



> CAP online

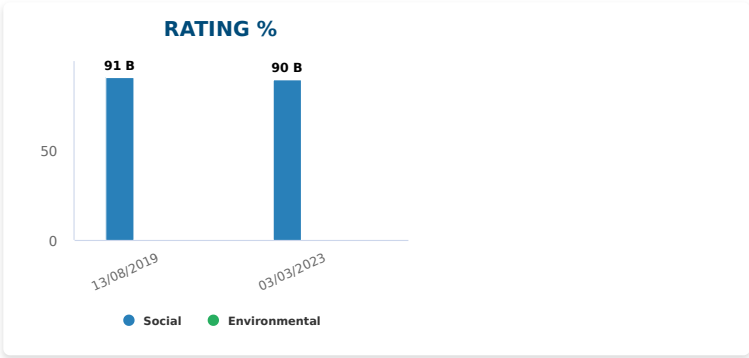
This document confirms that factory **Feihong Five Metals Wares Co., Ltd** has been audited against the ICS social audit framework on **03/03/2023** by **Eurofins** on behalf of **MF Brands**.

The total rating of this audit is **B 90%**.

Feihong Five Metals Wares Co., Ltd



Factory ID	31578
Country	China
Factory address (updated from audit if so)	Long Shan Industrial Estate, Qian Pu Village, Yong Ning Town, Shishi City, Fujian Province, China
Factory city	Shishi
Retailer	MF Brands Lacoste
Audit type	Re audit
Audit category	Social



Visit date: 03/03/2023
Last CAP target date: 01/12/2023
Overall rating: **B 90%**

> Last audit date: 03/03/2023

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 83%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	C 70%
7	Remuneration and Benefits	B 78%
8	Health and Safety	B 83%

D 0.10 Does the facility have a documented system to annually review and modify facility's policies?

Through management interview and document review, it was noted that the facility did not implement a system to review policies every year or periodically. The last review and update was on 01/04/2019. In accordance with ICS Requirements, the factory should update its policies every year.

It is recommended that the facility should implement a system to review policies every year.

Audit company - 07/03/2023 13:30:27

Target date **01/05/2023**

Factory management agreed and promised to improve it.

Factory - 07/03/2023 13:30:27

C 0.14 Does the facility provide workers with a written document that outlines the employment terms including occupational health and safety information in accordance with local law?

It was noted that no occupational health examination was provided to the employees who joined the facility after September 2022 and engaged in post with occupational disease hazards in coloring workshop and die-casting workshop.

2022 9 In accordance with the PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by the public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.

It is recommended that the facility should provide occupational health examination to the relevant employees who work with occupational hazards according to legal requirements.

Audit company - 07/03/2023 13:30:27

Target date **01/08/2023**

Factory management agreed and promised to improve it.

Factory - 07/03/2023 13:30:27

6 Working hours and Overtime

NC corrected : 0/1

D 6.6 Are workers working overtime hours (daily, weekly, monthly, yearly, other) in accordance with local law?

There is a local law. It was noted that the monthly overtime hours of 8 out of 8 randomly selected employees were 50 hours in October 2022 (random month) and of 8 out of 8 randomly selected employees were 60 hours in July 2022 (random month). 2022 10 ,8 8 50 2022 7 8 8 60 In accordance with PRC Labor Law article 41, the employer may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

It is recommended that the facility should implement a management system to ensure that employee overtime hours do not exceed the statutory limits.

Audit company - 07/03/2023 13:30:27

Target date 01/08/2023

Factory management agreed and promised to improve it.

Factory - 07/03/2023 13:30:27

D 7.18 Are workers covered by the legal social insurances?

Through reviewing the social insurances participated records and employee interview, it was noted that up to the latest social insurance participated month (January 2023), only 78 out of 142 eligible employees (the retirement age employees were excluded) had participated in employment injury insurance, and 53 out of 142 eligible employees (the retirement age employees were excluded) had participated in basic endowment insurance, unemployment insurance, basic medical insurance and maternity insurance. 2023 1 142 78 53 In accordance with Article 73 of the Labor Law of the People's Republic of China, employees shall, in accordance with the law, be entitled to social insurance benefits under the following circumstances: (1) retirements; (2) illness or injury; (3) disability caused by work-related injury or occupational disease; (4) unemployment; and (5) maternity. The survivors of the insured laborers shall be entitled to subsidies for survivors in accordance with the law. The conditions and standards for laborers to enjoy social insurance benefits shall be stipulated by laws, rules and regulations. The social insurance amount that laborers are entitled to, must be timely paid in full amount.

The facility should implement a system to ensure that all employees receive all of their statutory welfare entitlements.

Audit company - 07/03/2023 13:30:27

Target date 01/12/2023

Factory management agreed and promised to improve it.

Factory - 07/03/2023 13:30:27

C	<p>8.21 Are fire drills documented with, at minimum: date, announced/ unannounced, number of participants, and time it took to evacuate? Date format required : DD/MM/YYYY</p> <p>It was noted that the fire drill on 10/04/2022 was not documented with the evacuation photo. 2022 4 10</p> <p>Target date 01/08/2023</p>	<p>In accordance with ICS Requirements, the fire drills should be documented with at minimum, the date, the announcement type, the number of participants and the time to evacuate.</p> <p>It is recommended that the drill records should contain all relevant details like date of drill, records of fire drill attendance, fire drill scenario, summary analysis, outcome of fire drill, photos, etc.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
C	<p>8.32 Are emergency exit paths designated with visible path markings ?</p> <p>It was noted that no visible arrow was marked along the exit path for one section in vibrating workshop. 1</p> <p>Target date 01/08/2023</p>	<p>In accordance with ICS Requirement, each emergency path should be designated by visible path marking</p> <p>It is recommended that the facility should designate visible path marking for emergency path.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.33 Are emergency exit paths accessible and unobstructed?</p> <p>It was noted that one of the evacuation route in grinding & polishing workshop and one of the evacuation route in packing workshop were partially blocked by goods (4), Government offices, social groups, enterprises, public institutions and other entities shall take the following fire safety precautions: Ensure that evacuation passages, safety exits and fire truck passages are clear, and the fire and smoke compartmentalization and fire protection spacing meet applicable technical standards.</p> <p>Target date 01/08/2023</p>	<p>In accordance with the PRC Fire Prevention Law article 16</p> <p>It is recommended that the facility should keep evacuation route and safety exit clear.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.42 Is emergency lighting and all emergency equipment connected to a secondary power source?</p> <p>It was noted that the fire alarm in the facility was not connected to secondary power source. In accordance with Fire Protection Code for Building Design GB50016-2014,10.1.6 Special power supply circuit shall be adopted for fire fighting electrical equipment. When the power supply for production and life in the building is cut off, the power supply for fire fighting shall still be guaranteed.The power supply time and capacity of the standby fire-fighting power supply shall meet the requirements of all fire-fighting electrical equipment during the fire duration of the building.</p> <p>Target date 01/10/2023</p>	<p>In accordance with Fire Protection Code for Building Design GB50016-2014,10.1.6 Special power supply circuit shall be adopted for fire fighting electrical equipment. When the power supply for production and life in the building is cut off, the power supply for fire fighting shall still be guaranteed.The power supply time and capacity of the standby fire-fighting power supply shall meet the requirements of all fire-fighting electrical equipment during the fire duration of the building.</p> <p>It is recommended that the facility should ensure the fire alarm connected to secondary power source.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.72 Are all the chemical containers labelled with the name in local language and the corresponding hazard symbol (for hazardous chemicals)?</p> <p>NC1: It was noted that no label was attached for the chemicals such as thinner using at inspection workshop and chemicals used and stored in grinding & polishing workshop. In accordance with the Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker. NC2: Secondary containers were missing for chemicals stored in grinding & polishing workshop In accordance with Regulation for Safety of Dangerous Chemical article 20, units that produce, store and use the dangerous chemical should install related safety facilities in workshop or warehouse for monitor, ventilation, sun proof, air-condition, fire prevention, fire fighting, explosive prevention, pressure release, gas defense, antiseptis, counteract, anti-moisture, lighting proof, anti-static, anti-leakage, safeguard, and isolation. According to the national laws and requirements of dangerous chemical material, the above facilities and equipment should be kept and maintained safely.</p> <p>Target date 01/08/2023</p>	<p>1. It is recommended that safety labels should be attached for all hazardous chemicals for identification. 2. It is recommended that factory should provide secondary containers for chemicals used and stored in the factory.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.74 Does the facility maintain an inventory of the waste types and quantities generated on-site?</p> <p>The facility did not maintain an inventory of the waste type and quantities generated on -site. In accordance with ICS Requirements, the factory should maintain a complete and up to date waste inventory</p> <p>Target date 01/08/2023</p>	<p>It is recommended that the facility should maintain the inventory of waste types generated on-site.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.77 Does the facility make sure that the workers who handle wastes are aware and are trained to the requirements on waste management (segregation, storage, labeling and disposal)?</p> <p>The facility did not train its workers to handle waste. In accordance with ICS Standard, the supplier shall undertake sufficient training of workers and management in waste management.</p> <p>Target date 01/08/2023</p>	<p>It is recommended that the facility should train its workers to handle waste.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.86 If the facility provides a food preparation, eating area or canteen for workers, is the area clean?</p> <p>It was noted that one kitchen staff did not wear work clothes and hat during cooking. In accordance with ICS Code of Conduct, the supplier shall provide all workers with access to sanitary facilities for food preparation and storage.</p> <p>Target date 01/08/2023</p>	<p>It is recommended that the facility should supervise and train the employee on properly wearing work clothes and hat.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>
D	<p>8.101 Are fire drills documented with, at minimum: date, announced/ unannounced, number of participants, and time it took to evacuate? Date format required : DD/MM/YYYY</p> <p>It was noted that the drill records in dormitory were not documented with the fire drill scenario, and the time to evacuate. In accordance with ICS Requirements, the fire drills should be documented with at minimum, the date, the announcement type, the number of participants and the time to evacuate</p> <p>Target date 01/08/2023</p>	<p>In accordance with ICS Requirements, the fire drills should be documented with at minimum, the date, the announcement type, the number of participants and the time to evacuate.</p> <p>It is recommended that the drill records should contain all relevant details like date of drill, records of fire drill attendance, fire drill scenario, summary analysis, outcome of fire drill, photos, etc.</p> <p>Audit company - 07/03/2023 13:30:27</p> <p>Factory management agreed and promised to improve it.</p> <p>Factory - 07/03/2023 13:30:27</p>

8.116 Are emergency exit paths, exits and stairs lit?

C

Through on site observation, it was noted that one evacuation sign installed at the stairway on 5/F of the dormitory building failed to work. 5

In accordance with the Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 10.3.5, Lamplit Evacuation Indication Signs shall be installed at the public building, residential building of which the building height more than 54m, high-rise factory building (warehouse), and single layer or multilayer factory building of Category A, B or C. The setting shall conform to the following requirements: 1. It shall be installed right above the safety exit and evacuation door of assembly occupancies; 2. It shall be installed on the wall surface, at a height less than 1.0m to the floor, or on the floor surface, of evacuation passages and its corners. The interval between Lamplit Evacuation Indication Signs shall not more than 20m; the interval in passages in curve shall not more than 10m; the interval in the area of corners in the passages shall not more than 1.0m.

It is recommended that exit signs should be installed over the safety exits.

Audit company - 07/03/2023 13:30:27

Target date 01/08/2023

Factory management agreed and promised to improve it.

Factory - 07/03/2023 13:30:27