 80</p>
<p>Special note of observation 特别观察记录</p>		

PRODUCTION 生产

Raw Materials 原材料



Raw materials traceability form 1
原材料溯源表 1

Raw materials traceability form 2
原材料溯源表 2



物料名称	型号	单价	2025年2月			2025年3月		
			库存	入库	出库	库存	入库	出库
直磨百叶轮	Φ80		5			5		
直磨百叶轮	Φ70		10			10		
直磨百叶轮	Φ60	3.00	0			0		
直磨百叶轮	Φ50	2.96	9			9		
直磨百叶轮	Φ40		2			2		
直磨百叶轮	Φ35	1.20	15			15		
15mm筛桥百叶轮	320目	0.90	57		4	53		
20mm筛桥百叶轮	320目	1.80	8	7	1	100		
20mm筛桥百叶轮	240目	0.82	0			0		
20mm筛桥百叶轮	400目			20	1	19		
筛桥连接杆		0.70	25			25		
砂纸	80CW	0.55	55		20	35		
砂纸	100#	0.70	96		3	93		
防撞干砂	240#黄金搭档	0.70	15		9	6	100	
圆砂纸	400#	0.24	200		70	130	400	
圆砂纸	240#	0.22	520		30	490		
圆砂纸	100#	0.21	45		13	32	300	
待卸瓷		17.80	0			0	8	4
磨光机粘盘		1.80	4			4	10	
纤维轮	Φ100*16	2.24	14	100	20	94		
纤维轮	Φ75*10	3.10	5			5		
百叶磨光片	100*16 A60	1.49	29			29		
百叶磨光片	100*16 A400		28			28		
树脂砂轮片	100*Φ16	1.80	80			80		

Raw materials storage
原材料存储

Raw materials storage
原材料存储

PRODUCTION 生产

Working area 工作区



Lighting
照明

Floor
地面



Department indication-signage
部门标识

Department indication- signage
部门标识

PRODUCTION 生产

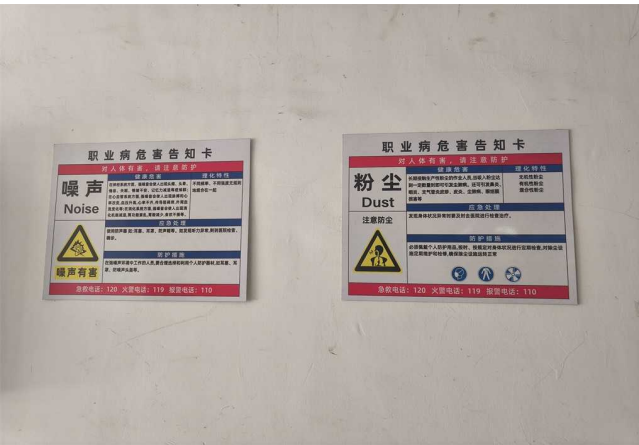
Working area 工作区



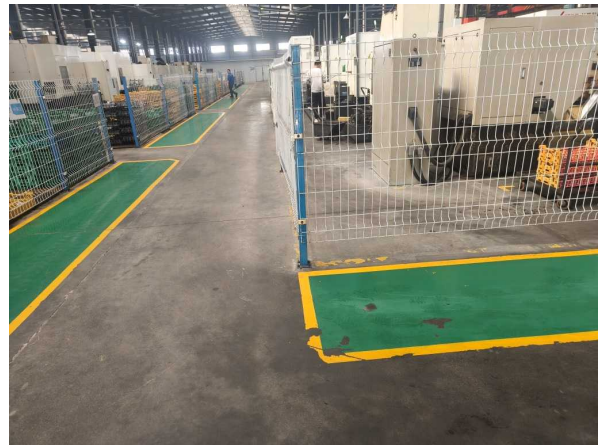
Emergency exit-signage
紧急出口指示牌



Regulation signage
规章标识



Safety signage
安全标识



Corridor
走廊



EQUIPMENT CONDITION 设备状况

Question 问题	Observation 观察结果	Score 评分
Have regular equipment maintenance program and record 制定定期设备维护计划并进行记录	Yes, Maintain equipment in accordance with company regulations, and record reports	5/5
Have spare parts in place 备件到位	Yes , There are sufficient spare parts to ensure the normal production requirements.	5/5
Equipment manual available for consulting 可供查阅的设备手册	Yes, Someone is in charge of these documents.	5/5
Have an in-house machine shop for production equipment? 是否有生产设备的内部机械加工车间	Yes, There are specialized engineers in charge.	5/5
Actual score 实际得分		20 / 20



Production Equipment & Conditions 生产设备和状况 Main Production Equipment List

NO 编号	Equipment Name 设备名称	Qty. 数量	Specifications & Models 产品规格& 模型	Number of years in service 服务年数	Maintenance (time / yearly) 维护 (次/年)
1	Saw machine	8	GB4225*35C / China	2014-2020	2 times/year
2	Machining center	16	VMC1270 / China	2018/2020	2 times/year
3	Milling machine	5	XK5032/ China	2014-2025	2 times/year
4	CNC wire cutting machine	47	DK7750 / China	2015-2025	2 times/year
5	CNC lathe	38	CK0635G / China	2016/2020	2 times/year
6	Gear hobbing machine	12	YN31125 / China	2015-2025	2 times/year
7	CNC flame cutting machine	2	3500S / China	2012-2025	2 times/year
8	Drilling machine	20	Z3040 / China	2016-2025	2 times/year
9	Lathe	6	C630 / China	2010/2015	2 times/year
10	Welding machine	5	NBC500GF / China	2016-2025	2 times/year
11	Hook type shot blasting machine	1	Q376 / China	2015	2 times/year



Production Equipment & Conditions 生产设备和状况 Main Production Equipment List

NO 编号	Equipment Name 设备名称	Qty. 数量	Specifications & Models 产品规格& 模型	Number of years in service 服务年数	Maintenance (time / yearly) 维护 (次/年)
12	CNC gear hobbing machine	10	Y3180CNC5 /China	2012-2024	2 times/year
13	CNC shaving machine	3	YW4232CNC/ China	2013-2021	2 times/year
14	CNC chamfering machine	2	YD9530/ China	2023-2025	2 times/year
15					
production lines 生产线		Year Description: The time when the first device was purchased and the time when the last one was purchased. Equipment inspection instructions: each shift will be the equipment maintenance.			



Production Equipment & Conditions
生产设备和状况
Main testing and experimental equipment
主要测试和实验设备

NO 编号	Equipment Name 设备名称	Qty. 数量	Brand / country 品牌/国家	Number of years in service 服务年数	Maintenance (time / yearly) 维护 (次/年)
1	CMM	2	China	2015-2025	2 times/year
2	Profilometer	2	China	2020-2024	2 times/year
3	Image measuring instrument	1	China	2018	2 times/year
4	Impact testing machine	1	China	2022	2 times/year
5	Tensile testing machine	1	China	2022	2 times/year
6	Brinell hardness tester	1	China	2015	2 times/year
7	Rockwell hardness tester	1	China	2014	2 times/year
8					
9					
10					
11					
12					



Production Equipment & Conditions 生产设备和状况

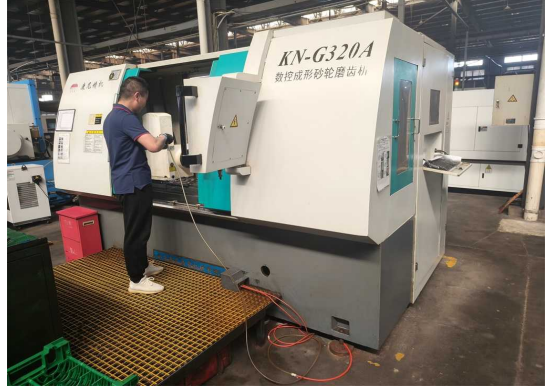
NO 编号	Equipment Name 设备名称	Qty. 数量	Brand / country 品牌/国家	Number of years in service 服务年数	Maintenance (time / yearly) 维护 (次/年)
13					
14					
15					
16					
17					
18					
19					
20					
Equipment maintenance schedule 设备维护计划		<p>Year Description: The time when the first device was purchased and the time when the last one was purchased.</p> <p>Equipment maintenance: Maintain the equipment in strict accordance with the company's regulations, and every shift will require employees to check the equipment.</p>			
Spare parts (in warehouse) 备件 (仓库内)		Yes			
Number of Equipment technician (in factory) 设备技术人员人数 (工厂内)		4 technicians			
other observations note 其他观察记录		N/A			

EQUIPMENT CONDITION 设备状况

Production Equipment & Condition 生产设备和状况



CNC gear shaper
数控插齿机



CNC lathe
数控车床



wire-cut
线切割



Machining center
加工中心



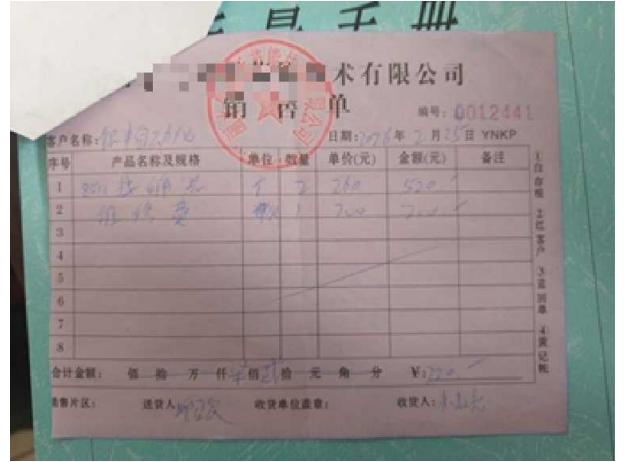
Machining center
加工中心



Drilling machine
钻床

EQUIPMENT CONDITION 设备状况

Production Equipment & Condition 生产设备和状况



Written machine operation manual
书面机器操作手册

Maintenance records of machines and equipment
机械设备维护记录



Machine shop for equipment
设备加工车间

Machine shop for equipment
设备加工车间



EQUIPMENT CONDITION 设备状况

Production Equipment & Condition 生产设备和状况

		2025年度设备设施维保计划					TRCL/JLSC-08	
序号	设备名称及型号	维保内容	维保单位	设备编号	计划维保日期	完成日期	完成情况	备注
1	UBE-1000多用炉	检查辐射管是否正常，加热器线头有无松动，给各运动部件轴承加油，清理后室检查滤网风扇、甲醇滴、热电偶、调温器。	本部	RDY-100	1.24	1.24	完成	
2	UBE-1000多用炉	检查辐射管是否正常，加热器线头有无松动，给各运动部件轴承加油，清理后室检查滤网风扇、甲醇滴、热电偶、清理调温器，检查各指示表是否正常。	本部	RDY-096	1.24	1.24	完成	
3	UBE-1000多用炉	检查辐射管是否正常，加热器线头有无松动，给各运动部件轴承加油，清理后室检查滤网风扇、甲醇滴、热电偶、调温器。	本部	RDY-153	1.25	1.25	完成	
4	FB40-2000多用炉	给各运动部件轴承加油，检查、点火器、热电偶、各气路阀门、电磁阀信号是否正常，检查温控表流量计	本部	RDY-165	2.03	2.04	完成	
5	FB40-2000多用炉	给各运动部件轴承加油，检查、点火器、热电偶、各气路阀门、电磁阀信号是否正常，检查温控表流量计	本部	RDY-166	2.04	2.05	完成	
6	TE320钢杆磨齿机	分度头滚轮钢杆、齿轮、轴承检修，工作台导轨、丝杆、轴承检修更换。	厂商	JMC-188	1.20	1.25	完成	
7	W2110内孔磨床	加工产品粗糙度差，相对距离尺寸偏差，主轴螺母有异响，返厂大修	厂商	JMC-143	1.22	1.22	完成	
8	W2110内孔磨床	加工内孔粗糙度差，尺寸不稳，铁轨滑快磨损产生间隙，砂轮修整不平，返厂大修	厂商	JMC-142	2.28	2.28	完成	
9	W200数控车床	X/Z轴重复定位，间隙检查，刀塔检修。	本部	JCC-076	5.8			

Written maintenance instruction
书面维护说明



EQUIPMENT CONDITION 设备状况

Production Equipment & Condition 生产设备和状况

有限公司

设备设施维保验收记录表

TRCL/JL-SC-16

设备编号	设备设施名称及型号	检修类别	起始日期	完工日期	使用单位
JCL-029	YKX3132	检修	2025.03.05	2025.03.09	制造
主要检修内容	刀架轴承间隙调整、工作台涡轮间隙检修。				
检修部位	允差mm	检测后实测误差mm		结论	
刀架轴承间隙	0.15-0.20	0.18		合格	
工作台涡轮	0.02-0.06	0.05		合格	
刀架轴承S1118p4					
蜗杆轴承S1111					
承修	厂商	验收	杨晓东	验收日期	2025.03.10

Maintenance flow chart
维护流程图



QUALITY ASSURANCE 质保		
Question 问题	Observation 观察结果	Score 评分
Does the factory have any certification? 工厂是否获得任何认证?	ISO 14001 IATF 16949:2016	5/5
QC in place per working station? 每个工作站的质控是否到位?	Yes, Each workstation has its own inspector.	5/5
How many Internal QC in place? QC staffs are independent of production staff? Can the QC stop a production ? 有多少内部质控人员? 质控人员是否独立于生产人员? 质检员能否停止生产?	QC personnel are independent of production and can request a shutdown if problems are found.	5/5
Any internal QC record? 是否有内部质控记录?	Yes, The inspector is responsible for the corresponding position and records the test report.	5/5
Any training or certification of the QC? 是否提供质控培训或获得过质控认证?	Regular outsourcing training for inspection personnel and get the corresponding national certificate.	5/5
Does factory use a third QC inspector? 工厂是否使用第三方质检员?	No, Third party inspectors are also available if the customer requires them.	0/5
Actual score 实际得分		25 / 30
Remark for this section 本节备注	N/A	

QA/QC 质保/质控

控制计划

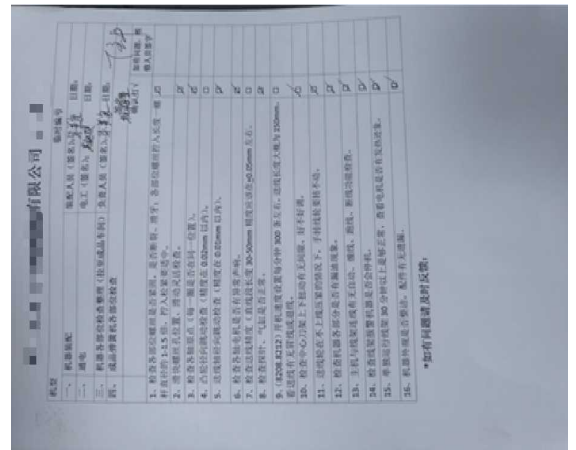
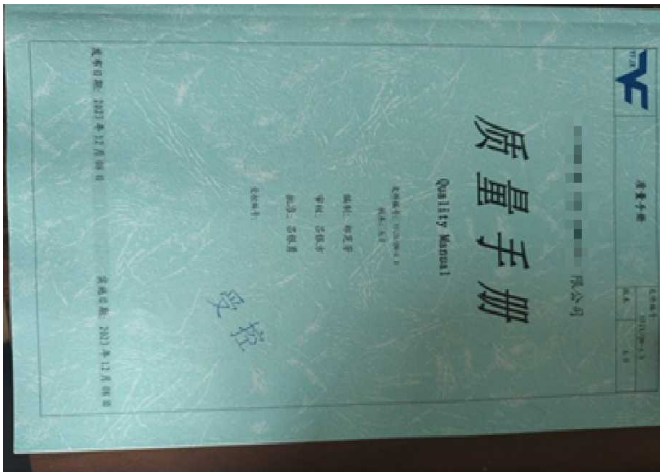
□ 样件 □ 试生产 □ 生产	主要联系人/电话号码 李峰 13917101994	日期(编制) 2019年2月10日	日期(修订) 2019年05月30日						
控制计划编号 零件号/最新变更水平 S09-801-01-01	核心小组 高伟、傅晓文、刘涛、李峰	顾客工程批准/日期(如需要) S021.12.15							
产品名称/零件 S09零件	批准/日期/批准/日期 2021.12.10	顾客批准/日期(如需要)							
供方工厂 西安精诚精密汽车零部件有限公司	供方代码	其他批准/日期(如需要)							
零件/工序编号	过程名称/操作描述	测量/检查/试验/工装	特性		方法	样本		控制方法	反应计划
			编号	产品/过程/规范/公差		评价/测量技术	数量		
1	原材料成分		▲	200.8±1K	光谱仪	3次	每批	第三方材料检验	
2	正火硬度		△	181.70-210	硬度计	3次	每批	精车检验/过程指导书	
3	长度		△	343.5 (-0.25/+0.45)	高度尺	3次	每批	精车检验/过程指导书	
4	长度		△	296(+0.06/+0.15)	高度尺	3次	每批	精车检验/过程指导书	
5	长度		△	187.5 (-0.05/+0.15)	高度尺	3次	每批	精车检验/过程指导书	
6	长度			94±0.1	高度尺	3次	每批	精车检验/过程指导书	
7	长度			40.9 (+0.02/-0.04)	高度尺	3次	每批	精车检验/过程指导书	
8	长度			19 (+0.02/-0.04)	高度尺	3次	每批	精车检验/过程指导书	
9	长度			36 (+0.05)	高度尺	3次	每批	精车检验/过程指导书	
10	长度			15.5 (+0.1/0.05)	高度尺	3次	每批	精车检验/过程指导书	
11	长度			5.5±0.1	高度尺	3次	每批	精车检验/过程指导书	

滚齿滚夹作业指导书



Quality control instruction signage 质控指示牌

Production Operation instruction signage 生产操作指示牌



Quality management manual 质量管理手册

QC record per work station 各工作站质控记录

QA/QC 质保/质控

Page: 1 of 4



CUSTOMER NAME: L INC
ADDRESS: MEISHAN MANSION, OFFICE 1701, NO. 501-2 A SHANGHAI

Sample Name : 502-5279
Product or Lot No. : 146093
Manufacturer : (city)
Buyer : c Inc.

Above information and sample(s) was/were submitted and confirmed by the client. SGS, however, assumes no responsibility to verify the accuracy, adequacy and completeness of the sample information provided by client.

Test Required : Hardness Test, Case-hardened Depth Test
Date of Receipt : Dec 06, 2021
Testing Start Date : Dec 06, 2021
Testing End Date : Dec 13, 2021
Test result(s) : For further details, please refer to the following page(s)
(Unless otherwise stated the results shown in this test report refer only to the sample(s) tested)

Signed for
SGS-CSTC Standards Technical
Service (Shanghai) Co., Ltd.

Kelly Shi
Authorized signatory



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Member of the SGS Group (SGS SA)

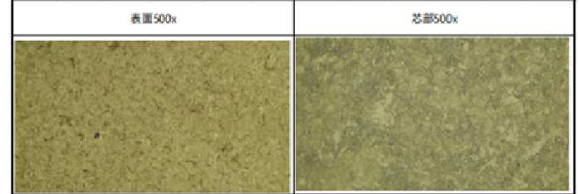
热处理成绩书		检验员	判定	审核
		任凤英	陈永洲	高扬
产品名称:	行部轮2	检验日期:	2025年12月16日	
产品型号:		公司名称:	有限公司	
产品图号:	GT11D47-BT	炉次号:	TR250215-B0	
产品材质:	20CrMnTiH			

检验项目	技术要求	试验结果					
		X1	X2	X3	X4	X5	
表面硬度	HRC 58-62	供应商 客户	61.5				OK
芯部硬度	HRC 35-45	供应商 客户	37.7				OK
有效硬化层深	分度圆 0.4-0.7mm	供应商 客户	0.554				OK

金相组织	马氏体+残余奥氏体	芯部组织		晶界氧化		碳化物	
技术要求	≤4级	≤3级	25µm	≤3级			
结论	供应商 3	3	9.27	1			



mm	0.1	0.2	0.3	0.4	0.5	0.6	0.7	0.8	0.9	1	1.1
Hv	732.3	710.7	682.5	637.7	579.3	523.5	476.8	431.1	410.7	0	0
mm	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	0	0
Hv	0	0	0	0	0	0	0	0	0	0	0



Inspection report by 3rd party
第三方检验报告

Internal Testing report
内部测试报告

QA/QC 质保/质控

索特传动		文件编号	物料名称	外协件检验基准书		交货日期: 2023.9.11	报验日期:	零部件图号	GT11D47-8T	共 1 页					
			行星轮 II			交货数量: 1440	抽检数量:	物料编码	JSJ007573822	第 1 页					
NO.	检验项目	检验标准及技术要求	检具和方法	关重度	检验 (供方)					检验 (索特)					备注
					1	2	3	4	5	1	2	3	4	5	
0	外观	无明显裂纹、毛刺、翻出、锈蚀、凹凸起等缺陷	目测	\	OK	OK	OK	OK	OK						
1	长度	25.5±0.05	高度尺	\	25.490	25.490	25.500	25.500	25.500						
2	内孔直径	φ68 (+0.025/+0.01)	内径量表	G	68.015	68.000	68.020	68.018	68.018						
3	齿顶圆直径	φ66.5 (换算后φ6.4) (0/-0.22)	桥规千分尺	\	66.20	66.20	66.20	66.20	66.20						
4	圆柱度	/O/ 0.008	三坐标	Z	0.001	0.002	0.002	0.003	0.001						
5	齿向锥形	0.005-0.025	齿轮检测仪	Z	0.008	0.006	0.007								
6	公法线长度	41.00 (+0.05/+0.11)	公法线千分尺	G	41.32	41.32	41.33	41.33	41.32						
7	单个齿距公差	0.017	齿轮检测仪	Z	0.015	0.017	0.019								
8	齿距累计总公差	0.053	齿轮检测仪	Z	0.022	0.033	0.029								
9	齿廓总公差	0.022	齿轮检测仪	Z	0.013	0.015	0.013								
10	径向跳动公差	0.043	齿轮检测仪	Z	0.008	0.033	0.029								
11	螺旋线总公差	0.024	齿轮检测仪	Z	0.015	0.013	0.015								
12	表面硬度	HRC58-62	洛氏硬度计	G											
	芯部硬度	HRC35-45	洛氏硬度计	G											
	有效硬化层深	0.4-0.7mm	维氏硬度计	G											
	金相组织	图纸技术协议	相应设备	G	OK										
13	锻造比	≥4	游标卡尺	\	OK										
14	着色探伤	无裂纹	着色剂, 显影剂	\	OK										
15	质量 证明文件	附带相应追溯质量证明文件 (齐全、有效)	日期		OK										
不合格评审简要内容:					检验结论					OK	OK	OK	OK	OK	
<p>特记事项: 供方首次送样 (样件): 实施全数量全项目检验; 小批及量产初期流动管理依据进货检验管理办法中加严控制管理, 检1跳3, 每批至少检测3pc, 实际制程同时参考进货检验管理办法确定; 量产期间来料检验参考进货检验办法正常执行, 检1跳5, 每批检测1-3pc, 性能及用料等按批次号进行检验;</p>															
		编制		高平平	日期	2023.9.8	检验		审核	检验		审核			
		审核		刘存燕	日期	2023.9.8	王永芳		刘存燕						
标识	处数	更改内容	签名	日期	批准	高杨	日期	2023.9.8							

说明: ①: 供应商必须按照三下盖章有效版本图纸进行生产, 产品交付时附带图纸及产品记录一并交付; ②: 结论“不合格”可用“NG”, 合格可用符号“OK”

QC in final stage report
最后阶段报告中的质控

QA/QC 质保/质控

品质控制流程图

输入	权责	流程	作业要点	输出	配合部门
PMC物料申请	采购部 PMC	供应商交货	核对物料和清点数量	采购单	仓库
送货单	仓库	仓库暂收	核对物料，清点数量	退货单或物料送检单	采购部
物料送检单	品质部	iQC检验	依据对应物料的《来料检验标准》、产品图纸、样品、订单资料、允收标准等资料。	1.来料检验报告 2.IQC来料检验日报表	仓库
QC标签	仓库	仓库入库	核对物料，清点数量	入库单,做账	品质部
生产计划\生产订单\客户订单要求	车工班组	合格标识	1. 按生产计划\生产订单生产. 2. 标识合格品才能领用.	领料单	仓库
生产计划\生产订单\客户订单要求	品质部	首件检验	1. 《产品流转卡》与工艺文件资料内容是否相符. 2. 检查产品工艺文件规定的检验项目，尺寸及外观等. 3. 如不符合返回供应商返修分检。	检验记录	生产部
生产计划\生产订单\客户订单要求	生产部 技术部	量产	按作业指导书进行作业	放置合格品区域	品质部
产品检验标准	品质部	自检	1. 按产品检验标准进行检验, 2. 发现异常及时向生产组长及品质部副部长反应. 3. 品质状态标识要清楚。	首件检验记录	生产部
产品检验标准	品质部	IPQC检验	1. IPQC人员对生产线上各工位所用物料进行确认, 2. 发现异常及时向生产组长反应并跟踪处理结果. 3. 检查产品外观、尺寸。	IPQC巡检日报表, 纠正与预防措施报告	生产部

QC flow chart 质控流程图



SOCIAL ACCOUNTABILITY 社会责任

Question 问题	Observation 观察结果	Score 评分
workers labor contract? 职工是否有劳动合同?	Yes, Labor contracts provided by the Labor bureau, which is based on the national labor law and supplemented by local labor laws.	5/5
Worker have social insurance by regulation? 职工是否按规定的社保?	Yes, Pay five insurances (old-age insurance, medical insurance, unemployment insurance, maternity insurance, industrial injury insurance)	5/5
Worker under legal age 未达到法定年龄的职工	There are no employees who are under the legal age.	5/5
Working hours in regulation 规定的工作时间	Morning shift: 8:00-17:00 Evening shift: 17:00-2:00	5/5
Day Off / holiday 休息日/节假日	Day off :8 hours /5 days/week Holiday :Other holidays shall be strictly in accordance with the national statutory holidays.	5/5
Local standard wages 当地标准工资	Minimum wage for workers: 300 USD. Minimum wage for technical staff: 1,000-1,500 USD.	5/5
Union membership 工会会员资格	Yes	5/5
discrimination of gender/age/religion/bullying 性别、年龄、宗教歧视/欺凌	There is no discrimination at all, and the company has clear regulations.	5/5
A clear employment standards 明确的聘用标准	Yes, the job advertisement clearly states that.	5/5
A diversity, equity and inclusion chart 多样性、公平性和包容性图表	No, There are clear laws and regulations to clarify this information.	5/5
Are there complaint mechanisms for employees, and how are they managed? 是否有员工投诉机制, 如何管理?	Yes, the company has HR personnel to investigate from time to time, and to publicize the corresponding laws and regulations to employees.	5 /5
Actual score 实际得分		55/55

On-Site Random Interviews with Workers in the Factory 对工厂工人进行现场随机采访

Employee Nam 员工姓名	Position 职位	Employee Photos 员工照片
Ruirui Zhang 张瑞瑞	Grinder foreman 组长	
Yongzhou Chen 陈永洲	Employee 员工	
Caiwei Wang 王彩伟	Employee 员工	
Pingping Tang 汤平平	Clerk 文员	
Guobao Li 李国宝	Grinder foreman 组长	



Interview Summary 采访摘要

1	<p>Interview Topic: Please check the attached file for detailed answers</p> <p>Interview Location: Office of Anhui *****Co. LTD</p> <p>Interviewee: Chen Yongzhou, Zhang Ruirui, Wang Caimei, Tong Pingping, Li Guobao</p> <p>Interview Date: March 12, 2025</p>
2	<p>Response from the respondents:</p> <p>1> The salary is paid out every month on the first day of the month.</p> <p>2> Normally, overtime pay is 150% of the regular hourly rate for regular working days, and 200% for weekends. The factory uniformly purchases social insurance and other insurances for its employees.</p> <p>3> If there is overtime work in the factory, employees can choose freely.</p> <p>4> The company uniformly distributes labor protection supplies and there is no phenomenon of discrimination at all.</p> <p>5> Working hours: 8 hours per day, 5 days a week. If overtime is required, employees will be informed in advance.</p>
3	<p>Conclusion:</p> <ol style="list-style-type: none">1. Working hours have been recognized by the employees.2. The unified payment of social security has been recognized by the employees.3. The rules and regulations as well as the overtime pay system have been approved by the employees.
4	

**The actual interview responses are provided in Annex 1
实际采访问答见附件 1**

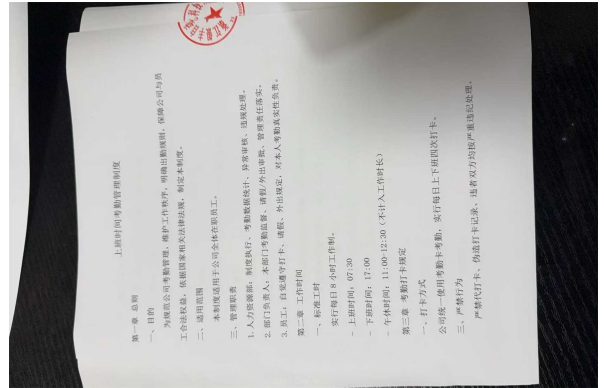


ESG Factory Audit Report

Your trust is a treasure

Labor 劳工

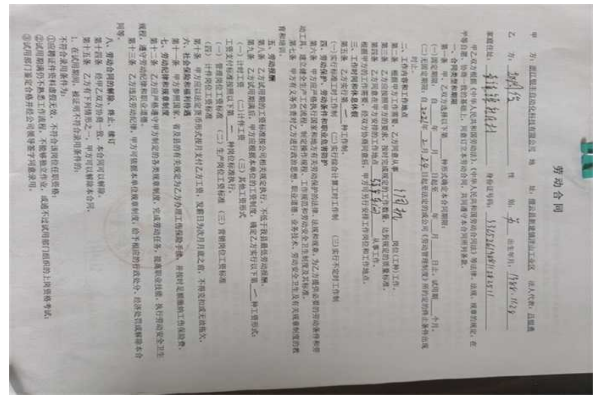
员工手册
版本: c12
受控状态: 受控文件
分发号:
制: [Signature]
批准: [Signature]



Employee manual 员工手册

Working hours signage & rules 工作时间标识和规则

姓名	考勤记录														
	六	日	3	4	5	6	7	六	日	10	11	12	13	14	六
黄荣勋	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
王荣行	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
高洁	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
魏洁	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
李荣柱	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
梁俊	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
刘荣清	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
刘洁	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
刘美华	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
任茂英	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
徐千千	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
曾中博	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)
杨东平	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)	休息 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	正常 (C)	休息 (C)



Worker attendance record system 员工考勤记录系统

Labor contract 劳动合同

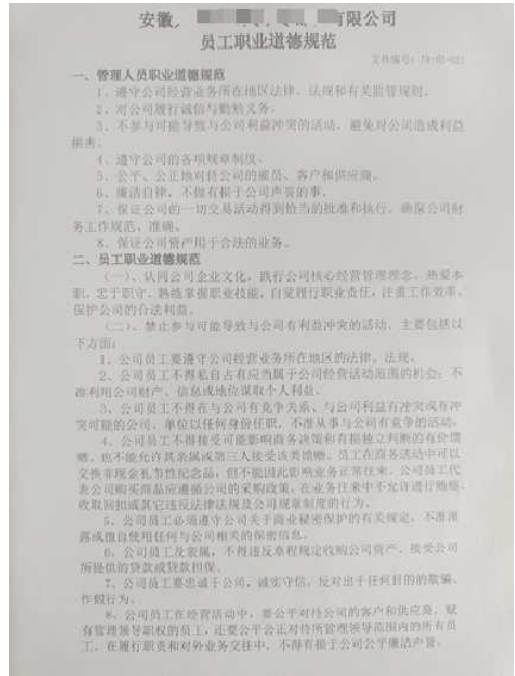
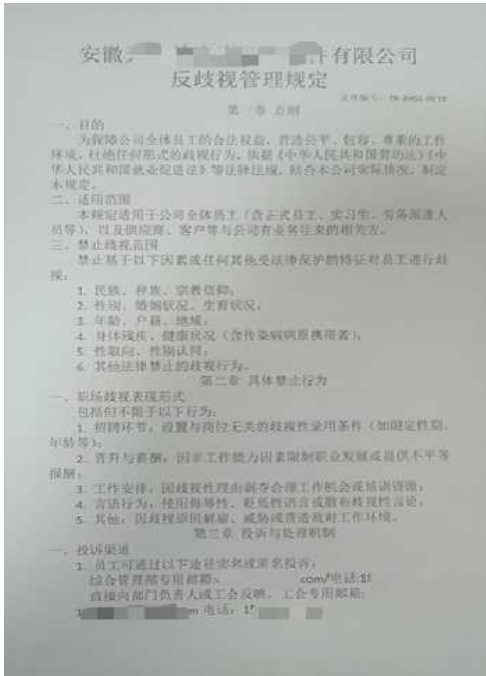
Item 4 of the first entry in the employee manual stipulates that the employee's salary shall be paid first after labor. Generally, the salary shall be paid on the 25th of this month, and occasionally delayed, but it shall not exceed the current month.



Payment rules 付款条例

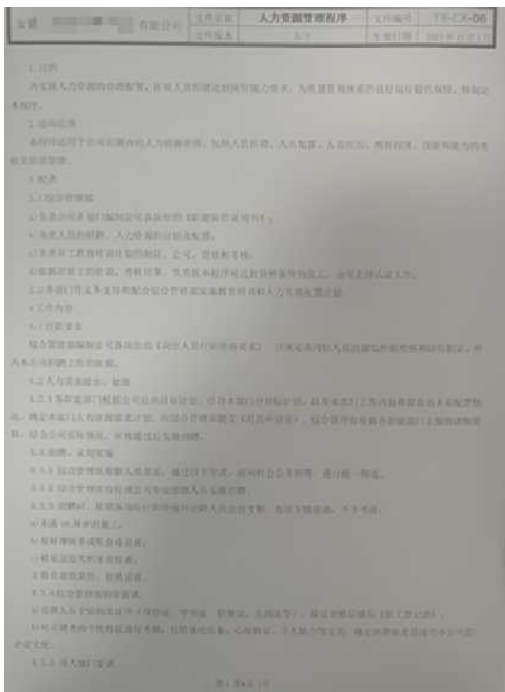
Payroll tracking record 薪资跟踪记录

Labor 劳工



Anti-discrimination rules 反歧视条例

Disciplinary rules 纪律条例

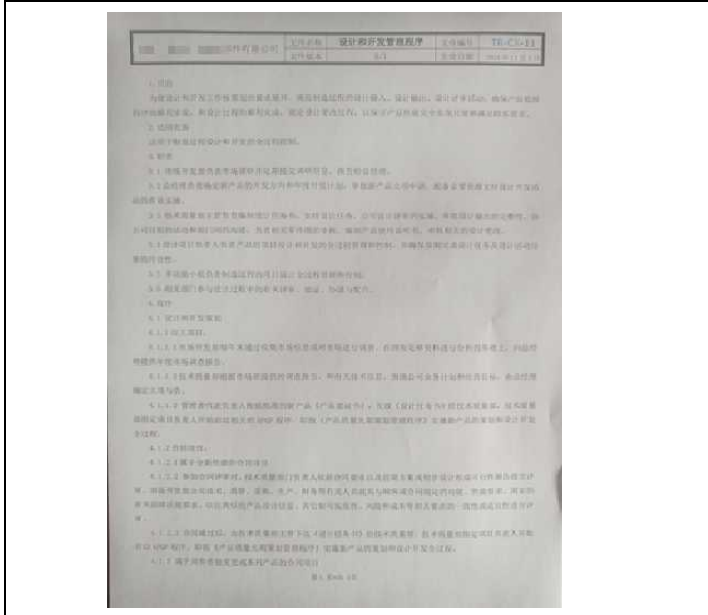


Recruitment procedure 招聘程序

Bonification rules 奖励规则

R&D and internal testing 研发与内部测试		
Question 问题	Observation 观察结果	Score 评分
How many R&D staffs 研发人员数量	8	5/5
In-house testing lab 内部测试实验室	Yes, The company has an in-house testing laboratory.	5/5
Working with other 3rd party R&D team 与其他第三方研发团队合作	No, No cooperation with third parties	0/5
R&D patent and recording 研发专利和记录	Yes, At present, the company holds 4 patents.	5/5
Actual score 实际得分		15/20

R&D 研发

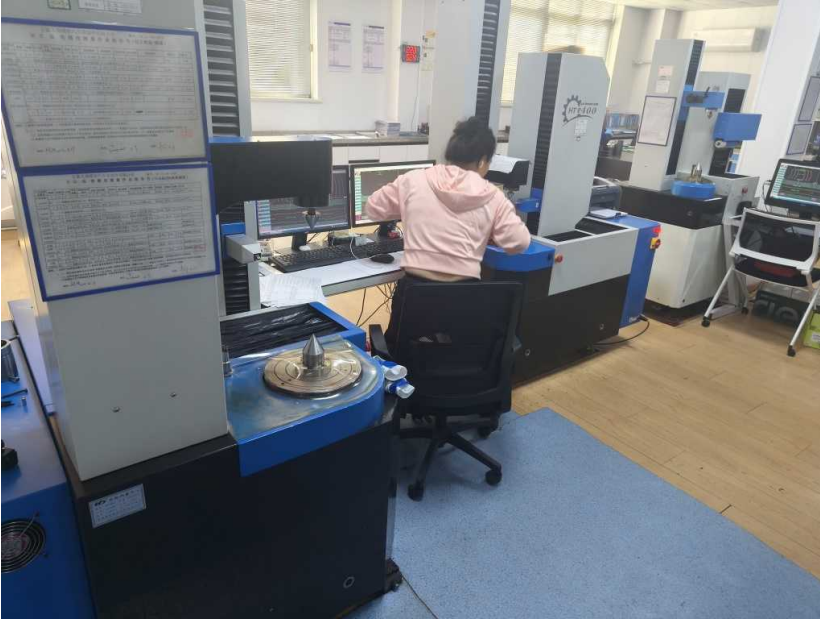


R&D Rules
研发规则



R&D recording
研发记录

R&D 研发



In-House Testing center 内部测试中心

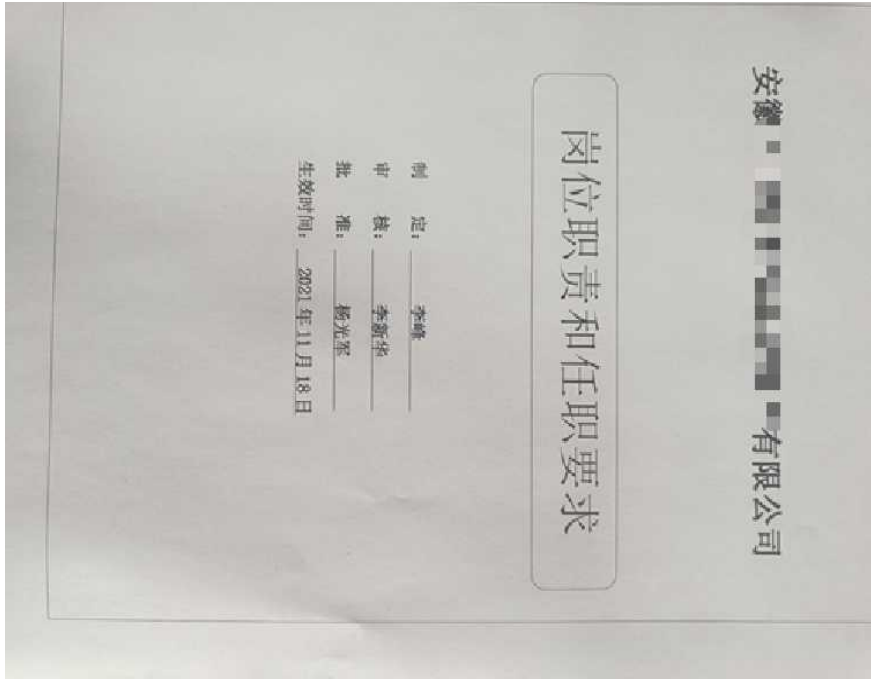


Patents 专利

ORGANIZATION CHART, FLOW AND CERTIFICATIONS 组织结构图、流程和认证

Question 问题	Observation 观察结果	Score 评分
Clear organization chart 清晰的组织结构图	Yes, The company has a clear organizational chart .	5/5
Clear standard of ethic and integrity 明确的道德和诚信标准	Yes, The company has clear rules and regulations.	5/5
The organization chart is public to employees 向员工公开组织结构图	Yes, The current company structure chart is placed in the notice board.	5/5
clear responsibility to each and other 明确彼此的责任	Yes, The company has a clear division of responsibilities.	5/5
Production flow chart 生产工艺流程图	Yes, Production process diagrams are posted on each operating equipment.	5/5
Company received awards? 公司获得了哪些奖项?	Yes, The main market is China, so there are many domestic awards, but no international awards.	5/5
certifications 证书	Yes, The respective ones are: ISO45001&ISO14001&IATF16949	5/5
A formal process for data protection 正式的数据保护程序	Yes, The company has a separate server, and outsourced maintenance.	5/5
Actual score 实际得分		40/40

ORGANIZATION CHART 组织结构图



Responsibility chart 责任一览表



Company awards 公司荣誉

ORGANIZATION CHART, FLOW AND CERTIFICATIONS 组织结构图、流程和认证

certifications 认证



Awards 2
奖项 2

Certification 1
认证 1



Certification 2
认证 2

Certification 3
认证 3

ORGANIZATION CHART, FLOW AND CERTIFICATIONS 组织结构图、流程和认证

certifications 认证



Certification 4
认证 4



Certification 5
认证 5



Sustainable development score 可持续发展得分			
Question 问题	OBSERVATIONS 观察结果	SCORE	
Score of social accountability 社会责任得分	Yes	55	/ 55
Score of Organization chart, flow and certifications 组织结构图、流程和认证得分	Yes	40	/ 40
Production area lighting / cleanliness of the floor 生产区域照明/地板清洁度	1. The production area is well lit. 2. The floor is clean.	5	/ 5
Work area well indicated with clear signage 工作区标识清晰	The identification is generally clear, but there are still some omissions.	3	/ 5
Work area ventilated, cooled & heated 通风、冷却和加热工作区	Yes	5	/ 5
Emergency exit well indicated / Corridor free from obstruction 紧急出口指示明确 / 走廊畅通无阻	1. Corridor free from obstruction 2. Emergency exit well indicated	5	/ 5
Starting the process with a third party for ESG (Environment, Social and Governance) implementation? 是否与第三方启动 ESG (环境、社会和治理) 实施流程?	No	0	/ 5
Does the company have any SUSTAINABLE DEVELOPMENT certifications? 该公司有任何可持续发展认证吗?	No	0	/ 5
Material use from sustainable sources 使用可持续来源的材料	Photovoltaic roof plan to lay (under negotiation)	5	/ 5
Procedure in place for the management of hazardous materials (use, storage, handling, transport, disposal) 制定危险材料管理程序 (使用、储存、处理、运输、处置)	There are clear regulations for dangerous goods and also a record ledger for dangerous goods.	5	/ 5
Waste management (recycling, reusable, trash...) - the evaluation of the number of tons of waste produced per year can be a good indicator (for each type of waste - recycling, waste...) 废物管理 (回收、可再利用、垃圾.....) - 评估每年产生的废物吨数是一个很好的指标 (针对每种废物--回收、垃圾...)	According to the requirements of the local government, the factory has fixed wastewater and waste gas discharge treatment indicators every year	5	/ 5
Energy consumption - initiative to reduce the consumption of energy : building heat or cooling system, insulation or production machinery / new or old technology 能源消耗--减少能源消耗的举措: 建筑供热或制冷系统、隔热或生产机械/新技术或旧技术	The factory is powered by a photovoltaic energy project	5	/ 5
Water consumption management - initiative to reduce water consumption / reuse 用水管理--减少用水量/再利用的举措	The factory has a management system, but there is no obvious sign on the site.	3	/ 5
Actual score 实际得分		136	/ 150

Annex 1 附件 1

Factory Audit Report



Interview Questions for Employees Regarding Forced Labour

针对强迫劳动的员工面谈问题

Employees randomly interviewed are required to answer the following questions truthfully, and the auditor must accurately record the employees' responses.

接受随机采访的员工必须如实回答以下问题。审核员必须准确记录员工的回答。

Factory Name 工厂名称	[REDACTED] Co. LTD
Employee Name 员工姓名	Caiwei Wang
Position 职位	Employee

I. Employment Terms and Freedom of Movement

I. 雇佣条款和行动自由

- 1) Do you fulfill the legal working age requirement? To your knowledge, does the company hire employees who do not meet the legal age requirements?
您是否符合法定工作年龄要求？据您所知，公司是否雇用不符合法定年龄要求的员工？

Reply:

Meet legal working age requirements.

There are no employees who do not meet the legal age requirements.

- 2) Are you free to leave your workplace at the end of your shift?
轮班结束后，您是否可以自由地离开工作场所？

Reply:

Yes, Free to leave the workplace.

- 3) Did you have a choice in accepting the job here, or were you coerced into taking it?

您是自由选择接受这份工作，还是被迫接受的？

Reply:

Yes, Take the job freely.

Annex 1 附件 1

Factory Audit Report



- 4) Have you been asked to surrender your passport or any personal identification as a condition of your employment?

您是否被要求交出护照或任何个人身份证明作为雇佣条件?

Reply:

No, There are no such problems.

2. Wages and Compensation

2. 工资和报酬

- 1) Are you paid in accordance with the agreed-upon terms for your work?

您是否按照约定的工作条款获得报酬?

Reply:

Yes, Get paid according to the agreed terms of work.

- 2) Do you receive your wages on time, and are there any deductions that you did not agree to?

您是否按时收到工资，是否有任何您不同意的扣款?

Reply:

Get paid on time.

There are no disagreed-upon deductions.

- 3) Are you aware of any employees who have not been paid or whose wages are withheld?

您是否知道有任何其他员工未按时收到工资或工资被扣留的情况?

Reply:

No, Our company doesn't have that problem.

Annex 1 附件 1

Factory Audit Report



3. Work Conditions

3. 工作条件

- 1) Are the working hours you are asked to complete reasonable and in line with the law?
您被规定的工作时间是否合理且符合法律规定?

Reply:

The working hours are reasonable in accordance with the law.

- 2) Do you feel you have adequate rest periods during your workday?
您觉得工作日中有足够的休息时间吗?

Reply:

There are plenty of breaks during the working day.

- 3) Have you ever felt pressured to work beyond your scheduled hours?
您是否曾感受到超出规定时间工作的压力?

Reply:

Never heard of such a problem.

4. Contracts and Agreements

4. 合同和协议

- 1) Did you sign an employment contract before beginning your work here?
您在这里开始工作之前是否签署了雇佣合同?

Reply:

Signed a labor contract.

- 2) Are you aware of the terms in your contract, and do you feel they have been followed?
您是否了解合同中的条款? 您是否认为您已经遵守了这些条款?

Reply:

Understand the terms of the contract, And abide by these terms.

Annex 1 附件 1

Factory Audit Report



- 3) Was any part of your contract changed after you started working here without your consent?

自您开始在这里工作以来，您的合同是否有任何未经您同意的更改？

Reply:

No change of contract.

5. Worker Treatment and Abuse

5. 员工待遇与不公正对待

- 1) Have you experienced or witnessed any form of physical, psychological, or verbal abuse in the workplace?

您是否在工作场所经历过或目睹过任何形式的身体、心理或言语虐待？

Reply:

There are no such problems.

- 2) Are you able to report grievances or concerns without fear of retaliation?

您是否能够毫无顾虑地提出投诉或担忧，而不必担心遭到报复？

Reply:

There are no such problems.

6. Recruitment Process

6. 招聘流程

- 1) How did you find out about this job? Did you pay any fees or incur any costs during the recruitment process?

您是如何找到这份工作的？在招聘过程中，您是否支付了任何费用或产生了任何成本？

Reply:

Online application, no fee paid.

- 2) Were you promised certain conditions (e.g., pay, benefits) that have not been fulfilled?

您是否被承诺过某些条件（例如，工资、福利），但这些条件尚未兑现？

Reply:

Annex 1 附件 1

Factory Audit Report



No, Everything that was negotiated has been fulfilled.

7. Support and Freedom of Association

7. 支持和结社自由

- 1) Are you aware of any worker groups or unions here? Are you free to join one if you wish?

您是否知道这里有任何工人团体或工会? 如果您愿意, 是否可以自由加入?

Reply:

Yes, Know a few unions and are free to join any union you want.

- 2) Do you feel safe reporting any potential violations or concerns about forced labor in the workplace?

您是否觉得可以毫无顾虑地举报工作场所中可能存在的强迫劳动违规行为或问题?

Reply:

Yes, If there is such a problem, surely can feel free to report.

8. Worker Awareness and Training

8. 工人意识和培训

- 1) Have you been informed about your rights regarding forced labor and human trafficking?

您是否已被告知有关强迫劳动和人口贩运的权利?

Reply:

Yes, Have been told.

Annex 1 附件 1

Factory Audit Report



2) Do you know where to go or who to contact if you feel your rights are being violated in relation to forced labor?

如果您觉得您的权利因强迫劳动而受到侵犯，您是否知道该去哪里或联系谁？

Reply:

Yes, and HR has provided training.

Employee Signature:

员工签字:



Date:

日期:

2025. . .

Auditor Signature: Jun Wang

审核员签字:

Date: 10 Mar 2025

日期: