



TCCC Workplace Assessment Report FOLLOW-UP TEMPLATE (Version July 2012)

TCCC Group, Business Unit & Department: GSP/GSP Indirect-Marketing
TCCC Division Contact: Wil Mauk

Facility Name: Shenzhen Lincond Plastic Metal Co., Ltd. **Report #:** S-CHN-MK-0028208
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Parent Company Name or Bottler Group Name, if applicable: Nil
Broker Name (Promotional Suppliers Only): Adare / FIREBOLT EUROPE LTD

Audit Team: Melinda Lu **Audit Date:** Jul 4, 2017
Time In(if applicable): Nil **Time Out (if applicable):** Nil
Report Written by: Melinda Lu **Report Reviewed by:** Tom Ling

Risk Analysis:

- Laws and Regulations
- Child Labor
- Forced Labor
- Abuse of Labor
- Collective Bargaining
- Wages & Benefits
- Working Hours & Overtime
- Business Integrity
- Work Environment
- Discrimination
- Health & Safety
- Environment
- Demonstration of Compliance

Audit Type: Follow-up DA Follow-up
SGP WRP

Assessment Rating: Green Yellow Orange Red

AUDIT SUMMARY

Findings: *List Findings and Recommendations separately as copied from CAP; include local laws as applicable*

Laws and Regulations:	Nil
Child Labor:	Nil
Forced Labor:	Nil
Abuse of Labor:	Nil
Collective Bargaining:	Nil
Wages and Benefits:	Nil
Working Hours & Overtime:	Nil
Business Integrity:	Nil
Work Environment:	Nil
Discrimination:	Nil
Health and Safety:	Nil
Environment:	Nil
Demonstration of Compliance:	Nil

FACILITY WORKFORCE

Not Applicable (check for Desk Assessment)

WORKFORCE OVERVIEW

Total # of workers present on the day of the audit:

Total # of employees that work for the facility (total workforce):					
Worker Type	# Production Workers	# Sales & Distribution Workers (non-office only)	Other (e.g. administration, cafeteria, security, janitorial)	Total	Total Interviewed
Direct Employees:					
Male					
Female					
Non-Employee Workers:					
Male					
Female					
Total					

WAGE OVERVIEW

Previous Average Wage:

Current Average Wage:

VERIFICATION OF CORRECTIVE ACTION

PREVIOUS FINDINGS

Previous Audit date: May 26, 2017 Previous Audit Rating: Yellow 3 / Initial

1. PREVIOUS VIOLATION:

Matrix code H.3.11

Law violation

Hygienic standards for the Design of Industrial Enterprises (GBZ 1-2010), Article 6.1.5.1

h) Local mechanical ventilation system of various types of exhaust hood should refer to GB / T 16758 requirements, follow the proper form, the correct position, air is suitable in sufficient strength, convenient maintenance, design principles, the air speed at hood inlet or the control point should be sufficient to absorb the dust or toxicant into the hood, so as to ensure a high trapping effect.

Describe:

Finding:

Employee-

The factory had established LEV facility for soldering process, one worker was conducting soldering process, but the LEV facility didn't work and one fan was used during the audit.

Remark: It was found that one pipe of LEV was not connected.

CORRECTIVE ACTION MADE

Corrective action:

The factory should use the LEV facility for soldering process.

Yes No

Partial

Describe:

Based on document review telecommuted by the factory, the facility has already fixed the LEV facility for soldering process.

All evidence was confirmed by desktop review.

2. PREVIOUS VIOLATION:

Matrix code H.3.22

Law violation

Hygienic Standards for the Design of Industrial Enterprises (GBZ 1-2010), Article 7.3.4

Toilet should not be too far from the workplace and shall be provided with means of odor -exhausting, fly-proof. Toilet inside the workshop normally should be water-flushing type and provided with hand washing basin and contaminant washing basin.

Describe:

Finding:

Employee-

It was found that there was no mosquito killing lamps, paper and soap in toilets in workshop and office.

CORRECTIVE ACTION MADE

Corrective action:

The factory should provide mosquito killing lamps, paper and soap in toilets in workshop and office.

Yes No

Partial

Describe:

Based on document review telecommuted by the factory, the facility has provided mosquito killing lamps, paper and soap in toilets in workshop and office.

All evidence was confirmed by desktop review.

3. PREVIOUS VIOLATION:

Matrix code H.3.30

Law violation

Law of the People's Republic of China on Prevention and Control of Occupational

Diseases (2011 Amendment), Article 36

For employees conducting operations with exposure to occupational disease hazards, an employer shall organize pre-job, on-the-job, and off-the-job occupational health examination of employees according to the provisions of the work safety administrative department and health administrative department of the State Council and inform in writing employees of the examination results. The expenses for the occupational health examination shall be assumed by the employer.

Describe:

Finding:

Employee-

It was found that factory didn't provide occupational health check for partial workers such as one soldering worker and one gluing worker.

Remark: The factory had conducted occupation health hazard factors test in the workshops and the test result was acceptable, the factory had provided suitable PPE such as anti-dust mask and active carbon mask to the worker to use by free.

CORRECTIVE ACTION MADE

Yes No

Describe:

Corrective action:

The factory should provide occupation health check for the related workers.

Partial

Based on document review telecommuted by the factory, the facility has provided the occupation health check for the related workers, and the results were okay.

All evidence was confirmed by desktop review.

AUDIT BACKGROUND *(Include OPENING and CLOSING meeting notes, names & titles of facility management that participated in audit and any special situations.)*

This follow up audit was a desktop assessment which conducted on Jul 4, 2017.

Guiding Principles for Suppliers to The Coca-Cola Company

Suppliers to The Coca-Cola Company and suppliers authorized by The Coca-Cola Company are required to meet the following standards, at a minimum, with respect to their operations as a whole:

Laws and Regulations

Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.

Child Labor

Supplier will comply with all applicable local and national child labor laws.

Forced Labor and Human Trafficking

Supplier will not use forced, bonded, prison, military or compulsory labor and any form of human trafficking.

Abuse of Labor

Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.

Freedom of Association and Collective Bargaining

Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.

Discrimination

Supplier will comply with all applicable local and national discrimination laws.

Wages and Benefits

Supplier will comply with all applicable local and national wages and benefits laws.

Work Hours & Overtime

Supplier will comply with all applicable local and national work hours and overtime laws.

Health & Safety

Supplier will comply with all applicable local and national health and safety laws.

Environment

Supplier will comply with all applicable local and national environmental laws.

Business Integrity

Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices

Demonstration of Compliance

Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of The Coca-Cola Company

If the eight Fundamental Conventions of the International Labor Organization establish higher standards than local law, the ILO standards need to be met by the supplier. These minimum requirements are a part of all agreements between The Coca-Cola Company and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles.