

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



## Worldwide Responsible Accredited Production Certification Program

### Audit Report Template January 2023 Edition

#### Table of Contents

SECTION I: AUDIT SUMMARY	
SECTION II: CORRECTIVE ACTION PLAN	Non-Compliances Raised Against This Principle
SECTION III: SIGNATURE PAGE	PRINCIPLE 2 PROHIBITION OF FORCED LABOR
SECTION IV: AUDIT PHOTOS	<i>AUDIT QUESTIONS</i>
PART A: General View of the Facility	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
PART B: Principle 8 Health & Safety	Non-Compliances Raised Against This Principle
PART C: Principle 12 Security	PRINCIPLE 3 PROHIBITION OF CHILD LABOR
PART D: Non-Compliances	<i>AUDIT QUESTIONS</i>
PART E: Proof of Non-Compliances Closure	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
SECTION V: DETAILED AUDIT REPORT	Non-Compliances Against This Principle
PART A: Facility Details	PRINCIPLE 4 PROHIBITION OF HARASSMENT AND ABUSE
PART B: Audit Details	<i>AUDIT QUESTIONS</i>
PART C: Site Information	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
PART D: Personnel Information Overview	Non-Compliances Raised Against This Principle
PART E: Personnel Information Details	PRINCIPLE 5 COMPENSATION AND BENEFITS
PART F: Workforce Composition	<i>AUDIT QUESTIONS</i>
PART G: Worker Interviews	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
PART H: Additional Auditor Remarks	Wages Analysis
PART I: Best Practices Observed	Social Insurance Analysis
PART J: Written Policy & Responsible Person(s) Table	Non-Compliances Raised Against This Principle
PART K: Non-Compliance Table	PRINCIPLE 6 HOURS OF WORK
SECTION VI: WRAP 12 Principles	<i>AUDIT QUESTIONS</i>
PRINCIPLE 1 COMPLIANCE WITH LAWS AND WORKPLACE REGULATIONS	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<i>AUDIT QUESTIONS</i>	Hours of Work Analysis
<i>OBJECTIVE EVIDENCE/COMMENTS</i>	Follow-up Audit
Subcontracting	Range of Hours Worked
Facility's Suppliers	Non-Compliances Raised Against This Principle
	PRINCIPLE 7 PROHIBITION OF DISCRIMINATION
	<i>AUDIT QUESTIONS</i>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

*OBJECTIVE EVIDENCE/COMMENTS*

Non-Compliances Raised Against This Principle

PRINCIPLE 8 HEALTH & SAFETY

*AUDIT QUESTIONS*

*OBJECTIVE EVIDENCE/COMMENTS*

Health & Safety Overview

General Building Requirements

Personal Protection Equipment (PPE)

Worker Safety Awareness

Fire Safety

Sprinkler Valves

Fire Alarm Boxes

Emergency Lighting

Stairwells

Chemical Safety

Boiler/Compressor/ Generator Rooms

Machine Safety

Shared Building (If Applicable)

Dormitories/Apartments (If Applicable)

Dormitories Fire Alarm

Dormitories Emergency Lighting

Dormitories Stairwell

Non-Compliances Raised Against This Principle

PRINCIPLE 9 FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

*AUDIT QUESTIONS*

*OBJECTIVE EVIDENCE/COMMENTS*

General Questions

Grievance Mechanism

Non-compliances raised against this Principle

PRINCIPLE 10 ENVIRONMENT

*AUDIT QUESTIONS*

*OBJECTIVE EVIDENCE/COMMENTS*

Non-Compliances Raised Against This Principle

PRINCIPLE 11 CUSTOMS COMPLIANCE

*AUDIT QUESTIONS*

*OBJECTIVE EVIDENCE/COMMENTS*

Non-Compliances Raised Against This Principle

PRINCIPLE 12 SECURITY

*AUDIT QUESTIONS*

*OBJECTIVE EVIDENCE/COMMENTS*

CORPORATE SECURITY

1. Security Vision & Responsibility

2. Risk Assessment

3. Business Partners Security

4. Cybersecurity

TRANSPORTATION SECURITY

5. Conveyance & Instruments of International Traffic Security

6. Seal Security

7. Procedural Security

8. Agricultural Security

PEOPLE & PHYSICAL SECURITY

9. Physical Access Controls

10. Physical Security

11. Personnel Security

12. Education, Training & Awareness

Non-Compliances Raised Against This Principle

Disclaimer

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



## Worldwide Responsible Accredited Production Certification Program

### SECTION I: AUDIT SUMMARY

<b>A. Facility name:</b> <i>(in English &amp; local language, if needed)</i>	Zhenjiang Yimaxian Garment Co., Ltd 镇江一马先制衣有限公司		
<b>B. Facility address covered by this audit:</b> <i>(in English &amp; local language, if needed)</i>	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China 江苏省句容市句容经济开发区元辰路 10 号		
<b>C. Facility WRAP ID #:</b>	125849		
<b>D. Facility type:</b>	<input type="checkbox"/> New certification	<input checked="" type="checkbox"/> Renew Certification	<input type="checkbox"/> Lapsed
<b>E. Audit date(s):</b> <i>e.g.: July 6-7, 2021</i>	Initial: September 11-13, 2023	1 <sup>st</sup> On-site follow-up:	Desktop review: <b>October 10, 2023</b>
	Additional follow-up dates:		
<b>F. Was the audit conducted on consecutive dates?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, explain:		
<b>G. Denied access (during this certification cycle)?</b>	<input type="checkbox"/> Yes Date: <input checked="" type="checkbox"/> No If Yes, provide date, reason and description:		
<b>H. Audit result/report type:</b>	<input checked="" type="checkbox"/> Recommendation <input type="checkbox"/> CAP		
<b>I. Monitoring firm name &amp; address:</b>	ALGI / Suite 402, 1701 West Beijing Road, Shanghai, China		
<b>J. Monitoring firm APSCA#:</b>	11600033	<b>K. Lead auditor's name, APSCA designation &amp; #:</b>	Jason Zhang CSCA 21701961
<b>L. The above audit conducted at this facility found that:</b>	<input checked="" type="checkbox"/> The facility was in compliance with the WRAP Principles. <input type="checkbox"/> The facility had non-compliances. Refer to the Corrective Action Plan for details.		
<b>M. Did auditor(s) explain to facility WRAP's working hour &amp; transparency/integrity policies?</b>	Yes	<b>N. Did auditor(s) explain to facility WRAP's Working Hour Action Plan?</b>	Yes
<b>O. Was there a Working Hour Action Plan (WHAP) from last certification cycle?</b>	Yes	<b>P. Did auditor(s) explain to facility WRAP's Zero Tolerance Policy for facilities &amp; monitors?</b>	Yes

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<b><i>Q. Name &amp; title of facility representative:</i></b>	Ms. Wang Yixiang / HR manager
<b><i>R. Names &amp; titles of other attendees at the Closing Meeting:</i></b>	Nil

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## SECTION II: CORRECTIVE ACTION PLAN

**If no non-compliances or observations were raised, simply note “No NC”  
AND lead auditor and facility representative *still* need to sign this document.**

This “Corrective Action Plan” shall be used to summarize all facility non-compliances and observations and to document a corrective action plan that both the auditor and facility management believe is reasonable to ensure compliance, realignment and continuous adherence to WRAP’s Principles and local/national laws.

This form should be used in the following manner:

- Document all non-compliances and observations individually on the form below, prior to the closing meeting and use the form as an agenda during the closing meeting;
- During the closing meeting, ensure that management understands the findings;
- Management shall come up with its own corrective actions for all non-compliances and observations;
- Each non-compliance must be rated as follows:

### Major

- Systematic violations of local/national law and/or WRAP Principles, and/or any health and safety condition that might pose significant risk to workers’ basic rights and/or safety
- Failure of management systems, including excessive minor non-compliances that reveal an underlying dysfunction  
Note: If there are several minor non-compliances against the same Principle, it may warrant a major non-compliance on internal monitoring (i.e. Q1.4a)
- Non-transparency
- Issues that require on-site verification, especially those that can only be fully validated with worker interviews and/or addressed through worker training
- Failure of addressing, within the projected completion date, non-compliances raised during the initial/follow-up audits in this audit cycle

### Minor

- Occasional or isolated violations of local/national law and/or WRAP Principles that do not seriously compromise workers’ basic rights and/or safety
- Non-compliances that do not require onsite verification, worker interviews and/or worker training
- Minor situations that do not affect a large number of workers

### Observation

- Currently not a non-compliance but could potentially become one if timely actions are not taken (internal monitoring can help identify such issues); for example, certificates/permits that are valid during the audit but look set to expire in the near future with no indication that the facility has taken the steps necessary to ensure timely renewal. In addition, under certain circumstances (outlined in detail under WRAP Principle 6), excessive working hours will also be noted as an observation (instead of a non-compliance)

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## Corrective Action Plan

**Please document only one non-compliance/observation per row.**

NC # & rating (Major, Minor or Observation)	WRAP clause number (e.g., Q8.4) and relevant local/national laws	Non-compliances	A. Facility's corrective action plan B. Projected completion date C. Responsible person's name and title
1. Minor <b>Closed</b>	<p><b>Principle 8: Health and Safety Q8.1</b></p> <p>In accordance with Law of the Rules Concerning Warehouse Safety and Fire Control article 18</p> <p>依据《仓库防火安全管理规划》第 18 条</p>	<p>It was noted that 10% of materials were stored against the pillars.</p> <p>审核发现，工厂约 10% 的原料靠柱子摆放。</p> <p><b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility moved these materials to let them have enough distance from the pillar.</p> <p><b>已改善:</b> 根据提供的证据，工厂移开了这些原料并使它们与柱子保持了足够的距离。</p>	<p>A. The factory will move those materials to let them have enough distance against the pillars.</p> <p>工厂会搬移这些原料且让它们与柱子保持足够的距离。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>
2. Minor <b>Closed</b>	<p><b>Principle 8: Health and Safety Q8.1</b></p> <p>In accordance with Warning Sign in the Guidelines for Safety Signs and Usage (GB 2894-2008) Article 4.</p> <p>依据《安全标志及使用导则》(GB 2894-2008) 第 4 条</p>	<p>It was noted that there were no warning signs of high temperature posted nearby the drinking water machines.</p> <p>审核发现，工厂饮水机附近没有张贴高温警示标识。</p> <p><b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility posted warning signs of high temperature nearby the drinking water machines.</p> <p><b>已改善:</b> 根据提供的证据，工厂在饮水机附近张贴了高温警示标识。</p>	<p>A. Facility will post warning sign of high temperature for drinking water machines.</p> <p>工厂将为饮水机张贴高温警示标识。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<p><b>3. Minor Closed</b></p>	<p><b>Principle 8: Health and Safety Q8.18c</b></p> <p>In accordance with WRAP Q8.18c</p> <p>根据 WRAP 报告问题点 8.18c</p> <p>No local law applicable</p> <p>无适用法规</p>	<p>It was noted that there was no toilet paper and soap available in toilets in the production area.</p> <p>工厂生产区域里的洗手间没有厕纸和洗手皂。</p> <p><b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility placed toilet paper and soap in toilets in the production area.</p> <p><b>已改善:</b> 根据提供的证据, 工厂在生产区域里的洗手间放置了厕纸和洗手皂。</p>	<p>A. Facility will place toilet paper and soap in toilets.</p> <p>工厂表示会在洗手间放置厕纸和洗手皂。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>
<p><b>4. Minor Closed</b></p>	<p><b>Principle 8: Health and Safety Q8.62</b></p> <p>In accordance with Law of the PRC on Work Safety article 33</p> <p>依据《中华人民共和国安全生产法》第 33 条</p>	<p>It was noted that about 10% of sewing equipment in sewing workshop were not installed with finger guards or eye guards.</p> <p>审核发现, 工厂缝制车间约 10% 的缝纫设备没有安装护指环或挡针板。</p> <p><b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility installed finger guards and eye guards for all sewing machines.</p> <p><b>已改善:</b> 根据提供的证据, 工厂给所有缝纫设备安装了护指环和挡针板。</p>	<p>A. Facility will install eye guards for those sewing equipment soon.</p> <p>工厂表示会尽快为这些缝纫设备安装护指环。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<p><b>5. Minor Closed</b></p>	<p><b>Principle 12: Security Q12.10.1b</b></p> <p>In accordance with WRAP Q12.10.1b</p> <p>根据 WRAP 报告 Q12.10.1b</p> <p>No local law applicable</p> <p>无当地法规适用</p>	<p>It was noted that the facility did not restrict access to sensitive areas (such as packing workshop, loading and unloading area etc.).</p> <p>工厂未限制敏感区域（如包装车间，装卸货区等）的进入。</p> <p><b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility restricted the access to sensitive areas (such as implementing checking and registration measures.).</p> <p><b>已改善:</b> 根据提供的证据，工厂限制了敏感区域的进入（如采取检查和登记措施）。</p>	<p>A. Facility will restrict access to sensitive areas (such as implementing check and registration measures.).</p> <p>工厂将限制敏感区域的进入（如采取检查和登记措施）。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>
<p><b>6. Minor Closed</b></p>	<p><b>Principle 12: Security Q12.10.2</b></p> <p>In accordance with WRAP Q12.10.2</p> <p>根据 WRAP 报告 Q12.10.2</p> <p>No local law applicable</p> <p>无当地法规适用</p>	<p>It was noted that the facility did not ask visitor to register at the main entrance and did not verify visitors' photo identification.</p> <p>工厂没有要求访客在主要出口进行登记并核查访客的照片证件。</p> <p><b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility registered visitors' information and verified their photo identification.</p> <p><b>已改善:</b> 根据提供的证据，工厂登记了访客信息并核查了他们的照片证件。</p>	<p>A. Facility will ask visitor to register at the main entrance and verify visitors' photo identification.</p> <p>工厂将要求访客在主要出口进行登记并核查访客的照片证件。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<b>7. Observation</b>	<p><b>Principle 6: Hours of Work Q6.6a/c</b></p> <p>In accordance with the PRC Labor Law article 41</p> <p>依据《中华人民共和国劳动法》第 41 条</p>	<p>It was noted that the monthly overtime hours of 22 out of 25 randomly selected employees were 59 to 110 hours in August 2023; 22 out of 25 randomly selected employees were 43 to 117 hours in July 2023; and all 25 randomly selected employees were 38 to 118 hours in April 2023; and 24 out of 25 randomly selected employees were 91 to 118 hours in December 2022. The maximum daily overtime was 4 hours.</p> <p>审核发现在抽取的 2023 年 8 月份的考勤中，随机抽取的 25 名员工中的 22 名月加班时间为 59-110 小时；2023 年 7 月份的考勤中，随机抽取的 25 名员工中的 22 名月加班时间为 43-117 小时；2023 年 4 月份的考勤中，随机抽取的 25 名员工的月加班时间为 38-118 小时；2022 年 12 月份的考勤中，随机抽取的 25 名员工中的 24 名月加班时间为 91-118 小时。最大日加班为 4 小时。</p>	<p>A. The facility will provide a detailed WHAP to WRAP to solve this issue. 工厂会向 WRAP 提交一份详细的工时改善计划。</p> <p>B. October 7, 2023</p> <p>C. Ms. Wang Yixiang / HR manager</p>
---------------------------	-------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

*\* Please continue to Signature page to acknowledge the result of the audit.*

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

### SECTION III: SIGNATURE PAGE

1. Leave one signed copy of CAP and signature pages with management
2. Retain one signed copy for report submission to WRAP
3. ***Insert FULL scanned copy of this page immediately following CAP pages in audit report***

**By signing below, both parties acknowledge that the closing meeting was held** (if facility does **NOT** agree with an NC(s)/observation(s), facility can still contact WRAP to explain their position **even if the facility signs below**. If so, contact WRAP within 10 business days).

#### Initial Audit Signatures

<i>Date(s) of the audit:</i>	September 11-13, 2023
<i>Name of lead auditor:</i>	Jason Zhang
<i>Signature of lead auditor &amp; date:</i>	
<i>Name and title of facility representative:</i>	Ms. Wang Yixiang / HR manager
<i>Signature of facility representative &amp; date:</i>	

#### Onsite Follow-Up Signatures (If Applicable)

<i>Date(s) of the audit:</i>	
<i>Name of lead auditor:</i>	
<i>Signature of lead auditor &amp; date:</i>	
<i>Name and title of facility representative:</i>	
<i>Signature of facility representative &amp; date:</i>	

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

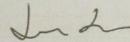
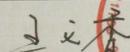
Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

### SECTION III: SIGNATURE PAGE

1. Leave one signed copy of CAP and signature pages with management
2. Retain one signed copy for report submission to WRAP
3. **Insert FULL scanned copy of this page immediately following CAP pages in audit report**

By signing below, both parties acknowledge that the closing meeting was held (if facility does NOT agree with an NC(s)/observation(s), facility can still contact WRAP to explain their position even if the facility signs below. If so, contact WRAP within 10 business days).

#### Initial Audit Signatures

Date(s) of the audit:	September 11-13, 2023
Name of lead auditor:	Jason Zhang
Signature of lead auditor & date:	 2023.9.13
Name and title of facility representative:	Ms. Wang Yixiang / HR manager
Signature of facility representative & date:	 2023.9.13

#### Onsite Follow-Up Signatures (If Applicable)

Date(s) of the audit:	
Name of lead auditor:	
Signature of lead auditor & date:	
Name and title of facility representative:	
Signature of facility representative & date:	

Document Name: WRAP Audit Report CAP & Signature Pages  
January 2023 Edition

2023/09/17 21:26

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## SECTION IV: AUDIT PHOTOS

**NOTE:**

1. Photos must have the date and time when they were taken
2. Photos of each production process must be included
3. If it is not applicable, write NA and provide a short explanation, such as, “NA, no crèche/childcare”

### PART A: General View of the Facility

 <p style="text-align: right; color: orange; font-size: small;">2023/09/11 09:05</p>	 <p style="text-align: right; color: orange; font-size: small;">2023/09/11 09:05</p>
Facility name	Building view & gate
 <p style="text-align: right; color: orange; font-size: small;">2023/09/11 09:05</p>	 <p style="text-align: right; color: orange; font-size: small;">2023/09/11 09:05</p>
Security guards, gate house & entrance	Inside compound

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Production process 1: Cutting



Production process 2: Sewing



Production process 3: Buttoning



Production process 4: Trimming



Production process 5: Ironing



Production process 6: Inspection

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Production process 7: Packing



Finished goods warehouse



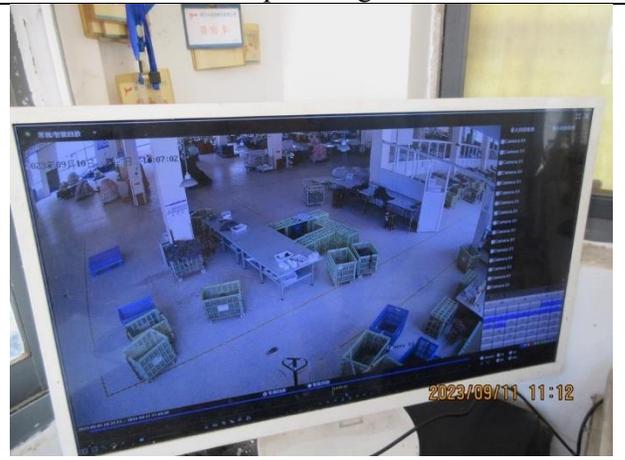
Additional production process: embroidering



Workers' punching in or out



CCTV screenshot of weekly rest day photo 1  
(Rest day date: August 20, 2023)



CCTV screenshot of weekly rest day photo 2  
(Rest day date: September 3, 2023)

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Raw materials warehouse

NA, no medical room



Dining area

NA, no crèche/childcare room



Kitchen/Food preparation area



Grievance/Suggestion box

Crèche/childcare room

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Stairs 1



Stairs 2



Dormitory/apartment building



Dormitory room/apartment room

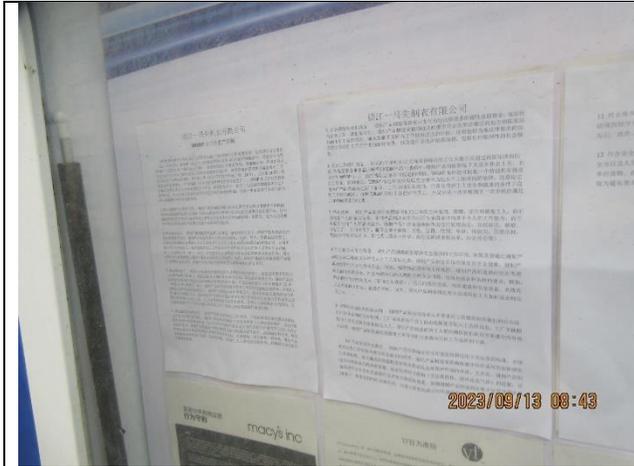


Additional photo: toilet

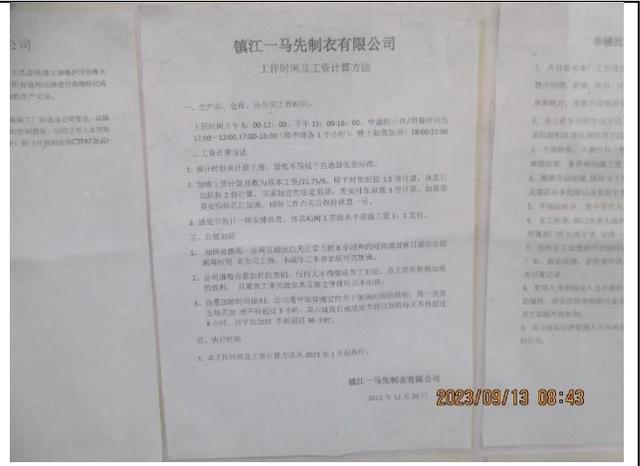


Additional photo: Attendance recorder

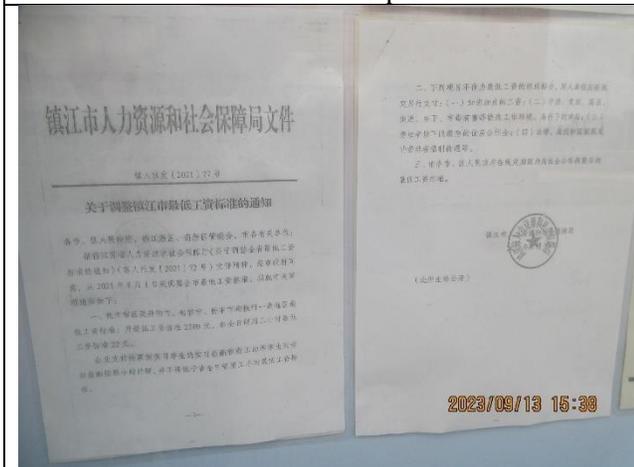
Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



WRAP Principles



Working hour and wage calculation policy



Local minimum policy



Auditor in/out log

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART B: Principle 8 Health & Safety**



PPE (Personal protective equipment) using sign



PPE (Personal protective equipment)



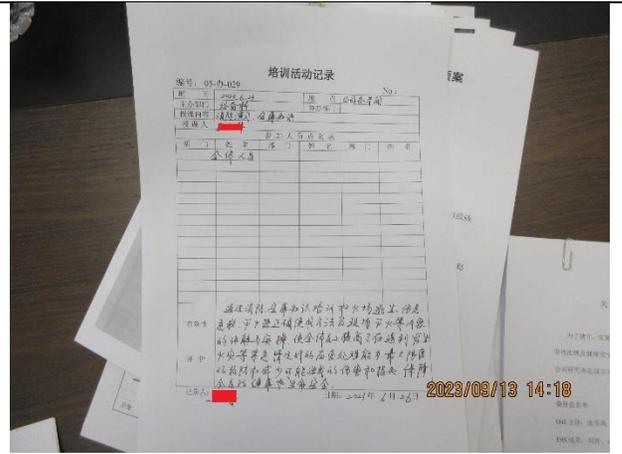
Electrical box/cabinet with cover & warning signs



Electrical box/cabinet with wiring



Electrical box/cabinet with inner cover



Fire safety training noting training date

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



First aid responders/emergency safety personnel



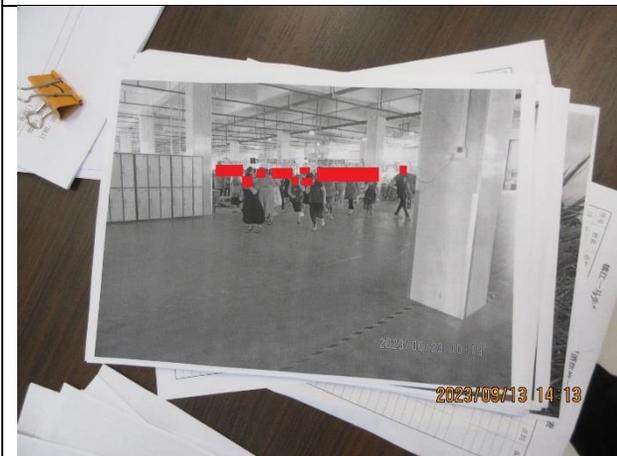
Material safety data sheet (MSDS/SDS)



First aid box



Evacuation plan



Evacuation drill noting drill date  
(Photo 1)



Evacuation drill noting drill date  
(Photo 2)

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Evacuation route 1



Evacuation route 2



Emergency exit door 1



Emergency exit door 2



Emergency exit sign & emergency lights 1



Emergency exit sign & emergency lights 2

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Assembly point



Fire extinguishers 1



Fire extinguishers 2



Fire hydrant



Fire hose



Sprinkler

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Emergency light testing



Fire hydrant testing



Smoke detector



Fire alarm box



Chemical storage



Chemical storage/labeling 2

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<p>N/A, no boiler</p>		
<p>Boiler</p>		<p>Compressor</p>
		
<p>Machine safety warning label/Device</p>		<p>Sewing machine safety guard</p>
		
<p>Dorm/Apt. evacuation route</p>		<p>Dorm/Apt. emergency exit door</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Dorm/Apt. emergency exit sign & emergency lights



Dorm/Apt. fire extinguisher



Dorm/Apt. fire alarm



Dorm/Apt. stairs



No smoking sign



Drinking water

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART C: Principle 12 Security**

 <p>2023/09/11 10:52</p>	<p>NA, no container storage</p>
 <p>2023/09/11 11:16</p>	 <p>2023/09/11 10:17</p>
 <p>2023/09/13 08:50</p>	<p>Visitor and employee parking N/A, no IT security room/communication equipment</p>
<p>Perimeter fencing</p>	<p>Container storage (if applicable)</p>
<p>Employee parking</p>	<p>Visitor and employee parking</p>
<p>Outside lighting</p>	<p>IT security room/communication equipment</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



Camera in loading area



Authorized name list in packing area



CCTV & monitors



Packing area



Finishing goods warehouse



Loading area

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

日期	来访者姓名	性别	证件号	来访单位	来访事由	来访时间及出入楼数	访客证号	访客姓名	来访证是否有效
						进入时间 出厂时间 楼层			
9.9	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	10:00 08 15:25 02 02 10		[Redacted]	
9.11	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	7:45 08 10:20 02 02 12		[Redacted]	
9.11	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	7:50 08 9:20 02 02 10		[Redacted]	
9.11	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	9:10 08 17:16 02 02 12		[Redacted]	
9.12	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	8:25 08 16:30 02 02 10		[Redacted]	
9.12	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	8:25 08 17:05 02 02 11		[Redacted]	
9.12	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	8:25 08 16:30 02 02 11		[Redacted]	
9.12	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	9:10 08 12:20 02 02 11		[Redacted]	
9.12	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	9:10 08 13:25 02 02 11		[Redacted]	
9.12	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	10:10 08 11:50 02 02 11		[Redacted]	
9.13	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	8:20 08 16:05 02 02 12		[Redacted]	
9.13	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	10:00 08 11:50 02 02 12		[Redacted]	
9.13	[Redacted]	男	[Redacted]	江苏 [Redacted]	采购	10:00 08 12:00 02 02 11		[Redacted]	

Visitor log



Additional relevant photo: visitor badges

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART D: Non-Compliances**



NC raised & respective clause # CA 1: It was noted that 10% of material were stored against the pillars.



NC raised & respective clause # CA 2: No warning signs of high temperature posted nearby the drinking water machines.



NC raised & respective clause # CA 3: It was noted that there was no toilet paper available in toilets in the production area.

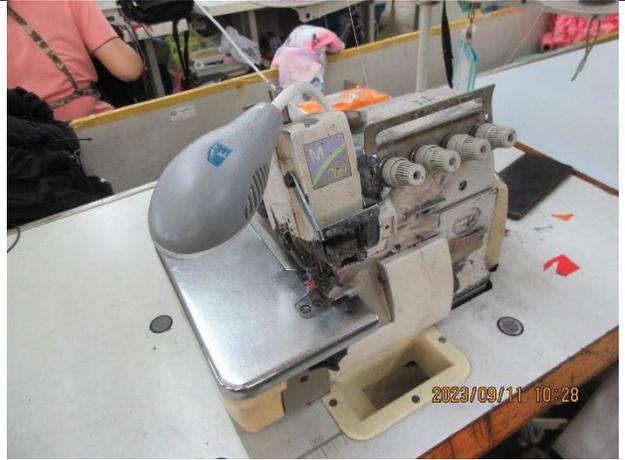


NC raised & respective clause # CA 3: It was noted that there was no soap available in toilets in the production area.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



NC raised & respective clause # CA 4: About 10% of sewing equipment in sewing workshop were not installed with finger guards.



NC raised & respective clause # CA 4: About 10% of sewing equipment in sewing workshop were not installed with eye guards.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART E: Proof of Non-Compliances Closure**

 <p>2023年10月9日 08:16:53</p>	 <p>2023年9月25日 13:37:06</p>
<p>NC closed &amp; respective clause # CA 1: Based on provided evidence, it was noted that the facility moved these materials to let them have enough distance from the pillar.</p>	<p>NC closed &amp; respective clause # CA 2: Based on provided evidence, it was noted that the facility posted warning signs of high temperature nearby the drinking water machines.</p>
 <p>2023年9月25日 14:38:26</p>	 <p>2023年10月07日 13:07:41</p>
<p>NC closed &amp; respective clause # CA 3: Based on provided evidence, it was noted that the facility placed toilet paper and soap in toilets in the production area.</p>	

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023



NC closed & respective clause # CA 4: Based on provided evidence, it was noted that the facility installed finger guards and eye guards for all sewing machines.

2023年

镇江一马先制衣有限公司  
限制区域访客登记

日期	时间	访客姓名	访客姓名	目的	陪同人	访客签名	主管签名
7月31	11:20	[REDACTED]	[REDACTED]	参观	[REDACTED]	[REDACTED]	[REDACTED]
8月7	9:25	[REDACTED]	[REDACTED]	参观	[REDACTED]	[REDACTED]	[REDACTED]
8月25	14:27	[REDACTED]	[REDACTED]	参观	[REDACTED]	[REDACTED]	[REDACTED]
9月18	13:10	[REDACTED]	[REDACTED]	参观	[REDACTED]	[REDACTED]	[REDACTED]
9月22	14:14	[REDACTED]	[REDACTED]	参观	[REDACTED]	[REDACTED]	[REDACTED]

2023年9月25日 13:43:37



NC closed & respective clause # CA 5: Based on provided evidence, it was noted that the facility restricted the access to sensitive areas (such as implementing checking and registration measures.).

NC closed & respective clause # CA 6: Based on provided evidence, it was noted that the facility registered visitors' information and verified their photo identification.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## SECTION V: DETAILED AUDIT REPORT

### PART A: Facility Details

<b>1. Does the facility have a business license?</b>	<input checked="" type="checkbox"/> Yes License no.: 913211837413144538, valid from July 30, 2002 to July 30, 2032. <input type="checkbox"/> No If No, provide explanation(s):		
<b>2. Is the registered business name and site address the same as the audited facility?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If no, explain & provide registered name & address:		
<b>3. Does the business license include other businesses/facilities/sites that are not covered by this audit?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, provide explanation(s):		
<b>4. Does the facility have a parent company or belong to a corporate group?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, provide name and address:		
<b>5. Does the facility have any sister facilities in the same location or nearby?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, describe:		
<b>6. Facility phone #(s):</b>	Not provided.	<b>7. Facility email address:</b>	jrwyx@126.com
<b>8. Contact name &amp; title #1:</b>	Ms. Wang Yixiang / HR Manager	<b>9. Contact name &amp; title #2:</b>	Not provided.
<b>Contact #1 email:</b>	jrwyx@126.com	<b>Contact #2 email:</b>	Not provided.
<b>Contact #1 phone:</b>	+86-13861379908	<b>Contact #2 phone:</b>	Not provided.

### PART B: Audit Details

<b>10. Monitoring firm name:</b>	ALGI	<b>11. Monitor's report #:</b>	23CHN-1508289
<b>12. Acknowledgment by official from monitoring firm:</b>	Signature:  <i>By signing this report, I confirm that our independent assessment was made in accordance with WRAP's requirements as outlined in the WRAP Monitors' Handbook and in keeping with the WRAP Policies for Recognition of Monitoring Partners.</i>		
<b>13. Name &amp; title of authorizing official:</b>	Angelo Victor Valdevitt / Legal Representative		
<b>14. Was the audit unannounced within a 4-week window?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, explain:		
<b>15. Was WRAP registration payment</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, explain:		

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<b>confirmed prior to the audit?</b>				
<b>16. Auditor name(s), role(s) &amp; APSCA auditor #:</b>	Lead auditor name: Jason Zhang	<b>APSCA designation &amp; #: CSCA 21701961</b>		
	Audit team member 1: Nil	<b>APSCA designation &amp; #: Nil</b>		
	Audit team member 2: Nil	<b>APSCA designation &amp; #: Nil</b>		
	Audit team member 3: Nil	<b>APSCA designation &amp; #: Nil</b>		
	Technical experts: Nil Trainee auditors*: Nil Translator(s) ( <b>Must NOT be from facility</b> ): Nil Others (incl. titles): Nil  <i>* Trainee auditors may only observe WRAP audits; they cannot take an active part in the audit. Only WRAP accredited auditors' time is counted toward man-day requirements.</i>			
<b>17. Time in &amp; out of facility for initial audit:</b>	Day 1 In: 09:10	Day 2 In: 08:55	Day 3 In: 08:01	Day 4 In:
	Day 1 Out: 17:14	Day 2 Out: 17:05	Day 3 Out: 16:05	Day 4 Out:
<b>18. Time in &amp; out of facility for 1<sup>st</sup> follow-up audit:</b>	Day 1 In:	Day 2 In:	Day 3 In:	Day 5 In:
	Day 1 Out:	Day 2 Out:	Day 3 Out:	Day 5 Out:
<b>19. Time in &amp; out of facility for 2nd follow-up audit:</b>	Day 1 In:	Day 2 In:	<b>20. Total man-days spent at facility: (1 man-day = 8 hours)</b>	Initial: 1 auditor for 3 onsite person-days
	Day 1 Out:	Day 2 Out:		1 <sup>st</sup> Follow-up: 2 <sup>nd</sup> Follow-up
<b>21. Who signed and agreed to CAP? (name &amp; title):</b>	<b>Ms. Wang Yixiang / Manager</b>			
<b>22. Report written by:</b>	<b>Jason Zhang</b>	<b>23. Report reviewer:</b>	Aileen Hu	
		<b>&amp; review date:</b>	<b>October 12, 2023</b>	
<b>24. If an on-site follow-up audit, was a facility tour conducted?</b>	<b>Note: A facility tour must be conducted.</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A If No, explain:			
<b>25. If an on-site follow-up audit, was a tour in dormitory/apartment conducted?</b>	<b>Note: A dormitory/apartment tour must be conducted, if applicable.</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A If No, explain:			
<b>26. Were consultants present during any part of the audit?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <b>If yes, what's the name of the consulting company and how did it participate in the audit?</b>  <i>Auditors must inform consultants of WRAP's requirements/rules on what a consultant can and cannot do.</i>			

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART C: Site Information**

<p><b>27. Provide applicable legally required licenses and permits, such as environmental, H&amp;S, building safety licenses and permits, etc.:</b></p> <p>Please list any relevant certificate (fire, safety, building, etc.) license numbers and expiration dates.</p> <p><i>If a certificate or permit has expired or is about to expire, mention whether the facility has applied for a renewal.</i></p>	<p><b><u>The building structure acceptance certificates or reports of production Building:</u></b> Without number.</p> <p><b><u>Fire Safety Inspection Report of office &amp; production Building:</u></b> 镇公消验字 [2002] 第0258号.</p> <p><b><u>Electrician license (2):</u></b> T32112319720222XXXX, valid from August 19, 2022 to August 18, 2028, and T32110219760804XXXX, valid from August 19, 2022 to August 18, 2028.</p> <p><b><u>Elevator Inspection Report (3):</u></b> ZJ-TD(3120)-2023-09818/09819, valid from May 6, 2023 to May 2024, and ZJ-TD(3120)-2023-02047, valid from January 6, 2023 to January 2024.</p> <p><b><u>Air Vessel Inspection Report (1):</u></b> ZJ-RD(Q)-2022-00221, valid from February 14, 2022 to January 2026.</p> <p><b><u>Forklift Inspection Reports (3):</u></b> ZJ-CD-2022-D-07040/041, valid from October 8, 2022 to October 2023, and ZJ-CD-2023-D-01010, valid from July 3, 2023 to July 2025.</p> <p><b><u>Forklift Driver (1):</u></b> 32110219760804XXXX, valid from January 2022 to December 2025.</p> <p><b><u>Water Test Report:</u></b> (水) 检字第202203844号, issued on December 26, 2022.</p> <p><b><u>Food Business License (1):</u></b> JY33211830094980, valid from June 4, 2019 to June 2, 2024.</p> <p><b><u>EIA Approval:</u></b> 句环审 [2017] 46 号, issued on May 2, 2017.</p>		
<p><b>28. Main products manufactured at site (e.g., knitted tops, women's pants):</b></p>	<p>Woven garments (shorts and skirts etc.) and knitted garments (T-shirt, pants, etc.) for men and women</p>		
<p><b>29. Production processes in audit scope (to be listed on WRAP certificate):</b></p>	<p>Cutting, embroidering (if needed), sewing, ironing, trimming, buttoning, inspection and packing.</p>		
<p><b>30. Main buyers and their production percentages, and facility's export markets: (Only if facility agrees to disclose buyers.)</b></p>	<p>Main buyers and their production percentages: Walmart (30%), Costco (10%), Macy's (15%) Export markets: USA</p>	<p><b>31. Worker turnover rate:</b></p>	<p>5%</p>
<p><b>32. Number of years facility has been in operation at this address/building(s):</b></p> <p><i>If a facility is in the same address but moved to a different building, note so here.</i></p>	<p>4 years (the factory moved to current location since 2019 based on management interview).</p>		
<p><b>33. Full description of the facility's surroundings, incl. compound if applicable:</b></p>	<p>Zhenjiang Yimaxian Garment Co., Ltd is located at No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China (中国江苏省句容市句容经济开发区元辰路 10 号). The facility used two 2-storey (2# and 3#)</p>		

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

	and three (4#, 5# and 6#) flat production and warehouse buildings, one 4-floor office building (1#), one 2-floor kitchen and canteen building (8#), and one 4-floor dormitory building (7#). And one flat building rented to Zhenjiang Yimaxian Washing and embroidery factory. The audited facility is separated from other areas by fence. There were two main entrances, which were guarded by security guards.
<p><b>34. Full description of building(s) (incl. # of buildings, # of floors in each building, production processes on each floor/building, size, and age of building(s)):</b></p> <p><i>If building(s) is(are) shared, list all tenants in the building and specify which floors/SECTIONs are covered by this audit.</i></p>	<p>Building 1# is a 4-storey building of 3012.3 square meters and built in 2013: 1F-3F: Offices. 4F: Exhibition room.</p> <p>Building 2# is a 2-storey building of 5868 square meters and built in 2012: 1F: cutting workshop. 2F: sewing workshop.</p> <p>Building 3# is a 2-storey building of 5868 square meters and built in 2013: 1F: embroidering workshop and warehouse. 2F: sample making room.</p> <p>Building 4# is a 1-stoery building of 2994 square meters and built in 2014: buttoning, ironing, trimming, inspection and packing workshop.</p> <p>Building 5# is a 1-stoery building of 2994 square meters and built in 2014: raw material and accessory warehouse.</p> <p>Building 6# is a 1-stoery building of 2994 square meters and built in 2014: finished goods warehouse.</p> <p>Building 7# is a 4-storey dormitory building of 2050.58 square meters and built in 2013: 1F-4F were workers' dormitories.</p> <p>Building 8# is a 2-storey canteen building of 2337.62 square meters and built in 2015: 1F: canteen and kitchen. 2F: empty.</p>
<p><b>35. Does the facility share a building with other facilities/businesses?</b></p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p><i>If yes, describe in detail:</i> The factory did not share the production building with other facilities/businesses.</p>
<p><b>36. If Yes to 35, does the facility conduct a joint evacuation drill with other facilities/businesses?</b></p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A</p> <p>Date of joint evacuation drill: <i>If No, describe in detail:</i></p>
<p><b>37. Does the facility share any workers or production processes with other facilities?</b></p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p><i>If yes, describe in detail:</i></p>
<p><b>38. Does the facility have the following</b></p>	<p>a. Number of workers?</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<b>changes in the past 12 months?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, % change &amp; explain:</i>		
	b. Square footage? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, explain:</i>		
	c. Significant structural changes? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, describe:</i>		
	d. Management/ownership? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, describe:</i>		
	e. Name change? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If Yes, describe:</i>		
<b>39. Regular workdays (e.g., Mon-Sat):</b>	Monday to Friday	<b>40. Weekly rest day(s):</b>	Saturday & Sunday
<b>41. List daily shifts, incl. night production:</b>	One shift for all workers: 8:00-12:00, 13:00-17:00	<b>42. Factory's peak season(s):</b>	No obvious
<b>43. List daily legally required breaks:</b>	Number:	No legally required breaks.	Duration: N/A
<b>44. What is the lowest wage level paid for a regular work week/month?</b>	<input type="checkbox"/> Below minimum <input checked="" type="checkbox"/> At minimum <input type="checkbox"/> Above minimum		
<b>45. Are all relevant records, incl. wage and attendance records, kept in the audited facility for review?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, explain:		
<b>46. Are there dorms/apartments provided for workers/management?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>47. If Yes to 46:</b>  <b>a. Who's providing the dorms?</b>	<input checked="" type="checkbox"/> i. Facility	<b>48. % of workforce residing in dorms/apartments:</b>	3%
	<input type="checkbox"/> ii. Labor brokers/agencies		N/A
	<input type="checkbox"/> iii. Other. Specify:		N/A
<b>b. Full description of dormitories/apartments if applicable:</b>	Building 7# is a 4-storey building of 2050.58 square meters and built in 2013, which was used as dormitory for workers.		
<b>49. What form of worker representation exists in the facility?</b> <i>(Note: Some form of worker representation must exist to address workplace grievances.)</i>	<input type="checkbox"/> Union (name) <input checked="" type="checkbox"/> Worker Committee <input checked="" type="checkbox"/> Other (specify) EHS Committee		
<b>50. Number of production lines and main equipment used?</b>	<b>Production lines:</b> 11 <b>Main equipment:</b> about 380 machines which includes cutting machines, sewing machines, embroidering machines, iron tables and buttoning machines etc.		
<b>51. Monthly production capacity:</b>	250000 pieces / month		
<b>52. List social compliance, environmental or CTPAT audits conducted in the past 6 months at this facility:</b> <i>(Only if facility agrees to disclose such info.)</i>	Not provided.		
<b>53. List any workers unrest/strike in the past 12 months:</b> <i>Provide reasons for such occurrence.</i>	Nil		

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

PART D: Personnel Information Overview			
	Initial Audit	First Follow-up	Second Follow-up
54. a. Total # of workers: <i>(Do NOT include management or admin. staff)</i>	278		
b. # of onsite sub-contracted workers:	6		
c. # of workers present during audit:	270		
55. # of management & admin staff:	29		

PART E: Personnel Information Details			
56. # of production workers:	Male: 49	57. # of other workers:	Male: 5
	Female: 223		Female: 1
58. # of permanent workers:	Male: 54	59. # of temporary workers:	Male: 0
	Female: 224		Female: 0
60. # of hourly workers:	Male: 54	61. # of piece rate workers	Male: 0
	Female: 224		Female: 0
62. a. # of domestic migrant workers:	Male: 2	b. List ALL provinces/states where they are from:	Anhui, Fujian, Henan, and Zhejiang Provinces.
	Female: 12		
63. # of foreign migrant workers:	Male: 0	64. # of home workers:	Male: 0
	Female: 0		Female: 0
65. # of security personnel:	Male: 4	66. # of management:	Male: 5
	Female: 0		Female: 7
67. # of line supervisors:	Male: 0	68. # Language(s) spoken by management:	Chinese
	Female: 11		
69. Language(s) spoken by line supervisors:	Chinese	70. Language(s) spoken by workers:	Chinese
71. Were interviews conducted in a private and confidential manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, explain in detail:	72. Do auditor(s) and/or translator(s) speak ALL languages spoken by workers? Note: translator(s) must NOT be from facility.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, explain in detail:
73. Length of workers' contract: (e.g., 3 months or 3 years)	1 year, 3 years and non-fixed term.	74. # of young workers (legal min. working age up to 18 years old):	0
75. Age of youngest worker on the day of the audit:	27 years old	76. Date of birth of youngest worker:	January 25, 1996
77. Date youngest worker was hired:	February 14, 2019	78. Youngest worker ID#:	32118319960125XXX X

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

PART F: Workforce Composition				
79. Nationality of owner/owner entity:	Chinese / Private company		80. Nationality of management:	<i>Chinese</i>
81. Nationality of workers: (Top 5 countries)	Country 1	China	Approximate % of total workforce:	100%
Nationality of workers:	Country 2	N/A	Approximate % of total workforce:	N/A
Nationality of workers:	Country 3	N/A	Approximate % of total workforce:	N/A
Nationality of workers:	Country 4	N/A	Approximate % of total workforce:	N/A
Nationality of workers:	Country 5	N/A	Approximate % of total workforce:	N/A
82. List ALL other nationalities in the facility (if applicable):	N/A		Approximate % of total workforce:	N/A

PART G: Worker Interviews					
		Permanent	Temporary	Migrant workers	Contract workers from agency(ies)
83. # of individual interviews:	Initial Audit	15	0	0	0
	1 <sup>st</sup> Follow-up				
	2 <sup>nd</sup> Follow-up				
84. # of groups interviews:	Initial Audit	10 (2*5)	0	5	0
	1 <sup>st</sup> Follow-up				
	2 <sup>nd</sup> Follow-up				

**NOTE: if there are migrant workers in the audited facility, they must be selected for workers' interviews.**

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART H: Additional Auditor Remarks**

1. During the management interview on the audit day, auditor noted that the management knew general social compliance very well. And during facility tour, auditor noted that the facility had some minor NCs in H&S and security part. And during the site tour, auditor checked the attendance recorder, which was effective, and checked the facility's production records (broken needles records, warehouse in/out records etc.) and CCTV records, and there were some Sunday works detected, and they just matched the selected attendance records accurately.
2. There were 4 security guards (4 males) and 2 kitchen staff (1 male and 1 female) in the compound, who were subcontracted to the audited factory by two service subcontractors.

**PART I: Best Practices Observed**

**Nil**

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART J: Written Policy & Responsible Person(s) Table**

WRAP Principles		Does the facility have written policies?	Responsible Person(s)' Name and Title
1	<i>Compliance with Laws and Workplace Regulations</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Mr. Liu Qing / Vice general manager
2	<i>Prohibition of Forced Labor</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Ju Jiyan / Production supervisor
3	<i>Prohibition of Child Labor</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Wang Yixiang / HR manager
4	<i>Prohibition of Harassment and Abuse</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Ju Jiyan / Production supervisor
5	<i>Compensation and Benefits</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Wang Yixiang / HR manager
6	<i>Hours of Work</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Wang Yixiang / HR manager
7	<i>Prohibition of Discrimination</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Ju Jiyan / Production supervisor
8	<i>Health and Safety</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Mr. Wu Renhua / Equipment supervisor
9	<i>Freedom of Association and Collective Bargaining</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Ms. Ju Jiyan / Production supervisor
10	<i>Environment</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Mr. Liu Qing / Vice general manager
11	<i>Customs Compliance</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Mr. Duan Renzhong / Sales
12	<i>Security</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Mr. Duan Renzhong / Sales

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PART K: Non-Compliance Table**

WRAP Principles		Area of Non-Compliance <i>(Only check box if there is a non-compliance)</i>	
		WRAP Principles	National or Local Law
1	<i>Compliance with Laws and Workplace Regulations</i>	<input type="checkbox"/>	<input type="checkbox"/>
2	<i>Prohibition of Forced Labor</i>	<input type="checkbox"/>	<input type="checkbox"/>
3	<i>Prohibition of Child Labor</i>	<input type="checkbox"/>	<input type="checkbox"/>
4	<i>Prohibition of Harassment and Abuse</i>	<input type="checkbox"/>	<input type="checkbox"/>
5	<i>Compensation and Benefits</i>	<input type="checkbox"/>	<input type="checkbox"/>
6	<i>Hours of Work</i>	<input type="checkbox"/>	<input type="checkbox"/>
7	<i>Prohibition of Discrimination</i>	<input type="checkbox"/>	<input type="checkbox"/>
8	<i>Health and Safety</i>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9	<i>Freedom of Association and Collective Bargaining</i>	<input type="checkbox"/>	<input type="checkbox"/>
10	<i>Environment</i>	<input type="checkbox"/>	<input type="checkbox"/>
11	<i>Customs Compliance</i>	<input type="checkbox"/>	<input type="checkbox"/>
12	<i>Security</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## SECTION VI: WRAP 12 Principles

### PRINCIPLE 1 COMPLIANCE WITH LAWS AND WORKPLACE REGULATIONS

**Facilities will comply with laws and regulations in all locations when they conduct business.**

**All facilities will comply with the legal requirements and standards of their industry under the local and national laws of the jurisdictions in which the facilities are doing business, along with any applicable international laws. This will cover all labor and employment laws of those jurisdictions, as well as laws governing the conduct of business in general, including rules and standards of ethics dealing with corruption and transparency, and any relevant environmental laws.**

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
1.1a Does the facility comply with all relevant local and national laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility has set up relevant policy and procedure to collect applicable law and regulations and assigned the designated person to incorporate this information in its business practices. Until now, there were no evidence to show that non-compliances were noted by local law enforcement department.
Specifically, the following laws:  b. Labor and employment laws	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The written social compliance plan covers all labor and employment laws of those jurisdictions.
When reviewing the relevant documents, provide the answers to the following questions in “OBJECTIVE EVIDENCE/COMMENTS” SECTION:  Is the facility’s hiring process in accordance with the law?	Yes, based on documents review and workers interview, auditor noted that the facility’s hiring process was in full accordance with the law.			
Is any of the facility’s hiring done under government sponsorship?	No, based on documents review and workers interview, auditor did not find any of the facility’s hiring was done under government sponsorship.			
Has the facility received incentives to hire/train workers from private or government sponsored programs?	No, based on documents review and workers interview, auditor did not find the facility received any incentive to hire or train workers from private or government sponsored programs.			
c. Ethics, anti-bribery and anti-corruption laws	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The written social compliance plan covers ethics laws, anti-bribery, and anti-

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				corruption laws.
d. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The written social compliance plan covers environmental laws.
1.2a Does the facility obtain current information on all relevant laws and regulations concerning each of the Principles and incorporate this information in its business practices?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing the provided law and regulation summary, the facility obtained current information on all relevant laws and regulations concerning each of the principles and incorporate this information in its business practices.
b. Does the facility have written policies and procedures for current information on all relevant laws and regulations on all 12 WRAP Principles?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As reviewed, written procedure named WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022 for current information on all relevant laws and regulations on all 12 WRAP Principles were provided to review.
c. Does the facility have a qualified person responsible for informing the facility and its workforce of changes to laws and regulations, or access to current publications on all relevant labor laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Name and job title: Mr. Liu Qing / Vice general manager
d. When was the last time a major update in laws and regulations occurred in the last 12 months?  List all major changes that are relevant. <i>E.g., an increase in minimum wage effective in January 2021.</i>				No major update in laws and regulations occurred in the last 12 months.
1.3a Does the facility have a policy ensuring that a worker can raise workplace concerns without fear of retaliation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility had a grievance policy ensuring that a worker can raise workplace concerns without fear of retaliation.
b. What procedures does the facility have in place to implement the policy?				The grievance system management procedure was established to implement the policy, workers had different channel to raise workplace concerns such as hotline or suggestion box, and the survey process would conduct to ensure retaliation was not happened.
1.4a Does the facility conduct internal monitoring of its management system <i>at least twice (02) a year</i> ?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	During document review, it was noted that the facility had conducted internal audit and management system review twice a year, and the last two internal monitoring

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<i>When was the last internal monitoring the facility conducted?</i>				the facility conducted were on July 14, 2023 and January 9, 2023.
b. Does the scope of these internal monitoring activities cover whether their written procedures and processes are meeting the requirements of local/national law and WRAP 12 Principles?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through document review, the scope of these internal audits covered whether their written procedures and processes are meeting the requirements of local/national law and WRAP Principles.
c. Were the results of the internal monitoring communicated with top management?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility conducted management review on July 14, 2023 and January 9, 2023 and the results of the internal monitoring were communicated with top management.
d. What were the findings from the last internal monitoring?  List all findings regardless of whether they were corrected or not.				1. Overtime hours were not in line with legal requirements. 2. Training for workers was not effective.
e. Were all the findings corrected? Provide details in the comment section.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The facility provided corrective action to review, which indicated that finding 2 was corrected, while finding 1 would be corrected step by step.
1.5 During the previous two years, has the facility had any notices of noncompliance levied against it (including any legal proceedings or outstanding allegations concerning the facility's operations)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As per the facility management, the local labor bureau, local environment protection bureau inspected their facility aperiodicity, and there was no notice of noncompliance since facility has been in existing location.
<b>Subcontracting</b>				
<i><b>Note:</b> A facility is subcontracting when it appoints another facility to undertake part of the production processes for the manufacturing of goods. It involves circumstances where goods leave the facility to be partially completed and then sent back so the goods can be completed. Other services may also be subcontracted.</i>				
1.6 Does the facility subcontract any of its production operations?  <i>If the facility used subcontracting in the past 12 months but does not do so now, note this under this question.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		The facility subcontracted washing to blow facility: Name: Jurong Yimaxian Computer Embroidering and Washing Co., Ltd Address: No. 5 Jubao North Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<p><i>List the subcontracted production process(es).</i></p> <p><i>List the name(s) and address(es) of subcontractor(s).</i></p>				
<p>1.7 Does the facility subcontract any other operations (such as canteen staff, security personnel, shipping services, cleaning staff, logistics, labor suppliers, etc.)?</p> <p><i>List the subcontracted services:</i></p> <p><i>List the name(s) and address(es) of subcontractor(s).</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<p>The factory subcontract canteen service and security personnel to below operations:  Canteen service:  Name: Shanghai Chengda Catering Operation Co., Ltd  Address: Room 4209, Building 1, No. 225, Xingong Road, Tinglin Town, Jinshan District, Shanghai, China.</p> <p>Security personnel:  Name: Jurong Security Service Co., Ltd  Address: No. 42, Hangbei Road, Huayang Town, Jurong City, Jiangsu Province, China.</p>
<p>1.8 Has the facility informed the subcontractor(s) in writing of their obligations under the local/national labor law and WRAP 12 Principles?</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The facility informed the sub-contractors of their obligations under the local labor law and WRAP 12 Principles.</p>
<p>1.9 Does the facility keep the receipt of subcontractor's acknowledgment of these requirements?</p> <p><i>List the last time the acknowledgment was received.</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Through documents review and management interview, the facility informed the subcontractors/suppliers in writing of their obligations under the local/national labor law and WRAP's requirements in writing statements and the relevant statements updated each year. The latest statements were signed on June 24, 2023.</p>
<p>1.10 Does the facility regularly review its list of subcontractors to make sure it is up to date?</p> <p><i>List the last time the review was conducted.</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The facility reviewed their subcontractors and suppliers annually. The latest review was done on January 4, 2023.</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<b>Facility's Suppliers</b>				
<p>1.11 Has the facility informed its top three (3) raw material suppliers for finished goods, e.g., fabrics, yarn, or leather, (by the value of business transacted with them in the preceding 12 months), in writing, of the facility's expectation that the supplier runs its operations in accordance with local/national laws and WRAP's Principles?</p> <p><i>List the names and addresses in English and local language of the top three (3) finished goods raw materials suppliers.</i></p> <p><i>Auditors must verify the suppliers through relevant document review.</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Yes. Through relevant documents review, the facility informed its suppliers in writing of the facility's expectation that the supplier runs its operations in accordance with local/national laws and WRAP's Principles.</p> <p>Top 3 suppliers:</p> <p>1. Name: Taixing Fengsheng Textiles CO., Ltd. (Fabric) 泰兴市峰盛纺织有限公司 Address: Yuanzhu Town, Taixing City, Jiangsu Province, China. 泰兴市元竹镇</p> <p>2. Name: Shaoxing Geshi Textiles Co., Ltd. (Fabric) 绍兴格式纺织品有限公司 Address: Caojiang Road, Yuecheng District, Shaoxing City, Zhejiang Province, China. 浙江省绍兴市越城区曹江路</p> <p>3. Name: Shaoxing Wandou Textile Co., Ltd (Fabric) 绍兴市万斗纺织品有限公司 Address: Wangjiafeng Village, Jianhu Town, Yuecheng District, Shaoxing City, Zhejiang Province, China. 绍兴市越城区鉴湖镇王家葑村</p>

<b>PRINCIPLE 1 COMPLIANCE WITH LAWS AND WORKPLACE REGULATIONS</b>
<b>Non-Compliances Raised Against This Principle:</b>
1. Nil
2.
3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 2 PROHIBITION OF FORCED LABOR

**Facilities will not use involuntary, forced or trafficked labor.**

*Facilities will maintain employment strictly on a voluntary basis. Facilities will not use any forced, prison, indentured, bonded or trafficked labor. This will include ensuring that any workers they hire will be under labor contracts that fully comply with all relevant legal requirements and do not impose any form of coercion (including imposing substantial fines or loss of residency papers by workers leaving employment or restricting a worker's ability to voluntarily end his/her employment). In addition, workers should not be employed subject to any financial or collateral guarantee or debt security; any recruitment fees involved should be borne by facilities, not workers. Further, facilities will ensure that the workers' travel documents are not withheld, and that all written contracts are in a language understood by the workers.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
2.1 Does the facility maintain a written procedure to avoid employing involuntary, forced, prison, indentured, bonded, or trafficked labor?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As reviewed, written procedure named WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022 was used to avoid employing involuntary, forced, prison, indentured, bonded, or trafficked labor.
2.2 Does the facility have a program and materials used to train relevant individuals, including all individuals responsible for the hiring process, on the facility's policies and procedures prohibiting forced, prison, indentured, bonded, or trafficked labor?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a training procedure named HR Management procedure; facility would train relevant individuals, including all individuals responsible for the hiring process, on the facility's policies and procedures prohibiting forced or involuntary labor. The latest training was done on March 10, 2023 and the relevant training record was provided for review.
2.3a. Are all workers working at the facility voluntarily, including overtime hours?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	According to written procedure named WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022, the facility prohibits using forced labor, prison labor, indentured labor and other type forced labor. Through employees' interview and management interview, all employees worked at the facility on voluntarily

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				basis.
b. Is there evidence indicating that the facility forces any person (all onsite workers, including contracted ones) to work under the threat of any penalty or sanction?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such evidence.
c. If production quotas are applicable, are workers required to reach a production target before ending the work shift?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No production quotas were applicable in the facility.
2.4 Are there any indications that workers' movements are being restricted at any time, including, but not limited to, legal breaks, lunch break, and the use of toilet?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	During on-site checking, there was no restriction for employees' movement. During employee interview and onsite observation, all employees could access to potable water or toilet freely during working time. And they could leave the facility without restriction at end of each shift.
2.5a Are there exaggerated security measures or logistics restricting freedom of movement in use at the facility?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through reviewing Security Working Regulation, the duties and responsibilities of the security guards oversaw normal security matters such as the protection of the company property and personnel security.
b. Are there exaggerated security measures or logistics restricting freedom of movement in the dorms/apartments?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No exaggerated security measures or logistics restricting freedom of movement in the dorms/apartments were identified.
2.6 Were there any overt signs of fear or exaggerated obedience displayed by workers during the facility inspection?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No signs of fear seen among workers during walkthrough or interviews.
2.7 Do security personnel and management act in a non-threatening manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through workers interview and on-site observation, all security personnel and management are familiar with workers, and they do not act in any kind of threatening manner.
2.8 Are security guards posted for routine security reasons, in a proportionately logical number?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There was total 4 security guards in the facility. The duties and responsibilities of the security guards oversaw normal security matters such as the protection of the company property and personnel

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				security.
2.9 Are all security service agreements free of any language or terminology that may imply the existence of involuntary, forced, prison, indentured, bonded, or trafficked labor conditions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through document review and employees' interview, the duties and responsibilities of the security guards oversaw normal security matters such as the protection of the company property and personnel security, which was free of any language or terminology that may imply the existence of forced, indentured or involuntary labor conditions.
2.10 Do job descriptions or individual contracts for security workers limit their tasks to routine security matters such as protection of facility property or facility personnel?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through document review and employees' interview, the duties and responsibilities of the security guards oversaw normal security matters such as the protection of the company property and personnel security.
2.11 Are the doors and gates of the facility locked only after business hours and for housing security reasons and in compliance with applicable fire codes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through employees' interview and on-site checking, the doors and gates of the facility were locked only after business hours or for housing security reasons, which followed all applicable fire codes.
2.12 Does the facility prohibit all relevant individuals, including any person under the facility's direction (such as security guards), from coercing workers in any way, or unnecessarily limiting workers' freedom of movements?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Employees could leave the facility upon their shift's conclusion; there was no limitation on freedom of movement. It was verified through employees' interview and management interview.
2.13 Are workers freedom of movement unimpeded upon their shift's conclusion?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Employees could leave the facility upon their shift's conclusion; there was no limitation on freedom of movement. It was verified through employees' interview and management interview.
2.14 Is it mandatory for workers to use facility provided services, such as canteen, dorms, or transportation?  <i>If Yes, provide details, assessing any fees associated with that, including how such fees are deducted.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Worker can choose to use facility provided services, such as canteen and dorms at their free will. Factory did not provide transportation for workers.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
2.15 Does the facility require all hiring documents (e.g., an employment application or contract) to:  a. Include a statement affirming that applicants are seeking employment voluntarily and are not under threat of any penalty, coercion or debt security?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Measure was corroborated with 25 personnel files reviewed. Contracts include a statement that reflects that employment is on a voluntary basis and not under threat of any penalty.
b. Be signed by each applicant?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility requires hiring documents, employment application and contracts to be signed by each applicant.
c. Be maintained in the worker's personnel file?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility requires hiring documents, employment application and contracts to be maintained by each applicant in the personnel files. 25 personnel files were checked for the interviewed sample.
2.16 Does the facility obtain proof that anyone seeking employment is legally entitled to work in the country of manufacture in accordance with national immigration laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	14 domestic migrant workers have been found in this facility. No migrant workers from other country were found in this facility. It is ok for the migrant workers to provide their ID card and personnel information when they seek employment in any facility of China.
2.17a Does the facility conduct adequate due diligence on labor brokers/agents used by the facility?  <i>Describe the policies and procedures used for vetting labor brokers/agents:</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Through documents review, management interview and workers' interview, all employees were recruited by the facility directly and no labor brokers or agents were used by the facility.
b. Does the facility obtain an executed statement from all labor brokers/ agents used by the facility stating that the brokers/agents are not supplying labor that is involuntary, forced, prison, indentured, bonded, or trafficked?  Name(s) and contact info of any brokers/agents supplying labor to the facility and their business license:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Through documents review, management interview and workers' interview, all employees were recruited by the facility directly and no labor brokers or agents were used by the facility.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
c. Is facility's hiring process, in part or in whole, managed by a 3rd party?  <i>If yes, describe.</i>	N/A, through documents review, management interview and workers' interview, all employees were recruited by the facility directly and no labor brokers or agents were used by the facility.			
d. Are any of the workers recruited from vocational training centers?  <i>If yes, describe the process and the name(s) of the center(s).</i>	No, through documents review, management interview and workers' interview, no worker was recruited from vocational training centers.			
e. Were the basic terms of employment communicated to the migrant workers before they left their home country?  <i>Provide details about how this was done.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No foreign workers in the facility.
f. Are migrant workers' activities monitored by a person besides their facility supervisor?  <i>If yes, describe.</i>	No, all domestic migrant workers' activities are not monitored by any person besides their facility supervisors.			
g. Do migrant workers (whether domestic or foreign) pay fees or give collateral to brokers/agents/local government in the receiving country?  <i>If yes, state the relevant laws.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There were 14 domestic migrant workers in the facility, based on management interview and workers' interview, all employees were recruited by the facility directly and no labor brokers or agents were used by the facility, and all domestic workers did not pay any fee to local government.
h. If yes to g, describe the kinds of fees or collateral involved and how they are processed.	N/A			
i. Does the facility have a plan to reimburse the fees directly to the affected workers?  The reimbursement schedule must be over a reasonable period of time, not exceeding 3 years.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Through documents review, management interview and workers' interview, all employees were recruited by the facility directly and no labor brokers or agents were used by the facility.
j. If yes to i, how is the reimbursement distributed over the period of the plan?	N/A			

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
k. Does the facility have detailed records demonstrating the fees have been reimbursed to the affected workers according to the plan?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Through documents review, management interview and workers' interview, all employees were recruited by the facility directly and no labor brokers or agents were used by the facility.
2.18 Does the facility issue wages/compensation directly to workers, or in an unambiguous system that clearly shows that the worker controls the destination of his/her wages and access to his/her wages?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All wages are paid directly to employees by bank transfer before the end of each month for the period from the preceding month. They receive pay slip and sign payroll.
2.19a. Does the facility provide pay advances or loans to workers?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through documents review, management interview and workers' interview, the facility did not provide pay advances or loans to workers.
b. If yes to a, is there a written policy about the terms and conditions in place?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No such policy in the facility.
c. Is the policy communicated clearly to workers?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No such policy in the facility.
d. The terms and conditions shall not be used to bind workers to employment.  Is there evidence that the facility is doing so?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No such policy in the facility.
2.20 Does the facility hold <b>original</b> identification papers, travel documents, passports or other valuable personal items of their workers?  <i>If yes, provide details of relevant policies and procedures, including whether they involve any monetary deposit on the part of workers.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As per workers' interviews, the facility only requires copy of documents rather than original documents. Information verified during worker interviews (25) and review of personnel files (25).
2.21 Does the facility require any worker deposits or have any payment withholding/deduction practices, either directly or on behalf of labor brokers/agents?  <i>If yes, provide explanations on what these deposits or withholdings/deductions are for.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is no evidence of deposits requirement and payment withholding practices at the facility.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
2.22a. Is there any prison labor used in this facility?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Document review, management and employee testimony confirmed that no prison labor is used by the facility.
b. Does the facility subcontract production out to prison?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Document review, management and employee testimony confirmed that no production was subcontracted out to prison.
2.23a. Do workers understand the terms of their employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Based on workers interview, they all understood the terms of their employment very well.
b. Are all work contracts in the language(s) understood by workers and signed by both parties (employer and workers)?  <i>For countries with at-will employment and/or no formal contracts, include a statement to that effect.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All work contracts were in the language(s) understood by workers and signed by both parties.
c. Do contract provisions meet legal requirements and include all necessary information in a transparent and accurate manner?  <i>This includes, but is not limited to, wages, hours of work, days off, annual leave, disciplinary procedures that can result in termination, and, if relevant, dormitory terms and conditions.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Per document review, the contract provisions meet legal requirements and include all necessary information in a transparent and accurate manner.
d. Are copies of contracts provided to workers and kept in personnel files?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All workers received a copy from the facility after the it was signed and there was also a copy kept in worker's personnel files.
e. Is there evidence that the facility has a practice of replacing or changing original contract terms to terms less favorable for the worker without the worker's knowledge and/or consent (i.e., contract substitution and supplemental agreements)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No evidence that the facility had a practice of replacing or changing original contract terms to terms less favorable for the worker without the worker's knowledge and/or consent was identified.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## **PRINCIPLE 2: PROHIBITION OF FORCED LABOR**

### **Non-Compliances Raised Against This Principle:**

**1. Nil**

**2.**

**3.**

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

### PRINCIPLE 3 PROHIBITION OF CHILD LABOR

**Facilities will not hire any employee under the age of 15 (14 in less-developed countries) or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling.**

*Facilities will ensure they do not engage in any form of child labor, including, but not limited to, the internationally recognized worst forms of child labor. Consistent with ILO Convention 138, facilities may not employ any person at an age younger than the law of the jurisdiction allows and in any case not below the age of 15 (14 in less-developed countries), even if permitted by local law. In addition, facilities will adhere to local legal requirements regarding mandatory schooling. Further, if, where permitted by local law, a facility employs young workers (defined as workers whose age is between the minimum age of employment and 18 years), the facility will also comply with any applicable legal restrictions on the nature and volume of work performed by such young workers, as well as any other requirements imposed by law, including limitations related to working hours and to ensuring that such young workers do not perform any hazardous work (e.g., chemical handling or operating heavy machinery).*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
3.1 Does the facility maintain a written procedure to avoid employing child labor?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As reviewed, written procedure named WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022, the facility prohibits using child labor and gives remedy measure for child labor.
3.2 Are policies and procedures regarding child labor effectively communicated to all workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review, management interview and employee interview, the facility would train each new employee within one month and trained all employees at least once per year for such policies and procedures. The latest training was conducted on March 10, 2023.
3.3 Do the programs and materials used to train relevant individuals on the child labor policies and procedures, including all individuals responsible for the hiring process, cover the requirements to:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a training procedure, to train relevant individuals, including all individuals responsible for the hiring process, on the Child Labor Practices. The local law, WRAP policy and procedure were used as training materials.
a. Obtain appropriate age documentation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Review age documentation for authenticity?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Comparison of the age proof documents against sample documents.
c. Interview <b>ALL</b> prospective workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the new workers are interviewed before hiring is done.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				“Verification for young looking employees” is used during recruitment.
3.4 Does the facility explicitly prohibit all forms of child labor?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility communicated its child labor policies and procedures to all facility employees through training. And the policy posted on the board. The facility explicitly prohibits all forms of child labor.  Through document review, facility tour, management and employee testimony confirmed that no Child labor is/was used in the facility.
3.5 Does the facility obtain proof of age documentation from potential workers and review the documentation for authenticity prior to hiring through:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Interviewing prospective employees is the essential process of recruitment. During the interview, HR staff asks several questions related to age to observe the consistency between the applicant’s physical appearance, and his/her working experience, etc.
a. Interview process (interview checklist maintained)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Compare photo on age document with physical appearance of person?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ID card copy must be provided, which is used to compare with physical appearance of prospective employee.
c. Worker’s completed and signed employment application?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	25 contracts reviewed in personnel files contain this information including date of birth.
d. Others (Please list)  <i>Apply extra diligence in locations where child labor is common.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If necessary, the facility shall verify validity of the ID card through local police station.
3.6 Does the facility retain proof of age documentation for each worker and maintain the information in the worker’s personnel file for the length of time as required by law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	25 individual files reviewed which contain copies of nation ID as age proof document. Service record in Personnel file and the work contracts contain information reflecting the date of hire.
3.7 Is there any evidence that suggests child labor is being utilized at the facility?  <i>If a reasonable suspicion exists that there are age-borderline workers, be extremely cautious and attentive to assessing this compliance. If you suspect the age of any individual(s) you observe in the facility, you MUST seek to include them in the review process for age authentication, including</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Document review, facility, management, and employee testimony confirmed that there is no evidence that Child labor is/was used in the facility.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<i>worker interview.</i>				
3.8 If young workers ( <i>legal minimum working age up to 18 years old</i> ) are employed, does the facility ensure that:				No young workers are used in the facility.
a. It has written policies and procedures related to recruitment and employment practices of young workers?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
b. It has policies to safeguard young workers, including, but not limited to, ensuring young workers having access to the facility's grievance mechanism?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No young workers are used in the facility.
c. Worker's assigned tasks are appropriate for their age, including, but not limited to, operating of heavy machinery, hazardous work environment, etc.?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No young workers are used in the facility.
d. Overtime/night work complies with local/national law?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No young workers are used in the facility.
e. Medical check/registration with local bureau (if applicable) are conducted?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No young workers are used in the facility.
f. It accurately maintains the list of young workers?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No young workers are used in the facility.

### Principle 3: PROHIBITION OF CHILD LABOR

#### Non-Compliances Against This Principle:

1. Nil
- 2.
- 3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 4 PROHIBITION OF HARASSMENT AND ABUSE

**Facilities will provide a work environment free of supervisory or co-worker harassment and abuse, and free of corporal punishment in any form.**

*Facilities will ensure a workplace that is respectful of a worker's rights and dignity. This includes ensuring that no corporal punishment or physical coercion be used. Facilities will not engage in or tolerate – either at the workplace or in residential quarters provided by facilities or labor brokers acting on their behalf – any sexual harassment or abuse, indecent or threatening gestures, abusive tone or language or any other kind of undesired physical or verbal contact, such as bullying. In particular, facilities will ensure proper training at all levels - including management, supervisors and workers - to secure a workplace free of harassment and abuse.*

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
4.1a Does the facility maintain a written procedure on the prohibition of harassment, abuse, and corporal punishment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing written procedure named WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022, the facility prohibits any type of harassment, abuse, or corporal punishment.
b. Are the definition(s) of the non-compliant behavior(s) and management policy(ies) consistent with the intent to prohibit all forms of this behavior?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through reviewing WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022.
4.2a Does the facility have an effective and mandatory program to train relevant individuals, including all individuals responsible for the supervision of workers, on the facility's policies and procedures prohibiting all forms of harassment, abuse, and corporal punishment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had training procedure to train relevant individuals, including all individuals responsible for the supervision of workers, on the facility's policies and procedures prohibiting all forms of harassment, abuse, and corporal punishment. The relevant training records on March 10, 2023 and training materials were provided for review during this audit.
b. Does the facility provide the trainings to its workers on the facility's policies and procedures prohibiting all forms of harassment, abuse, and corporal punishment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Last training for management and supervisor on prohibiting harassment and abuse was done on March 10, 2023.
c. How often does the training to relevant individuals and workers occur?	At least once per year for all workers and within one month for all new hired workers.			

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
d. When was the last training conducted?	March 10, 2023.			
4.3a Does the policy include reasonable punitive repercussions for non-compliance and repeated non-compliance? <i>Note: The policy must apply to the behavior of all workers with special emphasis placed upon supervisory personnel.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing Employee Handbook, the facility used warning, making errors, degradation, and termination as disciplinary measures for non-conformance.
b. Are the punitive repercussions effectively communicated to workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the punitive repercussions were effectively communicated to workers in their induction training.
c. Does the facility keep the records of all disciplinary action?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the disciplinary action would be recorded and kept for future references.
4.4 Has the facility's management signed statements affirming their understanding of the facility's anti-harassment and abuse policies? <i>Note: If the facility has not required signed statements in the past, evidence of statements signed on a prospective basis, i.e., from a certain date forward, is acceptable.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing statement, the facility's management had signed statements affirming their understanding of the facility's anti-harassment and abuse policies.
4.5a Does the facility communicate the policy on the prohibition of harassment and abuse to workers and third-party services (e.g., security guards, kitchen services)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility communicated the policy on the prohibition of harassment and abuse to all employees through training. And the policy on the prohibition of harassment and abuse was communicated with security guards through training and statement.
b. When was the last time of such communication internally and externally?	The latest internal communication was conducted on June 24, 2023.			
4.6a Does the facility encourage workers to report instances of harassment or abuse, without fear of retribution, through effective communication of facility policies?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The interviewed workers confirmed that they are free to be in direct communication with top management to discuss about any kind of harassment or abuse issues.  Suggestion box is placed at the main entrance of the facility. The suggestion box is opened every week by the Administration Supervisor and a representative of the grievance committee.
b. If any incidents of harassment or abuse were reported, were they resolved in a timely manner?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	If any issue was reported, the grievance committee would meet to discuss such issues raised by employees immediately.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				As per document review and employee interview, no such incident was reported before.
c. Describe the process.				All employees could report any concerns such as instances of harassment or abuse, discrimination, without fear of retribution through suggestion box or management directly. And the complaints would be tracked confidentially in time.
4.7 While inspecting the plant, were any signs noted of physical abuse (including but not limited to shared physical characteristics evident in many workers), such as:				
a. Bruising?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through on-site observation, no sign of physical abuse such as bruising was noted during this audit.
b. Obvious physical injuries (casts, or other corrective wraps, an exaggerated repetition of the same medical condition)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through on-site observation, no physical injury was noted during this audit.
c. Isolated workers?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through on-site observation, no isolated employee was noted during this audit.
d. Overt sights of corporal or psychological punishment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through on-site observation, no overt sight of corporal or psychological punishment was noted during this audit.
4.8 Through interviews with workers, were there any complaints about:				
a. Verbal abuse?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.
b. Sexual harassment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.
c. Threatening gestures?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.
d. Monetary deduction discipline?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.
e. Bullying?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.
f. Intimidation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.
g. Other?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such information collected from employees' interview.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PRINCIPLE 4: PROHIBITION OF HARASSMENT OR ABUSE**

**Non-Compliances Raised Against This Principle:**

1. Nil
- 2.
- 3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 5 COMPENSATION AND BENEFITS

**Facilities will pay at least the minimum total compensation required by local law, including all mandated wages, allowances and benefits.**

*Facilities will ensure proper compensation for their employees for all the work done, by providing in a timely manner all the wages and benefits that are in compliance with the local and national laws of the jurisdiction in which they are located. This will include any premiums for overtime work or work done during holidays, as well as any other allowances or benefits, including any mandatory social insurance, required by local law.*

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>	
5.1 Does the facility maintain a compensation and benefits policy that includes all of the following:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy Name: WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022.	
a. A detailed description of the workers' compensation and benefits at the time of employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
b. Both written and verbal explanations of wage calculations provided at the time of employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		The policy and Employee Handbook including explanations of wage calculations were provided at the time of employment. Induction training and regular training are provided for employees, which is part of communication. And employees can communicate with HR staff directly.
c. A requirement that changes relating to compensation rates or methods of wage calculations shall be communicated timely and effectively?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Any changes related to wages and benefits must be informed to relevant employee formally.
d. All compensation and benefits at least meet the local requirements?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review, management interview and employees' interview, all compensation and benefits at least met the local requirements.	
5.2 Does the facility compensate workers consistently with their terms of employment and in accordance with local/national laws and regulations related to the following:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Auditor reviewed payroll records and electronic time records for last 12 months and sampled 25 individual cases for July and April 2023, and December 2022.	
a. Minimum wage?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	According to the labor contracts and payroll records, the minimum wage paid to	

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				employees was RMB 13.1 per hour (RMB 2280 per month), which was equal to the local minimum wage standard RMB 2280 per month since August 1, 2021. It was confirmed through employee interview.
b. On time wage payments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing provided labor contracts, and payroll records, all workers were paid before the end of each month by bank transfer for the previous month. It was confirmed through employee interview.
c. Overtime premium?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing provided labor contracts, and payroll records, the facility paid 150%, 200% and 300% of normal rate wages for overtime hours on normal working days, rest days and official public holidays respectively. It was confirmed through employee interview.
d. On time payment for resignation/termination/dismissal/severance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing provided labor contracts, and payroll records, the facility paid resignation/termination/dismissal/severance on time.
e. Benefits, including but not limited to, entitled leave, maternity leave, etc.?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing provided labor contracts, and payroll records, the facility paid benefits including maternity leave and annual leave etc. to employees. It was confirmed through employee interview.
5.3 Do the facility's trainee and probation policies comply with the local/national laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review, management interview and employees' interview, the facility's trainee and probation policies comply with the local/national laws.
5.4a Does the facility meet its obligations on social insurance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on the social insurance payment receipt and participant name list in August 2023, it was noted that there were 176 eligible employees (facility had 307 employees, which including 113 retired ones and 18 new employees) who can be covered by social insurance, and all 176 eligible employees had participated in pension, unemployment, medical and maternity insurance, and 190 employees (including 14 retired ones) had participated in injury insurance. Besides, the facility purchased commercial insurance for 124 employees

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				(valid from September 9, 2023 to September 8, 2024 for 49 employees and valid from March 13, 2023 to March 12, 2024 for 75 employees).
<p>b. Does the facility cover all eligible workers under social insurance?</p> <p><i>If No, provide explanations.</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on the social insurance payment receipt and participant name list in August 2023, it was noted that there were 176 eligible employees (facility had 307 employees, which including 113 retired ones and 18 new employees) who can be covered by social insurance, and all 176 eligible employees had participated in pension, unemployment, medical and maternity insurance, and 190 employees (including 14 retired ones) had participated in injury insurance.
<p>c. Does the facility make the required payments to the government without delay?</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Record of last remittance to the government: Employee national insurance remittance done in August 2023 without any delay.
<p>5.5a Does the facility post legal minimum wage rates, overtime premium rates, benefits policies, social insurance, and additional payment information in the language(s) understood by the facility workers?</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility posted legal minimum wage rates, overtime premium rates, benefits policies, social insurance, and additional payment information in Chinese in each workshop.
<p>b. Are workers provided with adequate communication of their legally mandated minimum compensation rights, including overtime premiums?</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Last WRAP awareness training, including this Principle was conducted on March 10, 2023 for different workshops. Training records including training materials & photos were provided to review.
<p>5.6a Does the facility produce and retain payroll records to support compensation, including overtime and benefits?</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Auditor verified that facility has a computerized system to produce and retain payroll records.
<p>b. Does the facility keep such records for such time as required by local/national laws?</p> <p><i>Please state the record retention time required by local/national laws.</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had kept those records as required by local / national laws. In accordance with the Provisional Regulations for the Payment of Wages article 6, the facility shall keep wages records for at least two years.
<p>c. In the case the facility pays its workers through wire transfers, does the facility produce and retain proof of bank statements showing all the transactions</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All workers were paid by bank transfer and the facility produced and retained proofs of bank statements showing all the transactions in a verifiable way.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
in a verifiable way?  <i>Note: The name of the worker, salary amount, and the date of the transaction must appear on the bank slip showing the transaction, as well as the recipient's bank name and account.</i>				
5.7a Does the facility provide all workers with a pay record or stub that lists the components of the wages paid, including all deductions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Pay stubs list employee name, department, base wage, hourly rate wage, regular hours, overtime hours, overtime compensation, holiday compensation, full attendance allowance, gross wage, lawful deductions, and net wage. All employees are provided with pay stubs a day prior to the disbursement of wages.
b. Do all workers sign off on wage pay records/stub, including when done by direct transfer into the worker's bank account?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All employees received the pay slips and signed them off before they received wages and confirmed their wage were OK.
c. List all deductions show on workers' paystub.	Social insurance and taxes.			
5.8a Are there any piece rate workers in the facility? <i>If so, review a sampling of the documentation for piece rate workers as compared to wage rate workers to ensure compliance with this Principle.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		No piece rate workers in this facility.
b. Does the facility have a written and coherent policy on piece rate compensation, including overtime premium rates?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No piece rate workers in this facility.
c. Does the piece rate compensation at least satisfy the minimum compensation prescribed by law?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No piece rate workers in this facility.
d. Do workers sign off on material counts for piece rate systems?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No piece rate workers in this facility.
5.9a. Does the facility have a daily/weekly/monthly quota for its production workers to meet?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No production quotas were applicable in the facility.
b. What percentage of workers reach the quota within a regular work shift?	N/A			

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
c. What happens when the quota is not met?				N/A

### Wages Analysis

<b>What is the payroll frequency?</b>	<input type="checkbox"/> Weekly	<input type="checkbox"/> Bi-weekly	<input checked="" type="checkbox"/> Monthly
<b>Wage periods reviewed</b>	<b>July 2023</b>	<b>April 2023</b>	<b>December 2022</b>
<b>Wage periods reviewed for follow-up audit</b>			
<b>Sample size</b>	25	25	25
<b>Sample size for follow-up audit</b>			
<b>Legal minimum wage for regular hours</b> (Specify whether the rate is hourly, daily, weekly or monthly.)  <i>If there is an increase in the minimum wage during the reviewed periods, provide both the old and the new wage rates.</i>	RMB 2280 per month since August 1, 2021.		
<b>Actual minimum wage paid at this facility for regular hours</b> (Specify whether the rate is hourly, daily, weekly or monthly.)  <i>If actual minimum wage paid is below the <b>legal</b> minimum wage, provide explanations.</i>	RMB 2280 per month		
<b>Lowest gross wage paid in sample</b> <i>If lower than the minimum wage, provide explanations:</i>	RMB 3984.2 per month		
<b>Highest gross wage paid in sample</b>	RMB 6099 per month		
<b>Legal overtime premium for weekdays:</b>	150% of normal wages		
<b>Legal overtime premium for rest days:</b>	200% of normal wages		
<b>Legal overtime premium for holidays:</b>	300% of normal wages		

### Social Insurance Analysis

(If there is a waiver, attach it at the end of this Principle.)

Type(s) of social insurance(s) required by local law	Coverage (# of workers and % of total)
Pension, Medical, Maternity and Unemployment	176 out of 176 eligible employees & 100%
Injury	190 out of 307 employees (national injury insurance) + 124 employees (commercial injury insurance) & 100%

### PRINCIPLE 5: COMPENSATION AND BENEFITS

Non-Compliances Raised Against This Principle:

1. Nil
- 2.
- 3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 6 HOURS OF WORK

**Hours worked each day, and days worked each week and each month, should not exceed the limitations of the country's law. Facilities will provide at least one day off in every seven-day period, except as required to meet urgent business needs.**

*Facilities are required by local law to adhere to any limits set on regular working hours as well as any limits set on overtime work. Long term participation in the WRAP Certification Program is contingent upon meeting the limitations set by local law. WRAP recognizes that this can be a particularly challenging requirement, especially when taking into account local enforcement norms and customs. In light of this reality, WRAP will permit full compliance with local laws on working hours to be achieved incrementally, provided that a given facility meets the following conditions: is fully transparent about its working hours; ensures that those hours are all being worked voluntarily, in conditions that protect worker safety and health; compensates all employees in keeping with WRAP Principle 5; and shows improvement toward meeting the working hours requirements from one audit to the next.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
6.1 Does the facility have procedure to ensure compliance with national and local laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy Name & No.: WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022.
6.2 Does the facility have an effective program and relevant materials to train all individuals, including all individuals responsible for production coordination and scheduling, to ensure that workers work no more than the legal maximum hours, including overtime ceilings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility has statutory displays communicating legal requirements on working hours and overtime. The employment document provides information on working hours. Regular working hours are displayed in the facility. This is also a part of the training program. Last training conducted on March 10, 2023.
6.3 Are all workers made aware, at the time of hiring, of facility policies and procedures that specify the legal limitations on the following: a. The maximum hours of work per day, week and month, both regular and overtime?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Worker interview confirmed that workers are aware of those requirements. Methods of awareness provision: Induction training Employee handbook posted in workshops. Statutory displays.
b. The maximum number of consecutive days they can legally be required to work?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	According to the working hour policy and Working hour and Wage Management procedure, at least one day should be off per seven.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
6.4 Does the facility retain complete and accurate time records onsite of at least the past 12 months that reflect the following (if the local requirement is more than 12 months, follow the local one):	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility maintains an electronic time record system for recording all hours worked.
a. The days and dates workers worked?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. The number of hours worked each day?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Employees were required to record time in/out every day.
6.5 Does a crosscheck of other facility records, such as production records and CCTV (if applicable), show:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Per CCTV records, in / out records of raw material, broken needle records and production records review, overtime hours were found on 7 <sup>th</sup> days (Sundays) when urgent business needs.
a. Any 7 <sup>th</sup> day work?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
b. Inconsistencies with time records?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Through cross-checking attendance, payroll records and production relevant records such as daily production records, quality inspection records, machines maintenance records, delivering records, in/out warehouse records, production notice and meeting minutes, leave records and resignation etc., and interviewing employees, no inconsistencies were noted.
6.6 Are overtime hours worked in compliance with local/national laws?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Legal requirements: 8 hours/day (regular hours), 3 hours/day and 36 hours/month (overtime hours)  It was noted that the maximum daily overtime of all 25 selected workers was 4 hours. (Observation)
Check any that applies. If there are excessive overtime hours, state the total number of hours including overtime.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
a. Daily?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No weekly overtime hour's requirement.
b. Weekly?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
c. Monthly?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It was noted that the monthly overtime hours of 22 out of 25 randomly selected employees were 59 to 110 hours in August 2023; 22 out of 25 randomly selected employees were 43 to 117 hours in July 2023; and all 25 randomly selected employees were 38 to 118 hours in April 2023; and 24 out of 25 randomly selected employees were 91 to 118 hours in December 2022. (Observation)
d. Quarterly?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No quarterly overtime hour's requirement.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
e. Yearly?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No yearly overtime hour's requirement.
6.7a Does the facility have a written, rational, and well-communicated policy defining 'urgent business needs'?  <i>Note: The definition of 'urgent business needs' cannot be vague or open-ended. It must be limited to delays/interruptions in production caused by natural calamities, non-repetitive production deadlines or unforeseen circumstances beyond the facility's control. A coherent and consistent rationale must be evident in the definition and infrequent deployment of 'urgent business needs'.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility's definition of urgent business needs:  For delays caused by natural calamities such as, typhoon, fire, draught, flood or delays caused by non-repetitive production deadlines of unforeseen circumstances beyond our control, the facility may engage workers in overtime work and this overtime work shall be voluntary. This overtime hours shall not exceed legal limits.
b. Were there occurrence(s) of urgent business needs in the past 12 months?  <i>If yes to b, list the number of instances and the occasions occurred: E.g., one time, November 4 - 12, 2020</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Some sampled workers worked 10 to 13 consecutive days in the past year under urgent business needs. There were 7 to 12 urgent business needs occurred for different departments in this audit period due to urgent orders.  Number of Days: a: 13 days from August 22 to September 3, 2022. 12 days October 4 to 15, 2022. 13 days from November 7 to 19, 2022. 13 days from December 12 to 24, 2022. 11 days from January 9 to 19, 2023. 13 days from February 6 to 18, 2023. 10 days from April 6 to 15, 2023. 13 days from May 22 to June 3, 2023. 13 days from July 17 to 29, 2023. 13 days from August 21 to September 2, 2023.  b: 13 days from August 22 to September 3, 2022. 13 days October 17 to 29, 2022. 13 days from December 12 to 24, 2022. 13 days from March 13 to 25, 2023. 13 days from April 17 to 29, 2023. 13 days from May 22 to June 3, 2023. 13 days from July 3 to 15, 2023.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				<p>c:  12 days from August 29 to September 9, 2022.  13 days from October 17 to 29, 2022.  13 days from December 12 to 24, 2022.  13 days from January 2 to 14, 2023.  13 days from February 13 to 25, 2023.  13 days from March 6 to 18, 2023.  10 days from April 6 to 15, 2023.  12 days from May 2 to 13, 2023.  10 days from June 12 to 21, 2023.  13 days from July 3 to 15, 2023.  13 days from August 14 to 26, 2023.  10 days from September 4 to 13, 2023.</p> <p>d:  13 days from August 22 to September 3, 2022.  13 days from October 17 to 29, 2022.  13 days from November 7 to 19, 2022.  13 days from December 12 to 24, 2022.  11 days from January 9 to 19, 2023.  13 days from March 13 to 25, 2023.  13 days from April 17 to 29, 2023.  13 days from May 8 to 20, 2023.  13 days from February 13 to 25, 2023.  10 days from June 12 to 21, 2023.  13 days from July 24 to August 5, 2023.  13 days from August 21 to September 2, 2023.</p>
c. If yes b, does the facility provide one day off after 13 consecutive working days, if applicable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All workers were provided one day off after 13 consecutive working days.
d. If yes to b, list department(s) & # of workers involved and provide reasons for such occurrence(s):	Department(s): All workers. # of workers in each department: All workers. Reasons for such occurrence(s): Due to urgent orders.			
6.8a Other than cases of “urgent business needs”, do workers get at least one day off after six consecutive working days?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Other than cases of “urgent business needs”, all workers get at least one day off after six consecutive working days.
b. If no to a, in the past 12 months, how many instances occurred where workers worked more than 6 consecutive days?	N/A			

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<i>List the number of instances and the occasions occurred: E.g., one time, November 4 - 12, 2020</i>				
c. If no to a, list department(s) & # of workers involved and reasons for such occurrence(s):				Department(s): N/A # of workers in each department: N/A Reasons for such occurrence(s): N/A
6.9 Are notifications of maximum regular and overtime hour policies visibly posted in the language(s) understood by the facility's workers and management personnel?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Working hour's policies are posted in main entrance of facility in the native language of workers and management personnel.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

### Hours of Work Analysis

Review periods	# of samples reviewed	Average weekly hours (incl. overtime)	Highest weekly hours (incl. overtime)	Frequency of occurrence of max hours (# of workers from samples & # of weeks worked at max hours per period)
August 2023	25	64.3	81	21 workers & 1 week
July 2023	25	60.2	75	10 workers & 1 week
April 2023	25	65.12	75	6 workers & 1 week
December 2022	25	64.8	75	11 workers & 1 week
<b>Average weekly hours incl. overtime across all samples</b>		63.6		
<b>Follow-up Audit</b>				

### Range of Hours Worked

<b>Legal regular work week for this country/industry</b>	<b>40 hours per week</b>			
<b>Range of weekly overtime hours over sample, quote highest and lowest)</b>	<b>Review period 1</b>	<b>Review period 2</b>	<b>Review period 3</b>	<b>Review period 4</b>
	Highest: 41	Highest: 35	Highest: 35	Highest: 35
	Lowest: 14	Lowest: 14	Lowest: 14	Lowest: 14
<b>Range of daily overtime hours over sample, quote highest and lowest</b>	<b>Review period 1</b>	<b>Review period 2</b>	<b>Review period 3</b>	<b>Review period 4</b>
	Highest: 4	Highest: 4	Highest: 4	Highest: 4
	Lowest: 1	Lowest: 1	Lowest: 1	Lowest: 1
<b>Lowest total weekly hours worked in sample</b>	<b>54</b>	<b>Department(s)</b>	<b>All departments</b>	
<b>Highest total weekly hours worked in sample</b>	<b>81</b>	<b>Department(s)</b>	<b>All departments</b>	
<b>Legally permitted overtime hours (list daily, weekly, monthly, quarterly, yearly whichever is applicable)</b>	<b>3 hours per day, and 36 hours per month. No legal permitted overtime hours on weekly, quarterly, or yearly basis.</b>			

### PRINCIPLE 6: HOURS OF WORK

#### Non-Compliances Raised Against This Principle:

1. It was noted that the monthly overtime hours of 22 out of 25 randomly selected employees were 59 to 110 hours in August 2023; 22 out of 25 randomly selected employees were 43 to 117 hours in July 2023; and all 25 randomly selected employees were 38 to 118 hours in April 2023; and 24 out of 25 randomly selected employees were 91 to 118 hours in December 2022. The maximum daily overtime was 4 hours. (Observation)

2.

3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 7 PROHIBITION OF DISCRIMINATION

**Facilities will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.**

*Facilities will ensure that all terms and conditions of employment are based on an individual's ability to do the job, and not on the basis of any personal characteristics or beliefs. Facilities will ensure that any employment decision – involving hiring, firing, assigning work, paying or promoting – is made without discriminating against the employees on the basis of race, color, national origin, gender, age, sexual orientation, religion, disability, or other similar factors (pregnancy, political opinion or affiliation, social status, etc.).*

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
7.1 Does the facility have procedures and practices to ensure compliance and remediation with the facility policy?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022.  The facility had such procedures and practices to ensure the compliance and remediation with the facility policies.
7.2 Are the facility's written policy, practices and procedures on discriminatory behavior effectively communicated to and understood by all workers and management personnel?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy displayed in the workshop floors in Chinese (local language) and communicated to and understood by all workers and management personnel.
7.3 Does the facility have an effective program and materials used to train relevant individuals, including all individuals responsible for the supervision of workers and the hiring process, on the facility's policy and procedures prohibiting discrimination?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A program to train relevant individuals regarding WRAP 12 principles was conducted on March 10, 2023. Training records including training materials & photos were provided to review. Per workers' interview, they had a basic understanding on WRAP Principles.
7.4 Does the facility effectively communicate the requirements of this Principle to third parties (subcontractors, labor brokers/agencies, industrial parks, export processing zones, free trade zones, etc.) that may recruit and screen applicants on its behalf in writing?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on documents review, the facility effectively communicated the requirements of this Principle to third parties in writing, and the last communication was taken place on June 24, 2023.
7.5 Has the facility had any discrimination charges filed against it by workers, regulatory agencies or any outside agency during the past	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Auditor did not uncover any discriminatory charges against facility by employees, regulatory agencies, or any outside agency

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
two years? <i>If so, please provide details.</i>				during the past two years
7.6 Does the facility explicitly prohibit mandatory pregnancy testing as a condition of employment or continued employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As per interviews, hiring practices reviews and management interviews, facility explicitly prohibits mandatory pregnancy testing as a condition of employment or continued employment.
7.7 Are workers with the same job and seniority paid the same rate, irrespective of race, color, national origin, gender, age, sexual orientation, religion, disability, or other characteristics?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Auditor reviewed payroll records and observed that all employees performing the same task and with the same seniority are equally compensated. Workers confirmed the same.
7.8 Do all workers have an equal opportunity to work overtime?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Work overtime is voluntary, and all workers have an equal opportunity to work overtime.
7.9 Do all workers sign statements (statements may be included in an employment application or contract), written in the language(s) understood by workers, affirming their receipt and understanding of the facility's anti-discrimination policies and procedures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Induction training and Employee Handbook given at the time of appointment. Signed Affirmation Statement by staff, supervisors, and managers.
7.10 Are pregnant women engaged in work that creates a risk for their pregnancy or reproductive health?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There was no pregnant woman found in the facility. As per management, all pregnant women were given light and non-harmful jobs, if pregnant women were working in this facility.
7.11 a Does the facility have written policies and procedures related to termination and layoff?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility has full and detailed HR policies and procedures which address the termination and layoff practices.
b. Do these policies and procedures comply with local/national laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policies and procedures were made according to local law with the consultation of lawyer.
c. Does the facility provide training to all workers on termination and layoff policies and procedures, particularly to newly hired workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Induction training were provided to all employees, including this topic. The last WRAP training was conducted on March 10, 2023.
7.12 Can workers terminate employment by giving proper notice (defined by local laws or by contract terms) at any time and without penalty?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As per document review and employee interview, workers can free to terminate labor contract with 1 month or 3 days' (probation period) advance notice without penalty.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PRINCIPLE 7: PROHIBITION OF DISCRIMINATION**

**Non-Compliances Raised Against This Principle:**

**1. Nil**

**2.**

**3.**

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 8 HEALTH & SAFETY

**Facilities will provide a safe and healthy work environment. Where residential housing is provided for workers, either directly by facilities or through labor brokers, facilities will ensure it is safe and healthy housing.**

*Facilities will provide a safe, clean, healthy and productive workplace for their employees. Facilities shall prioritize worker health and safety above all else, and proactively address any safety issues that could arise. This will include a wide variety of requirements, such as, ensuring, among other things, the availability of clean drinking water (at no charge to workers), adequate medical resources, emergency exits and safety equipment, well-lit and comfortable workstations, and clean restrooms. Further, facilities shall adequately train all their workers on how to perform their jobs safely.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
<b>Health &amp; Safety Overview</b>				
8.1 Does the facility comply with all relevant health and safety laws and regulations, including any directives related to public health issued by relevant local authorities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Based on site tour and documents review, the facility complied with most relevant health and safety laws and regulations, including those directives related to public health issued by relevant local authorities.</p> <p><b><u>The building structure acceptance certificates or reports of production Building:</u></b> Without number.</p> <p><b><u>Fire Safety Inspection Report of office &amp; production Building:</u></b> 镇公消验字 [2002] 第0258号.</p> <p><b><u>Electrician license (2):</u></b> T32112319720222XXXX, valid from August 19, 2022 to August 18, 2028, and T32110219760804XXXX, valid from August 19, 2022 to August 18, 2028.</p> <p><b><u>Elevator Inspection Report (3):</u></b> ZJ-TD(3120)-2023-09818/09819, valid from May 6, 2023 to May 2024, and ZJ-TD(3120)-2023-02047, valid from January 6, 2023 to January 2024.</p> <p><b><u>Air Vessel Inspection Report (1):</u></b></p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				<p>ZJ-RD(Q)-2022-00221, valid from February 14, 2022 to January 2026.</p> <p><b><u>Forklift Inspection Reports (3):</u></b> ZJ-CD-2022-D-07040/041, valid from October 8, 2022 to October 2023, and ZJ-CD-2023-D-01010, valid from July 3, 2023 to July 2025.</p> <p><b><u>Forklift Driver (1):</u></b> 32110219760804XXXX, valid from January 2022 to December 2025.</p> <p><b><u>Water Test Report:</u></b> (水) 检字第202203844号, issued on December 26, 2022.</p> <p><b><u>Food Business License (1):</u></b> JY33211830094980, valid from June 4, 2019 to June 2, 2024.</p> <p>It was noted that 10% of material were stored against the pillars. (Minor)</p> <p><b><u>Desktop review (October 10, 2023):</u></b> <b><u>Corrected:</u></b> Based on provided evidence, it was noted that the facility moved these materials to let them have enough distance from the pillar.</p> <p>It was noted that there were no warning signs of high temperature posted nearby the drinking water machines. (Minor)</p> <p><b><u>Desktop review (October 10, 2023):</u></b> <b><u>Corrected:</u></b> Based on provided evidence, it was noted that the facility posted warning signs of high temperature nearby the drinking water machines.</p>
8.2 Has facility management deployed an adequate plan to address public health issues in the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Based on management interview and document review, the facility management had deployed an adequate plan to address public health issues in the facility, such as the establishment of EHS Committee etc.</p>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<p>8.3 Does the facility undertake internal monitoring of its health and safety systems, including fire safety, to ensure it is following written procedures/processes and meeting the requirements of all relevant laws?</p> <p><i>Please describe the nature of the internal monitoring procedures, including frequency and coverage</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility conducted internal audit to monitor of its health and safety systems twice per year, including fire safety, to ensure it is following the written procedures and processes and meeting the requirements of all relevant laws. The last two monitoring was conducted on July 14, 2023 and January 9, 2023.
8.4a Have risk assessments been carried out throughout the facility, including fire risk assessments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through document review and management interview, the facility had conducted risk assessments including fire risk assessments on July 7, 2023. The relevant documents were provided for review.
b. How often does the facility perform risk assessments?	Once per year per risk assessment schedule.			
c. Were the findings communicated with management and health & safety committee?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Health & safety committee member participated in the risk assessment and the result would be reviewed by the top management.
<p>d. Were actions taken to correct the findings?</p> <p><i>Note: If a facility had findings from risk assessments but has since corrected them, no NC should be raised.</i></p> <p><i>Please describe the actions taken and resulting improvement/correction.</i></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility analyzed the reason, took the corrective actions immediately and updated training and procedure.
8.5 Does the responsible person(s) work with health & safety committee to address findings from the facility's internal monitoring and risk assessments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Wu Renhua / Equipment supervisor worked with EHS committee to address findings from the facility's risk assessments.
8.6a Is a regular occupational health check arranged for workers involved in hazardous job duties, if any?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Occupational health checks were conducted for embroidering workers in December 2022, and the result was good.
b. Is the regular occupational health check free for the applicable workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The occupational health check was free for the applicable workers (embroidering workers).
8.7 Has the facility properly tracked health, safety, and fire incidents in the past 12	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Accident report Log of injuries and records of employees'

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
months?				visits to the doctor were presented for review.
8.8 Does the facility have an effective program and materials to train relevant individuals, including all individuals responsible for the supervision of workers, on all of the relevant occupational health and safety issues?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Training Planner made a detailed training plan for the year 2023. Last training carried out on March 10, 2023.
8.9 Does the facility have a written safety program, including written emergency procedures to handle natural disasters, fire safety, and emergencies and industrial accidents?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Emergency preparedness plan is established to handle nature disasters such as earthquake and typhoon, fire emergencies, work injury etc.
8.10 Are the following safety documents maintained by the facility:  a. Health and safety reports?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Accident report - Operating permits and licenses by government. - Work accident and illness records. - Internal monitoring system. - Machines safety records. - Building safety and electrical safety.
b. Heavy machinery inspection (boilers, compressors, etc.)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b><u>Elevator Inspection Report (3):</u></b> ZJ-TD(3120)-2023-09818/09819, valid from May 6, 2023 to May 2024, and ZJ-TD(3120)-2023-02047, valid from January 6, 2023 to January 2024.  <b><u>Air Vessel Inspection Report (1):</u></b> ZJ-RD(Q)-2022-00221, valid from February 14, 2022 to January 2026.  <b><u>Forklift Inspection Reports (3):</u></b> ZJ-CD-2022-D-07040/041, valid from October 8, 2022 to October 2023, and ZJ-CD-2023-D-01010, valid from July 3, 2023 to July 2025.
c. Maintenance reports?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Machine maintenance card Fire extinguisher maintenance card
d. Fire extinguisher records, noting the date of inspection and expiration?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Fire extinguishers are inspected monthly and inspection records are maintained by the facility.
e. Emergency evacuation drill records (at least semi-annual, roughly six months apart) for all shifts, including night shift, and childcare,	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that facility conducted semi-annual emergency evacuation drills for fire emergencies.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<p>noting the date and detailed results?</p> <p><i>List at least three (3) drill dates, two (2) in the past and one (1) planned for every shift, if applicable.</i></p> <p><i>List the time it took for all personnel to evacuate.</i></p>				<p>Last two conducted on June 23, 2023 (it took 46 seconds to evacuate all personnel) and December 23, 2022 (it took 45 seconds to evacuate all personnel.)</p> <p>The next fire drill would be held in December 2023.</p>
f. Work injury reports?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Accident Report.
g. Clinic logs, noting date and reason for visit?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There is no clinic in the facility.
<p>8.11 Have any government agencies inspected the facility for compliance with safety and health regulations during the past two years?</p> <p><i>If yes, please list the findings.</i></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No government agencies inspected the facility during past two years.
<p>8.12 Does the facility address the following occupational health and safety needs required by the relevant laws and regulations for the following:</p> <p>a. Heat stress/extreme temperatures?</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Adequate ventilation and fans provided. Air-condition provided in summer and heating provided in winter.
b. Paint spray/spot cleaning booths?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There was no paint spray/spot cleaning booth.
c. Welding safety?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No welding process in the facility.
d. Respiratory safety?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility assessed its respiratory safety, and it was acceptable.
e. Bloodborne pathogen program?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Work Instructions to first aid responders.
f. Hearing (noise control program)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was monitored in November 2022, and the result was acceptable.
g. Indoor air quality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As the workshop was well ventilated and exhausted, there was no obvious dust or other thing affect the air quality. But the factory monitored air quality in November 2022, and the result was acceptable.
h. Cotton dust ventilation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Well-ventilated and exhausted. But the factory monitored air quality in November 2022, and the result was acceptable.
i. Workplace illumination?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is enough illumination in all

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				workshops.
j. Sanitary waste disposal?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Disposal by the Municipal Environmental Protection Bureau.
<b>General Building Requirements</b>				
8.13 Does a visual inspection of the facility's building(s) suggest any potential concerns about physical integrity?	<input type="checkbox"/>	<input checked="" type="checkbox"/>		Walk through evidenced safe work conditions with adequate lighting facilities.
8.14 Are there any cracks on any of the building structures observed during the audit?  <i>If so, please include photos in Photo SECTION.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		No cracks on any of the building structures observed.
8.15 What is the overall general appearance of this facility:  <div style="text-align: right; padding-right: 20px;">           Excellent             Good             Fair             Unacceptable         </div>				<i>Please explain your assessment designation.</i>  The facility was in clean and tidy condition.
8.16 Is the overall general appearance of the maintenance shop acceptable and not in a condition that could cause serious injury or harm?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As per on-site observation, the overall general appearance of the maintenance shop was acceptable and not in a condition that could cause serious injury or harm.
8.17 Is trash properly disposed of both inside and outside the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Waste disposal policy was included in WRAP Policy & Procedure Manual Domestic garbage is disposed by local Municipal Environment Protection Bureau.
8.18 Are the toilets and washrooms in the facility: a. In sanitary and serviceable condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Adequate toilets in serviceable condition as per legal requirements
b. Meeting minimum quantity required by law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	39 Ladies toilets and 23 gent's toilets, which met the law requirement.
c. Stocked adequately with soap and toilet paper?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It was noted that there was no toilet paper and soap available in toilets in the production area. (Minor)

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				<b>Desktop review (October 10, 2023):</b> <b>Corrected:</b> Based on provided evidence, it was noted that the facility placed toilet paper and soap in toilets in the production area.
8.19 Are emergency exits unlocked during times when the facility is occupied to allow free, unobstructed exit from the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As per on-site observation, the exits were kept unlocked or unobstructed during working time.
8.20 During the facility visit, were any aisles blocked or restricting easy access to emergency exits?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Aisles were unobstructed and provide easy access to exits.
8.21a Has the facility appropriately identified areas that, for fire safety purposes, should be designated as “non-smoking”?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Those areas with flammable materials, including warehouse, production workshop, etc. were set as “Non-smoking” areas and posted the sign of “No smoking”.
b. Is the facility properly enforcing the “non-smoking” policy for areas so designated?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The “non-smoking” policy was introduced to all employees during recruitment, and anyone who broken the policy would be given necessary disciplinary, such as oral warning and writing warning, etc.
8.22a Does the facility maintain first aid supplies as required by law or if no legal requirement exists, as recommended by a local medical provider or relevant authority?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The first aid kits are accessible to all areas of the facility. Basic medicine and wound remedy appropriated in this industry are present.
b. Are these first aid supplies available and accessible to all areas of the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through the management interview, it was noted that the monthly checking of supplier items was done and recorded. The checking records are attached besides each kit. There is one first aid kit in every floor.
8.23 Is there clean and free drinking water that is easily accessible to all workers at the facility?  <i>List potability test report numbers, if applicable. If not, describe how the facility determines the drinking water is suitable for consumption.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility provided free drinking water for all employees which could easily be accessible at the facility. Based on the provided records, the facility had obtained the testing report ( (水) 检字第202203844号, issued on December 26, 2022) for drinking water for review. The results of the testing were acceptable.
8.24a Is the facility’s crèche/childcare area operated and maintained in a safe and healthy manner?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There was no crèche/child-care area in the facility.
b. Does the location of the crèche/childcare meet the local law	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There was no crèche/child-care area in the facility.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
requirements?				
8.25a Is the facility's canteen/cafeteria operated and maintained in a safe and healthy manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The canteen/kitchen was maintained in a safe and healthy manner with valid Food Business License (JY33211830094980, valid from June 4, 2019 to June 2, 2024). Appropriate ABC type of fire extinguishers and fire hydrants were installed in this building. The relevant training on usage of fire equipment was introduced to those staffs.
b. Does the canteen/cafeteria have the required licenses to operate?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Food Business License:</b> JY33211830094980, valid from June 4, 2019 to June 2, 2024.
c. Does the staff have the required health certificates?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All 2 staff worked in the kitchen had the required valid health certificates.
<b>Personal Protection Equipment (PPE)</b>				
8.26 Is appropriate PPE provided to affected workers in a timely manner and at no cost?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Appropriate PPEs were provided according to local law to workers in a timely manner and at no cost.
8.27 Is the PPE appropriate and adequate for the workers' job and in good condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Site tour confirmed that all the PPEs provided for workers were appropriate and adequate for the workers' job and in good condition.
8.28 Are all workers required to use PPE found using it?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Site tour confirmed that all workers required to use PPE found using it, such as cutting workers used the provided metal glove.
<b>Electrical Safety</b>				
8.29 Is there a qualified electrician in the facility responsible for maintaining electrical safety?  If not, what is the facility doing to ensure electrical safety?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There were two electricians in the facility responsible for maintaining electrical safety had obtained valid license. <b>Electrician license (2):</b> T32112319720222XXXX, valid from August 19, 2022 to August 18, 2028, and T32110219760804XXXX, valid from August 19, 2022 to August 18, 2028.
8.30 Does a visual inspection of the wiring indicate the following:  a. Good general condition of cabling?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The generic cabling system for building was designed according to local law. Permanent conduit wiring was in good conditions with no broken junctions or wires sticking out at the ends of the conduit.
b. No exposed or loose wires?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All wires were kept in good condition, not exposed or loose.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
c. Proper insulation/grounding /earthing?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All wires are kept in proper insulation/grounding/earthing.
8.31 Does a visual inspection of the electrical boxes and cabinets verify:				
a. Complete enclosures with covers provided?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that electrical boxes and cabinets had complete enclosures with covers provided.
b. Switches and outlets maintained in good working order?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Switches and outlets were maintained in good working order
c. All knockouts/trips in place?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Electrical cords lying on the floor neatly did not cause employees to trip over them and a risk of strangulation.
d. Adequate labeling with safety warning?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that electrical boxes and cabinets had adequate labeling with safety warning.
<b>Worker Safety Awareness</b>				
8.32a Does the facility maintain a safety committee comprised of workers and management, which holds regular meetings and keeps minutes of proceedings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that facility maintains a safety committee comprises of 3 workers and 4 management representatives, which holds meetings monthly and keeps minutes of proceedings.
b. Does the committee discuss the findings from internal monitoring/risk assessments and find solutions?  When was the last time the discussion occurred?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Findings from risk assessment and internal audit were discussed, and relevant corrective action plan was recommended. The last discussion took place on September 6, 2023.
c. Does the committee discuss the health, safety, and fire incidents, if any, that happened in the facility and make the necessary preventative changes as needed?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No health, safety, and fire incidents happened in the facility in the past year.
8.33a Does the facility conduct health & safety and fire safety orientation training for all new workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Induction training including H&S and fire was provided for all new employees before they began working in the workshop. Then the regular H&S training also would be provided for employees during their daily work.
b. Do ALL workers have the right to remove themselves from serious	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on workers interview, they have the right to remove themselves from serious

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
imminent danger without seeking permission?				imminent danger without seeking permission and any consequences.
8.34 Does the training cover the following regarding fire safety:				The information about the locations of fire alarm button stations were included in these trainings. Moreover, the facility manager also emphasized this information during fire drill.
a. Workers are informed of the locations of fire alarm pull/button stations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Workers are informed of the locations of fire extinguishers in and near their work area?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All employees would be familiar with their working environment including fire equipment's location in and near their work area.
c. Workers have specific training concerning the dangers of smoke inhalation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The training was provided during fire drill.
d. Workers are informed of the location of nearest exits and assembly points?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All employees would be familiar with their working environment including nearest exits and assembly points' location in and near their work area.
8.35 Is worker training conducted for first aid and safety?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Last first aider training was carried out in February and March 2022, by local Red Cross and safety & fire training was carried out on June 23, 2023. First Aid Responders – 27 Fire fighters – 4
8.36 Are the first aid responders /emergency safety personnel properly trained and identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There were 27 first aid responders trained by local Red Cross
8.37 Have selected workers been trained on the proper use of firefighting equipment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Fire fighters – 5 members Last training was provided on June 23, 2023.
8.38 Have all workers who have any contact with chemicals and hazardous materials been trained on how to safely handle and dispose of specific chemicals and hazardous materials and how to eliminate fire risk?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A qualified person (Mr. Wu Renhua / Equipment supervisor) provided training for all employees who have any contact with chemicals to make sure they know how to safely handle and dispose of the chemicals and eliminate fire risk.
<b>Fire Safety</b>				
8.39a Does the facility have an emergency evacuation plan, in the language(s) understood by workers, posted in view of the	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evacuation plan displayed in prominent locations in Chinese (language).

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
facility's workers?				
b. Does the plan correspond accurately with the facility's actual floor plan?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evacuation plans correspond accurately with the facility's actual floor plan. In Chinese (language)
8.40 Does a facility tour verify that emergency exits are:				It was verified that there is an adequate number of properly located unimpeded emergency exits (at least 2 per production area).
a. In adequate number which meets the law requirement?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. In adequate locations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that emergency exits are properly located at adequate locations.
c. Unimpeded, including the path leading to emergency exits?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All exits are unblocked and free of obstruction.
d. Evacuation routes/paths are clearly marked?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that all evacuation routes/paths are clearly marked.
e. Opening outwards or always secured open during working hours?  <i>If inward opening/sliding/rolling emergency doors are found to be secured open during working hours, raise it as an observation in CAP.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All emergency exits are opening outwards and always secured open during working hours.
f. Leading to a safe assembly point?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that all emergency exits are leading to a safe assembly point.
8.41 Can assembly point(s) accommodate ALL workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is one assembly point located outside of production buildings. And it was verified that assembly points can accommodate all employees.
8.42 Does a facility tour verify that safety equipment is:				All fire extinguishers and fire hydrants' locations were clearly marked. Fire extinguisher operating instruction also were included on the nameplate which was legible and face outward;
a. Visible?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Appropriate in functionality and number?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Number of sprinkler heads: 2196 Number of fire extinguishers: 242 Number of fire hydrants: 53 Number of fire alarm: 27 Number of smoke detector: 504 All these fire equipment's were appropriate in functionality and number.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
c. Properly distributed throughout the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All 242 fire extinguishers were properly distributed in production site.
d. Easily accessible?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the fire extinguishers & hydrants were easily accessible.
e. Properly mounted?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the fire extinguishers & hydrants were properly mounted.
f. Unblocked and free of obstruction?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility indicated with a “yellow box” or other marking that the areas in front of exits, fire-fighting equipment, control panels and potential fire source areas are to be kept clear.
g. Fire extinguishers are appropriate for the class(es) of fires possible in the area?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The proper type (ABC) of fire extinguishers was installed in the facility, which can put out fires broken out in the facility.
8.43 Are the fire-fighting water hoses and connections in usable condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The regular and periodic inspections of fire extinguishers and fire hydrants including fire-fighting water hoses and connections were conducted by the facility to make sure they were in usable condition.
8.44 Does the facility have appropriate measures to ensure adequate water pressure for fire-fighting water hoses and sprinkler systems?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility designated a qualified person named Mr. Wu Renhua / Equipment supervisor to inspect and test the water pressure periodically, especially be tested in fire drill. If necessary, they also asked local fire brigade for help.
<b>Sprinkler Valves</b>				
8.45 Do sprinkler valves appear in good working order? <i>If local/national laws do not require facilities to have sprinklers, state so.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility tour confirmed that all sprinkler valves appeared in good working order.
8.46 Are all sprinkler heads kept unobstructed from storage or other materials?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility tour confirmed that all sprinkler heads were kept unobstructed from storage or other materials.
<b>Fire Alarm Boxes</b>				
8.47a Are fire alarms unobstructed and identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All fire alarms boxes were installed near the exits, and no one was obstructed.
b. Does the facility have a test schedule for all fire alarm boxes? <i>State how the facility maintains this</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility designated a person to inspect all fire equipment monthly including fire alarm boxes.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<i>schedule.</i>				
c. Do fire alarms have flashing lights?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All fire alarms have flashing lights in the factory.
d. Are fire notification mechanisms audible?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that the fire notification mechanisms are audible.
<b>Emergency Evacuation</b>				
8.48 Are lighting and alarm systems adequate and fitted with back-up systems?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All lighting and alarm systems were fitted with back-up systems.
<b>Emergency Lighting</b>				
8.49a. Is appropriate lighting in place in the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Enough lighting was in each floor.
b. Is the emergency power system working and in good condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility designated a person to inspect emergency lighting and exit sign monthly.
c. Does the facility regularly conduct a test to ensure the emergency power system is functioning correctly?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A test was conducted during fire drill.
<b>Stairwells</b>				
8.50a. Are all stairwell handrails in good condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All stairwell handrails were installed appropriately and maintained well.
b. Are all stair treads in good condition and does its width meet local law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All stair treads with proper width were maintained well, not broken.
c. Are all stair widths in compliance with the requirements of all relevant laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All stairs' width was designed according to local law.
d. Are the stairways provided with appropriate artificial and emergency lighting?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There were emergency lights installed at each stairway.
e. Are stairwells completely clear of obstructions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All stairwells were completely clear of obstructions and no materials or goods were stored near stairwells to obstruct them.
f. Does the facility ensure stairwells are not used for storage?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No materials or goods were stored in stairwells.
<b>Chemical Safety</b>				
8.51 Does the facility have a chemical safety program?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a chemical safety program. The measure had defined chemical using and

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				storing, emergency response for chemical hazard and leak accident.
8.52 Where applicable, does the facility properly store hazardous/toxic materials?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The chemical used is only small amount of machine oil for operating machines which were properly stored.
8.53 Does the facility have the required government storage and usage permits for chemicals, if required?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No government storage and usage permit for chemicals were requested.
8.54 Does the facility maintain documentation for chemical labeling (including fire safety), chemical usage warnings, and proper handling instructions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility maintains documentation for all chemical labeling (including fire safety), chemical usage warnings, and proper handling instructions.
8.55a Are MSDS (SDS) available (in appropriate language(s)) for all chemicals used by the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility posted MSDS available (in local language) for all chemical (machine oil) used by the facility.
b. Does the facility have functional eye washing machines if applicable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Functional eye washing machine was installed in the facility properly.
8.56 Does the facility ensure that all solvent wastes and flammable liquids are properly stored (including being kept in closed containers when not in use) at all times and kept away from potential ignition sources?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on facility tour, the facility ensured flammable liquids are properly stored (including being always kept in closed containers when not in use) and kept away from potential ignition sources and no solvent wastes in the facility.
8.57 Are the chemical storage areas free of ignition sources, including lamps and lights?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on facility tour, there was no ignition sources, such as lamps and lights, in chemical storage area.
<b>Boiler/Compressor/ Generator Rooms</b>				
8.58a Is the location of the boiler/compressor/ generator room consistent with all relevant requirements?  (If no local or national laws apply, please describe the location of the boiler and compressor room.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The compressor room was segregated from production area, it was in a separated small room. Remark: the factory had no boiler / generator.
b. Are boilers/compressors/ generators separated from production floor/office space as required by the relevant laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The compressor room was segregated from production area, it was in a separated small room. Remark: the factory had no boiler / generator.
8.59 Are there housekeeping and	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The housekeeping and maintenance

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<p>maintenance procedures in place for the boiler and compressor rooms?</p> <p><i>Please describe the nature and execution of these procedures.</i></p>				<p>procedures were in place for the compressor room.</p> <p>The facility would conduct housekeeping and maintenance (mainly checking) on a weekly basis.</p> <p>Remark: the factory had no boiler.</p>
8.60 Are there any fuel leaks?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No fuel leaks identified.
8.61 Is the boiler operator certificate valid and authentic?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The factory had no boiler / generator.
<b>Machine Safety</b>				
8.62 Do machines have required safety measures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>It was noted that about 10% of sewing equipment in sewing workshop were not installed with finger guards or eye guards. (Minor)</p> <p><b>Desktop review (October 10, 2023):</b>  <b>Corrected:</b> Based on provided evidence, it was noted that the facility installed finger guards and eye guards for all sewing machines.</p>
8.63 Do machines have relevant safety warnings in the language(s) understood by workers/machine operators?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Safety warnings sign were posted in Chinese on machines.
8.64a Do machine operators have the required licenses?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>Forklift Driver (1):</b> 32110219760804XXXX, valid from January 2022 to December 2025.
b. Do machine operators have the trainings as required by law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All machine operators had the trainings as required by law regularly.
<b>Shared Building (If Applicable)</b>				
8.65 Does the facility conduct joint risk assessments with other operations in the building?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The factory did not share any building with other operation.
<b>Dormitories/Apartments (If Applicable)</b> <i>If No to Q8.66a &amp; b, the rest of the questions in this SECTION can be left blank.</i>				
8.66 Are there dorms/apartments provided for:	<input checked="" type="checkbox"/>	<input type="checkbox"/>		One 4-storey dormitory building was provided to workers.
a. Workers?				
b. Management?	<input type="checkbox"/>	<input checked="" type="checkbox"/>		Factory did not provide dorms/apartments for management.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
c. If Yes to a and/or b, are the dormitories/apartments <i>physically</i> separated from the production building(s) and warehouse(s)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	One 4-storey dormitory building was separated from the production building and warehouse.
8.67 Does the dormitory/apartment have a written safety program, including written emergency procedures to handle natural disasters, fire safety, and emergencies and industrial accidents?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Emergency procedures to handle natural disasters, fire emergencies, and injuries etc. displayed in the dormitory.
8.68 What is the overall general appearance of the dormitory/apartment?  Excellent  Good  Fair  Unacceptable		<input type="checkbox"/>  <input checked="" type="checkbox"/>  <input type="checkbox"/>  <input type="checkbox"/>		<i>Please explain your assessment designation.</i> Clean and tidy condition.
8.69 Does a visual inspection of the dormitory/apartment building(s) suggest any potential concerns about physical integrity?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There were no potential concerns about physical integrity.
8.70 Has the facility posted an emergency evacuation plan of the dormitories/apartments in the language(s) understood by the residents?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Evacuation plan displayed in prominent locations in Chinese.
8.71 Does the facility conduct regular emergency evacuation drills (at least semi-annual) for the dormitories/ apartments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that facility conducted emergency evacuation drills for fire emergencies twice for one year. Last two conducted on June 24, 2023 (it took 1 minute and 5 seconds to evacuate all personnel) and December 23, 2022 (it took 1 minute and 5 seconds to evacuate all personnel.) The next fire drill would be held in December 2023.
8.72 Does a dormitory/apartment tour verify that safety equipment is in compliance with the law requirements?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Fire safety equipment were available in dormitory and facility's monthly maintenance records were posted onsite.
8.73 Are exits unlocked during times when the dormitories/apartments are occupied to allow free, unobstructed exit from the	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified that exits were unlocked during times when the dormitories were occupied.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
dormitories?				
8.74 During the dormitory visit, were any aisles blocked or restricting easy access to emergency exits and to a safe assembly point?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Aisles in the dormitory were unobstructed and provide easy access to exits and to the safe assembly point.
8.75 Is there clean drinking water that is easily accessible? <i>List portability test report numbers, if applicable.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility provided free drinking water for all employees which could easily be accessible at the dormitory. Based on the provided records, the facility had obtained the testing report for drinking water ( <b>Water Test Report:</b> (水) 检字第 202203844号, issued on December 26, 2022) for review. The results of the testing were acceptable.
8.76 Are the toilets and washrooms in sanitary and serviceable condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The toilet and washroom were available in each bedroom and the facility were in sanitary and serviceable condition.
8.77 Is trash properly disposed of both inside and outside the dormitory/ apartments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The trash was disposed of both inside and outside the dormitory properly. Domestic garbage was disposed by local Municipal Environment Protection Bureau.
<b>Dormitories Fire Alarm</b>				
8.78a Are fire alarms unobstructed and identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All fire alarms were unobstructed and identified.
b. Does the facility have a test schedule for all fire alarm boxes?  <i>State how the facility maintains this schedule.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The factory tested the fire alarms every month.
<b>Dormitories Emergency Lighting</b>				
8.79 Is the emergency power system working and in good condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Enough lighting was in each floor. The facility designated a person (Mr. Wu Renhua / Equipment supervisor) to inspect emergency lighting and exit sign monthly.
<b>Dormitories Stairwell</b>				
8.80 Are all stairwell handrails in good condition?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All stairwell handrails were installed appropriately and maintained well.
8.81 Are all stair treads in good condition and does its width meets local/national law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All stair treads are properly maintained.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
8.82 Are stairwells completely clear of obstructions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	No materials or goods stored near stairwells.

### PRINCIPLE 8: HEALTH & SAFETY

#### Non-Compliances Raised Against This Principle:

1. It was noted that 10% of material were stored against the pillars. (Minor)

**Desktop review (October 10, 2023): Corrected:** Based on provided evidence, it was noted that the facility moved these materials to let them have enough distance from the pillar.

2. It was noted that there were no warning signs of high temperature posted nearby the drinking water machines. (Minor)

**Desktop review (October 10, 2023): Corrected:** Based on provided evidence, it was noted that the facility posted warning signs of high temperature nearby the drinking water machines.

3. It was noted that there was no toilet paper and soap available in toilets in the production area. (Minor)

**Desktop review (October 10, 2023): Corrected:** Based on provided evidence, it was noted that the facility placed toilet paper and soap in toilets in the production area.

4. It was noted that about 10% of sewing equipment in sewing workshop were not installed with finger guards or eye guards. (Minor)

**Desktop review (October 10, 2023): Corrected:** Based on provided evidence, it was noted that the facility installed finger guards and eye guards for all sewing machines.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 9 FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

**Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.**

*Facilities will respect the freedom of each employee to choose for him- or her-self whether or not to join a workers' association. Facilities cannot discriminate against workers based on whether or not they choose to associate. Both the facility and the workers shall ensure they conduct themselves in accordance with all relevant laws in this regard. Facilities will ensure an effective mechanism is in place to address any workplace grievances.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
<b>General Questions</b>				
9.1 Does the facility have procedures that recognize and respect the right of workers to exercise their lawful rights of free association and collective bargaining?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility respected employees' right on freedom of association & collective bargaining as per law requirement, which described in WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022.
9.2a Which of the follow does the facility have:  <i>Note: Facility is required to indicate whether an informal or formal association of workers exists. If a lawful association of workers exists, include a representative of such association in the interview process.</i>  <i>Some form of effective mechanism must exist to address workplace grievances.</i>  List the name of the lead workers' representative (in the union, association, workers' committee, or collective representation of workers.)  A union	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Union name (Zhenjiang Yimaxian Garment Co., Ltd union), union chairman: Ms. Ju Jiyan / Production supervisor.
An association	<input type="checkbox"/>	<input checked="" type="checkbox"/>		No association in the facility.
Workers' committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>		The facility has a Worker's Committee which comprises of 3 workers (Ms. Zhu Qianxiang, Ms. Zhang Mingxiang and Ms.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				Zhang Yaoqin). The members are fairly elected each year. Meetings are conducted quarterly and recorded. Last meeting conducted on June 16, 2023.
Collective representation of workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>		No collective representation of workers in the facility.
b. Does this workers' group operate free from coercion or illegal restrictions to its operations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Worker's committee addresses workplace issues. Free of coercion or restrictions. Worker interview did not reveal any non-compliance.
c. Does the facility consult with the worker representatives on any issues that are a requirement by law such as facility disclosures, mass lay-offs, restructuring of the business etc.?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility would consult Ms. Zhu Qianxiang, Ms. Zhang Mingxiang and Ms. Zhang Yaoqin who were the representatives of worker's committee if needed.
d. Is there any collective bargaining agreement (CBA) or labor-management negotiation on workplace issues?  <i>Specify what agreement exists.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No CBA in the facility.
e. If yes to 9.2d, how is the CBA/bargaining agreement implemented?	N/A			
f. If there is an CBA/bargaining agreement, do the terms meet the legal minimum requirements?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No CBA in the facility.
<b>Grievance Mechanism</b>				
9.3a Does the facility have a <i>documented</i> grievance mechanism?  <i>Describe the mechanism in full, such as Workers' committee/representative/union members, round-table discussion, open door, suggestion box, helpline/hotline, and/or electronic online form, including how grievances are collected by facility designated personnel.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If workers had grievances, they would use the suggestion box or contact the worker representative directly for help. Facility management would participate in the meeting if necessary and follow up the issues raised by workers in two days.
b. Does the facility's responsible person(s) regularly review whether	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility's responsible person review suggestion box weekly to check whether

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
there were submissions of any grievances?				there were submissions of any grievances.
c. What is the frequency of such review?  <i>Note that the frequency should not be less than once a week.</i>				Weekly.
d. How does the facility address the grievances in a timely manner?				The facility established the grievance management procedure and action would be taken directly when grievances happened.
e. Does the facility maintain the records of such review?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Grievances records were saved by facility and no such case happened in last 12 months.
f. How many grievances were received in the past 6 months?				Grievances records were saved by facility and no such case happened in last 6 months.
g. Does the facility have the resolution policy in place regarding the reported grievances by workers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The resolution policy in place regarding the reported grievances by workers was established in facility.
h. What is the resolution process undertaken by the facility and human resources management in response to the grievances?				Once grievances were received, the facility responsibility person Ms. Ju Jiyan / Production supervisor would conduct case survey with HR department and active action would be taken, the interview would be conducted with related workers to ensure the grievance was properly solved.
i. Describe any appeal process available to workers.				Workers could apply the grievance in suggestion box or communicated with worker representative. If the worker was not satisfied with the feedback result, worker could communicate with facility HR department or general manager directly,
j. Is the grievance mechanism known to ALL workers?  <i>Please provide grievance reference numbers to any evidence of the grievance mechanism being used.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The relevant policy & procedure was posted in the workshop.  WRAP training was provided to workers including the grievance mechanism. All workers recognized the location of suggestion box.
k. Are there any penalties to workers associated with using the grievance mechanism?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There was clear regulation that no penalty should be associated with using grievance mechanism. No grievance received in the past 12 months.
l. Describe any confidential reporting channel available to workers.				Hotlines and anonymous email were available in facility.
m. Does the facility provide effective grievance mechanism trainings to its	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility provided effective grievance mechanism trainings to its managers and

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
managers and supervisors?				supervisors regularly.
9.4a. If there is a union, are workers aware of the existence of the union?  <i>Name(s) of union(s)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The union name is Zhenjiang Yimaxian Garment Co., Ltd Union, and workers are aware of the existence of the union.
b. Are organization meetings held in the factory premises?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Regular meeting was arranged for communication between both, the last was held on June 16, 2023.
9.5a Are there formal communication procedures between union/worker representatives/committee members and management?  NOTE: If a facility does not have a union, an answer is still needed.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Based on document review, there are formal communication procedures between worker representatives/committee members and management.
b. What are the procedures for union/workers' representatives/committee members meeting with management to discuss work-place issues?				Meeting was hosted and recorded by workers' representative. The workers' representatives would collect the workplace issues and share the comments to the management. Then they would discuss to solve the issues and make the long-term goal from every meeting.
c. Are union/workers' representatives/committee members consulted in establishing safe working conditions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Worker representatives/committee members would be encouraged to share their comment on establishing safe working conditions.
d. Does management respond to union/workers' representatives/committee members within a defined time?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Management would follow up with advice brought up by worker representatives/committee members and respond them in given timeframe.
9.6 Does the facility enter into discussions with the workers' representatives in an open manner and within the terms of local/national law?  NOTE: If a facility does not have a union, an answer is still needed.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Facility management would participate in the meeting and follow up the issues raised by workers.
9.7 Are the minutes of facility/worker representative meetings documented and available to the workers?  NOTE: If a facility does not have a union, an answer is still needed.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Meeting minutes can be provided for review.
9.8 Are workers' representatives elected on a free and confidential basis by the workers without interference from management?	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Worker representatives were elected on a voluntary and free basis.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<i>If no, what is the election process?</i>				
9.9 Does the facility discriminate, harass, or abuse against workers:				No adverse comments during worker interview were found. Interviews by auditor did not reveal any information that would indicate actions by facility to discriminate against employees who are worker representatives.
a. who form or participate in lawful associations?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
b. who choose not to join any association?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Workers free to join any association – worker interviews. Interviews by auditor did not reveal any information that would indicate actions by facility to discriminate against employees who choose not to join any association.
9.10 Does the facility communicate its policies and practices pertaining to this Principle to:				Induction training and regular WRAP training were provided to relevant employees, including the policies and procedures pertaining to this principle.
a. facility workers that may perform recruitment or screening of applicants?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Third Parties (e.g., free zone office services, labor brokers/agencies) that may perform recruitment or screening of applicants?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no third parties that may perform recruitment or screening of applicants in this facility.

**PRINCIPLE 9: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

**Non-compliances raised against this Principle:**

1. Nil
- 2.
- 3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 10 ENVIRONMENT

**Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.**

*Facilities will ensure compliance with all applicable legally mandated environmental standards and should demonstrate a commitment to protecting the environment by actively monitoring their environmental practices. In particular, facilities will ensure proper waste management, including monitoring the disposal of any waste material – whether solid, liquid or gaseous – to ensure such disposal is done safely and in a manner consistent with all relevant laws. Facilities are encouraged to minimize their impact on the environment by applying the principles of reduce, reuse and recycle throughout their operations.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
10.1 Does the facility have an environmental management system relevant to its industry?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a written procedure named Environment Protection; moreover, the facility had a written manual named WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022, which had included the proper items according to ISO14000.
10.2a Does the facility's environmental management system address where and how solid, chemical, sanitary, and waste-water substances are disposed of?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As per the Waste Classify and Treatment Procedure, the relevant waste was classified and treated as per local law requirement. As per the collection contract, general waste was collected and handling by the local waste collection station, medical waste was collected by local hospital and the empty machine oil were collected back by the supplier.
b. Does the facility recycle as required by the law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on the review of waste disposal policy which was included in WRAP Policy & Procedure Manual and waste disposal records, the domestic garbage is disposed by local Municipal Environment Protection Bureau. The recyclable waste was sold to waste recycling units base on documents review and management interview. And it was accepted by the law.
10.3 Does the facility have a program and materials to train relevant individuals on each practice of the environmental	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a detailed training plan to train relevant staff on environment management system. The relevant training records of March

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
management system, including the prevention and control of harmful release of industrial waste into the environment?				10, 2023 and training materials were provided for review during this audit.
10.4a Does the facility maintain records of emission events?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility kept records of emission events and provided to review.
b. Do emissions meet the permissible standards as defined by the law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review, the emissions meet the permissible standards as defined by the law.
10.5 Does a review of the following records reveal any irregularities? <ul style="list-style-type: none"> <li>• local government environmental inspection reports</li> <li>• certificates/permits</li> <li>• notices of deficiencies</li> <li>• corrective action notices or plans held by the facility</li> <li>• any correspondence from government officials</li> </ul> <i>If so, please comment on how the facility has addressed them.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No irregularities recorded by government officials.
10.6 What is the facility's long-term sustainability management plan, including monitoring its water and electricity consumption and utilize renewable energy?				Through documents review, management interview and workers interview, the facility set up histogram each month to monitor its water and electricity consumption and utilize renewable energy. Then the facility compared it with past years. The facility also encouraged employees to use both side of print papers, used paper bags instead of plastic bags, etc.

<b>PRINCIPLE 10: ENVIRONMENT</b>
<b>Non-Compliances Raised Against This Principle:</b>
1. Nil
2.
3.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

**PRINCIPLE 11 CUSTOMS COMPLIANCE**

**Facilities will comply with applicable customs laws, and in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.**

*Facilities will ensure that all merchandise is accurately marked or labeled in compliance with all applicable laws. In addition, facilities will keep records for all materials and orders, as well as maintain detailed production records.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
11.1 Does the facility keep copies of all applicable customs/trade program laws and regulations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	According to the law and regulation summary, the facility had maintained copy of all applicable customs laws and regulations.
11.2 Do the facility's policies and procedures on customs compliance cover the following requirements: a. Facility complies with all applicable customs/trade program laws and maintains practices to comply with customs/trade program laws regarding illegal transshipment of products (in the event possible illegal transshipment activity, appropriate host government agency shall be notified)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As reviewed, written procedure on WRAP Social Accountability with the number: WRAP-12, updated on December 20, 2022, the facility implemented business practices as per customs law and regulation.
b. Facility monitors its productions on a per style basis?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility maintains an organized system of production documentation by separating each purchase order and monitors its productions on a per style basis. <u>Documents reviewed:</u> Purchase Order, Contract sheet, planning sheet, Packing Instruction and Production Records.
c. Facility traces country of origin using records such as production, shipping, verification reports, quality control reports, and individual piecework sheets, for all inputs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified by auditor through randomly selected sets of records for 3 different products. <u>Following documents were reviewed:</u> Bill of Lading Certificate of Origin Packing List

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
d. Facility verifies production on an on-going basis at subcontracting facilities, including keeping records of such verification?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on management interview and onsite observation, the factory subcontracted washing process, and they verified production on an on-going basis at subcontracting facilities, including keeping records of such verification.
e. Facility maintains a machine inventory and updates it annually?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility machine inventory is kept and updated annually. Last update was conducted on June 20, 2023.
f. Facility ensures that the proper category designation is determined for all goods destined for the US market?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Category and HS code are mentioned on the invoices.
11.3 Does the responsible person ensure that origin determining documents are maintained for at least the period of record retention required by law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Name and job title: Mr. Duan Renzhong / Sales All origin determining documents were maintained for at least one year.
11.4 Does the facility stay current with possible illegal transshipment activity in the host country through communication with appropriate bodies such as the host government, trade association, etc.?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Name: Mr. Duan Renzhong / Sales was designated to deal with illegal transshipment activity in the host country. According to requirements, the facility used authorized companies which were approved by clients and government for cargo loading. No illegal transshipment activity was noted.
11.5 Does the facility maintain an organized system of production documentation that contains the following records: a. Records of the country of origin for all goods produced in the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility maintains an organized system of production documentation, by separating each purchase order with its proper packing list, bill of lading, shipping, importing records, style number, etc. <u>Following documents were reviewed:</u> Certificate of origin
b. A production profile (indicating name, address, production process, production type, and machine inventory) of any subcontracting facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility required subcontracting facilities with a production profile (indicating name, address, production process, production type and machine inventory).
c. Production/purchase orders (with information such as conditions of production, payment, and finished product specifications)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Purchase orders contain the details as required.
d. Raw material invoices (indicating country of origin of manufacturing facility)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Incoming material receipts contain the detail of the facility from where the material is being purchased.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
e. Payment proof of raw material, local transportation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The bank transaction records are maintained well according to each payment.
f. Shipping/receiving documents (outgoing and incoming records of components/ inputs sent to or received from another facility)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All incoming/outgoing materials are accompanied by a delivery note which contains details of the materials and is recorded in inward / outward register maintained at the security office.
g. Worker work records – accurate records of worker work hours that can be linked to the production of specific products?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Production records and timecard can be linked.
h. Quality control records (which may include facility name and address, purchase order number, style number, date of the quality check, buyer, name, stamp or signature of an inspector, comments on production)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Final Inspection report available for every shipment and contains all the details.
i. Export documents (including, packing list, manifest, bill of lading/airway bill from truck, ship, plane or train indicating the export date, exporting entity, destination, shipping lines, importing entity, and any charges incurred)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<u>Following documents were reviewed:</u> Invoice Packing List Certificate of Origin Bill of Lading/Airway Bill Inspection Report
j. Number of units produced marked with a traceable mark?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The number of units produced was recorded.
k. Documented confirmation of the correct category and country of origin for goods through verification of correct country of origin such as binding rulings from the US Customs Service, confirmation with purchasing company, knowledgeable/trained staff, etc.?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Category and HS code are mentioned on the invoices.
11.6a Do the facility's production records include verification of subcontractor performance?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility kept the performance evaluation records for washing subcontractor.
b. What records are used? Date and location of the verification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included date and location of the verification.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
Product(s) verified	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included product(s) verified.
Purchasing company	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included purchasing company.
Style number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included style number.
Phase of production	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included phase of production.
Reference indicator for worker(s) performing operation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included reference indicator for worker(s) performing operation.
Name/stamp or signature of verifying staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The performance evaluation records included stamp or signature of verifying staff.

<b>PRINCIPLE 11: CUSTOMS COMPLIANCE</b>
<b>Non-Compliances Raised Against This Principle:</b>
<ol style="list-style-type: none"> <li>1. Nil</li> <li>2.</li> <li>3.</li> </ol>

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

## PRINCIPLE 12 SECURITY

**Facilities will maintain appropriate procedures in order to ensure proper corporate security, transportation security, and people and physical security at the facility.**

*Facilities will ensure adequate controls are in place to safeguard against introduction of any non-manifested cargo. In this regard, WRAP recognizes the United States Customs and Border Protection (CBP)'s CTPAT Guidelines for Foreign Manufacturers as minimum requirements and has adopted those guidelines under this Principle.*

AUDIT QUESTIONS	YES	NO	NA	OBJECTIVE EVIDENCE/COMMENTS
<b>CORPORATE SECURITY</b>				
<b>1. Security Vision &amp; Responsibility</b>				
12.1.1a Does the facility have a security program to ensure the security of its premises, and its goods in the facility?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 to ensure the security of its premises, its goods in the facility.
b. Does the facility top management demonstrate their commitment to the program by signing the security statement?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility top management demonstrate their commitment to the program by signing the security statement on June 30, 2023.
c. Is such document posted onsite or shared during security trainings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility shared such documents through security training to their employees and the latest training was conducted on June 30, 2023.
d. Does the facility communicate its security program within its facility and also with its business partners?  Business partners refer to the entities the facility has business relationship with, in particular, transportation/ logistics providers, customers, raw material suppliers, subcontractors, service providers (including IT service providers), etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility communicated its security program within its facility through training and also with its business partners through writing statements and the relevant statements updated each year. The latest statements were signed on June 30, 2023
12.1.2 Does the facility have a cross-functional team from the relevant departments responsible for the implementation and	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a cross-functional team from the relevant departments responsible for the implementation and monitoring of its security

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
monitoring of its security program?  List at least two (2) people and their department from the team:				program.  Mr. Duan Renzhong / Sales Ms. Wang Yixiang / HR manager
12.1.3 Does the facility have an effective written review process for its security program that is updated promptly when pertinent changes are made in the facility's operation and level of risk?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had an effective written review process for its security program that is updated promptly when pertinent changes are made in the facility's operation and level of risk through relevant laws & regulation periodically collection and clients' COC updated, etc.
12.1.4a Does the facility have Point(s) of Contact (POC) – responsible persons – for its security program?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Duan Renzhong / Sales
b. Are these individuals trained to have the necessary knowledge on CTPAT program requirements?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The responsible person had more than 5 years experiences on CTPAT program.
c. Do POCs have a mean of obtaining and validating updates of security requirements?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The POCs have a mean (consulting the auditing origination) of obtaining and validating updates of security requirements, and the latest update of security requirements was on June 30, 2023.
d. Do the POCs provide regular updates to top management on issues related to the program, including the progress or outcomes of any audits, security related exercises, and CTPAT validations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The POC conducted regular management review on the latest updates with top management on issues related to the program, including the progress or outcomes of all the security audits (if any) related to exist exercises and CTPAT validations.
<b>2. Risk Assessment</b>				
12.2.1 Has the facility conducted security risk assessment (RA) to identify any security vulnerabilities in its facility and mitigate them by taking the necessary measures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility conducted security risk assessment (RA) to identify its security vulnerabilities in its facility and mitigate them by taking the necessary measures on August 16, 2023.
12.2.2 Does your risk assessment document and map the movement of your cargo?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The risk assessment documented and mapped the movement of the cargos.
12.2.3 Does the facility review its security risk assessment (RA) at least once a year?  <i>More frequent reviews must be done if risk factors dictate so.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility security procedure stated that the security risk assessment should be done annually and the last was conducted on August 16, 2023.
12.2.4 Does the facility ensure risks addressing towards crisis management,	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK,

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
business continuity, security recovery plan and business resumption?				updated on June 30, 2023 to ensure the risks addressing towards its crisis management, business continuity, security recovery plan and business resumption.
<b>3. Business Partners Security</b>				
12.3.1a Does a written and up-to-date risk-based process exist for screening of new and monitoring of existing business partners?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 exist for screening of new and monitoring of existing business partners.
b. Does the facility address the weaknesses found in its business partners' security assessments?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility carried out security evaluation on its business partners at least one per year and addressed the weaknesses (such as did not conduct background investigation on workers on sensitive positions) found in its business partners' security assessments.
c. Are the actions, taken to mitigate any identified deficiency, effective and in time?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review and management interview, the business partners had taken actions (to conduct background investigation on workers on sensitive positions) to mitigate any identified deficiency (such as did not conduct background investigation on workers on sensitive positions) which were effective and in timely manner.
12.3.2 If the facility has undergone any CTPAT/AEO (Authorized Economic Operator) audit within the past 24 months, provide the evidence.	The facility conducted internal CTPAT audit on August 16, 2023, the relevant audit report was provided to review. No CTPAT/AEO audit was conducted within the past 24 months.			
12.3.3 If the facility subcontracts transportation services to a highway carrier, the carrier has to be CTPAT certified.  Does the facility meet this requirement?  <b>ONLY applicable for land transportation to the US.</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A, the facility had no land transportation to the US.
12.3.4 If a highway carrier works directly for the facility's buyer through a written contract, does the contract stipulate adherence to CTPAT's Minimum Security Criteria (MSC) requirements?  <b>ONLY applicable for land transportation to</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A, the facility had no land transportation to the US.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
the US.				
<b>4. Cybersecurity</b>				
12.4.1 Does the facility have written cybersecurity policies and procedures to protect its information technology (IT) systems, including procedures for the recovery (or replacement) of IT systems and/or data if a data breach occurs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023
12.4.2 Does the facility have installed sufficient software/hardware protection from malware and internal/external intrusion (firewalls) in its computer system?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had installed sufficient software/hardware protection from malware and internal/external intrusion (firewalls) in its computer system
12.4.3 Does the facility regularly test the security of its IT infrastructure based on the defined frequency (but at the minimum once a year)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility tested the security of its IT infrastructure each month.
12.4.4 Does the facility have a system in place to identify unauthorized access of IT systems/data or abuse of policies and procedures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 to identify unauthorized access of IT systems/data or abuse of policies and procedures.
12.4.5a Does the facility restrict user access based on job description or assigned duties?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility restricted user access based on job description or assigned duties.
b. Does the facility require its system users to update their passwords regularly (but at the minimum once a year)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had an automated system for individually assigned accounts that required monthly change of passwords. The passwords changed records in August 2023 had been provided for review.
c. Does the facility employ secure technologies to safeguard its IT systems used by remote users?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The IT maintenance records showed that the facility installed and updated the surveillance software for its IT systems and if any remote users would do anything harmful this software could trigger the system alarm and cut the connection with the remote user, and it was also confirmed by management interview.
d. For facility staff using personal devices to conduct company work, does the facility require the staff to adhere to the company's cybersecurity policies and procedures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on review of cybersecurity training records and employee interview, the facility required the staff to adhere to the company's cybersecurity policies and procedures, if they used personal devices to conduct company work.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
e. Does the facility remove employee's computer and network access upon ending of employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through dismissal records that employee's computer and network access would be removed immediately upon their ending of employment, it was confirmed by management interview also.
12.4.6 Does the facility follow any national or international cybersecurity framework for establishing cyber security protocols?  (N/A for US facilities.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility followed international cybersecurity framework for establishing cyber security protocols.
12.4.7 Does the facility back up its data stored in its network at least once a week?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The sales data, financial data and employee data etc. was backed up by facility once per week in its network.
12.4.8 Does the facility have back-up power for its computer network so the facility can back up the necessary data before the power shuts down?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The back-up power for its computer network was available onsite.

### TRANSPORTATION SECURITY

#### 5. Conveyance & Instruments of International Traffic Security

**Instruments of International Traffic (IIT)** includes containers, flatbeds, unit load devices (ULDs), lift vans, cargo vans, shipping tanks, bins, skids, pallets, caul boards, cores for textile fabrics, or other specialized containers arriving (loaded or empty), in use or to be used in the shipment of merchandise in international trade.

**Conveyance and IIT refer to means of transportation.** It could be a container, or a truck, or any other means that a facility uses to transport its goods in and out of the facility. Regardless of the type of transportation used by facilities, they must conduct an inspection of the means of transportation they deploy and must have a locking mechanism for it.

12.5.1 If the containers/trucks, or which-ever means of transportation the facility deploys, stay in the facility, does the facility ensure that:  a. They are not tampered?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The security staff would monitor for the containers/trucks during loading/uploading time.
b. They are parked in an access-controlled area?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The security staff would monitor for the containers/trucks during loading/uploading time.
12.5.2a Does the facility have documented procedures in place to verify the physical integrity of the container structure, or whichever means of transportation the facility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023, the facility conducted 7-points inspection before loading.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
deploys, prior to loading?				And the inspection records and photos of were provided for review.
b. Does the procedure include the reliability of the locking mechanisms of the doors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through reviewing the procedure, it contained the reliability of the locking mechanisms of the doors.
c. Prior to loading/stuffing/packing, does the facility conduct 7-point inspection on its containers and unit load devices (ULD):	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
Front wall				
Left side	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
Right side	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
Floor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
Ceiling/Roof	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
Inside/outside doors, including the reliability of the locking mechanisms of the doors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
Outside/Undercarriage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 7-point inspection records and interview.
12.5.3a Does the facility conduct inspections of conveyances at the point of loading/stuffing?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility conducted inspections of conveyances at the point of loading/stuffing.
b. If conveyances are stored in the facility, does the facility inspect them when they enter and depart the storage yards?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Though onsite observation, the unauthorized persons were prohibited accessing to containers and trailers. The facility used facility badge and monitor to management and control. In addition, the facility designated security guards to monitor unauthorized entry to containers and trailers. The facility also conducted 10-point inspection process for all trailers and 7-point inspection process for all containers.
c. Does the facility inspect trailers for the following:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Fifth wheel area – check natural compartment/skid plate				

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
Exterior – front/sides	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Rear – bumper/doors	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Front wall	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Left side	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Right side	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Floor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Ceiling/roof	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Inside/outside doors and locking mechanisms	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
Outside/Undercarriage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through review 10-point trailer inspection records and interview.
d. Does the facility conduct inspections of its tractors on the following, if applicable:  <p style="text-align: center; color: red;">ONLY applicable for land transportation to the US. Bumper/tires/rims</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A. The facility did not ship to the United States by land or highway.
Doors, tool compartments and locking mechanisms	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A.
Battery box	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A.
Air breather	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A.
Fuel tanks	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A.
Interior cab compartments/sleeper	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A.
Faring/roof	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A.
12.5.4a Does the facility ensure that conveyances are equipped with external hardware that can reasonably withstand	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility ensured that conveyances are equipped with external hardware that can reasonably withstand attempts to remove it.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
attempts to remove it?				
b. Prior to attaching any locking device, does the facility inspect a container/truck or any other means of transportation and its locking mechanism to detect tampering?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility inspected a container and its locking mechanism to detect tampering prior to the attachment of any sealing device.
12.5.5 Does the facility's security inspection of its conveyances & IIT include the following elements:  Container/Trailer/Instruments of International Traffic number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo loading records, truck in/out logs, container inspection records etc.) review and management interview.
Date of inspection	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo loading records, truck in/out logs, container inspection records etc.) review and management interview.
Time of inspection	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo loading records, truck in/out logs, container inspection records etc.) review and management interview.
Name of employee conducting the inspection	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo loading records, truck in/out logs, container inspection records etc.) review and management interview.
Specific areas of the Instruments of International Traffic that were inspected	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo loading records, truck in/out logs, container inspection records etc.) review and management interview.
12.5.6a Does the facility perform its security inspections in an area of controlled access and monitored by CCTV if applicable?  <i>Facilities supplying only to local markets or not exporting to the US are not required to have CCTV, but they must have security inspections in the areas with controlled access.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility performed its security inspections in an area of controlled access and monitored by CCTV.
b. Are CCTV records, minimum of 24/7 and 30 consecutive days, kept in sensitive areas (cargo handling and storage areas, yard and storage areas for containers, trucks and trailers,	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review, the facility kept minimum of 24/7 and more than 30 consecutive days (from August 1, 2023 to the audit day) in sensitive areas.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
packing areas and entrance/exit)?  Facilities supplying only to local markets or not exporting to the US are not required to have CCTV records.				
<b>6. Seal Security</b>				
For the facilities supplying only to local markets, the facilities not direct exporters, or the facilities using Less Than Container Load (LCL) or using local Inland Container Depots (ICDs), only questions 12.6.8, 12.6.9, and 12.6.10a & b are applicable under THIS section.				
12.6.1a Does the facility affix a high-security seal to all loaded trailers and containers bound for the U.S.?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility used high security seal to all loaded trailers and containers for the overseas.
b. Do the seals meet or exceed the current ISO 17712 standards for high-security seals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As per the testing report provided by facility, the seals meet the PAS ISO17712:2015 standards and the facility provided testing report as per PAS ISO 17712 standards for review.
c. Does the facility have documented procedures stipulating how seals are to be controlled and affixed to loaded containers and trailers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had a written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 The facility would inspect seals first, and authorized employee would affix it after loading, meanwhile, the seal number would be record.
d. Does the facility have documented procedures for recognizing and reporting compromised seals and/or containers/trailers to US Customs and Border Protection or the appropriate local authority?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 The facility would inspect seals first, and authorized employee would affix it after loading, meanwhile, the seal number would be recorded.
e. Does the facility have designated workers for the distribution of seals for integrity purposes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Duan Renzhong / Sales
f. Controlling access to seals must have the following elements:  Management of seals must be restricted to authorized personnel only.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Duan Renzhong / Sales was the only authorized personnel to conduct the seal management.
Secure storage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through onsite observation, seals were locked in the safe under Mr. Duan Renzhong / Sales's control.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
Inventory, Distribution, & Tracking (Seal Log) • Recording the receipt of new seals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Duan Renzhong / Sales kept a seal log with all mentioned information.
• Issuance of seals recorded in log	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The seal log recorded the issuance of all the seals.
• Track seals via the log	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All the seals could be tracked through the log with detail information on it.
• Only trained, authorized personnel may affix seals to Instruments of International Traffic (IIT)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility security policy included in facility WRAP policy defined that only trained, authorized personnel may affix seals to Instruments of International Traffic, and the log recorded the authorized personnel's information who affixed seals to Instruments of International Traffic every time.
12.6.2 Does the Seal security policy and procedure include "controlling seals in transit" and "seals broken in transit"?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Seal security policy and procedure include "controlling seals in transit" and "seals broken in transit".
12.6.3 If seals are found broken in transit, the following must be done:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (transportation abnormal events log) review and management interview.
a. If a load is examined, record replacement seal number.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (transportation abnormal events log) review and management interview.
b. The driver must immediately notify dispatch when a seal is broken, indicate who broke it, and provide the new seal number.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (transportation abnormal events log) review and management interview.
c. The carrier must immediately notify the shipper, broker, and importer of the seal change and the replacement seal number.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (transportation abnormal events log) review and management interview.
d. The shipper must note the replacement seal number in the seal log.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (transportation abnormal events log) review and management interview.
12.6.4 Seal discrepancies are found:				
a. Does the facility retain altered or tampered seals to aid in investigations?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A, no seal discrepancy was found.
b. Does the facility investigate the discrepancy and follow-up with	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A, no seal discrepancy was found.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
corrective measures (if warranted)?				
c. If applicable, does the facility report compromised seals to CBP and the appropriate foreign government to aid in the investigation?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A, no seal discrepancy was found, and the facility only transport the products to cargo port.
12.6.5 Are all shipments sealed right after loading/stuffing/packing?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review and management interview, all shipments sealed right after loading/stuffing/packing.
12.6.6a Does the facility maintain an inventory of seals?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility maintained an inventory of seals and updated it monthly.
b. If yes, does the facility management or a security supervisor conduct audits of seals that includes periodic inventory of stored and reconciliation against seal inventory logs and shipping documents?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility conducted monthly update for the inventory list of seals to avoid against seal inventory logs and shipping documents.
12.6.7 Does the facility seal verification process followed the VVTT process:  V – View seal and container locking mechanisms; ensure they are OK	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility kept a seal verification log, which recorded the VVTT process followed every time.
V – Verify seal number against shipment documents for accuracy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility kept a seal verification log, which recorded the VVTT process followed every time.
T – Tug on seal to make sure it is affixed properly	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility kept a seal verification log, which recorded the VVTT process followed every time.
T – Twist and turn the bolt seal to make sure its components do not unscrew, separate from one another, or any part of the seal becomes loose	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility kept a seal verification log, which recorded the VVTT process followed every time.
Below section is applicable to the facilities supplying only to local markets, the facilities not direct exporters, or the facilities using Less Than Container Load (LCL) or using local Inland Container Depots (ICDs).				
12.6.8 Does the facility apply a locking device to all its shipments right after loading/stuffing/packing?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable, the facility supplies not only to local markets and does not use Less Than Container Load (LCL) or using local Inland Container Depots (ICDs).
12.6.9 Does the facility maintain records of	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable, the facility supplies not only to

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
the locking devices as required by the applicable custom rules or for at least 3 months?				local markets and does not use Less Than Container Load (LCL) or using local Inland Container Depots (ICDs).
12.6.10a Does the facility record any broken locking device incidents and take the necessary preventative measures?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable, the facility supplies not only to local markets and does not use Less Than Container Load (LCL) or using local Inland Container Depots (ICDs).
b. Does the facility have the procedures to address any incidents occurred during transit?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not applicable, the facility supplies not only to local markets and does not use Less Than Container Load (LCL) or using local Inland Container Depots (ICDs).
<b>7. Procedural Security</b>				
12.7.1 Does the facility have security officer/manager or other designated personnel during the loading/stuffing of cargo into containers/trucks?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility designated packing supervisor to monitoring during the loading/stuffing of cargo into containers/trucks.
12.7.2 Does the facility have procedures in place to ensure complete and necessary information in clearing of merchandise/cargo?  <i>Not applicable to non-exporting facilities.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 The facility would inspect containers, trailers and rail cards and record the destroyed cases. And the containers, trailers and rail cards would be sealed before their left the facility.
12.7.3 Does the facility verify the accuracy of the information in the bill of ladings (BOLs) and/or manifests with the shipper or its agent?  <i>Not applicable to non-exporting facilities.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility verified the accuracy of the information in the bill of ladings (BOLs) and/or manifests with the shipper or its agent.
12.7.4 Does the facility have written procedures for reporting an incident?  <i>Note: The report must include a description of its internal escalation process.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023
12.7.5 Does the facility have documented procedures in place to identify, challenge and address unauthorized/unidentified persons?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written s WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023, unauthorized and unidentified persons would be queried, monitored, and taken away. And this case would report to facility management immediately.
12.7.6 Does the facility investigate and	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All shortages, overages, and other significant

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
resolve any shortages, overages and other significant discrepancies or anomalies?				discrepancies or anomalies resolved and/or investigated appropriately.
12.7.7a Is cargo that is being shipped reconciled against information on the cargo manifest?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The shipping staffs verified and ensured each cargo that is being shipped reconciled against information on the cargo manifest.
b. Is all cargo accurately described, and are the weights, labels, marks, and piece count indicated and verified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The cargo was accurately described, and the weights, labels, marks, and piece count were indicated and verified.
c. Does the facility verify departing cargo against purchase or delivery orders?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The shipping staff verified departing cargo against purchase or delivery orders.
d. Are drivers delivering or receiving cargo positively identified before cargo is received or released?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Drivers delivering or receiving cargo are positively identified with the ID card before cargo is received or released.
e. Are documented procedures in place to track the timely movement of incoming and outgoing goods?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had documented procedures in place to track the timely movement of incoming and outgoing goods.
<b>8. Agricultural Security</b>				
12.8.1 Does the facility have written procedures designated to prevent visible pest contamination to include compliance with Wood Packaging Materials (WPM) regulations?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 to prevent visible pest contamination to include compliance with Wood Packaging Materials (WPM) regulations.
12.8.2 Does the facility inspect its cargo staging areas and its immediate surrounding areas to ensure these areas remain free of visible pest contamination?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility inspected its cargo staging areas and its immediate surrounding areas to ensure these areas remain free of visible pest contamination. The facility maintained the records each month.
12.8.3a Has pest contamination been found during the conveyance/instruments of international traffic inspection?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No such pest contamination been found during the conveyance/ instruments of international traffic inspection.
b. If so, was washing/vacuumping carried out to remove such contamination?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	N/A, no pest contamination been found during the conveyance/ instruments of international traffic inspection
12.8.4 Has the facility maintained the records of its pest contamination removal activities for at least one (1) year?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Facility had provided the records of its pest contamination activities for auditor's review.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
<b>PEOPLE &amp; PHYSICAL SECURITY</b>				
<b>9. Physical Access Controls</b>				
12.9.1a Does the facility have a physical access control procedure for cargo handling and storage facilities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility installed monitor system in finished goods warehouse, packing area, loading area and facility gate. The facility also designated security guard to monitor non-manifested material. All finished goods were stored in finished goods warehouse, where were defined as controlled areas with warning sign. The packing manager was appointed to monitor entrance to warehouse and loading areas. Only designates staff could access to those areas. The complete and detailed manifest were kept by the facility.
b. Do the facility's cargo handling and storage facilities have physical barriers and/or deterrents that prevent unauthorized access?  If no, describe what measures are in place to prevent unauthorized access?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through onsite observation, cargo handling area and storage facilities had had physical barriers and deterrents prevent unauthorized access. Both areas also had CCTV cameras to monitor daily activities.
12.9.2a Are there perimeter fencing enclosing the areas around cargo handling and storage facilities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The perimeter fencing was enclosing the areas around cargo handling and storage facilities.
b. Is interior fencing within a cargo handling area used to segregate domestic, international, high value, and hazardous cargo?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There was an interior fencing within a cargo handling area used to segregate domestic, international, high value, and hazardous cargo.
c. Is all fencing regularly inspected for integrity and damage?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through onsite observation and document review, all fencing was regularly inspected for integrity and damage.
12.9.3 Are gates through which vehicles and/or personnel enter or exit manned and/or monitored?  <i>The number of gates should be kept to the minimum necessary for proper access and safety.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There was one gate with security guards for monitoring the entry or exit manner of vehicles and personnel enter.
12.9.4 Are private passenger vehicles prohibited from parking in or adjacent to cargo handling and storage areas?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through onsite observation, private passenger vehicles were prohibited from parking in or adjacent to cargo handling and storage areas.

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
12.9.5 Is there adequate lighting provided inside and outside the facility including the following areas: entrances and exits, cargo handling and storage areas, fence lines and parking areas?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	During on-site checking, the lighting system around parking areas, main entrance or exit, warehouse, workshop, loading areas, etc. was acceptable.
12.9.6 Does the facility ensure its security technology physical infrastructure from unauthorized access?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through onsite observation, the facility ensured its security technology physical infrastructure from unauthorized access.
<b>10. Physical Security</b>				
12.10.1a Does the facility have written procedures governing how identification badges and access devices are granted, changed and removed?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 to governing how identification badges and access devices are granted, changed, and removed.
b. Does the facility restrict access to sensitive areas based on job description or assigned duties?  <i>Sensitive areas include cargo handling and storage areas, yard and storage areas for containers, trucks and trailers, packing areas and entrance/exit, IT server rooms, shipping/receiving areas where import documents are kept, and seal storage areas.</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that the facility did not restrict access to sensitive areas (such as packing workshop, loading and unloading area etc.). (Minor) <b>Desktop review (October 10, 2023):</b> <b>Corrected:</b> Based on provided evidence, it was noted that the facility restricted the access to sensitive areas (such as implementing checking and registration measures.).
c. Does the facility remove access of devices upon the employee's end of employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility removed access of devices upon the employee's end of employment, the relevant records were also provided to review.
12.10.2 Are visitors required to register at the main entrance and provided with proper visitor badges?  Facility visitor log must include the following:  Date of visit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that the facility did not ask visitor to register at the main entrance. (Minor) <b>Desktop review (October 10, 2023):</b> <b>Corrected:</b> Based on provided evidence, it was noted that the facility registered visitors' information.
Visitor's name	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on review of facility visitor log, visitor's name was logged.
Verification of photo identification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that the facility did not verify visitors' photo identification. (Minor) <b>Desktop review (October 10, 2023):</b> <b>Corrected:</b> Based on provided evidence, it was noted that the facility verified visitors' photo

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				identification.
Time of arrival	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that the facility recorded visitor's arrival time.
Company point of contact	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on review of facility visitor log, company point of contact was logged.
Time of departure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was noted that the facility recorded visitor's departure time.
Visitor's signature	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Based on review of facility visitor log, visitor's signature was logged.
12.10.3 Does the facility require positive identification from driver before cargo is received or released?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review and management interview, the facility required positive identification from driver before cargo is received or released.
12.10.4a Does the facility keep a cargo pickup log?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through documents review, the facility kept all the cargo pickup log ever since it was started its operation.
b. Does the facility personnel (not cargo drivers) log in and out of cargo drivers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility personnel log in and out of cargo drivers in the cargo pickup log in detailed information.
c. Is the cargo log securely kept?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The cargo pickup log was securely kept in a closet by facility security guards.
d. Does the cargo pickup log have the following item recorded: Driver's name	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards' interview.
Date and time of arrival	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards' interview.
Employer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards' interview.
Truck number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards' interview.
Trailer number	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards' interview.
Time of departure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards'

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				interview.
The seal number affixed to the shipment at the time of departure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through documents (cargo pickup log) review and security guards' interview.
12.10.5 Does the facility require carrier to make deliveries and pickups by appointment only with driver's name and truck number?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility require carrier to make deliveries and pickups by appointment only with driver's name and truck number.
12.10.6 Does the facility have documented procedures in place to check mails and parcels upon arrival?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Through document review, the facility had documented procedures in place to check mails and parcels upon arrival.
12.10.7 If the facility use security guards, does it have written policies and procedures for security guards' work instructions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023.
<b>11. Personnel Security</b>				
12.11.1 Does the facility verify applicant's employment history and conduct reference checks prior to hiring, to the extent possible and allowed under the law?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had conducted background checks and investigations for prospective employees. The relevant document was provided for review.
12.11.2 Once employed, are periodic checks and reinvestigations performed based on cause, and/or the sensitivity of the worker's position?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The periodic checks and reinvestigations were performed for employees enrolled the facility.
12.11.3 Does the facility have a code of conduct for security personnel?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023.
<b>12. Education, Training &amp; Awareness</b>				
12.12.1a Has the facility established and maintained a security training and awareness program, including code of conduct training for security personnel, for its personnel in sensitive areas and positions?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility had written WRAP Social Accountability with the number: YMX/FK, updated on June 30, 2023 and used it to train its personnel in sensitive areas and positions.
b. Does the facility keep training records which include the date of the training, names of attendees and the topics of the training?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility kept relevant training records and the latest training was conducted on June 30, 2023.
12.12.2a Does the facility train its relevant personnel who conduct security inspections of empty conveyances and Instruments of International Traffic (IIT)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility trained its relevant personnel who conduct security inspections of empty conveyances and Instruments of International Traffic and the latest training was conducted on

Facility name:	Zhenjiang Yimaxian Garment Co., Ltd	WRAP ID:	125849
Facility address:	No. 10 Yuanchen Road, Jurong Economic Development Zone, Jurong City, Jiangsu Province, China	Audit date(s):	September 11-13, 2023

<i>AUDIT QUESTIONS</i>	<i>YES</i>	<i>NO</i>	<i>NA</i>	<i>OBJECTIVE EVIDENCE/COMMENTS</i>
				June 30, 2023.
b. Does the facility training contain the following contents: Signs of hidden compartments	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through document review.
Concealed contraband in naturally occurring compartments	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through document review.
Signs of pest contamination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It was verified through document review.
12.12.3 Does the facility train its relevant personnel on its cybersecurity policies and procedures?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility trained its relevant personnel on its cybersecurity policies and procedures and the latest training was conducted on June 30, 2023.
12.12.4 Does the facility train its relevant personnel operating and managing security technology systems?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility trained its relevant personnel operating and managing security technology systems and the latest training was conducted on June 30, 2023.
12.12.5 Does the facility train its relevant personnel on how to report security incidents and suspicious activities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The facility trained its relevant personnel on how to report security incidents and suspicious activities and the latest training was conducted on June 30, 2023.

<b>PRINCIPLE 12: Security</b>
<b>Non-Compliances Raised Against This Principle:</b>
<p>1. It was noted that the facility did not restrict access to sensitive areas (such as packing workshop, loading and unloading area etc.). (Minor)  <b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility restricted the access to sensitive areas (such as implementing checking and registration measures.).</p> <p>2. It was noted that the facility did not ask visitor to register at the main entrance and did not verify visitors' photo identification. (Minor)  <b>Desktop review (October 10, 2023): Corrected:</b> Based on provided evidence, it was noted that the facility registered visitors' information and verified their photo identification.</p> <p>3.</p>

## Disclaimer

*This audit includes elements beyond the scope of a Social Compliance Audit as defined by the [APSCA Competency Framework](#). The association of the auditor's APSCA number with this report is limited to those elements outlined in the APSCA Competency Framework. APSCA makes no representations with respect to the auditor's competency to professionally evaluate compliance with any other audit elements.*

*Further, this report provides a summary of the findings and other applicable information found/gathered during the audit conducted on the dates mentioned only. The audit process requires that information be gathered and considered from records review, worker interviews, and management interview and visual observation. More information is gathered during the audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited facility prior, during or post-audit is in full compliance with WRAP Principles. WRAP Principles should not be used to prevent companies from exceeding these requirements. Companies applying WRAP Principles are expected to comply with all relevant laws, and where the provisions of law and WRAP Principles address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.*