



# BSCI Audit Summary Report

**NAME OF THE PRODUCER : SHANGHAI SOLID STAINLESS STEEL CO.,LTD**

**DBID : 337011**

**DATE OF THE AUDIT : 07/11/2013**

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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**Producer Information**

Name of producer :	Shanghai solid staniless steel co.,ltd		
DBID number :	337011		
Audit ID :	10762		
Address :	DONGHAI LONGCHANGPUDONG NANHUI,N/A,N/A,Shanghai		
Province :	Shanghai Shi	Country :	China
Management Representative :	CAI Yunhua		
Contact person:	LIANNA LEE		
Sector :	Non-Food	Industry Type :	Accessories
Product group :	other accessories (please specify)	Product Type :	vacuum cup

**Audit Details**

Type of audit :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Re-Audit
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation <input type="checkbox"/> Unannounced/ Semiannounced
If investigation please specify :	<input type="checkbox"/> RUC	<input type="checkbox"/> Duplicate <input type="checkbox"/> Others
Audit date :	07/11/2013	Audit Duration : 3.500
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production
Auditing Company :	UL-RS	
Auditing Company Branch :		
Auditing company address :	,,,	
Lead Auditor Name(SA8000 Certificate Number) :	Eric PENG (A8604)	
Team Member Name(SA8000 Certificate Number) :		

**Audit Results for Part B tier I**

Total Score Part B tier I:	<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan ( If applicable ) :			
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Under Grace Period	<input type="checkbox"/> Others

**Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)**

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

**Audit Results for Part C (Only relevant if Part B tier I scores Good)**

Total Score Part C:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed
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Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Shanghai solid staniless steel co.,ltd		
Address :	DONGHAI LONGCHANGPUDONG NANHUI,N/A,N/A,Shanghai		
Year of foundation :	1991		
Legal status :	LIMITED CO		
Turnover (in euros) :	49870000.000		
Main contact person :	LIANNA LEE		
Language spoken :	Chinese (Putonghua)		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	N/A

## Auditors' notes

### Producer's background

<p>Initial Audit on Nov 6&amp;7, 2013</p> <p>Opening Meeting: The Initial Audit at Shanghai solid staniless steel co.,ltd was conducted on Nov 6&amp;7, 2013 by UL-RS on announced basis. Auditors were assigned to verify social compliance condition in facility. Upon arrival, auditors were greeted by Mr. CAI Yunhua (Admin Manager). After exchanging business cards, auditor expressed and explained purposes and procedures of current assessment through opening meeting. A full assessment was granted. Necessary documents were provided in a timely manner. Health and safety walkthrough, and private employee interview were performed with assistance. Mr. CAI Yunhua (Admin Manager) signed UL-RS' Statement of Integrity as well as BSCI Declaration of Consent.</p> <p>Additional Information on Special Circumstances: There are 14 flat production buildings in the facility. One 3-storey office building and one flat canteen building were used.</p> <p>Closing Meeting: A closing meeting was held with Mr. CAI Yunhua (Admin Manager) and the management team at the end of assessment. Auditor thanked the facility's help for this assessment. All concerns were communicated with the management in detail. Finally Mr. CAI Yunhua (Admin Manager) signed the Corrective Action Plan for confirmation. The result of this assessment for PART B is "Good".</p>
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### Chapter summary

Chapter	Chapter Summary
B.3. Working Hours	Time records are reviewed from July 2013 to Nov 2013. The facility used IC card system to record employees' working hours. Employees never conducted regular day overtime work and they conducted Saturday work three times to five times per month in the sampled months.
B.4. Compensation	Payrolls are reviewed from July 2013 to Sep 2013. All employees are paid at hourly rate on 15th of each month for the wage of previous month. The lowest hourly rate is RMB11 which is more than the local minimum wage RMB9.31 per hour.

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Part B Tier I - Overall Summary

Chapter	Full Audit Results (10762 and 07/11/2013)				
	G	IN	NC	NA	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.3. Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.11. Occupational Health and Safety (OHS)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	97.44
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
Total	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	99.19

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Human Resources	Office	57	1	7:30 AM	4:00 PM				
Production	Punching 1	93	1	7:30 AM	4:00 PM				
Production	Punching 2	98	1	7:30 AM	4:00 PM				
Production	Packing	128	2	7:30 AM	4:00 PM	4:00 PM	12:30 AM		
Services	Security	6	3	12:00 AM	8:00 AM	8:00 AM	4:00 PM	4:00 PM	12:00 AM
Services	Kitchen	5	1	7:30 AM	4:00 PM				
Services	Cleaning	3	1	7:30 AM	4:00 PM				
Quality Control	Tech	33	1	7:30 AM	4:00 PM				
Services	Logistic	29	1	7:30 AM	4:00 PM				

## In House employment Structure at the time of the audit

Total number of workers :	452		
Male		Female	
Permanent workers	232	Permanent workers	220
In management position	57	In management position	39
On probation	0	On probation	0
National migrants	40	National migrants	41
Salaried workers	232	Salaried workers	220
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	0	Production based workers	0
		Pregnant	0
		On maternity leave	0

## Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
N/A													

## Dormitories (if applicable)

No Data Available for Dormitories

## Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.11. Occupational Health and Safety (OHS)					
B.11.3.3. Personal Protective Equipment	No	( - ) [Minus]	The provided masks in welding section are not proper. They are all made by paper. (PRC Production Safety Law, Article 37) 电焊车间提供的面具不合适, 是纸质的。Proper PPE should be provided in the hazard positions. 工厂应给有害岗位提供合适的个人防护用品。	CAI Yunhua	07/12/2013
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		97.44%			
<b>Total Audit Results for Part B Tier I</b>					
Total Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		99.18%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR



## Part C: Audit Findings

Chapter	Current Audit Results (10762)			
	G	IN	NA	%
C.1. Policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.2. Planning and Implementation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.3. Management Review	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.4. Control of Subcontractors / Suppliers / Sub-suppliers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.5. Control of Homeworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.6. Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.7. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
C.8. Outside Communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	18.18

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Corrective Action Plan Part C

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
C.1. Policy					
C.1.1	No	( - ) [Minus]	Top management does not define a company policy to their employees for social accountability and labour conditions of SA8000. 工厂最高管理层没有向雇员明确公司有关SA8000社会责任和劳动条件的方针。 Top management shall define a company policy to their employees for social accountability and labour conditions of SA8000. 建议工厂最高管理层向雇员明确公司有关SA8000社会责任和劳动条件的方针。	CAI Yunhua	07/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.2. Planning and Implementation					
C.2.1	No	( - ) [Minus]	The company is not ensure that the requirements of the SA8000 Standard are understood and implemented at all levels of the organisation. 工厂没有确保组织内各阶层都明白和执行SA8000标准的要求。 The company shall ensure that the requirements of the SA8000 Standard are understood and implemented at all levels of the organisation. 建议工厂确保组织内各阶层都明白和执行SA8000标准的要求。	CAI Yunhua	07/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.3. Management Review					
C.3.1	No	( - ) [Minus]	The top management does not periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results according to the requirements of the SA8000 Standard and other requirements to which the company subscribes. 最高管理层没有定期对照SA8000标准的要求或公司赞同的其它要求, 检讨公司的方针、程序和表现是否足够、适当和持续有效。 The top management shall periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures and performance results according to the requirements of the SA8000 Standard and other requirements to which the company subscribes. 建议最高管理层定期对照SA8000标准的要求或公司赞同的其它要求, 检讨公司的方针、程序和表现是否足够、适当和持续有效。	CAI Yunhua	07/11/2014
C.3.2	No	( - ) [Minus]	The facility does not establish system amendments and improvements implemented where appropriate. 工厂没有对制度进行适当的修订和完善。 The facility shall establish system amendments and improvements implemented where appropriate. 建议工厂对制度进行适当的修订和完善。	CAI Yunhua	07/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.4. Control of Subcontractors / Suppliers / Sub-suppliers					
C.4.1.	No	( - ) [Minus]	The company does not establish and maintain appropriate procedures to recruit subcontractors, suppliers, sub-suppliers based on their ability to meet the requirements of the SA8000 Standard. 工厂没有根据其迎合SA8000标准的要求的能力, 建立并维持适当的程序, 去聘用分包商、供货商和分供货商。 The company shall establish and maintain appropriate procedures to recruit subcontractors,	CAI Yunhua	07/11/2014

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

			suppliers, sub-suppliers based on their ability to meet the requirements of the SA8000 Standard. 建议工厂根据其迎合SA8000标准的要求的能力, 建立并维持适当的程序, 去聘用分包商、供货商和分供货商。		
C.4.2.	No	( - ) [Minus]	The company does not maintain appropriate records of subcontractors, suppliers, sub-suppliers commitments to social accountability. 公司没有保留分包商、供货商和分供货商承诺负上社会责任的适当记录。The company shall maintain appropriate records of subcontractors, suppliers, sub-suppliers commitments to social accountability. 建议公司保留分包商、供货商和分供货商承诺负上社会责任的适当记录。	CAI Yunhua	07/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.6. Compensation					
C.6.1.	No	( - ) [Minus]	The wage paid in the company is not enough to cover the basic needs of the employees and to provide some discretionary income. 公司给予工资不足以支付雇员日常生活的基本需求, 以及让雇员得到一些可以支配的收入。The wage paid in the company should enough to cover the basic needs of the employees and to provide some discretionary income. 公司给予工资应足以支付雇员日常生活的基本需求, 以及让雇员得到一些可以支配的收入。	CAI Yunhua	07/11/2014
C.6.2.	No	( - ) [Minus]	The company does not have a well-defined plan for achieving the basic needs wage within a specified and reasonable period of time. 公司没有一个周详的计划, 尝试在一个确定和可接受的期限达到工资可以支付生活基本需求的水平。The company should have a well-defined plan for achieving the basic needs wage within a specified and reasonable period of time. 公司应有一个周详的计划, 尝试在一个确定和可接受的期限达到工资可以支付生活基本需求的水平。	CAI Yunhua	07/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.8. Outside Communication					
C.8.1.	No	( - ) [Minus]	The company has not established procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including, but not limited to, the results of management reviews and monitoring activities. 公司没有建立和维持一套程序, 以定期与所有利益关系方就SA8000标准要求的表现进行沟通, 当中包括, 但不限于, 管理检讨和监察活动的结果。The company should establish and maintain procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including, but not limited to, the results of management reviews and monitoring activities. 公司应建立和维持一套程序, 以定期与所有利益关系方就SA8000标准要求的表现进行沟通, 当中包括, 但不限于, 管理检讨和监察活动的结果。	CAI Yunhua	07/11/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
<b>Total Audit Results for Part C</b>					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Total number of deviations in crucial questions		0 of 0			
Overall fulfillment percentage		18.18%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	10	10	4.42
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	10	10	4.42
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	11
# of people interviewed in Group(s)	9
# of Interviews conducted on site	20
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Chinese

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	During facility walkthrough, 20 production employees are selected for private interview including young looking ones. All interviewees appear to be comfortable and trustful. There is no disciplinary deduction policy, deposit or illegal collection reported. Overtime is conducted on voluntary basis. They can take break for drinking water or using restrooms whenever desired. Employees can leave to go home when normal work is over. There are no reports of discrimination based on age, ethnic background, sex, or religious belief, nor were there any reports of abuse of any kind. Employees are equally treated. Overall, no complaints are made during interview process.

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Child and Young Workers Record Sheet

Child and Young Workers Record Sheet								
Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company								
Name	Birthday(dd/mm/yyyy)	Attending school?	Working start date(dd/mm/yyyy)	Department he/she works in	working time schedule (From)	working time schedule (To)	Average working hours per week	Comments
N/A							0.000	

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Overall Producer Pictures

No Photos Available