

Workplace Conditions Assessment Report

Measured Results — Improved Performance



JINHUA SONIN HARDWARE PRODUCTS CO LTD

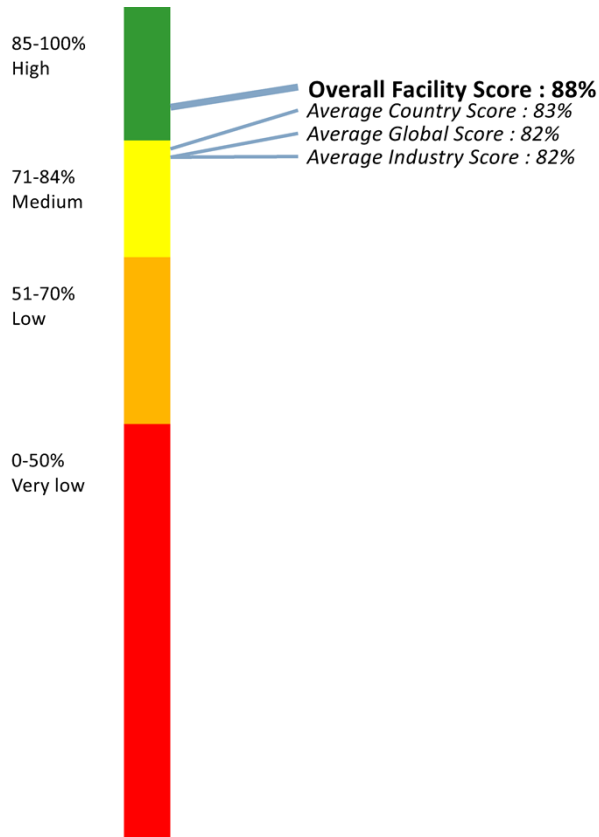
GENERAL INFORMATION

Overall Facility Score: 88%

Reg No:	F_IAR_206048	Country:	China
Audit Date:	17-Mar-2026 - 18-Mar-2026	Assessment Stage:	Annual
Last Audit:	29-Nov-2024 (87 %)	Schedule Type:	Un-Announced
Mandays:	2	Audit Firm:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 22294



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	No Score
Overall	88%	-	-	5	2	1
Labor	100%	-	-	-	-	-
Wages & Hours	71%	-	-	2	-	-
Health & Safety	100%	-	-	-	-	1
Management Systems	93%	-	-	-	2	-
Environment	52%	-	-	3	-	-

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:	JINHUA SONIN HARDWARE PRODUCTS CO LTD	Facility Legal Status:	Private
Facility Legal Name:	JINHUA SONIN HARDWARE PRODUCTS CO., LTD.	Year facility began operations:	2016
Audit Location:	No.2, Wancui Street, Caozhai Town Industrial Functional Zone, Caozhai Town, Jindong District, Jinhua City, Zhejiang Province (South of 1st floor, 3rd floor, 4th floor of Building No. 3 in Jinhua Yinghao Electronic Machinery Co., Ltd.)	Located in special economic zone:	No
City:	jinhua	Person responsible for overall social compliance issues:	Mr. Li Shengma/General Manager
Country:	China	Valid certificate for social compliance certification program:	None
Contact Name:	Mr. Li Shengma	Vendor Name:	FOURSTAR GROUP
Contact Title:	General Manager		
Industry:	Hardlines		
Service Providers:	Not Applicable		
Security systems in place:	A group of security guards was in place for controlling physical access to the facility.		
Building Description:	In view of the facilities, the facility consists of partial 1F, whole 3F and whole 4F of one 4-storey building used as office, workshops and warehouses, no kitchen, canteen and dormitory were provided by the facility. The total land area of the facility was about 2,492 square meters, and the total structure area was about 7,276 square meters. Remark: The facility tour rented the building from Jinhua Yinghao Electronic Machinery Co., Ltd, the lease contract had been provided for review.		
Special building type:	Building is shared with multiple owners or leaseholders		

A2. PRODUCTION INFORMATION

Products manufactured / Services provided:	vacuum cups	Time record system(s) used:	Others: Fingerprint
Production process/ Service elements:	cutting, hydraulic pressing, metal processing, welding, polishing, cleaning, paint spraying, screen printing, 3D printing, assembly, inspection and packing	Chemicals or hazardous materials on-site:	Yes Lubricating oil and cleaning agent etc
Production capacity a week:	87500 pieces	Current production/Services for client:	vacuum cups
Total number of machines:	41		
Main machine types:	Cutting machine, hydraulic		

JINHUA SONIN HARDWARE PRODUCTS CO LTD

pressing machine, welding machine, polishing machine, cleaning machine, paint spraying line etc.

Shifts and Operating hours:

1 shift

All employees in the facility worked for 5 days per week and 8 working hours per day in one shift, which was from 8:00 to 17:00 with 1 hour's lunch break from 11:30 to 12:30.

A3. EMPLOYEE INFORMATION

Employee nationalities/provinces :

33 employees are domestic migrant workers from Guizhou, Anhui, Hubei, Hebei, Henan Province and Chongqing City of China. No foreign migrant workers worked in the facility.

Languages spoken in the facility :

Mandarin

Management and employees speak same language :

Yes

Union/Worker committee :

JINHUA SONIN HARDWARE PRODUCTS CO., LTD. worker committee

Hires through employment agent :

No

Recruitment and hiring process :

The facility would advertise recruitment through the internet, bulletin and other ways. Employees come to apply for their own and need to provide identification card to verify their age. Employees do not have to pay any fees during the recruitment process.

Range	Female	Male	Homeworkers	Juveniles
50 or less	24	26	0	0

	Permanent	Temporary	Agency	Total
Local	17	0	0	17
Migrant	33	0	0	33
Foreign	0	0	0	0
Total	50	0	0	50

A4. SUBCONTRACTOR INFORMATION

Subcontractor#:	1	Contact Name:	Mr. Zhou Junyuan
Subcontractor Name:	Lanxi Xinwang Aluminum Products Co., Ltd.	Email Address:	Not disclosed
Telephone:	86-579-87728771	Private label items:	No
Address:	No. 2 Xinhua Road, Lanxi Economic Development Zone, Zhejiang Province, China	Social Audits performed:	No
Process subcontracted:	Electrolysis	Type of Social Audits:	Not applicable
Process Type:	Other: print, spray, injection, dye, weld, wash, etc.		

A5. GENERAL INFORMATION

1. The audit was performed on un-announced basis. At about 08:30 am on March 17, 2026, auditor entered the facility, then held an opening meeting according to WCA Program, the facility management Ms. Huang Lingqian / Office Director and Ms. Li Shengqiao/Sales Manager were present in the meeting. They stated that he would be co-operative with this audit.
2. Attitude of employees: 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 conditions and management system. The facility gave everybody equal opportunity and salary was good in local area.
3. Attitude of managers: The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. All necessary areas were allowed access for tour. At the end of the audit, all the findings were accepted by the facility management.
4. No obvious peak season in the facility.
5. The facility tour rented the building from Jinhua Yinghao Electronic Machinery Co., Ltd, the lease contract had been provided for review.
6. Partial 1F and whole 2F of the 4-storey building were rented to Jinhua Daoke Teku Toy Co., Ltd by the landlord, which were used as warehouse and injection workshop. No employees and products were transferred between Jinhua Daoke Teku Toy Co., Ltd and the auditee, thus, the areas of Jinhua Daoke Teku Toy Co., Ltd were not covered during this audit.
7. The facility had conducted amfori BSCI audit on May 21, 2025 and the overall rating was C.

A6. AUDIT PROCESS

Auditor Information

Auditors APSCA ID : **Primary: Davy Zhou**
ID#: 21700286

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

Audit pay period provided for review

Records	From	To
12	01-Feb-2025	31-Jan-2026
13	01-Feb-2025	16-Mar-2026

Employee interview sampling

Individual	20
Group	2 groups of 5
Total interviewed	30

Special Comments: **Not applicable**

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-Jan-2026	31-Jan-2026	No	20
Period 2	01-Oct-2025	31-Oct-2025	No	5
Period 3	01-Jul-2025	31-Jul-2025	No	5
Total				30

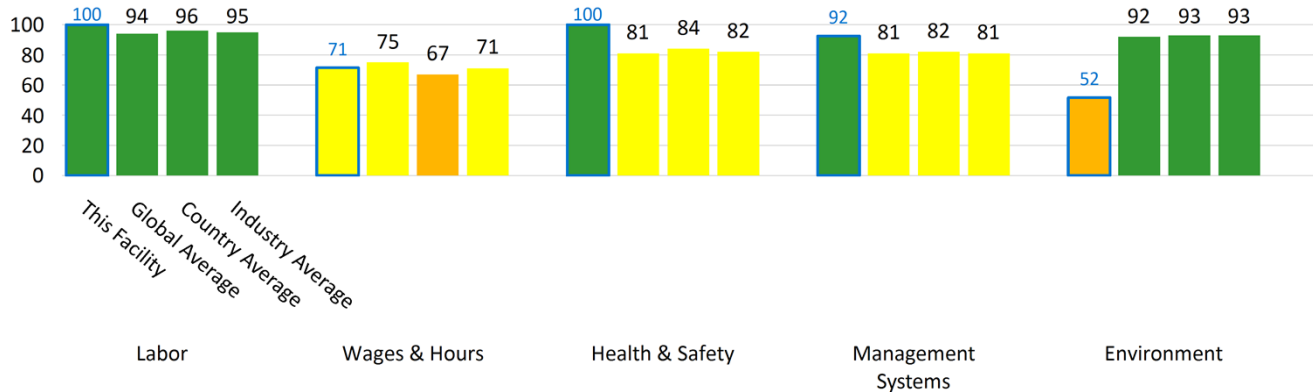
Other records reviewed

Personnel records	Production records
Non-Production records	Employment contracts
Legal Permits	Social insurance documentation
Employee leave register	Health examination records
Machine maintenance records	Security log book
Others: Facility layout etc.	

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, China average, Hardlines 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

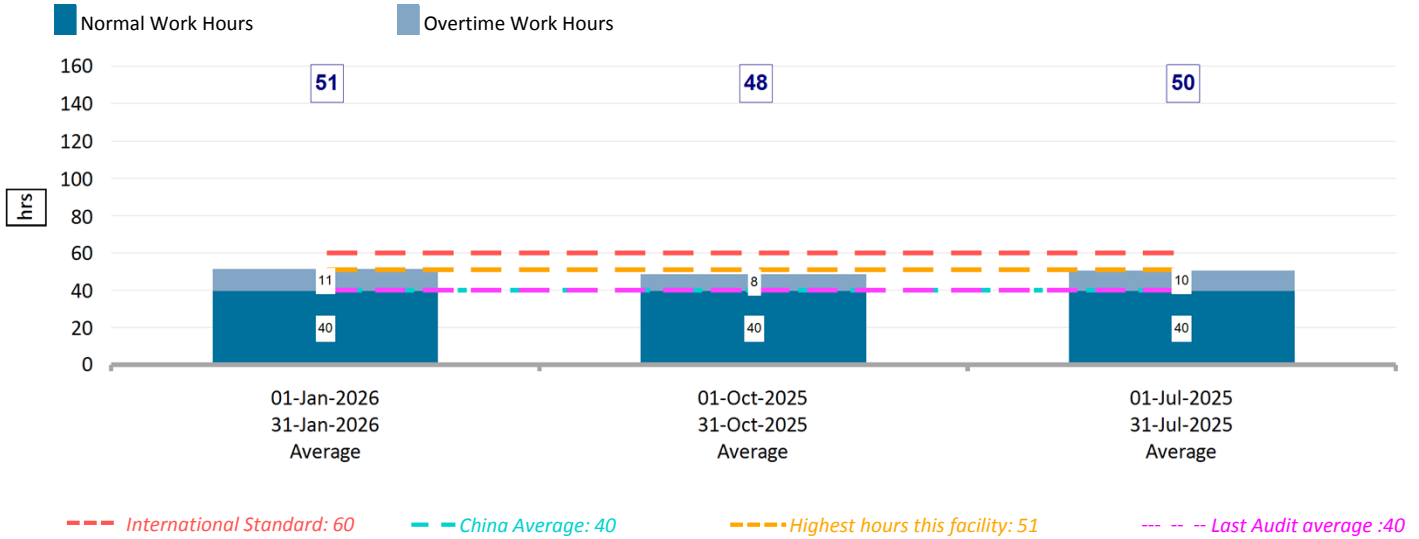
Section Name	Current (17-Mar-2026)	Last (29-Nov-2024)	First (29-Nov-2024)	Change (Current-Last)	Change (Current-First)
Labor	100	100	100	0 % ■	0 % ■
Wages & Hours	71	73	73	-3 % ▼	-3 % ▼
Health & Safety	100	93	93	8 % ▲	8 % ▲
Management Systems	93	100	100	-7 % ▼	-7 % ▼
Environment	52	58	58	-10 % ▼	-10 % ▼
Overall Score	88	87	87	1 % ▲	1 % ▲

▲ 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)



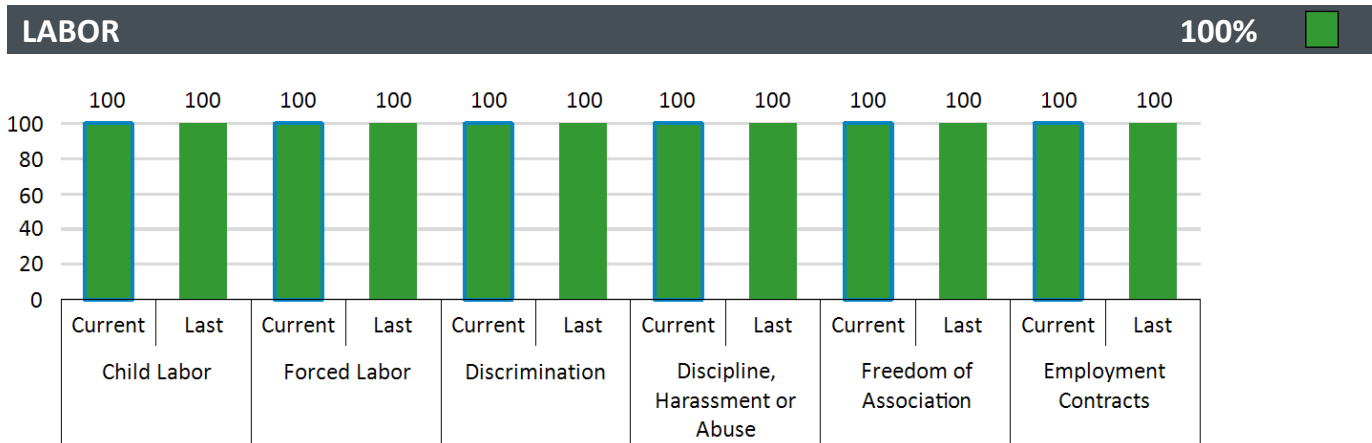
Provincial and country averages are based on average wages paid since past two years.

Special wage circumstances: The local minimum wage standard was set at RMB2260 per month equivalent to RMB12.99 (2260/21.75/8) per hour since January 1, 2024.

C. PERFORMANCE DETAILS

Current (17-Mar-2026) Last (29-Nov-2024)

C1. LABOR

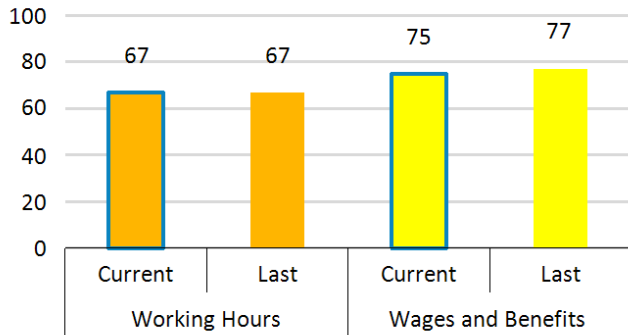


- Labor Summary:**
1. The facility had a written policy of prohibiting forced, bonded and prison labour.
 2. The facility had a written recruitment procedure which stated that the workers must present their ID cards for proof of age but only copies would be kept in the personnel files and the original ID cards would be given back to the workers.
 3. The factory did not require any payment for recruitment, work tools, PPE, IC/staff card, training, etc.
 4. All employees signed labor contracts and received one copy.

C2. WAGES & HOURS

WAGES & HOURS

71%



Wages and Hours Summary: 1.12 months' payroll records (from February 2025 to January 2026) and 13 months and 16 days' attendance records (from February 1, 2025 to March 16, 2026) were provided for review. Wages of all employees were calculated on hourly rate basis and paid by bank transfer on or before 30th of each month. All employees were paid above the legal minimum wage standard for their regular working hours.

2. Through employee interview and document review, legal required leaves such as annual leave, statutory holidays and etc. had been provided for legal employees and they worked overtime on voluntary basis.

3. Based on the payroll records provided by the facility, the overtime payment was not lower than 150% and 200% of normal rate for overtime on normal workdays and rest days respectively in past one year. No overtime was arranged on statutory holidays.

4. Through the cross check of attendance records and production records such as daily production records, inspection records, material delivery records, no inconsistent record was found.

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

1) For January 2026 (current month), the maximum working hours per week were 52 hours (all 20 randomly selected samples), the average working hours per week were 50.5 hours. The maximum monthly overtime hours were 50 hours (19 out of 20 randomly selected samples); the maximum daily overtime hours were 2 hours per day (all 20 randomly selected samples).

2) For October 2025 (random month), the maximum working hours per week were 52 hours (all 5 randomly selected samples), the average working hours per week were 47.5 hours. The maximum monthly overtime hours were 46 hours (all 5 randomly selected samples); the maximum daily overtime hours were 2 hours per day (all 5 randomly selected samples).

3) For July 2025 (random month), the maximum working hours per week were 52 hours (all 5 randomly selected samples), the average working hours per week were 49.5 hours. The maximum monthly overtime hours were 48 hours (all 5 randomly selected samples); the maximum daily overtime hours were 2 hours per day (all 5 randomly selected samples).

Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Moderate	<p>O0626: Total overtime hours exceeds allowable limits under applicable law or agreement.</p> <p>Past occurrences at this facility: 1 time (29-Nov-2024)</p> <p>Auditor's comment Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of all 20 randomly selected employees ranged from 48 to 50 hours in January 2026 (current month), the monthly overtime hours of all 5 randomly selected employees were 46 hours in October 2025 (random month) and the monthly overtime hours of all 5 randomly selected employees were 48 hours in July 2025 (random month).</p> <p>Legal Regulation People's Republic of China Labor Law Article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in month shall not exceed 36 hours.</p>	41%

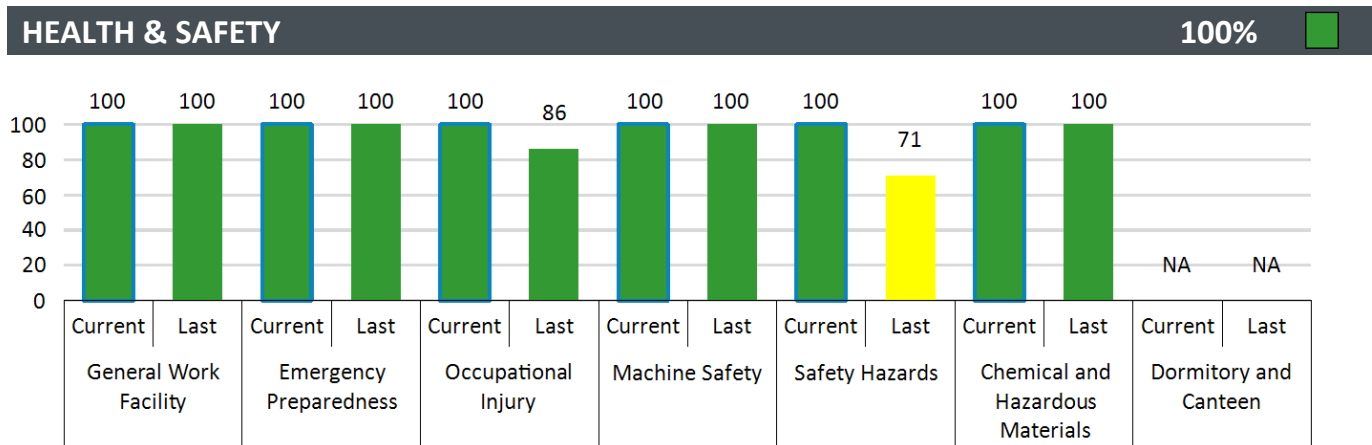
Sub Section: Wages and Benefits

Status	Findings	% Global freq of compliance
● Moderate	<p>O0717: The facility does not provide social security, pensions, healthcare and/or other insurance to employees as per legal requirement.</p> <p>Past occurrences at this facility: 1 time (29-Nov-2024)</p> <p>Auditor's comment Insufficient social insurance participated. The social insurance receipts from February 2025 to February 2026 were provided to review, and according to the latest social insurance receipt of February 2026, auditor found that there was total 50 employees in the facility (14 retirees, no temporary employees and dispatch employees, 2 newly joined employees), 34 employees needed to participate in social insurance, however, only 26 out of 34 employees (76.5%) had participated in basic endowment insurance, maternity insurance, basic medical insurance and unemployment insurance, all 34 employees (100%) and 9 out of 14 retirees (64.3%) had participated in employment injury insurance. Remark: The facility had provided commercial accident insurance for 32 employees including 7 employees who had not participated in employment injury insurance, the valid period was until March 6, 2027.</p> <p>Legal Regulation Social Insurance Law of the People's Republic of China Article 10, Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23, Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33, Employees shall participate in employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44, Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant</p>	58%



Status	Findings	% Global freq of compliance
	provisions of the state. Article 53, Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.	

C3. HEALTH & SAFETY



Health & Safety Summary:

1. The facility had established a comprehensive health and safety management system, including fire safety, electrical safety, chemical safety, machine safety and so on. The facility provided regular training covering all of the above.
2. Ventilation, temperature and lighting were adequate for the production processes, potable water was freely available in all areas and test certificates were up-to-date. Also, there were monthly meetings between the workers and the Facility Director, and each point was acted on.
3. There were at least 2 exits from each work area, and these were clearly marked. Evacuation plans were posted at each safety exit and understood by all interviewed workers.
4. Firefighting equipment such as fire extinguishers and fire hydrants were adequate and checks were up-to-date. Fire drills were conducted for all employees half a year, the last fire drill was conducted on February 4, 2026.

Sub Section: Emergency Preparedness

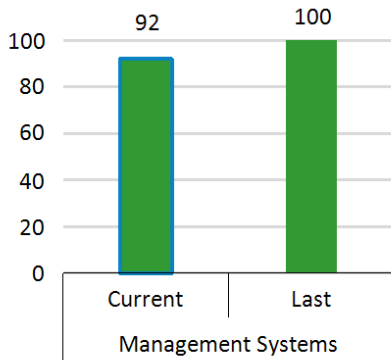
Status	Findings	% Global freq of compliance
● No Score	<p>O0328: Additional Finding/Observation - Emergency Preparedness</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Partial goods in all warehouses were stacked against wall and pillar. Through facility tour, auditor found that partial goods in all warehouses were stored against the wall and pillar directly.</p> <p>In accordance with 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.</p>	NA



C4. MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

93%



Management System Summary: 1. The facility had established a social responsibility management system and trained relevant personnel.

2. The facility had arranged a special person to supervise and to be responsible for the various contents of the system.

3. The facility had arranged the annual system internal audit and management review and conducted corrective action to each violation. However, some procedures were not performed well, please refer to the body of report.

Sub Section: Management Systems

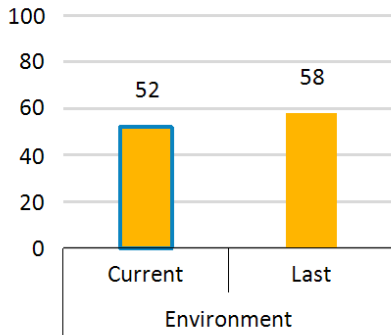
Status	Findings	% Global freq of compliance
● Minor	<p>O0817: The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment The facility had established working hour and wages management procedure, but the procedure was not implemented well, for example, overtime hours exceeded legal requirement.</p> <p>WCA Standard 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 working hour and wages management procedures.</p>	35%

Status	Findings	% Global freq of compliance
<p>● Minor</p>	<p>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.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment The facility had established emergency preparedness procedures, but the procedure was not implemented well, for example, partial goods were put against the wall and pillar.</p> <p>WCA Standard requires that the facility has 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.</p>	<p>58%</p>

C5. ENVIRONMENT

ENVIRONMENT

52%



- Environment Summary:**
1. The facility had established written environmental policy.
 2. The facility conducted training for all employees on the avoidance of environmental impact.
 3. One Manager Mr. Li Shengma was responsible for continuous improvements in their environmental performance.
 4. Environmental Impact Assessment (EIA) for construction project was not conducted.
 5. The facility had relevant system in place to monitor end client's environmental standards/code requirements.
 6. The facility had monitored the waste air, waste water and boundary noise regularly.

Sub Section: Environment

Status	Findings	% Global freq of compliance
● Moderate	<p>O1314: Facility does not have valid/appropriate Environmental Impact Assessment Report as required by law.</p> <p>Past occurrences at this facility: 1 time (29-Nov-2024)</p> <p>Auditor's comment No Environmental Impact Assessment (EIA) for construction project. During facility tour, auditor found that products in the facility are vacuum cups, and the main processes are cutting, hydraulic pressing, metal processing, welding, polishing, cleaning, paint spraying, vacuuming, screen printing, 3D printing, assembly, inspection and packing, waste gas, wastewater and hazardous waste generated from manufacturing would cause influence on the environment. EIA document shall be compiled for assessing detailed environmental impacts and relevant protective measures. However, the facility could not provide EIA document for review.</p> <p>Legal Regulation PRC Law of Environmental Impact Assessment Article 16, The state conducts systematic management over the environmental impact assessment of construction projects in accordance with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out</p>	96%

Status	Findings	% Global freq of compliance
	Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: 1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. 2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. 3) For those that have very little environmental impact and do not need any environmental impact assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of environmental impact assessment is made and published by the executive department of ecological management under the State Council.	
● Moderate	<p>O1317: Facility does not have valid/appropriate Environmental Impact Assessment Approval from Government as required by law.</p> <p>Past occurrences at this facility: 1 time (29-Nov-2024)</p> <p>Auditor's comment No Environmental Impact Assessment (EIA) approval / registration for construction project. During document review, the facility could not provide the EIA approval / registration for construction project for review.</p> <p>Legal Regulation</p> <p>PRC Law of Environmental Impact Assessment Article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized executive department of ecological management in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form.</p>	96%
● Moderate	<p>O1320: Facility does not have legal required Construction Project Final Acceptable Approval as required by law.</p> <p>Past occurrences at this facility: 1 time (29-Nov-2024)</p> <p>Auditor's comment No environmental protection acceptance checks report for completed construction project. During facility tour, auditor found that products in the facility are vacuum cups, and the main processes are cutting, hydraulic pressing, metal processing, welding, polishing, cleaning, paint spraying, vacuuming, screen printing, 3D printing, assembly, inspection and packing, the waste gas, wastewater and hazardous waste which generated during manufacturing would cause influence on the environment. However, during document review, the facility could not provide the environmental protection acceptance check approval for their construction project for review.</p> <p>Legal Regulation</p> <p>Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity</p>	95%

Status	Findings	% Global freq of compliance
	shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.	

% 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 employee safety processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	43%
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	69%
The facility (including construction projects) have the building permits and/or fire safety permits as per the legal requirements.	Compliant	77%
Employment practice procedures (forced labor, freedom of association, employment contracts, discipline, harassment & abuse) are in place.	Compliant	77%
The facility conducts and/or pays for regular occupational health examinations for employees when applicable.	Compliant	78%
Preventative measures are in place to prevent chemical leakage.	Compliant	78%
The total weekly working hours (normal & overtime) are 60 or less than 60 hours.	Compliant	78%
The facility has 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.	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%
Facility does not have valid/appropriate Environmental Impact Assessment Report as required by law.	Moderate	96%
Facility does not have valid/appropriate Environmental Impact Assessment Approval from Government as required by law.	Moderate	96%
Facility does not have legal required Construction Project Final Acceptable Approval as required by law.	Moderate	95%
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	58%
The facility does not provide social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	58%
Total overtime hours exceeds allowable limits under applicable law or agreement.	Moderate	41%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	35%

Best Practices:

The facility implements an auditing program and audits all suppliers, subcontractors and labor providers.	
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