
Auditee :	Tech-Link Silicones (Vietnam) Co., Ltd
Audit Date From :	26/12/2019
Audit Date To :	27/12/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Phuong Bui Hong(Lead), Vu Hoang, Thong Nguyen
Auditing Branch (if applicable) :	Intertek Vietnam



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Rating Definitions



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

Main Auditee Information



Name of producer :	Tech-Link Silicones (Vietnam) Co., Ltd		
DBID number :	348433		
Audit ID :	171702		
Address :	Lot Va.05b-07a; lot Va.01c-02d-03b-05c; Road 15, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh		
Province :	Thanh pho Ho Chi Minh	Country :	Vietnam
Management Representative :	CHANG KUNG MING – GENERAL DIRECTOR		
Contact person:	CHANG KUNG MING	Sector :	Non-Food
Industry Type :	Accessories	Product group :	other accessories (please specify)
Product Type :	Silicone housing and tubing		

Audit Details



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

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	B	A	A	B	A	A	A	A	A	A	A	A

Executive summary of audit report

Tech-Link Silicones Vietnam Co., Ltd is located at Lot Va.05b-07a; lot Va.01c-02d-03b-05c; Road no 15, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh City, Vietnam.

In view of the facility, it occupies 23,650 square meters of land area and compose of 4 main buildings:

- One 3-storey building is used for main office, production workshop, warehouses;
- One 5-storey buildings are used for office, production workshop, warehouses,
- One 3-storey building is used for parking lot and canteen and kitchen,
- One 3-storey building is used for parking lot and canteen of foreign management persons. There is no dormitory for employees; only resting rooms for top management team during lunch break.

The facility has 930 employees (566 male and 364 female) working at the facility. The normal workweek is arranged as below:

- + Office staff: The normal working hour is scheduled from 08:00 to 17:00 including a 1-hour break from 12:00 to 13:00 from Monday to Saturday.
- + For Production: The normal working hour is scheduled into 2 shifts: Day Shift: from 8:00 to 19:00 from Monday to Thursday (10 hours / day) and from 8:00 to 17:00 on Friday (8 hours). During working day, the workers have a 1-hour break from 12:00 to 13:00 and 16:30 to 17:00. Total workweek hours are 48 hours. Workers are having 2 days off on Saturday and Sunday. Night Shift: from 20:00 to 06:00 from Monday to Thursday and from 20:00 to 04:00 am on Friday. Break hour is from 00:00 to 00:45 which was paid in their wages. Employees' wages are calculated on a monthly salary basis. Wages are paid by bank transfer on the 10th day of the following month. Based on the information from the management, there is no peak season in the facility.

The facility applies fingerprinting and face ID system to monitor the working hours of employees. The legal minimum wage applied to this facility is VND 4,180,000 per month in year 2019 and the minimum wage applied in facility is VND 4,472,600

Performance Area 3 - The facility management did not discriminate or interfere into trade union. Facility was elected chairwoman of trade union. The facility has also signed the CBA with chairman of trade union. The trade union also conducted quarterly meeting with the facility management to discuss about workers' concerns, health and safety. All interviewed employees knew the chairman of trade union and knew the activities of the trade union such as gifts for international women day, for lunar new year festival. Based on the satisfactory evidences, the main auditee fully respect this performance area.

Performance Area 4 - The facility has established anti-discrimination policy. This policy was posted at the bulletin boards as well as trainings during orientation to new workers and annual refresher training. The interviewed employees stated that they were received training on anti-discrimination policy and know how to report to top management if they witness any case of discrimination. Based on the satisfactory evidences, the main auditee fully respects to this performance area.

Performance Area 6 - In general, security Guard worked in 3 shifts (6:00 to 14:00, 14:00 to 22:00 and 22:00 to 6:00, 30 minutes break for 1st and 2nd shift, 45 minutes for 3rd shift). Nursing children less than 12 months, they are allowed to work 7 hours per day with full salary of 8 hours per day. Based on satisfactory evidence, the main auditee fully respects to this performance area.

Performance Area 8 - The facility has established child labor policy. The facility requested new applicants to submit copies of ID cards, resume, health examination, family booklet, and training certificates. On the interview day, the hiring officer would check original of ID card with copy of ID cards to verify working age. The facility kept all documents in employee files adequately. Based on checking randomly of 30 employees files, it was noted that all personal files contained adequate documents to verify clearly working age at the time of being hired. All workers were hired at least 18 years old. Based on the satisfactory evidences, the main auditee fully respects to the performance area of child labor.

Performance Area 9 - General overview, the facility did not hire young workers. The youngest worker was 18 years old. The facility applies 30 days of probation period to new applicant. Upon the ending of this period, the facility would sign indefinite labor contract with the new applicant. The facility showed that the facility was in compliance with the local laws. Based on checking randomly of 30 employees files, it was noted that all personal files contained adequate documents to verify clearly working age at the time of being hired. All workers were hired at least 18 years old. Based on the satisfactory evidences, the main auditee fully respects to the performance area of young labor.

Performance Area 10 - General overview, the facility follows the local laws and regulations to workers. The facility also monitored the social performance of

suppliers to ensure that they also follow the legal requirements about labor, compensation and benefits. Based on the satisfactory evidences, the main auditee fully respects to the performance area of precarious employment.

Performance Area 11 - The facility has established the anti-bonded labor. As per worker interviews and facility tour, it was noted that there was no evidence of forced, bonded, indentured, trafficked labor. The workers stated that they did not pay any deposit to the facility. The facility has provided training for managers and workers about anti-forced labour. Based on the satisfactory evidences, the main auditee fully respects to the performance area of bonded labor.

Performance Area 12 - The facility has conducted environment impact assessment. In order to control living wastes, the facility signed a service contract with authority agency to collect and disposal living wastes and hazardous wastes. The facility invited a service provider to conduct the environment monitoring assessment twice a year. Based on the satisfactory evidences, the main auditee fully respects to the performance area of protection of the environment.

Performance area 13- The facility has established the anti-corruption and bribery. The facility also provided training for the key persons about this policy. Based on the satisfactory evidences, the main auditee fully respects to this performance area.

Auditor's names and APSCA number: Phuong Bui-RA 21700470; Thong Nguyen-RA 21700485; Vu Hoang-RA 21700746
This audit was conducted in 2 days: one auditor in first day and three auditors in second day.

Ratings Summary



Auditee's background information			
Auditee's name :	Tech-Link Silicones (Vietnam) Co., Ltd	Legal status :	Limited Company
Local Name :	CONG TY TNHH TECH-LINK SILICONES (VIET NAM)	Year in which the auditee was founded :	2014
Address :	Lot Va.05b-07a; lot Va.01c-02d-03b-05c; Road 15, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7,	Contact person (please select) :	CHANG KUNG MING
Province :	Thanh pho Ho Chi Minh	Contact's Email :	kungming.chang@techlink.vn
City :	Ho Chi Minh	Auditee's official language(s) for written communications :	Vietnamese
Region :	South East Asia	Other relevant languages for the auditee :	English
Country :	Vietnam	Website of auditee (if applicable) :	www.tech-link.com.hk
GPS coordinates :	Not supplied	Total turnover (in Euros) :	25000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Accessories	Of which domestic market % :	0.00
If other, please specify :	NA	Production volume :	25000000 pcs/ year
Product Group :	other accessories (please specify)	Production cost calculation :	Yes
If other, please specify :	NA	Lost time injury calculation cost :	Yes
Product Type :	Silicone housing and tubing		

Auditee's employment structure at the time of the audit			
Total number of workers :	930	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	566	364	
Temporary workers	0	0	
In management positions	4	8	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	566	364	
Production based workers	0	0	
With shifts at night	110	98	
Unionised	564	361	
Pregnant	-	6	
On maternity leave	-	12	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: C

Deadline date:31/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidences, the main auditee partially respects this principle because of the deviations/reasons below:

- 1.1 - In accordance with BSCI Social Requirements, the auditee should set up an effective management system to implement the BSCI Code of Conduct. Based on the document review and facility tour, the facility management system in term of social compliance has been established in place but implemented ineffectively to meet the contents of the BSCI COC and Terms of Implementation. Please refer to findings in performance areas.
Dựa vào xem xét hồ sơ và kiểm tra nơi sản xuất, ghi nhận rằng hệ thống quản lý trách nhiệm xã hội của công ty đã được thiết lập để thực thi các yêu cầu chương trình BSCI nhưng chưa thực hiện hiệu quả. Vui lòng xem các điểm chưa phù hợp các phần sau.
- 1.3 - Based on the document review, the facility has required the business partners to sign the BSCI COC and TOI for confirmation. However, the facility did not strictly monitor of implementation on social performance of business partners based on BSCI requirements.
Công ty đã yêu cầu các đối tác kinh doanh ký vào BSCI COC và TOI để xác nhận. Tuy nhiên, Công ty chưa tiến hành theo dõi chặt chẽ việc thực hiện trách nhiệm của các đối tác kinh doanh dựa trên các yêu cầu của BSCI

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: B

Deadline date:31/03/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on satisfactory evidences, the main auditee partially respects this principle because of the deviations/reasons below:

- 2.2 - Based on the management interview, the facility does not have long-term goals for protecting employees in line with the aspirations of the BSCI Code of Conduct.
Công ty chưa có đưa ra các mục tiêu phù hợp với yêu cầu BSCI.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: B	Deadline date:31/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Based on satisfactory evidence, the main auditee partially respects this principle because of the deviations/reasons below:	
5.4 -	Based on the document review, the facility has not conducted a survey among workers to calculate the basic need wage to ensure paying at least basic need wage for the employees. The current paid monthly salary of the facility is higher than the legal minimum wage stipulated by the Government. Công ty chưa tiến hành khảo sát thông tin chi phí từ người lao động để tính mức lương theo nhu cầu cơ bản nhằm tiến tới đảm bảo trả lương ít nhất bằng mức lương nhu cầu sống cho người công nhân. Ghi nhận mức lương trả hiện tại của nhà máy là cao hơn mức lương tối thiểu vùng do Chính Phủ qui định.
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:31/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Based on satisfactory evidences, the main auditee partially respects this principle because of the deviations/reasons below:	
7.3 -	In accordance with BSCI Social Requirement, the audited facility should regularly carry out risk assessment for safe, healthy, and hygienic working conditions. In accordance with Article 14, Decree 45/2013/ND-CP dated 10 May 2013: the health and safety risk assessment and emergency response plan must be established. It was noted that the facility has conducted health and safety risk assessment on for production sections on 15 August 2019. However it's not including consideration on special needs of the most vulnerable workers such as pregnant workers and new mothers, juvenile employees. Nhà máy có làm bảng nhận diện và phân tích rủi ro tai nạn nhưng chưa bao gồm nhận diện và đánh giá các mối nguy xem xét các nhu cầu đặc biệt dành cho lao động dễ bị tổn thương như lao động mang thai và sau thai sản, lao động trẻ làm việc môi trường như thế nào.
7.6 -	In accordance with Vietnam Labor Law, Article 149. Means of personal protection in labor 1. The employee who performs work with the toxic and dangerous factors shall be fully equipped with the means of personal protection by the employer and must use them during the working process in accordance with the Ministry of Labor - Invalids and society. 2. The means of personal protection must meet the standard of quality. During the facility tour, it was noted that 2 out of 10 sampled workers at the HTV (material mixing) section did not wear the provided masks and gloves when working. Remark: the masks and gloves were provided free of charge for employees. Ghi nhận công nhân khu vực HTV không đeo khẩu trang và găng tay được cấp khi làm việc.
7.9 -	In accordance with point (dd) of Article 138 of Vietnam Labor Code 2012 dated in June 18, 2012, The employer has the following obligation: There must be instruction table on labor safety and hygiene for the machinery, equipment and workplace and it should be put at the legible and visible place labor safety and hygiene the workplace Labor code 10/2012/QH13, Article 147. Inspection of machinery, equipment and materials with strict requirement on labor safety 1. The types of machinery, equipment and materials with strict requirements on labor safety must be inspected before being put into use and periodically inspected during the process of utilization by the organization of technical inspection of labor safety. 2. The list of machinery, equipment and materials with strict requirements on labor safety is issued by the Ministry of Labour, War Invalids and Social Affairs. During the facility tour, it was noted that emergency stops on 3 out of 20 sampled pressing machines were not labelled with emergency stops at the production building # 1. Quickly interview the machine operators, it was noted that workers knew well the emergency stop buttons and emergency stop button worked well. Ghi nhận nút tắt khẩn cấp của 3/20 máy dập chưa được dán nhãn mác rõ ràng ở tòa nhà sản xuất 1. Phỏng vấn nhanh người vận hành máy, họ biết rõ các nút ấn khẩn cấp và các nút đều hoạt động tốt.
7.23 -	Not applicable. The facility did not provide any transportation to employees.
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 171702] Audit Date: 26/12/2019 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u>	
<u>AREAS OF IMPROVEMENT:</u>	
<u>Remarks from Auditee:</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	26/12/2019	171702	C	B	A	A	B	A	A	A	A	A	A	A	A	B

Producer Photos



2019-12-26 08:13
External photo(s) of the production unit(s)
Facility gate.jpg



2019-12-26 08:14
External photo(s) of the production unit(s)
Facility name.jpg



2019-12-26 10:07
External photo(s) of the production unit(s)
Facility overview (2).jpg



2019-12-26 08:17
External photo(s) of the production unit(s)
Facility overview.jpg



2019-12-26 10:06
External photo(s) of the production unit(s)
Parking area for employees.jpg



2019-12-26 08:14
External photo(s) of the production unit(s)
Security guard at the main gate.jpg



2019-12-26 10:05
Photo first aid facilities
Clinic room.jpg



2019-12-26 09:03
Photo first aid facilities
First aid kit.jpg



2019-12-26 09:17
Photo of chemical storage room (if applicable)
Chemical warehouse.jpg



2019-12-26 09:16
Photo of chemical storage room (if applicable)
Eyewash and shower station.jpg



2019-12-26 09:17
Photo of chemical storage room (if applicable)
MSDS.jpg



2019-12-26 09:20
Photo of fire safety equipment
Aisle was marked and keep out of obstruction.jpg



2019-12-26 09:16
Photo of fire safety equipment
Automatic fire extinguisher.jpg



2019-12-26 09:08
Photo of fire safety equipment
Beam detector.jpg



2019-12-26 09:21
Photo of fire safety equipment
Electrical panel was marked with warning sign.jpg



Photo of fire safety equipment
Emergency exit.jpg



Photo of fire safety equipment
Emergency light along the pathway.jpg



Photo of fire safety equipment
Emergency stop button was labelled.jpg



Photo of fire safety equipment
Evacuation map.jpg



Photo of fire safety equipment
Exit sign and emergency light at stairwell.jpg



Photo of fire safety equipment
Fire alarm bell and beacon flash light.jpg



Photo of fire safety equipment
Fire alarm button.jpg



Photo of fire safety equipment
Fire alarm control panel.jpg



Photo of fire safety equipment
Fire extinguisher.jpg



Photo of fire safety equipment
Fire hose reel.jpg



Photo of fire safety equipment
Fire hydrant system.jpg



Photo of fire safety equipment
Fire pump.jpg



Photo of fire safety equipment
Heat detector.jpg



Photo of fire safety equipment
Smoke detector.jpg



Photo of fire safety equipment
Stairwell with both handrails.jpg



Photo of fire safety equipment
Uniform for firefighting.jpg



Photo of fire safety equipment
Warning sign.jpg



Photo of the canteen (if applicable)
Drinking water for employees.jpg



Photo of the canteen (if applicable)
Eating area .jpg



Photo of the canteen (if applicable)
Hands washing area.jpg



Photo of the canteen (if applicable)
Kitchen.jpg



Photo of the code of conduct on display
BSCI COC was posted.jpg



Photo of the code of conduct on display
Bulletin board.jpg



Photo of the inside of the main production hall
Accessory warehouse.jpg



Photo of the inside of the main production hall
Casting section.jpg



Photo of the inside of the main production hall
CNC section.jpg



Photo of the inside of the main production hall
Cutting section.jpg



Photo of the inside of the main production hall
Extrusion section.jpg



Photo of the inside of the main production hall
Fingerprint machine system.jpg



Photo of the inside of the main production hall
Finished goods warehouse.jpg



2019-12-26 09:36
Photo of the inside of the main production hall
HTV mixing section.jpg



2019-12-26 09:56
Photo of the inside of the main production hall
Material warehouse.jpg



2019-12-26 09:06
Photo of the inside of the main production hall
Mold warehouse.jpg



2019-12-26 09:57
Photo of the inside of the main production hall
Packing section.jpg



2019-12-26 09:45
Photo of the inside of the main production hall
PQC inspection section.jpg



2019-12-26 09:01
Photo of the inside of the main production hall
Pressing section.jpg



2019-12-26 09:41
Photo of the inside of the main production hall
PTC production section.jpg



2019-12-26 09:22
Photo of the inside of the main production hall
Silicones hose section.jpg



2019-12-26 09:05
Photo of the personal protection equipments (if applicable)
PPEs wearing requirement (2).jpg



2019-12-26 09:05
Photo of the personal protection equipments (if applicable)
PPEs wearing requirement.jpg



2019-12-26 09:05
Photo of the personal protection equipments (if applicable)
Workers adequate wore the provided PPEs.jpg



2019-12-26 09:22
Photo of the sanitary facilities
Female toilet.jpg



2019-12-26 09:10
Photo of the sanitary facilities
Hazardous waste warehouse.jpg



2019-12-26 09:15
Photo of the sanitary facilities
Hazardous waste was separated and labelled.jpg



2019-12-26 09:21
Photo of the sanitary facilities
Male toilet.jpg



Photo of the sanitary facilities
Personal locker for employees.jpg



Photo of the sanitary facilities
Toilet room.jpg



Photo of non-conformity
Finding 7.6_worker did not wear the provided PPEs.jpg



Photo of non-conformity
Finding 7.9 emergency stop button was not labelled.JPG