

Workplace Conditions Assessment Report

Measured Results —Improved Performance



EVER RISING INTERNATIONAL (SHANDONG) CO., LTD

GENERAL INFORMATION

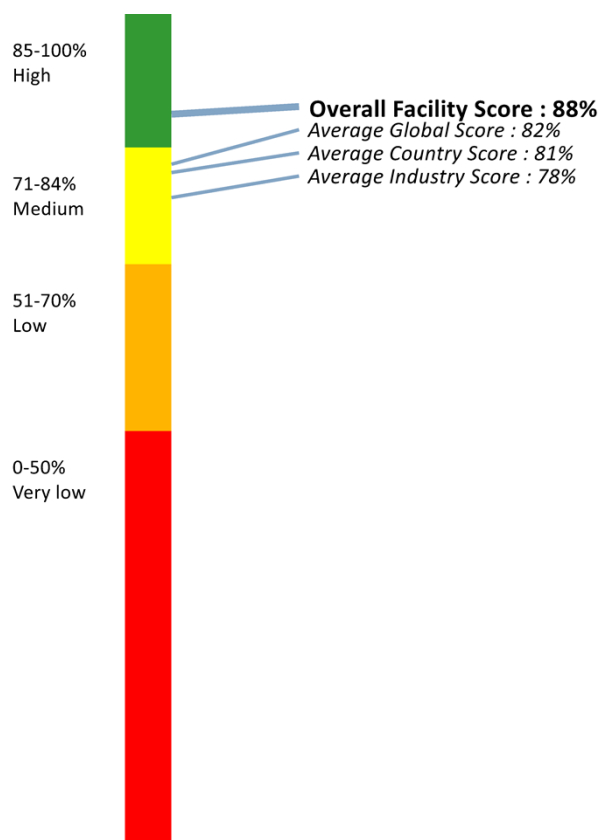
Overall Facility Score:

88%

Reg No:	F_IAR_192078	Country:	China
Audit Date:	05-Dec-2023	Assessment Stage:	Initial
Last Audit:	NA	Schedule Type:	Announced
Mandays:	1	Audit Firm:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 17481



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	No Score
Overall	88%	-	1	1	5	1
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	82%	-	1	-	1	1
Management Systems	76%	-	-	1	4	-
Environment	100%	-	-	-	-	-

The Performance Index Bar is used to measure and benchmark the facility's score against the other population of audit results in the database using a common scoring algorithm

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Ever Rising International (Shandong) Co., Ltd	Facility Legal Status:	Private
Facility Legal Name:	Ever Rising International (Shandong) Co., Ltd	Year facility began operations:	2022
Audit Location:	No.366,Changjiang 1th Road , Bincheng District, Binzhou City, Shandong Province. 6F Sunshine Building, Huanghe 5th-1 Road, Bohai 17th Road, Bincheng District,Binzhou City,Shandong Province.	Located in special economic zone:	No
City:	Binzhou	Person responsible for overall social compliance issues:	Mr. Zhang Tian Guang
Country:	China	Valid certificate for social compliance certification program:	None
Contact Name:	Mr. Zhao Lei Lei	Vendor Name:	Not provided
Contact Title:	Manager		
Industry:	Other		
Service Providers:	Not Applicable		
Security systems in place:	The facility was enclosed by a wall. Visitor was required to identify themselves by providing the purpose of the visit and the name of the contact person. Visitor was only allowed to access to the facility when authorization was obtained.		
Building Description:	At the address No.366 Changjiang Road 1, Bincheng District, Binzhou City, Shandong Province, there was one 4-storey (partial 5-storey) building located in the yard, the 4-storey part of the building was used as production and the 5-storey part of the building was used as office. The audited facility rented the 2F of the 4-storey part used as workshop and warehouse, and 3F of the 5-storey part used as office. At the address 6th Floor, Sunshine Building, Huanghe Road-1, Bohai 17th Road, Bincheng District, Binzhou City, Shandong Province, there was one 13-storey building, the facility rented partial 6F used as office. No dormitory, kitchen or canteen was provided at the facility. The total land area was about 4,600 square meters and the total structure area was about 4,000 square meters for two address. The rest areas of the 4-storey (partial 5-storey) building and the rest areas of the 13-storey building was rented out by the landlord to another facilities with separate business licenses which manufactured different products such as water purification equipment and medicine used as office, workshop and warehouse. The lease contract, the separate business license of the landlord had been provided for review. Interviewees of the employees and managers also confirmed that they were independent, and no employees were mixed used between the audited facility and other facilities.		
Special building type:	Facility is in a multi-story building housing multiple unrelated business types		

A2. PRODUCTION INFORMATION

Products manufactured / Services provided:	Houseware products:	Time record system(s) used:	Others: Finger printing system
Production process/ Service elements:	Inspection and packaging.	Chemicals or hazardous materials on-site:	Yes Equipment lubricating oil.
Production capacity a week:	45000	Current production/Services for client:	Houseware products:
Total number of machines:	2		
Main machine types:	Metal detector machines		
Shifts and Operating hours:	1 shift All employees worked 5 days per week from Monday to Friday in one shift which was from 8:00 to 17:00 with 1 hours for lunch from 12:00 to 13:00.		

A3. EMPLOYEE INFORMATION

Employee nationalities/provinces :	Chinese	Languages spoken in the facility :	Chinese
Union/Worker committee :	Not Applicable	Management and employees speak same language :	Yes
Hires through employment agent :	No		
Recruitment and hiring process :	No agency was used to hire employees. All employees were hired directly by facility. No any fee was needed for employees to obtain this job.		

Range	Female	Male	Homeworkers	Juveniles
50 or less	12	7	0	0

	Permanent	Temporary	Agency	Total
Local	19	0	0	19
Migrant	0	0	0	0
Foreign	0	0	0	0
Total	19	0	0	19

A4. SUBCONTRACTOR INFORMATION

No subcontractor information given

A5. GENERAL INFORMATION

1. This initial audit was conducted on announced basis by one auditor in one day.
2. Attitude of facility management: At 9:30 on December 5, 2023, auditor entered the facility then held an opening meeting according to WCA Program, the facility management Mr. Zhao Leilei/ Manager was present in the meeting. He stated that the facility would be cooperative with this audit. All documentation requested for the review was provided timely. At the end of the audit, all the findings were accepted by the facility management.
3. Attitude of employees: All interviewees were comfortable during interview. All employees were satisfied with the facility and no negative information was raised. The employees did enjoy working in the facility. They were satisfied with the working condition and management system. The facility gave everybody equal opportunity and salary was good in local area.
4. No peak season at this facility.

A6. AUDIT PROCESS

Auditor Information

Auditors APSCA ID : **Primary: Julia Zhu**
ID#: 21700235

Auditors APSCA ID : **Secondary: NA**
ID#: NA

Audit pay period provided for review

Records	From	To
12	01-Nov-2022	31-Oct-2023
13	01-Nov-2022	04-Dec-2023

Employee interview sampling

Individual	3
Group	0
Total interviewed	3

Special Comments: **NA**

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-Oct-2023	31-Oct-2023	No	3

Period 2	01-Jul-2023	31-Jul-2023	No	3
Period 3	01-Jan-2023	31-Jan-2023	No	3
Total				9

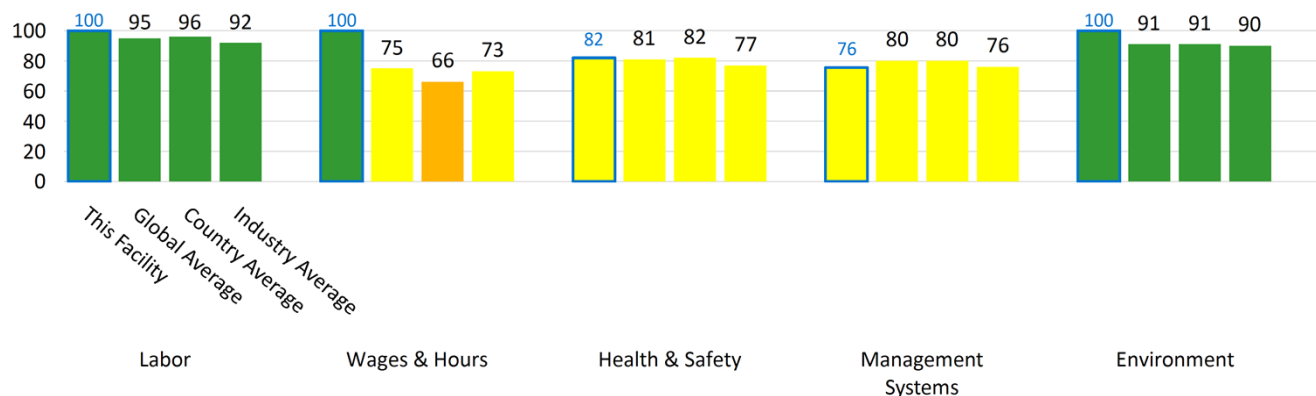
Other records reviewed

Personnel records	Production records
Non-Production records	Employment contracts
Legal Permits	Social insurance documentation
Employee leave register	Infirmary logs
Machine maintenance records	Security log book

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, China average, Other average



The Comparison Benchmark shows at a glance how this facility is performing in each category in comparison to all other facilities in the database globally, by country and/or industry using the same scoring algorithm.

B2. PERFORMANCE TREND ANALYSIS

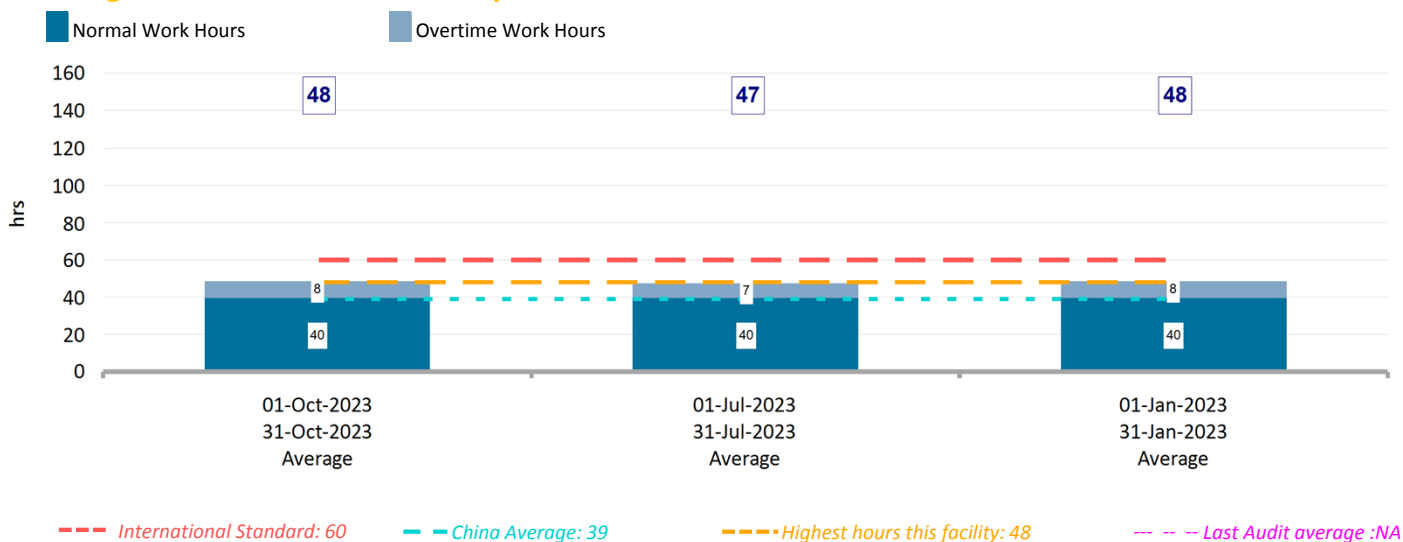
Section Name	Current (05-Dec-2023)	Last (NA)	First (NA)	Change (Current-Last)	Change (Current-First)
Labor	100	NA	NA	NA	NA
Wages & Hours	100	NA	NA	NA	NA
Health & Safety	82	NA	NA	NA	NA
Management Systems	76	NA	NA	NA	NA
Environment	100	NA	NA	NA	NA
Overall Score	88	NA	NA	NA	NA

▲ Advancers ■ Constant ▼ Decliner

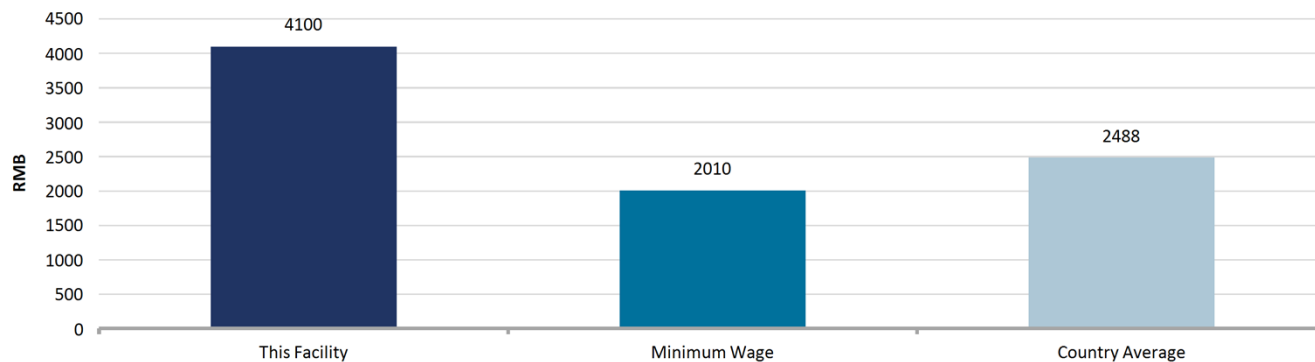
Showcase of the percentage of improvement (or decline) in performance over time for this facility. The current audit result is compared against the last audit completed at this same facility which is subsequently compared to the very first audit done at the facility.

B3. WORKING HOURS AND WAGES

Average total hours worked Weekly



Average wages paid in local currency (RMB)



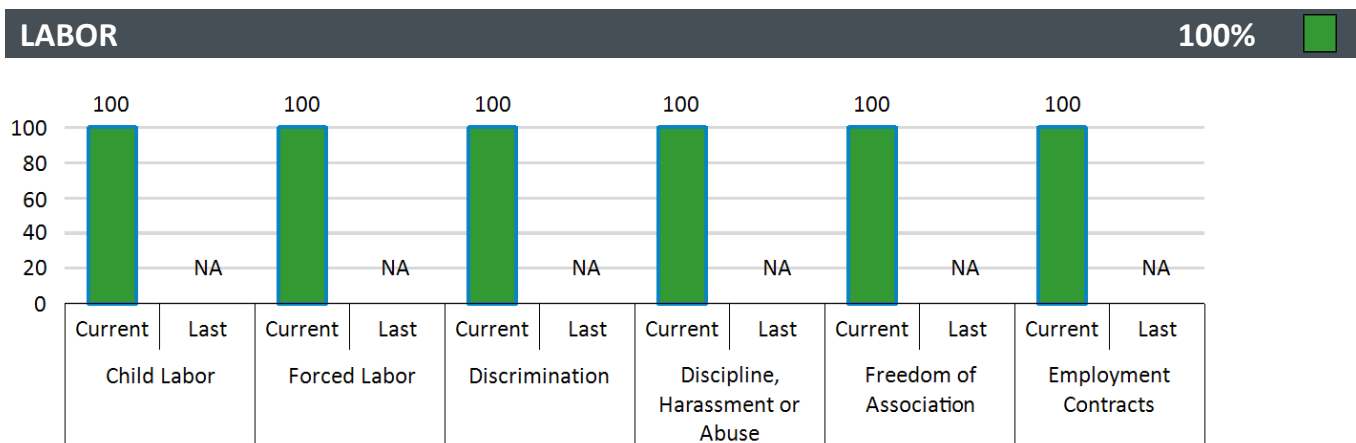
Provincial and country averages are based on average wages paid since past two years.

Special wage circumstances: The local minimum wage standard was set at RMB 1900 per month, equivalent to RMB 10.92 per hour from October 1, 2021 to September 30, 2023, and RMB 2010 per month, equivalent to RMB 11.55 per hour from October 1, 2023.

C. PERFORMANCE DETAILS

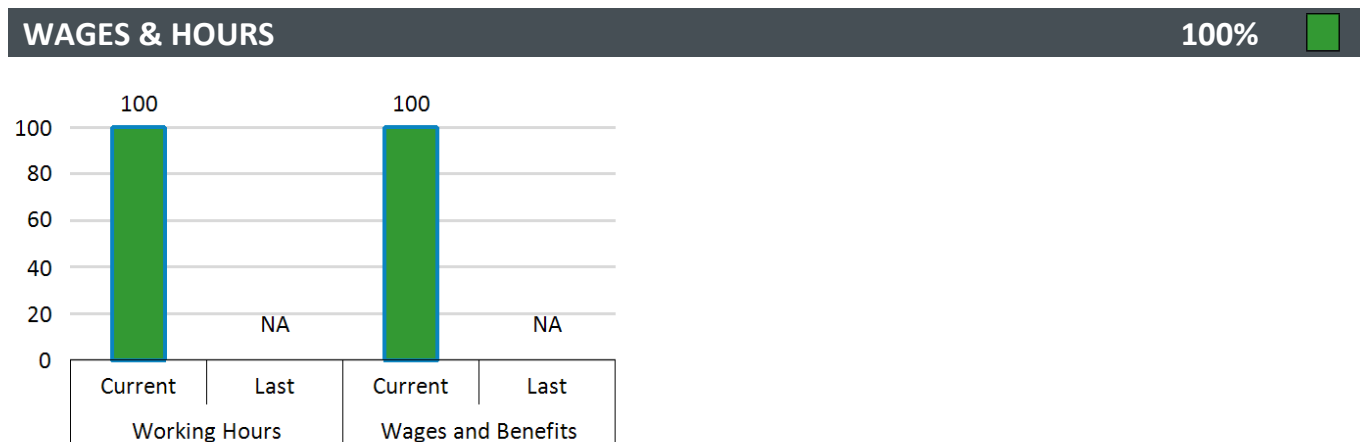
Current (05-Dec-2023) Last (NA)

C1. LABOR



Labor Summary: The facility had established the recruitment management process. All employees in the facility were above 25 years old. ID card was checked at time of hiring. All employees had been signed contracts with the facility and one copy of labor contract had been provided to employees. No discrimination, abuse & harassment practice in the facility. One employee representative committee in the facility, the facility did not intervene the active of committee.

C2. WAGES & HOURS



Wages and Hours Summary: 1. 12 months' (from November 2022 to October 2023) payroll records were reviewed.

2. Through payroll records and employee interview, the facility paid the employee's overtime at 200% of normal rate on rest day. No overtime was arranged on normal working days and statutory holiday separately.

3. The wages of all employees were calculated on hourly rated. All employees were paid on or before 10th of each month after the working period. The facility paid the employees by cash and the pay slips also given to employees when the wages issued. All appropriate employees enjoyed the mandated benefits such as social insurance, child bearing leave and paid annual leave.

4. The local minimum wage standard was set at RMB 1900 per month, equivalent to RMB 10.92 per hour from October 1, 2021 to September 30, 2023, and RMB 2010 per month, equivalent to RMB 11.55 per hour from October 1, 2023.

5. The facility used electronic attendance system (finger printing attendance system) to record employees' working hours. Based on the provided attendance records:

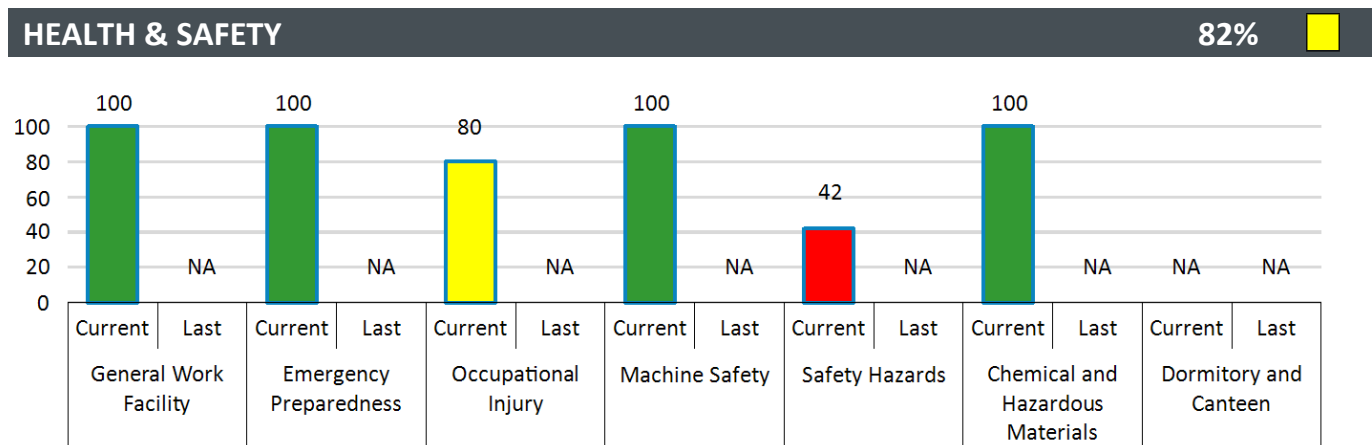
1) For October 2023 (current month), the average number of hours worked in a week for all 3 randomly selected samples was 48 hours per week. Maximum working hours per week were 48 hours (3 randomly selected samples), Maximum overtime hours per day was 0 hour (3 randomly selected samples), Maximum overtime hours per month were 32 hours (3 randomly selected samples).

2) For July 2023 (random month), the average number of hours worked in a week for all 3 randomly selected samples was 47 hours per week. Maximum working hours per week were 48 hours (3 randomly selected samples), Maximum overtime hours per day were 0 hour (3 randomly selected samples), Maximum overtime hours per month were 36 hour (3 randomly selected samples).

3) For January 2023 (random month), the average number of hours worked in a week for all 3 randomly selected samples was 48 hours per week. Maximum working hours per week were 48 hours (3 randomly selected samples), Maximum overtime hours per day were 0 hour (3 randomly selected samples), Maximum overtime hours per month were 16 hour (3 randomly selected samples).

6. Production records such as daily production records, inspection records, material in and out records and non Production records such as the inspection record of fire fighting equipment, training records were reviewed. No inconsistency was found.

C3. HEALTH & SAFETY



Health & Safety Summary: 1. The facility had established emergency preparedness procedure such as fire emergency etc, through document review and employee interview, the facility had provided training such as first aid training etc. for employees when they joined in the facility by the certificated employee.

2. The facility conducted emergency evacuation drill four times per year for all employees, including the content of how to deal with some accident. The recent two fire drills were conducted on May 18, 2023 and September 18, 2023. In addition, the facility installed fire fighting equipment such as fire extinguishers of type A/B/C, fire hydrants with sufficient water supplies, fire alarms, fire spraying system in the facility. All these fire equipment were kept in good condition and were monthly checked. All fire equipment including fire extinguisher and fire hydrants were kept clear to access it. Evacuation maps were also posted in each floor with emergency plan, position of fire fighting equipment. At least two emergency exits were available for each floor in production building. All emergency routes were clearly marked on the floor which can lead employees to emergency exit, exit sign were posted at emergency exits, all fire exits were kept open during working time.

Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● No Score	00328: Additional Finding/Observation - Emergency Preparedness Past occurrences at this facility: NA Auditor's comment Part goods were stored against the wall. During facility tour, auditor found that some goods were stored against the wall in the warehouse. General Rules for Fire Safety Management of Storage Occupancies XF1131-2014 Article 6.8 The following requirements shall be met for goods or materials to be piled up in warehouse: a) The distance between the top of any stacking and the floor or flat roof shall be no less than 0.3m (for any roof truss of herringbone shape, the distance shall be calculated from the crossbeam); c) The distance between the goods or materials and the wall shall be no less than 0.5m; d) The distance between any stacking of goods or materials and any pillar shall be no less than 0.3m; e) The distance between different stacking of goods or materials shall be no less than 1m.	NA

Sub Section: Occupational Injury

Status	Findings	% Global freq of compliance
● Minor	O0357: The facility has not implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries. Past occurrences at this facility: NA Auditor's comment The facility did not implement a mechanism or program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries. WCA Standards requires that the facility should implement a mechanism/program to identify, evaluate and control worker exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries.	77%

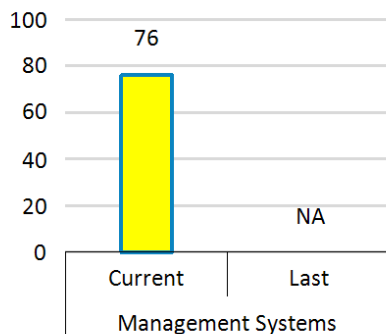
Sub Section: Safety Hazards

Status	Findings	% Global freq of compliance
● Major	O0436: The facility (including construction projects) does not have all of the building permits and/or fire safety permits as per the legal requirements. Past occurrences at this facility: NA Auditor's comment No report of construction completion acceptance was provided. During facility tour, auditor found the facility used partial 6F of the 13-storey part used as office located at 6th Floor, Sunshine Building, Huanghe Road-1, Bohai 17th Road, Bincheng District. However, the facility could not provide the valid report of construction completion acceptance of the building for review. The facility manager explained that they did not find the document on the audited date. Legal Regulation PRC Construction Law Article 61, A construction project handed over for acceptance checks for completion must conform to the prescribed construction project quality standards, be provided with complete project technical and economic data and signed project warranty, and be provided with other qualified conditions for completion as prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks for completion; no construction project shall be handed over for use without going through the acceptance checks for completion or passing the acceptance checks for completion.	76%

C4. MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

76%



Management System Summary: 1. The facility implemented and maintained systems for WCA standard. A CSR manual was created by the facility which contained all required documents and all appropriate procedures for meeting the WCA standard and legal requirement.

2. The facility was operating legally and had the corrected & valid business license. One senior manager was appointed for the implementation of social compliance policy.

3. The facility has comprehensive processes and procedures in a written manual that support adherence to social compliance requirements, but partial procedure was not implemented well such as several findings was noted in this audit.

Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	O0825: The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: NA Auditor's comment The facility had set up Emergency preparedness procedures, but it was not performed well, such as partial goods against the wall. WCA Standards requires that the facility should have comprehensive processes and procedures in a written manual to support the implementation of the written social compliance policy, including but not limited to the following: Emergency preparedness procedures.	56%



Status	Findings	% Global freq of compliance
● Minor	O0829: The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: NA Auditor's comment The facility had set up employee safety procedures, but it was not performed well, such as the facility did not implement a mechanism or program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries. WCA Standards requires that the facility should have comprehensive processes and procedures in a written manual to support the implementation of the written social compliance policy, including but not limited to the following: employee safety procedures.	42%
● Moderate	O0865: The facility does not conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities. Past occurrences at this facility: NA Auditor's comment Through document review and management interview, auditor found that the facility did not provide document record of evidence to prove that they had conducted periodic assessments (including internal audit) of its management system in order to identify improvement opportunities in this audit. WCA standard requires that the facility should conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities.	80%
● Minor	O0874: The facility does not take appropriate and preventative action to stop a recurrence of the same or similar labor or health & safety problem Past occurrences at this facility: NA Auditor's comment Through document review and management interview, auditor found that the facility did not provide document record of evidence to prove that they had took any appropriate and preventative action to stop a recurrence of the same or similar social compliance problem in this audit. WCA standard requires that the facility should take any appropriate and preventative action to stop a recurrence of the same or similar social compliance problem.	89%
● Minor	O0877: There are no written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system. Past occurrences at this facility: NA Auditor's comment Through document review and management interview, auditor found that the facility did not provide document record of evidence to prove that they had conducted regular management review of the social compliance system in this audit. WCA standard requires that the facility should have written records (correspondence,	81%

Status	Findings	% Global freq of compliance
	report, meeting minutes, etc) of a regular management review of the social compliance system.	

C5. ENVIRONMENT



Environment Summary: 1. The facility established Environmental Management Procedure and designed a manager to be responsible for environmental management. The facility obtained sufficient of environmental permit such as pollutant discharge registration. No hazardous waste, air emission or waste water were generated from manufacturing process at the facility.

2. The facility also provided training for employees on environment protection.

% Global Frequency of Compliance:	Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue
Identification numbers:	Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor: Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major: Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	37%
Total overtime hours are within allowable limits under applicable law or agreement.	Compliant	43%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Compliant	59%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	70%
The total weekly working hours (normal & overtime) are 60 or less than 60 hours.	Compliant	78%
Employment practice procedures (forced labor, freedom of association, employment contracts, discipline, harassment & abuse) are in place.	Compliant	78%
The facility provides appropriate training for managers on how to implement its social compliance policies and procedures.	Compliant	78%
Preventative measures are in place to prevent chemical leakage.	Compliant	79%
The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement.	Compliant	80%
Employees are provided with at least one day off following six consecutive days worked.	Compliant	81%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
The facility does not take appropriate and preventative action to stop a recurrence of the same or similar labor or health & safety problem	Minor	89%
There are no written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system.	Minor	81%
The facility does not conduct periodic assessments (including internal audit) of its management system in order to identify improvement opportunities.	Moderate	80%
The facility has not implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries.	Minor	77%
The facility (including construction projects) does not have all of the building permits and/or fire safety permits as per the legal requirements.	Major	76%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	56%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	42%

Best Practices:

The facility has written procedures in place to determine, manage and control overtime.	The facility has made progress in reducing or eliminating pollution, waste and conserving resources.
The facility implements an auditing program and audits all suppliers, subcontractors and labor providers.	

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