
Auditee :	GOC FOOD JSC
Audit Date From :	22/02/2016
Audit Date To :	23/02/2016
Expiry Date of the Audit :	22/02/2017
Auditing Company :	Intertek
Auditor's Name(s) :	Ninh Tran(Lead)
Auditing Branch (if applicable) :	Intertek Vietnam



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Producer : GOC FOOD JSC

DBID : 327707 and Audit Id : 44084

Audit Date : 22/02/2016

Audit Type : Full Audit

Main Auditee Information

Name of producer :	GOC FOOD JSC		
DBID number :	327707		
Audit ID :	44084		
Address :	Tan Xuyen Industrial Park, Lang Giang District, Bac Giang Province, Vietnam Bac Giang		
Province :	Bac Giang	Country :	Vietnam
Management Representative :	Tran Anh Tuan - Vice Director		
Contact person:	Ca Phan	Sector :	Food
Industry Type :	Agriculture	Product group :	Fresh Fruits and Vegetables
Product Type :	Gherkins in glass bottle		

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	
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 23/02/2017	

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
D	C	A	A	A	A	D	A	A	A	A	C	A

Executive summary of audit report

GOC Food Processing Export JSC has been established in 2004. The facility is located at Tan Xuyen Industrial Zone, Lang Giang District, Bac Giang Province, Vietnam. The total land area is about 26,000 square meters. One of 2-storey building (1500 square meters) is used for office. Three 1-storey buildings (1000 square meters) are used for material warehouse. Two 1-storey buildings (1500 square meters) are used for production workshop. There was no dormitory in facility. These buildings are constructed of steels and concrete. There are total 98 employees working in the facility. Working hours are recorded by fingerprints reading system. The normal workweek is from Monday to Saturday. The normal workweek is from 07:00 to 17:00 with 2 hours lunch break in between.

Ratings Summary



Auditee's background information			
Auditee's name :	GOC FOOD JSC	Legal status :	JSC
Local Name :	Cong ty CP CBTP Xuat khai GOC	Year in which the auditee was founded :	2004
Address :	Tan Xuyen Industrial Park, Lang Giang District, Bac Giang Province, Vietnam	Contact person (please select) :	Ca Phan
Province :	Bac Giang	Contact's Email :	thanhca@goc-food.com
City :	Bac Giang	Auditee's official language(s) for written communications :	English
Region :	South East Asia	Other relevant languages for the auditee :	Vietnamese
Country :	Vietnam	Website of auditee (if applicable) :	Nil
GPS coordinates :	Nil	Total turnover (in Euros) :	4700000.00
Sector :	Food	Of which exports % :	95.00
Industry :	Agriculture	Of which domestic market % :	5.00
If other, please specify :	Nil	Production volume :	200 containers 40f
Product Group :	Fresh Fruits and Vegetables	Production cost calculation :	Yes
If other, please specify :	Nil	Lost time injury calculation cost :	Yes
Product Type :	Gherkins in glass bottle		

Auditee's employment structure at the time of the audit			
Total number of workers :	98	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	29	61	
Temporary workers	0	0	
In management positions	5	3	
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	34	64	
Production based workers	29	40	
With shifts at night	0	0	
Unionised	34	64	
Pregnant	-	2	
On maternity leave	-	3	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: D		
	Based on satisfactory evidence, the main auditee partially respects this principle because: BSCI REQUIREMENT/LOCAL LAW: PA1.1: it should be evident that the auditee has set up an effective management system to implement the BSCI Code of Conduct. FINDING: There was no sufficient system to monitoring social compliance performance in the facility. Please see relevant PAs for more details. BSCI REQUIREMENT/LOCAL LAW: PA1.3: it should be evident that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct FINDING: There was no requirement of monitoring social compliance of business partners. There was no social compliance evaluation conducted on facility's business partners by internal or external auditor(s). - Chưa có hệ thống quản lý giám sát trách nhiệm xã hội. Xin xem các phần PA tương ứng. - Chưa có yêu cầu giám sát hệ thống trách nhiệm xã hội của đối tác kinh doanh; Chưa có đánh giá mức độ tuân thủ trách nhiệm xã hội của đối tác kinh doanh nội bộ hoặc thuê ngoài.	23/08/2016
Remarks from Auditee:		

Performance Area 2 : Workers Involvement and Protection

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: C		
	Based on satisfactory evidence, the main auditee partially respects this principle because: BSCI REQUIREMENT/LOCAL LAW: PA2.2: it should be evident that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. FINDING: There was no long-term goal for protecting workers in line with BSCI Code of Conduct. BSCI REQUIREMENT/LOCAL LAW: PA2.5: it should be evident that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities. FINDING: Insufficient grievance mechanism set up, without mechanism for communities. - Chưa có mục tiêu dài hạn về việc bảo vệ công nhân theo yêu cầu của quy tắc ứng xử BSCI - Hệ thống tiếp nhận ý kiến đóng góp, khiếu nại chưa đề cập đến cơ chế dành cho cộng đồng.	23/08/2016
Remarks from Auditee:		

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

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 4 : No Discrimination

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: D		
	<p>Based on satisfactory evidence, the main auditee partially respects this principle because: BSCI REQUIREMENT/LOCAL LAW: PA7.9, it should be evident that auditee makes visible potential hazards to the workers and visitors through signs and warnings. In accordance with the Labor Code of Vietnam, Article 138, the employer has the following obligations: To ensure the workplace meets the requirements of space, ventilation, dust, steam, toxic gas, radiation, electromagnetic field, heat, humidity, noise, vibration and other harmful elements specified in the relevant technical regulations and those factors must be tested and measured periodically; Periodically testing and maintaining the machinery, equipment, workshops and warehouses; 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; FINDING: No warning signs on falling object safety were provided at finished goods warehouse and material warehouse. BSCI REQUIREMENT/LOCAL LAW: PA7.14, it should be evident that that the auditee has installed an adequate amount of properly working firefighting equipment. In accordance with the Labor Code of Vietnam, Article 138, the employer has the following obligations: To ensure the workplace meets the requirements of space, ventilation, dust, steam, toxic gas, radiation, electromagnetic field, heat, humidity, noise, vibration and other harmful elements specified in the relevant technical regulations and those factors must be tested and measured periodically; Periodically testing and maintaining the machinery, equipment, workshops and warehouses; 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; FINDING: There was no automatic smoke detectors and fire alarm system in the facility. All exit doors in the facility were sliding doors. There was no floor marking provided at materials - Chưa có biển cảnh báo an toàn nguy cơ hàng rơi tại kho thành phẩm và kho nguyên liệu - Chưa có hệ thống báo khói và báo cháy tự động tại nhà máy. 7.23, 7.24 Not applicable. The facility does not provide transportation or housing service to workers.</p>	23/08/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
	There was no young labor working in the facility. The facility does not have intention or plan of using young labor.	
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: C		
	Based on satisfactory evidence, the main auditee partially respects this principle because: BSCI REQUIREMENT/LOCAL LAW: PA12.1, it should be evident that auditee continuously identifies the significant impacts and environmental implications associated to its activity. FINDING: There was no environmental risk assessment. BSCI REQUIREMENT/LOCAL LAW: PA12.2, it should be evident that auditee has procedures in place to ensure integration of local environmental law into the business model. FINDING: There was no grievance mechanism in place for community in case of environmental issue/concern. There was no written procedure of updating and integrating environmental laws and regulations into business activities. - Chưa có đánh giá rủi ro về môi trường. - Chưa có cơ chế tiếp thu ý kiến phản hồi/phàn nàn của cộng đồng dân cư xung quanh trong trường hợp có vấn đề về môi trường. - Chưa có quy trình bằng văn bản về việc cập nhật và tích hợp các luật và quy định về môi trường vào hoạt động kinh doanh.	23/08/2016
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [44084] Audit Date: 22/02/2016 PA Score: A		
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	22/02/2016	44084	D	C	A	A	A	A	D	A	A	A	A	C	A	C

Producer Photos



External photo(s) of the production unit(s)
Overview.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Spice area.JPG



Photo first aid facilities
First aid box.JPG



Photo of the code of conduct on display
Local Vietnamese CoC.JPG



Photo of the inside of the main production hall
Carton packing area.JPG



Photo of fire safety equipment
Emergency and exit lights.JPG



Photo of the inside of the main production hall
Materials warehouse.JPG



Photo of the inside of the main production hall
Finished cartons warehouse.JPG



Photo of fire safety equipment
Fire extinguishers.JPG



Photo of the inside of the main production hall
Processing area.JPG



Photo of the sanitary facilities
Hand washing area.JPG



Photo of fire safety equipment
Fire warning sign.JPG



Photo of the inside of the main production hall
Steaming area.JPG



Photo of the sanitary facilities
Hand drying machines.JPG



Photo of the sanitary facilities
Hazardous waste storage area.JPG



Photo of the inside of the main production hall
Can packing area.JPG



Photo of the sanitary facilities
Toilets.JPG