

ASSESSMENT SUMMARY REPORT

(Supplier Guiding Principles and Human Rights Policy Assessments)

Facility Name Taizhou Huangyan Pretty Arts and Crafts Factory		Coca-Cola Facility Number S-CHN-MK-0031093	Product Category Promotional Items		
Facility Street Address No.107, Fengguang Road, Chengjiang Town, Huangyan, Taizhou		City Taizhou	State/Province Zhejiang	Country China	Postal Code 318020
Facility Contact/Role Ms. Su Qunyan		Parent Supplier (if known) WOTTOLINE S.A.			
Assessment Date September 3, 2019	Number Of Auditors 1	Assessment Team Lorry Long (RA 21700405)		Service Provider Intertek	
Coca-Cola System Contact Diana Pancorbo Nicolas		Group Europe		Business Unit & Department Iberian	
Total Workforce (Total Employees + Total Non-Employee Workers) 8		All Employees (Sum of 3 boxes to the right)		Production Employees	Sales & Distribution Employees (Female/Male)
	Men	3	3	0	0
	Women	5	4	1	0
Workers Present At Assessment 8	Workers Interviewed 5	All Non-Employee Workers (Sum of 3 boxes to the right)		Production NEW Workers	Sales & Distribution NEW Workers
	Men	1	1	0	0
	Women	4	4	0	0
Assessment Type	<input type="checkbox"/> Initial Assessment <input type="checkbox"/> On Site Follow-Up Assessment <input type="checkbox"/> Re-Assessment <input checked="" type="checkbox"/> Desk Assessment <input type="checkbox"/> Mutual Recognition - Joint Audit (Also Indicate if Initial, Follow-Up, etc.)				

Score	Rating	Access Denied?
0	Green (0) Fully Compliant - No Further Action Required	<input type="checkbox"/> Full Access Denied
	Yellow (1-7) Corrective Action Required (Send Supporting Evidence)	<input type="checkbox"/> Partial Access Denied
	Orange (8-27) Corrective Action Required and Follow-Up Assessment or Desk Assessment Required	<input type="checkbox"/> Employee Access Denied
	Red (28+) Corrective Action and Follow-Up Assessment is Required	<input type="checkbox"/> Record Access Denied
		<input type="checkbox"/> Facility Access Denied

Points Attributable to Employees of Facility:	
Points Attributable to Non-Employee Workers:	
Land Rights Score (Does Not Impact Overall Score):	0

LAND RIGHTS FINDINGS

Finding Category	Code	Findings	Local Law (If Applicable)	Finding Detail and Corrective Action (Preface with "NEW" if finding is applicable to non-employee-workers only)	Suggested Time Frame	Agreed Time Frame

GOOD PRACTICES		
(Checked items indicated the assessors saw evidence of good practices in place that are beyond compliance.)		
Code Element	Good Practice	Observed?
Laws and Regulations		
A.4.1	Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.	<input checked="" type="checkbox"/> Yes
Child Labor		
B.4.1	A remediation plan is in place for use in cases where children are found to be working on site.	<input checked="" type="checkbox"/> Yes
Forced Labor		
C.4.2	Facility has a policy prohibiting human trafficking and forced labor.	<input checked="" type="checkbox"/> Yes
Abuse of Labor / Workplace Security		
D.4.1	Policies and procedures are in place to safeguard worker privacy, including with regard to medical information.	<input checked="" type="checkbox"/> Yes
D.4.2	Management has established and communicated disciplinary procedures and record all disciplinary actions.	<input checked="" type="checkbox"/> Yes
D.4.3	Policies and procedures are in place to ensure security guards undergo criminal background checks, receive training on the use of force, and their duties are limited to protecting workers, the facility, and equipment.	<input checked="" type="checkbox"/> Yes
D.4.4	Sensitivity training is provided to supervisors and security guards.	<input type="checkbox"/> Yes
Wages and Benefits		
F.4.1	Policies and procedures are in place to ensure permanent employees are hired in lieu of long-term contract labor.	<input checked="" type="checkbox"/> Yes
F.4.2	Facility has policy to provide wages to workers that meet basic needs including food, clothing, housing, medical care, etc.	<input checked="" type="checkbox"/> Yes

Work Hours and Overtime		
G.4.1	Policies and procedures are in place to manage work hours. In countries with no or high limits ensure working hours are limited to 48 hours per week and 12 hours of overtime.	<input type="checkbox"/> Yes
G.4.2	Irrespective of the law, workers are provided one day off in seven-day period.	<input checked="" type="checkbox"/> Yes
Health and Safety		
H.4.1	Policies and procedures are in place to safeguard worker safety and ensure legal compliance (e.g. management systems systematically assess health and safety risks, implement preventive measures, and investigate all accidents). A person /committee is designated to manage such programs.	<input checked="" type="checkbox"/> Yes
H.4.2	Process in place for management to receive and action safety concerns of the workers.	<input checked="" type="checkbox"/> Yes
Environment		
I.4.1	A management system is in place to systematically assess environmental risks, implement preventive measures, and investigate all accidents. A person or committee is designated to manage such programs.	<input checked="" type="checkbox"/> Yes
Work Environment		
J.4.1	Policies and procedures are in place for workers to file grievances without penalty or retaliation and a management representative is designated to address grievances.	<input checked="" type="checkbox"/> Yes
J.4.2	Policies are in place to mitigate the impact of workforce reductions to the extent possible and communicate with employees in a timely manner.	<input checked="" type="checkbox"/> Yes
J.4.3	Facility measures and tracks employee satisfaction/engagement.	<input type="checkbox"/> Yes
Discrimination		
K.4.1	Facility has a policy to ensure employment decisions are based solely on someone's ability to do the job, without regard for other personal characteristics.	<input checked="" type="checkbox"/> Yes
K.4.2	Policies and procedures are in place to accommodate religious expression.	<input checked="" type="checkbox"/> Yes
K.4.3	Facility has implemented gender-sensitive recruitment and retention practices and proactively recruits and appoints women to managerial and executive positions and/or the corporate board of directors.	<input type="checkbox"/> Yes

Business Integrity		
L.4.1	Facility has a code of business conduct and procedures in place to investigate and reconcile violations of the code and communicates the code to workers.	<input checked="" type="checkbox"/> Yes
L.4.2	Facility has procedures to protect workers who alert management to violations of the code of business conduct.	<input checked="" type="checkbox"/> Yes
L.4.3	Facility is aware of Coca-Cola Code of Business Conduct.	<input checked="" type="checkbox"/> Yes
L.4.4	Facility has an Anti-Corruption policy prohibiting employees from giving something of value to a government employee/official in exchange for a business advantage and has communicated the policy to employees.	<input checked="" type="checkbox"/> Yes
L.4.5	Facility management and employees are aware of TCCC Anti-Bribery Policy (for Coca-Cola Company sites only).	<input type="checkbox"/> Yes
Demonstration of Compliance		
M.4.1	Facility management is familiar with and shares The Coca-Cola Company's Supplier Guiding Principles or Human Rights Policy (as applicable) and Human Rights Statement with employees.	<input checked="" type="checkbox"/> Yes
M.4.2	Facility requires subcontractors and labor contractors to comply with local law. (e.g. include labor standard clauses in contracts, monitor performance via workplace assessment, etc.).	<input checked="" type="checkbox"/> Yes
M.4.3	Facility has due diligence process to monitor social compliance performance of suppliers, subcontractors and labor contractors/brokers through workplace assessment, etc.	<input checked="" type="checkbox"/> Yes
Land Rights		
N.4.1	Facility management uses external resources and/or experts for guidance on land acquisitions (e.g. IFC Performance Standards, TCCC Checklist, etc.).	<input type="checkbox"/> Yes