

**Venture International Joint Stock Company**  
**PORTFOLIO**

A large garment factory with workers at sewing machines and long tables. The factory is brightly lit with overhead lights. In the foreground, a woman in a blue shirt and red apron is operating a blue sewing machine. In the background, other workers are visible at their stations. A sign on the wall reads "CUTTING".

In 2007, Venture Vietnam purchased Song Ha garment company and successfully signed with the Mekong Company as a strategic investor. This significant step allowed the company to expand its production capacity to include an additional two workshops – each designed with a specific product specialization production in mind – to increase the size of the facility area to span 20,000 square meters.

One year later, Venture Vietnam decided to entirely acquire Venture Laos which has production facilities in Laos. The integration of Venture Vietnam and Venture Laos allowed for significant developments in production flexibility, increased lead time and the harnessing of valuable, dynamic synergies.

01 Main Office

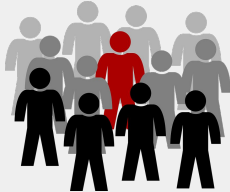
02 Factories

2000 Employees

### VENTURE VIETNAM

Km40, Highway 5A Lai Cach  
Commune, Cam Giang District,  
Hai Duong Province

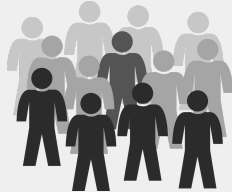
**960**  
Employees



### VENTURE OFFICE

317-320, Block E1, Trung Tu  
Diplomatic Compound, #6 Dang  
Van Ngu Street, Dong Da  
District, Hanoi

**15**  
Employees



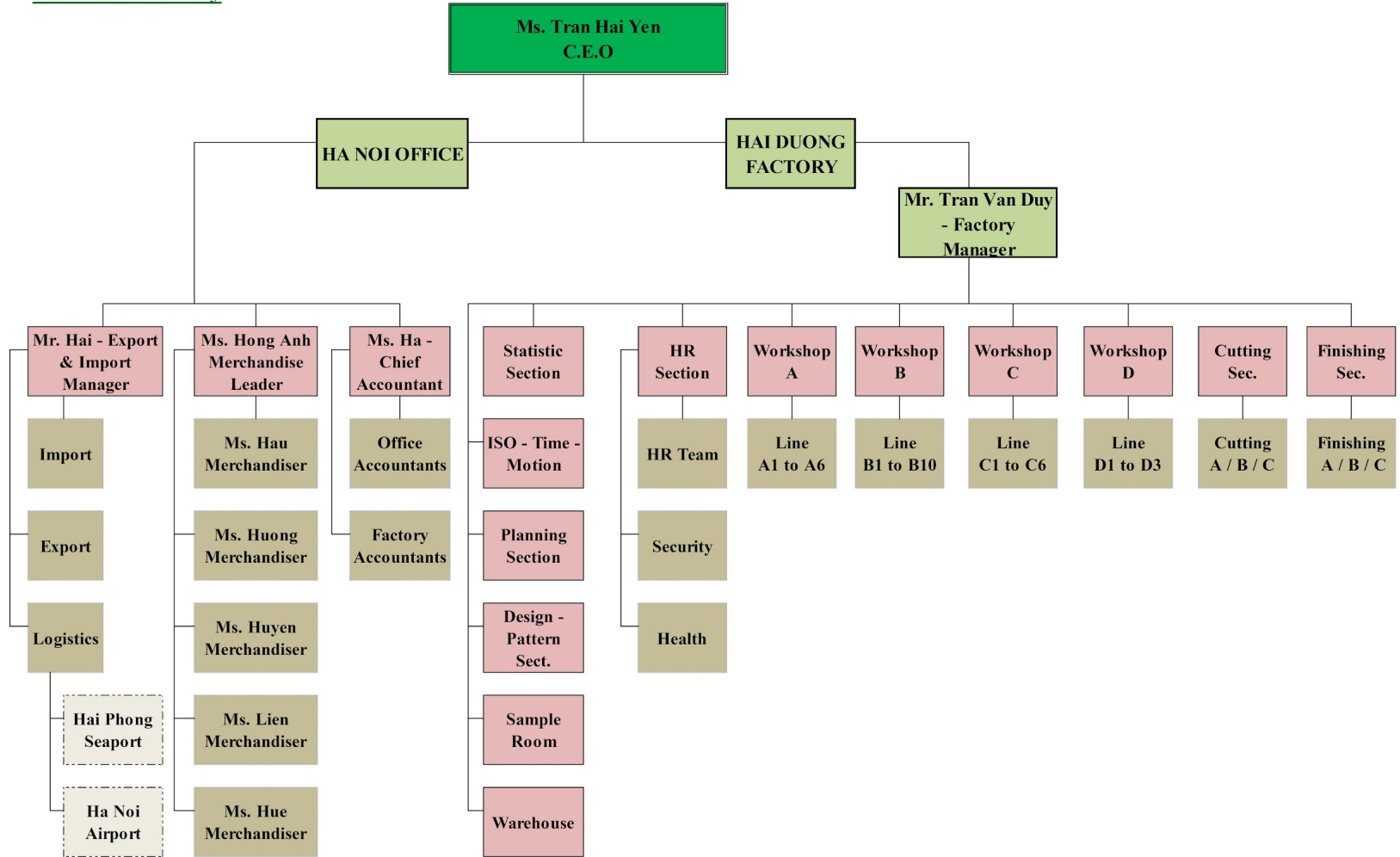
### VENTURE LAOS

Unit 14, Saynamngueane Village,  
Xaythany District, Vientiane  
Province

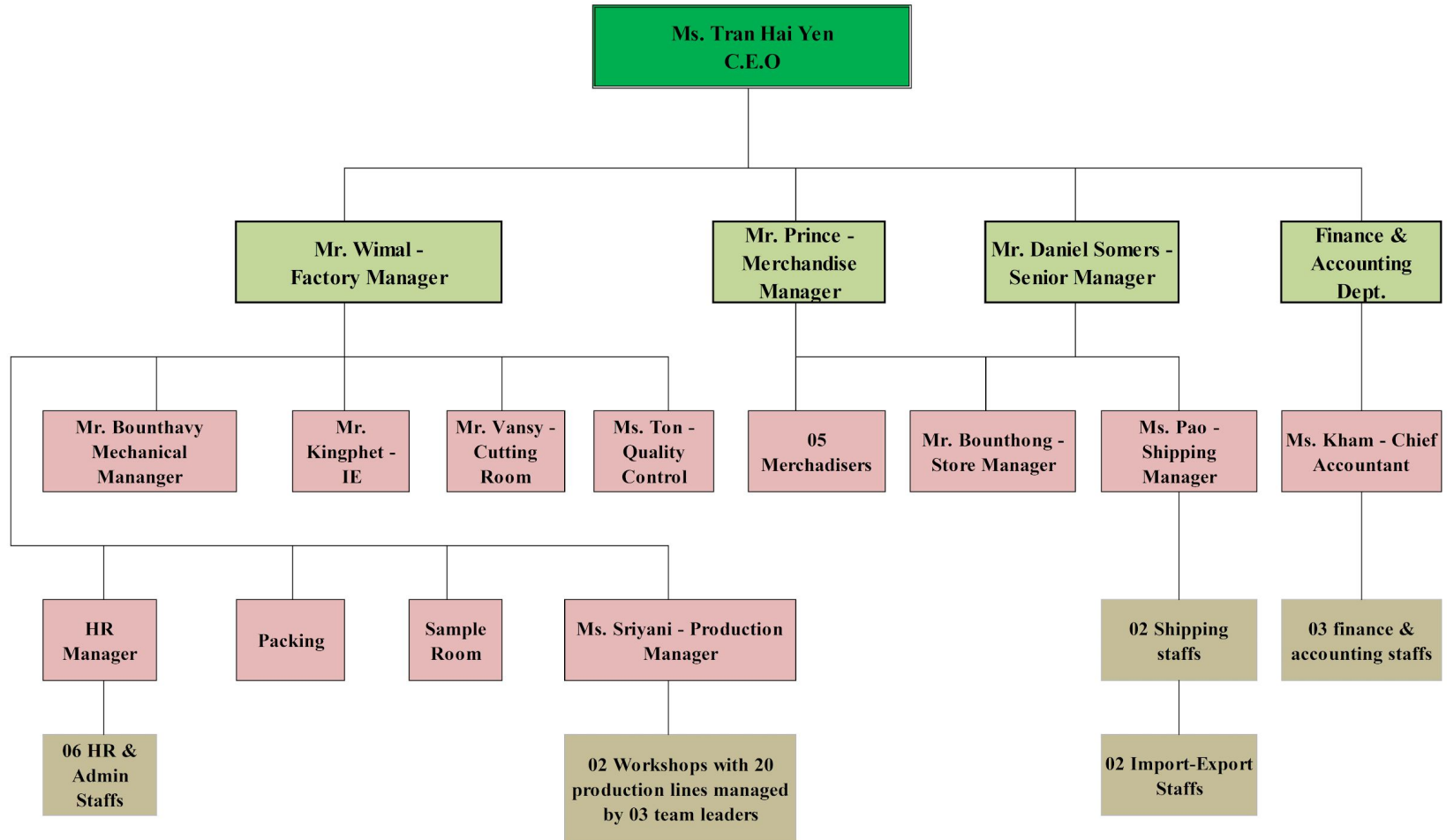
**924**  
Employees



# Vietnam Factory



# Lao Factory

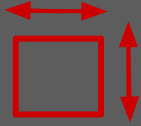


# VENTURE LAOS STAFF



# VENTURE VIETNAM

Km40, Highway 5A Lai Cach Commune, Cam Giang District, Hai Duong Province



**LAND AREA**

**51,239 m<sup>2</sup>**



**BUILDING AREA**

**12,000 m<sup>2</sup>**



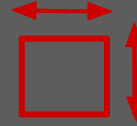
**CAPACITY**

**24 lines**

75 kilometers from Noi Bai International Airport and 60 kilometers from the Hai Phong port, Venture Vietnam is located conveniently for the import and export of goods.

# VENTURE LAOS

Unit 14, Saynamngueane Village, Xaythany District, Vientiane Province



**LAND AREA**

**19,193 m<sup>2</sup>**



**BUILDING AREA**

**7,505 m<sup>2</sup>**



**CAPACITY**

**20 lines**

Located 12 kilometres away from the “Wattay” International Airport in Vientiane, the capital city of Lao.P.D.R. Laos is a landlocked country in South-East Asia bordering five countries: Thailand, China, Vietnam, Myanmar (Burma), and Cambodia, connected by border post entries.

# Venture International (Vietnam) Joint Stock Company





# Venture International (Lao) Joint Stock Company Limited



ບໍລິສັດ ວິເນີ ອິນເຕີເນຊັນແນວ ກາເມັນ ຈອຍສະຕ້ອກ ຄອມປານີ ຈຳກັດ  
VENTURE INTERNATIONAL GARMENT JOINT STOCK CO.,LTD  
CERTIFIED SA 8000 - 2014



# OUR CUSTOMERS



**FRISTADS**<sup>®</sup>

**Pionier**

WORKWEAR



**uvex**



## MAIN MARKETS



FRANCE GERMANY DENMARK SWEDEN NETHERLANDS



ENGLAND



USA



AUSTRALIA



JAPAN



KOREA

# OUR TECHNOLOGY

The company traditionally retained a continual and committed investment in the development of modern, technologically-sound equipment to serve the production process and ensure that it meets international standards of quality and requirements.



# BUSINESS PHILOSOPHY

## 1 **Put Clients First**

We strive to understand, know and meet our clients' needs. We fully accept our responsibility to deliver premium-grade products on time and at competitive prices.

## 2 **Build Relationships**

We work to establish enduring relationships with our clients and business partners. We value collaboration and cooperation in our workplaces.

## 3 **Achieve Quality Results**

We value professional excellence and expertise, and we work together to produce consistent, good quality products for our clients.

## 4 **Work with Integrity**

We speak and act in an honest manner. We believe in being accountable for the impact we have on others.

# WHAT WE CAN DO FOR OUR EMPLOYEES

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## WORKING TIME/WAGE

- ✓ 8 HOURS WORKING/DAY
- ✓ SUNDAY OFF
- ✓ COMPETITIVE WAGES & BENEFITS SYSTEM

## BENEFIT

- ✓ HEALTH/ SOCIAL INSURANCE
- ✓ FREE MEDICAL CLINIC
- ✓ FREE CANTEEN
- ✓ DORMS, ELECTRICITY & WATER SUPPLIED
- ✓ ANNUAL 14 DAYS PAID LEAVE
- ✓ 5 DAY SICK LEAVE
- ✓ BONUS FOR NATIONAL HOLIDAYS

## PREGNANT WORKERS

- ✓ AFTER 7 MONTHS, 7 HOURS WORKING/ DAY
- ✓ UNTIL 1 YEAR OF GIVING BIRTH, 7 HOURS WORKING/ DAY
- ✓ MATERNITY LEAVE
- ✓ 100% PAID BY SOCIAL SECURITY

## SOCIAL ACTIVITIES

- ✓ COOKING COMPETITIONS
- ✓ ANNUAL TRIP
- ✓ WOMEN'S DAY 20/10
- ✓ FUN SPORT GAMES

## WORKING ENVIRONMENT

- ✓ SAFE WORKPLACE
- ✓ FOLLOWING CODE OF CONDUCT
- ✓ FREEDOM OF TRADE UNION ACTIVITY
- ✓ TRAINING ON FIRE PROTECTION





# CERTIFICATES

- 1** **ISO 9001**  
Focused on quality management systems standards and is designed to help organizations ensure that they meet the needs of customers and other stakeholders while meeting statutory and regulatory requirements related to a product
- 2** **AUDIT**  
Official inspection of a company's accounts.



bsi.



# Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2008

This is to certify that:

VENTURE INTERNATIONAL (LAO) JSC  
Unit 14, Saynamgeune Village,  
Saythany District,  
Vientiane Capital,  
Laos

Holds Certificate Number:

**FM 565297**

and operates a Quality Management System which complies with the requirements of ISO 9001:2008 for the following scope:

The manufacture and supply of garment products

For and on behalf of BSI:

  
Gary Fenton, Global Assurance Director

Originally registered: 01/03/2011

Latest Issue: 25/02/2014

Expiry Date: 28/02/2017

Page: 1 of 1



...making excellence a habit.™

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Further clarifications regarding the scope of this certificate and the applicability of ISO 9001:2008 requirements may be obtained by consulting the organization.  
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: +44 845 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

bsi.



# Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2008

This is to certify that:

VENTURE INTERNATIONAL (VIETNAM) JSC  
Km 40, Highway No.5A, Lai Cach,  
Cam Giang, Hai Duong Province,  
Vietnam


Holds Certificate Number:

**FM 562004**

and operates a Quality Management System which complies with the requirements of ISO 9001:2008 for the following scope:

The manufacture and supply of garment products.

For and on behalf of BSI:

  
Gary Fenton, Global Assurance Director

Originally registered: 07/06/2010

Latest Issue: 17/06/2013

Expiry Date: 06/06/2016

Page: 1 of 1



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BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

Auditee :	VENTURE International (Vietnam) JSC
Audit Date From :	04/11/2019
Audit Date To :	05/11/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Linh Le(Lead)
Auditing Branch (if applicable) :	



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform. Access [www.bscliplatform.org](http://www.bscliplatform.org), for entitled users only.

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This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions

Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> Very Good	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B B A A A A A A A A B B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> Good	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A A B B B B B B B B B A A A A A A B B B B B B B B B C B B B B B B B B B B B B C C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> Acceptable	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A C C C C C A A A A A A B B B B C C C C D C C C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> Insufficient	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A D D D D A A A B B B C C C C D D D D E D D D D D D D D E E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> Unacceptable	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A E E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance Issue was Identified [see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol]	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

Main Auditee Information



Name of producer :	VENTURE International (Vietnam) JSC		
DBID number :	353569		
Audit ID :	166604		
Address :	Km40 Highway 5A, Lai Cach Commune, Cam Giang District Hai Duong		
Province :	Hai Duong	Country :	Vietnam
Management Representative :	Tran Van Duy		
Contact person:	Diep Hoang Thi	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Jackets, personal protective clothes		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	A		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
A	B	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

VENTURE International (Vietnam) JSC was a Local Investment Company under business license No. 0800005529 dated August 22, 2007 issued by The Planning and Investment Department of Hai Duong Province, the latest amended on April 4, 2019. The factory located at Km40 Highway 5A Lai Cach Commune, Cam Giang District, Hai Duong provinces, Vietnam

With a total land area of 54,000 square meters and building area of 19,000 square meters, the factory consisted of 5 building as follows:

- One 1-storey building (Building 1): Workshop 4A: Material warehouse, cutting, sewing, ironing, inspecting, packing, finished goods warehouse, clinic room and office.
- One 1-storey building (Building 2): Workshop 4B: Material warehouse, cutting, sewing, ironing, inspecting, packing, finished goods warehouse and office;
- One 1-storey building (Building 3): Workshop 4C: Material warehouse, cutting, sewing, ironing, inspecting, packing, finished goods warehouse, clinic room and office.
- One 1-storey building (Building 4): Workshop 4D: Stock warehouse.
- One 1-storey building (Building 5): Canteen.

Supporting areas: waste storages, air-compressors room.

The factory specialized in manufacture of jackets, personal protective clothes with a monthly capacity of 13,000 pieces. The main production process was from material receiving, cutting, sewing, pressing, finishing and packing.  
The factory had not had the peak or non-peak months.  
Main export markets were EU (90%) and Others (10%).  
The factory did not use subcontractors in the production process.

The employees worked in 1 shift, 8 hours per day from 8:00 to 17:00 with 60 minutes' break from 11:30 to 12:30 or 12:00 to 13:00, 48 hours per week (Monday to Saturday).

The punching card was using swiping card system to track working hours of employees.

The factory did not provide dormitory for employees.

Since January 1, 2018, the legal minimum wage was VND 3,090,000 per month. Meanwhile the factory paid workers on 6 days of probation period and signed indefinite labor contract with the minimum wage of VND 3,480,000 per month.

Since January 1, 2019, the legal minimum wage was VND 3,250,000 per month. Meanwhile the factory paid workers on 6 days of probation period and signed indefinite labor contract with the minimum wage of VND 3,655,000 per month.

The factory applied monthly rate for all employees. Salary was paid once a month in 10th of the following month with pay slips through bank transfer.

+ Additional information:  
1. No discrepancy between total manpower data provided in Producer's Self-Assessment and auditor's observation during audit.

2. The factory recruited workers by themselves; Agency labor contract: Not applicable.

3. No any waiver was obtained; Government waivers: Not applicable.

4. PA12 was not included in this follow up audit, environmental license was not attached.

5. Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11630002

Lead Auditor Name: Linh Le

APSCA number: 21701212

Ratings Summary

Auditee's background information			
Auditee's name :	VENTURE International (Vietnam) JSC	Legal status :	Joint Stock Company
Local Name :	Công ty cổ phần Venture International Việt Nam	Year in which the auditee was founded :	2007
Address :	Km40 Highway 5A, Lai Cach Commune, Cam Giang District	Contact person (please select) :	Diep Hoang Thi
Province :	Hai Duong	Contact's Email :	hoangdieph82@gmail.com
City :	Hai Duong	Auditee's official language(s) for written communications :	Vietnamese
Region :	South East Asia	Other relevant languages for the auditee :	Vietnamese
Country :	Vietnam	Website of auditee (if applicable) :	N/A
GPS coordinates :	20.835092, 106.235220	Total turnover (in Euros) :	471.02
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	13000 pieces /month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Jackets, personal protective clothes		

Auditee's employment structure at the time of the audit

Total number of workers :	956	Total number of workers in the production unit to be established (if applicable) :	
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	142	803	
Temporary workers	0	0	
In management positions	2	7	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	144	812	
Production based workers	0	0	
With shifts at night	11	0	
Unionsed	0	0	
Pregnant	-	10	
On maternity leave	-	23	

Finding Report

Performance Area 1 : Social Management System and Cascade Effect	
1- Followup Audit [Audit Id : 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b>	
It was noted that the factory had revised the procedure to ensure they monitor their business partners properly. As reviewed, the amfori TOI had been signed by their business partner. In addition, the factory had evaluated their business partner annually. Ghi nhận nhà máy đã thể hiện quy trình quản lý, giám sát nhà cung cấp.	
1.1 -	Previous non-conformity: Based on satisfactory evidence, the main auditee does not fully respect the following principle because the factory had not established the effective system to implement amfori BSCI Code of Conduct such as policies and procedures on processing management review, remediation and prevention ... In addition, some issues were found during the audit, therefore, the management system was not effectively. This violated amfori BSCI Performance Area 1.1 Appropriate Corrective Action was taken: It was noted that the factory had established policies and procedures on processing management review, remediation and prevention on July 2, 2019. In addition, the meeting after the previous audit had been conducted on July 2, 2019 to do the corrective action and prevention action. Nhà máy đã bổ sung các chính sách và quy trình nhằm đảm bảo hệ thống quản lý về amfori BSCI được vận hành một cách hiệu quả
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id : 154578] Audit Date: 20/06/2019 PA Score: B	Deadline date:21/09/2019
<b>Good practices:</b>	
<b>Areas of improvement:</b>	
The auditee had partially respected this PA. Amfori BSCI committee was established and the factory. The policies and procedures which respect the Amfori BSCI Code had been established. The facility established procedure to select and monitoring business partners and monitoring records were retained and available to review. However, some policies and procedures on processing management review, remediation and prevention has not been established yet. In addition, during the implementation, a gap was found as below. Nhà máy đã thành lập ban BSCI và theo quy tắc ứng xử tại nơi làm việc. Nhà máy đã thành lập các chính sách và quy trình theo tiêu chuẩn BSCI đã được xây dựng. Công ty đã xây dựng quy trình lựa chọn và giám sát các đối tác kinh doanh. Tuy nhiên, một số quy trình hướng dẫn thực hiện xem xét lãnh đạo, khắc phục phòng ngừa chưa được xây dựng. Bên cạnh đó, việc thực có một số thiếu sót như sau	
1.1 -	Based on satisfactory evidence, the main auditee did not fully respect the following principle because the factory had not established the effective system to implement amfori BSCI Code of Conduct such as policies and procedures on processing management review, remediation and prevention ... has not been established yet. In addition, some issues were found during the audit, therefore, the management system was not effectively. This violated amfori BSCI Performance Area 1.1 Ghi nhận nhà máy chưa xây dựng một hệ thống hiệu quả để thực hiện bộ tiêu chuẩn amfori BSCI vì dụ như các chính sách quy trình thực hiện xem xét lãnh đạo, biện pháp khắc phục phòng ngừa ... Ghi nhận một số vấn đề tồn tại trong quá trình đánh giá.
<b>Remarks from Auditee</b>	

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: B	Deadline date:04/01/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The workers could approach to factory managers any time and the comment boxes had been provided. Công nhân có thể tiếp cận với ban giám đốc bất kỳ lúc nào, thùng thư góp ý đã được cung cấp.	
2.2 - Previous non-conformity: Based on satisfactory evidence, the main auditee does not respect the following principle because the factory had defined the long term goals to protect workers according to the amfori BSCI Code of Conduct. However, there was no action plan to achieve the goals. This violated amfori BSCI Performance Area 2.2 Appropriate Corrective Action was NOT taken. Based on satisfactory evidence, the main auditee does not respect the following principle because the factory had defined the long term goals to protect workers according to the amfori BSCI Code of Conduct. However, there was no action plan to achieve the goals. This violated amfori BSCI Performance Area 2.2. Ghi nhận nhà máy chưa có kế hoạch chi tiết và cụ thể nhằm đạt được mục tiêu đề ra trong chiến lược dài hạn.	
<b>Remarks from Auditees:</b> None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: B	Deadline date:21/09/2019
<b>Good practices:</b>	
NI	
<b>Areas of improvement</b>	
The auditee had partially respected this PA. In addition, the grievance mechanism was in place and reviewed. There were 06 suggestion boxes be set up at main gate, canteen, workplace for employees to raise their concerns to management. Besides, the factory also organized meeting between trade union as worker's representative and management to listen and discussion the specific concerning issues. Hộp thư góp ý được thiết lập bên ngoài cổng công ty, nhà ăn và nơi làm việc để người lao động nêu lên kiến ý nhất máy. Nhà máy cũng tổ chức các cuộc gặp mặt giữa đại diện công đoàn để lắng nghe và thảo luận các vấn đề liên quan cụ thể. Tuy nhiên, có một vài điểm chưa phù hợp.	
2.2 - Based on satisfactory evidence, the main auditee did not respect the following principle because the factory had defined the long term goals to protect workers according to the amfori BSCI Code of Conduct. However, there was no action plan to achieve the goals. This violated amfori BSCI Performance Area 2.2. Ghi nhận nhà máy chưa có kế hoạch cụ thể để đạt được mục tiêu dài hạn.	
<b>Remarks from Auditees:</b>	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A	
<b>AREAS OF IMPROVEMENT:</b> Remarks: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. Ghi nhận không có điểm không phù hợp trong lần đánh giá trước.	
<b>Remarks from Auditees:</b> None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b>	
<b>Areas of improvement</b>	
Ms. Phung Thi Toan was elected to be chairman of trade union and registered by local authority. The Collective Bargaining Agreement was established and registered as per legal requirement. The trade union also conducted regular meeting with the facility management to discuss about workers' concerns, health and safety, etc.. All interviewed employees confirmed that they were free to vote their representatives and they would like to join or leave trade union depend on their options. Workers were not suffered any retaliation for participating in election processes of trade union. There was no evidence of discrimination between unionized members and non-unionized workers. They were provided equal treatment for all activities in place. Based on satisfactory evidences, the facility fully respected to this performance area. Công đoàn cơ sở và Thỏa Ước Lao Động Tập Thể đã được thành lập và đăng ký với cơ quan chức năng. Đã thỏa định ký 3 bên được thực hiện nhằm trao đổi về các tác nhân như ATLĐ, v.v. của NLD. NLD xác nhận họ được tự do tham gia công đoàn và lựa chọn người đại diện cho họ. NH không phân biệt đối xử giữa các thành viên công đoàn và họ gia nhập công đoàn. Dựa trên những bằng chứng khách quan, tỷ lệ tuân thủ đầy đủ nguyên tắc của Amfori BSCI.	
<b>Remarks from Auditees:</b>	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> N/A	
<b>AREAS OF IMPROVEMENT:</b> Remarks: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. Ghi nhận không có điểm không phù hợp trong lần đánh giá trước.	
<b>Remarks from Auditees:</b> None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b>	
NI	
<b>Areas of improvement</b>	
The facility had established a written anti-discrimination policy. This policy was posted at the bulletin boards as well as communicating with employees. Interviewed employees confirmed that they had equal treatment on hiring, wage payment and incensement, overtime opportunities, training practices, periodical health examination, social benefits and even disciplinary practices etc. in line with local laws. Based on the satisfactory evidences, the facility fully respected to this performance area. NH đã ban hành chính sách và quy trình chống phân biệt đối xử và đào tạo cho CN mới khi tuyển dụng và đào tạo định kỳ hằng năm. CN được phỏng vấn xác nhận họ được đối xử công bằng khi tuyển dụng, nâng lương, làm thêm giờ, cơ hội được đào tạo, khám sức khỏe, các phúc lợi xã hội và khi bị xử lý kỷ luật. Dựa trên những bằng chứng khách quan, tỷ lệ tuân thủ đầy đủ nguyên tắc của Amfori BSCI.	
<b>Remarks from Auditees:</b>	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> *The wage scales in 2018, 2019 were established and registered local authority. The factory applied monthly rate salary for all employees. * The wage was paid in the timely manner. * The insurance was provided to 100% workers and paid to the insurance company online. *Thang lương, bảng lương được thành lập và đăng ký với cơ quan chức năng. Nhà máy đang áp dụng lương thời gian cho người lao động. * Lương được chi trả đúng thời gian * 100% công nhân tham gia bảo hiểm.	
<b>Remarks from Auditees:</b> None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b>	
NI	
<b>Areas of improvement</b>	
*The wage scales in 2018, 2019 were established and registered local authority. The factory applied monthly rate salary for all employees. * The wage was paid in the timely manner. * The insurance was provided to 100% workers and paid to the insurance company online. *Thang lương, bảng lương được thành lập và đăng ký với cơ quan chức năng. Nhà máy đang áp dụng lương thời gian cho người lao động. * Lương được chi trả đúng thời gian * 100% công nhân tham gia bảo hiểm.	
<b>Remarks from Auditees:</b>	

Performance Area 6 : Decent Working Hours	
1- Follow-up Audit [Audit Id : 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The employees worked in 1 shift, 8.00 hours per day from 8:00 to 17:00 with 60 minutes break from 11:30 to 12:30 or 12:00 to 13:00, 48 hours per week (Monday to Saturday). The swiping card system was used to track working hours of employees. Thời gian làm việc bình thường là 8 tiếng/ngày, làm 6 ngày trong 1 tuần, từ thứ Hai (t) thứ Bảy. Thời gian nghỉ giữa ca 60 phút. Chủ nhật là ngày nghỉ hàng tuần cho lao động làm việc hành chính hoặc nhà máy sắp xếp ít nhất 4 ngày nghỉ trong tháng cho lao động làm ca. Hệ thống chấm công tự.	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id : 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b> None	
<b>Areas of improvement:</b> Based on the satisfactory evidences, the facility fully respected to this performance area. The factory was using the swiping card system to track working hours of employees. Regular working hour was 8 hours per day, from Monday to Saturday with 1 shift only, from 8:00 to 17:00 including 1-hour lunch break from 11:30 to 12:30 or 12:00 to 13:00. 15 internal security guards would work in 3 shifts: 1st shift was from 6:00am to 2:00pm with 30 minute break flexible, 2nd shift was from 2:00pm to 10:00pm with 30 minute break flexible; 3rd shift was from 10:00pm to 6:00am with 45 minute break flexible. The employees would be arranged at least 4 days off in a month. Thời gian làm việc bình thường là 8 tiếng/ngày, làm 6 ngày trong 1 tuần, từ thứ Hai (t) thứ Bảy. Thời gian nghỉ giữa ca từ 60 phút. Chủ nhật là ngày nghỉ hàng tuần cho lao động làm việc hành chính hoặc nhà máy sắp xếp ít nhất 4 ngày nghỉ trong tháng cho lao động làm ca. Hệ thống chấm công sẵn tự hoặc hệ máy được sử dụng để quản lý thời gian làm việc của người lao động.	
<b>Remarks from Auditee:</b>	

Performance Area 7 : Occupational Health and Safety	
1- Follow-up Audit [Audit Id : 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence, it was noted that the auditee had respected this PA. + The auditee had established policy and procedure on health and safety and communicated with employees. + The auditee established health and safety committee and assigned competent employees to in charge health and safety in the facility. + Employees were provided training on health & safety, fire safety, machine safety and PPE using, etc. at induction training and annual refresher training + Firefighting and prevention equipment such as fire extinguishers, were installed in facility + Health check was provided to employees as per legal requirement + Portable clean water and first aid kits are provided to employees throughout the facility + Clean & hygiene toilets and canteen were provided to employees. Nhà máy đã tuân thủ các yêu cầu của PA này. NM đã ban hành chính sách và quy trình về ATVSLD và truyền đạt cho NLD NM đã thành lập ban ATVLD và phân công người phụ trách về ATVLD trong ty NM đã đào tạo về ATVLD, PCCC, an toàn máy móc, sử dụng bảo hộ, v.v... khi bắt đầu vào làm và định kỳ hàng năm các trình chủ nhà xưởng đã tổ chức khám sức khỏe hàng năm cho NLD Nước uống và tủ sơ cứu được trang bị xung quanh xưởng NM cung cấp nhà ăn và nhà VS sạch sẽ cho NLD	
<b>7.5 - Previous non-conformity:</b> Based on satisfactory evidence, the main auditee partially respects the following principle because it was noted 3 of 3 electricians were not provided the occupational health and safety training. This violated amfori BSCI Performance Area 7.5 and Decree No. 44/2016/ND-CP dated 15 May 2016, Chapter III, training of occupational safety and sanitation, section 1. Appropriate Corrective Action was taken. It was noted that the occupational health and safety training had been provided to 03 of 03 electricians on June 26-28, 2019 and the certificate had been provided on July 5, 2019. Chi nhân thợ điện đã được đào tạo.	
<b>7.11 - Previous non-conformity:</b> Based on satisfactory evidence, the main auditee partially respects the following principle because it was noted the factory could not provide any evidence to prove that there buildings' structure were safe. This violated amfori BSCI Performance Area 7.11 Appropriate Corrective Action was taken. It was noted that the buildings had been inspected by qualified agency in July 2019 and result which release on July 30, 2019 was the buildings construction was safe. Chi nhân nhà máy đã kiểm kết cấu nhà xưởng.	
<b>7.14 - Based on satisfactory evidence,</b> the main auditee partially respects the following principle because it was noted smoke detector was not equipped at the production workshop C where capacity was approximately 24,000 square meters. This violated amfori BSCI Performance Area 7.14 and Vietnam Standard TCVN 3890:2009, point 6.1.3. Automatic fire alarm shall be set up for production building with the capacity from 5000 cubic meters and the warehouse with capacity from 1000 cubic meters. Appropriate Corrective Action was taken. It was noted that the automatic fire alarm system had been installed at workshop C and it had been inspected and approved by authority department on September 04, 2019. Chi nhân đầu báo khói đã được lắp đặt tại nhà C và đã được kiểm định bởi công an PCCC.	
<b>7.15 - Previous non-conformity:</b> Based on satisfactory evidence, the main auditee partially respects the following principle because it was noted the 4 out of 5 emergency exits in workshop A and 4 out of 5 emergency exits in workshop B were sliding doors instead of the hinged door which opened in the travelling direction. In addition, and 4 out of 5 emergency exits in workshop C were rolling doors. As observed, the factory had installed the locking mechanism to ensure all the emergency exits opened during the working hours, therefore, the non-conformity was raised as partially. This violated amfori BSCI Performance Area 7.15 and the QCVN 06:2010 Vietnam Building Code on Fire Safety of Buildings point 3.2.3 in regard to fire prevention regulation it requires that exit door on the way out must be opened outward, and that electric rolling door (arch), revolving door and sliding doors are not accepted for emergency exit. Appropriate Corrective Action was taken. During the factory tour, it was noted that all the emergency exits in workshop A, B and C were the hinged door which opened in the travelling direction. Chi nhân toàn bộ cửa thoát hiểm là cửa mở về phía tuơc.	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id : 154578] Audit Date: 20/06/2019 PA Score: E	Deadline date: 21/09/2019
<b>Good practices:</b>	
<b>Nil</b>	
<b>Areas of improvement:</b> Based on satisfactory evidence, it was noted that the auditee had partially respected this PA. + The auditee had established policy and procedure on health and safety and communicated with employees. + The auditee established health and safety committee and assigned competent employees to in charge health and safety in the facility + Employees were provided training on health & safety, fire safety, machine safety and PPE using, etc. at induction training and annual refresher training + Firefighting and prevention equipment such as fire extinguishers, were installed in facility + Health check was provided to employees as per legal requirement + Portable clean water and first aid kits are provided to employees throughout the facility + Clean & hygiene toilets and canteen were provided to employees However, during the implementation, a gap was found as below: NM đã ban hành chính sách và quy trình về ATVSLD và truyền đạt cho NLD NM đã thành lập ban ATVLD và phân công người phụ trách về ATVLD trong ty NM đã đào tạo về ATVLD, PCCC, an toàn máy móc, sử dụng bảo hộ, v.v... khi bắt đầu vào làm và định kỳ hàng năm các trình chủ nhà xưởng đã tổ chức khám sức khỏe hàng năm cho NLD Nước uống và tủ sơ cứu được trang bị xung quanh xưởng NM cung cấp nhà ăn và nhà VS sạch sẽ cho NLD	
<b>7.5 - Based on satisfactory evidence,</b> the main auditee partially respected the following principle because it was noted 3 of 3 electricians were not provided the occupational health and safety training. This violated amfori BSCI Performance Area 7.5 and Decree No. 44/2016/ND-CP dated 15 May 2016, Chapter III, training of occupational safety and sanitation, section 1. Chi nhân nhà máy chưa đào tạo an toàn về sinh lao động cho thợ điện.	
<b>7.11 - Based on satisfactory evidence,</b> the main auditee partially respects the following principle because it was noted the factory could not provide any evidence to prove that there buildings' structure was safe. This violated amfori BSCI Performance Area 7.11 Chi nhân nhà máy chưa chứng minh được rằng kết cấu nhà xưởng an toàn	
<b>7.14 - Based on satisfactory evidence,</b> the main auditee partially respected the following principle because it was noted smoke detector was not equipped at the production workshop C where capacity was approximately 24,000 square meters. This violated amfori BSCI Performance Area 7.14 and Vietnam Standard TCVN 3890:2009, point 6.1.3. Automatic fire alarm shall be set up for production building with the capacity from 5000 cubic meters and the warehouse with capacity from 1000 cubic meters. Chi nhân chưa có hệ thống báo cháy tự động tại xưởng C.	
<b>7.15 - It was noted that the 4 out of 5 emergency exits in workshop A and 4 out of 5 emergency exits in workshop B were sliding doors instead of the hinged door which opened in the travelling direction. In addition, and 4 out of 5 emergency exits in workshop C were rolling doors. As observed, the</b>	

<p>factory had installed the locking mechanism to ensure all the emergency exits opened during the working hours, therefore, the non-conformance was raised as partially. This violated amfori BSCI Performance Area 7.15 and to the GCVN 662010 Vietnam Building Code on Fire Safety of Buildings point 3.2.3 in regard to fire prevention regulation. It requires that exit door on the way out must be opened outward, and that electric rolling door (arch), revolving door and sliding doors are not accepted for emergency exit. Ghi nhận cửa thoát hiểm là cửa kéo ngang hoặc cửa cuốn có cơ chế khóa.</p>	
Remarks from Auditee:	
<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Based on the satisfactory evidences, the facility fully respected to this performance area. The child labor policies were established as BSCI required. In addition, no child labor was found during the audit dates. Nhà máy tuân thủ tiêu chuẩn. Nhà máy đã thiết lập chính sách không sử dụng lao động trẻ em. Không có lao động trẻ em phát hiện trong ngày đánh giá.</p>	
<p>8.4 - Previous non-conformity: Based on satisfactory evidence, the main auditee does not respect the following principle because the factory had not established the clear procedures for remediation in case child labor occur. This violated amfori BSCI Performance Area 8.4. Appropriate Corrective Action was taken. It was noted that the procedures for remediation in case of child labor occur had been established by the person in charge and approved by factory manager on January 2, 2019. The factory explained that they could not find this procedure in the previous audit. Ghi nhận nhà máy đã thiết lập quy trình xử lý khi phát hiện lao động trẻ em.</p>	
Remarks from Auditee: none	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: B	Deadline date: 21/09/2019
<b>Good practices:</b>	
None	
<b>Areas of improvement</b>	
<p>Based on the satisfactory evidences, the facility partially respected to this performance area. The child labor policies were established as BSCI required. In addition, no child labor was found during the audit dates however, there was a gap as below: Nhà máy tuân thủ một phần tiêu chuẩn. Nhà máy đã thiết lập chính sách không sử dụng lao động trẻ em. Không có lao động trẻ em phát hiện trong ngày đánh giá. Tuy nhiên, nhà máy chưa xây dựng quy trình rõ ràng trong trường hợp phát hiện lao động trẻ em.</p>	
<p>8.4 - Based on satisfactory evidence, the main auditee did not respect the following principle because the factory had not established the clear procedures for remediation in case child labor occur. This violated amfori BSCI Performance Area 8.4. Ghi nhận nhà máy chưa có quy trình khắc phục rõ ràng trong trường hợp phát hiện lao động trẻ em.</p>	
Remarks from Auditee:	

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Based on satisfactory evidences, the facility fully respected to this performance area. The facility has established protection for young worker policy and procedure and communicated with employees. The facility did not hire young workers. The youngest worker was 18 years old. Through site observation, management and worker interview and document review, there was no young workers in the factory during the audit. NM đã ban hành chính sách và quy trình nhằm bảo vệ cho LĐ V thành niên và đổi trao với NLD Trong quá trình đánh giá không phát hiện lao động vi thành niên tại cơ. Lao động nhỏ tuổi nhất là 18 tuổi. Dựa trên những bằng chứng khách quan, cơ chưa tuân thủ đầy đủ nguyên tắc của amfori BSCI.</p>	
<p>9.6 - Previous non-conformity: Based on satisfactory evidence, the main auditee does not respect the following principle because the factory had not established a procedures to express the overview of the young workers engaged in its production site. In addition, the factory had not defined the cycles in the organization such as the recruitment process, remuneration, promotion, training and terminated. This violated amfori BSCI Performance Area 9.6. Appropriate Corrective Action was taken. It was noted that the procedures to express the overview of the young workers engaged in its production site had been established on January 2, 2019. In addition, they had defined the cycles in the organization such as the recruitment process, remuneration, promotion, training and termination on January 2, 2019. The factory explained that they could not found those procedures in the previous audit. Ghi nhận các quy định dành cho lao động trẻ đã được ban hành.</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: B	Deadline date: 21/09/2019
<b>Good practices:</b>	
None	
<b>Areas of improvement</b>	
<p>Based on satisfactory evidences, the facility partially respected to this performance area. The facility had established protection for young worker policy and procedure and communicated with employees. The facility did not hire young workers. The youngest worker was 18 years old. Through site observation, management and worker interview and document review, there was no young workers in the factory during the audit. However, there was a gap during implement NM đã ban hành chính sách và quy trình nhằm bảo vệ cho LĐ V thành niên và đổi trao với NLD Trong quá trình đánh giá không phát hiện lao động vi thành niên tại cơ. Lao động nhỏ tuổi nhất là 18 tuổi. Dựa trên những bằng chứng khách quan, cơ chưa tuân thủ đầy đủ nguyên tắc của Amfori BSCI.</p>	
<p>9.6 - Based on satisfactory evidence, the main auditee did not respect the following principle because the factory had not established a procedures to express the overview of the young workers engaged in its production site. In addition, the factory had not defined the cycles in the organization such as the recruitment process, remuneration, promotion, training and terminated. This violated amfori BSCI Performance Area 9.6. Ghi nhận nhà máy chưa xây dựng quy trình thể hiện tầm nhìn của nhà máy đối với lao động vi thành niên, bên cạnh đó, nhà máy chưa xác định các chu kỳ lễ chức đối với lao động vi thành niên như quy trình tuyển dụng, chi, trả tiền, đào tạo và nghỉ việc....</p>	
Remarks from Auditee:	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Remarks: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. Ghi nhận không có điểm không phù hợp trong lần đánh giá trước.</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b>	
None	
<b>Areas of improvement</b>	
<p>The auditee had fully respected this PA. All employees were directly hired and permanent status. The factory did not use home- work or seasonal worker. Official labors contracts were signed by individual employee and management and a copy of labor contract was provided for employee. Nhà máy không sử dụng lao động theo v, không sử dụng lao động mang công việc về làm tại nhà để tham gia vào quá trình sản xuất và sản phẩm hoàn chỉnh. Hợp đồng chính thức được kí kết với từng cá nhân người lao động, 1 bộ hợp đồng được cung cấp cho người lao động giữ và tham khảo.</p>	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Remarks: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. Chi nhân không có điểm không phù hợp trong lần đánh giá trước.	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b>	
Nil	
<b>Areas of improvement</b>	
Based on satisfactory evidences, the facility fully respected to this performance area. No force/ bonded labour were found during audit process. All employees were not required to deposit or their original IDs were not kept by management for any reasons. The employees were hired based on their skills and ability. The factory paid correctly and on time for all employees. PPEs were provided based on workers' standards and free of charge. Suggestion boxes were equipped at workplace and they were aware of their rights on compensation, disciplinary... and they knew how to raise their comments to management via suggestion box, direct meet management. Không có lao động cưỡng bức được tìm thấy trong quá trình đánh giá. Tất cả nhân viên không phải ký thác hoặc ID ban đầu của họ không được quản lý bởi bất kỳ lý do nào. Các nhân viên đã được thuê dựa trên kỹ năng và khả năng của họ. Nhà máy trả đúng thời hạn cho tất cả nhân viên. PPE được cung cấp dựa trên các tiêu chuẩn của công việc và miễn phí. Hộp thư góp ý đã được trang bị tại nơi làm việc và họ đã biết về các quyền của mình về bồi thường, kỷ luật... và họ biết cách đưa ý kiến của họ lên ban quản lý qua hộp góp ý, quản lý trực tiếp... Dựa trên những bằng chứng khách quan, chi đã tuân thủ đầy đủ nguyên tắc của Amfori BSCI	
<b>Remarks from Auditee:</b>	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Remarks: No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit. Chi nhân không có điểm không phù hợp trong lần đánh giá trước.	
<b>Remarks from Auditee:</b> None	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: A	Deadline date:
<b>Good practices:</b>	
Nil	
<b>Areas of improvement</b>	
The factory signed service contract with authorized waste collectors. Records of disposal waste were maintained, environmental training was provided for employees. Nhà máy đã ký hợp đồng xử lý chất thải độc hại, và nhân thức về môi trường đã được huấn luyện cho cán bộ công nhân viên.	
<b>Remarks from Auditee:</b>	

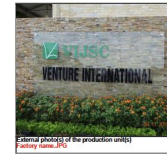
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 166604] Audit Date: 04/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory established as well as communicated corruption, extortion policy to their business partners and their employees for following. Nhà máy thành lập cũng như truyền tham nhũng, chính sách tống tiền cho các đối tác kinh doanh của mình, các nhân viên của họ để thực hiện. 13.4 - Previous non-conformity. Based on satisfactory evidence, the main auditee does not respect the following principle because the factory had not established the procedures in place to ensure the personal information of all employees was collected, used and otherwise process with reasonable care and in accordance with privacy and information security laws and regulatory requirement. This violated Amfori BSCI Performance Area 13.4. Appropriate Corrective Action was taken. It was noted that the procedures to ensure the personal information of all employees was collected, used and otherwise process with reasonable care and in accordance with privacy and information security laws and regulatory requirement had been established on July 2, 2019. Chi nhân nhà máy chưa xây dựng quy trình quản lý thông tin người lao động đã được ban hành.	
<b>Remarks from Auditee:</b> none	
Full Audit [Audit Id - 154578] Audit Date: 20/06/2019 PA Score: B	Deadline date:21/09/2019
<b>Good practices:</b>	
Nil	
<b>Areas of improvement</b>	
The factory established as well as communicated corruption, extortion policy to their business partners, their employees for follow. Based on satisfactory evidences, the facility was not fully respected to this performance area. Nhà máy thành lập cũng như truyền tham nhũng, chính sách tống tiền cho các đối tác kinh doanh của mình, các nhân viên của họ để thực hiện. 13.4 - Based on satisfactory evidence, the main auditee did not respect the following principle because the factory had not established the procedures in place to ensure the personal information of all employees was collected, used and otherwise process with reasonable care and in accordance with privacy and information security laws and regulatory requirement. This violated Amfori BSCI Performance Area 13.4. Chi nhân nhà máy chưa xây dựng quy trình quản lý, sử dụng và bảo mật thông tin người lao động.	
<b>Remarks from Auditee:</b>	



Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	04/11/2019	166604	A	B	A	A	A	A	A	A	A	A	A	A	A	A
Full Audit	20/06/2019	154578	B	B	A	A	A	A	E	B	B	A	A	A	B	D

Producer Photos





External photo(s) of the production unit(s)  
Comments : 1. A automatic fire detection has been installed at workshop\_C.JPG



External photo(s) of the production unit(s)  
Fire alarm system had been posted.JPG



External photo(s) of the production unit(s)  
Pulley guard had been installed.JPG



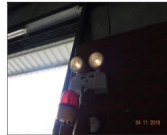
External photo(s) of the production unit(s)  
Fire control panel was well maintained.JPG



External photo(s) of the production unit(s)  
Fire extinguisher was inspected monthly.JPG



External photo(s) of the production unit(s)  
Fire record machine.JPG



External photo(s) of the production unit(s)  
Emergency light had been tested.JPG



External photo(s) of the production unit(s)  
Fire extinguisher were well maintained.JPG



External photo(s) of the production unit(s)  
Water for workers.JPG



External photo(s) of the production unit(s)  
Evacuation plan had been posted.JPG



External photo(s) of the production unit(s)  
Fire hose reel equipped.JPG



External photo(s) of the production unit(s)  
Fire door closed.JPG



External photo(s) of the production unit(s)  
Fire escape ways clearly marked and keep free of obstruction.JPG