

Monitoring Partner
TÜV SÜD

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A horizontal bar chart with six segments labeled A through None. Segment C is highlighted with a black downward-pointing arrow.

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

GENERAL DESCRIPTION

Name of lead auditor: Mr. Lionel Wang; APSCA membership number: CSCA21700977

Name of team auditor (if applicable): Ms. Vivian Li; APSCA membership number: CSCA 21701816

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: TÜV SÜD

Audit schedule details: The audit is planned for 2 auditors x 2 days on April 28-29, 2025. Team auditor Ms. Vivian Li attended the first and second days of the audit.

Announcement Type: Semi Announced

Business partner information:

The audited factory named xx (Business license No.: 913xxx) was located at xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx China. The factory was established on August 10, 2010.

The factory was specialized in the manufacture of cotton towel. The main production processes included winding, sizing, warping, weaving, printing, dyeing, washing, drying, cutting, sewing, embroidering, inspection, and packing.

Audited location information:

The factory currently owned and used one 6-storey office building as office, kitchen, and canteen areas; one 7-storey production building (Partial 1-storey) as warehouse and production area; two 5-storey buildings (Partial 1-storey) as warehouse and production area; one 5-storey warehouse building as warehouse; one 4-storey production building as production and warehouse area; one 1-storey warehouse building as warehouse area (located at xxxxxxxxxxxx Road and about 200 meters away from the main factory); and one 6-storey dormitory building as dormitory area. The detailed information of each building was shown below.

Building No. 1 (6-storey office building):

The 1F, 3-4F, and 6F of this building were used as office area. The 2F of this building was used as canteen, kitchen, and office areas. The 5F of this building was used as customer reception and office areas.

Building No. 2 (7-storey production building (Partial 1-storey)):

The 1F of this building was used as workshop for dyeing, washing, drying, and printing processes. The 2F of this building was used as workshop for printing process. The 3F of this building was used as workshop for sewing and embroidering processes. The 4F of this building was used as workshop for inspection process. The 5F of this building was used as workshop for sewing and cutting processes. The 6F of this building was used as workshop for inspection and packing processes. The 7F of this building was used as warehouse area.

Building No. 3 (5-storey production building (Partial 1-storey)):

The 1F of this building was used as workshop for weaving and warping processes. The 2-3F of this building was used as workshop for fabric inspection process. The 4F of this building was used as workshop for inspection and packing processes. The 5F of this building was used as workshop for sewing process.

Building No. 4 (5-storey production building (Partial 1-storey)):

The 1F of this building was used as workshop for sizing and warping processes. The 2F of this building was used as office area. The 3-4F of this building was used as workshop for winding process. The 5F of this building was used as warehouse for yarn.

Building No. 5 (5-storey warehouse building):

The 1-5F of this building were used as accessory material warehouse.

Building No. 6 (4-storey production building):

The 1F of this building was used as workshop for water purification. The 2F of this building was used as warehouse for idle material . The 3-4F of this building was idle.

Building No. 7 (1-storey warehouse building):

It was used as finished goods warehouse.

Building No. 8 (6-storey dormitory building):

1-6F of this building were used as dormitory areas.

Operating shifts and hours:

The regular working hours of all employees were 8 hours per day and 40 hours per week. The regular working days of workers were 5 days from Monday to Friday per week and generally had 8 hours overtime on Saturdays. All workers fixed rest on Sundays. The kitchen staff; security guards; and workers of winding, sizing, warping, weaving, printing, dyeing, washing, and drying workshops worked in three shifts (8:00-16:00, 16:00-0:00, 0:00-8:00). All other employees worked in one shift (Summer season from April 1 to September 30: 8:00-12:00, 14:00-18:00; winter season from October 1 to March 31: 8:00-12:00, 13:30-17:30).

Time recording system: The factory used IC card system to record working hours of all employees.

Salary payment details: All employees were paid by daily rate, and the wages were paid by bank by the 30th of each month for the preceding month.

Worker number information:

On the audit day, there were total 1044 employees working in the factory, that included 928 production employees (316 males and 612 females) and 116 non-production employees (29 males and 87 females). There were 13 management (7 males and 6 females) in the factory. There were 15 domestic migrant workers (6 males and 9 females) from other provinces of China and no foreign migrant worker in the factory. The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers etc.

Good practices:

1. The factory provided meal allowance (RMB 8 per day for daytime shift, RMB 24 per day for mid-time shift, and RMB 48 per day for night shift) for workers every month.
2. The factory provided the attendance award with RMB 5 per day for workers every month.
3. The factory provided the seniority award (RMB100 per month) for workers after working one year in the factory with increase of RMB20 for each full year of service.

Worker organization details: The factory did not have trade union; but 14 worker representatives were elected by workers.

Circumstances:

1. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit.
2. No inconsistencies between time records and production records were observed.
3. All buildings used by the audited factory belonged to its parent company named Sunvim Group Co., Ltd. The fire licenses and building safety license were under the previous name of the parent company.
4. The audited factory was a branch company of Sunvim Group Co., Ltd. and some workers were employed before the factory established as they were transferred from other branch of Sunvim Group.
5. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings: In this audit, non-compliances were observed in some performance areas, please refer to PA1, PA2, PA7, and PA13 for details.

Living wage calculation: #Living wage, the data on GLWC website was not used, but the calculation method still follows

Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXX
XXXXX

Site amfori ID

156-004443-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

- Drying (finished textile)
- Flat screen printing
- Washing
- Unit Dyeing / Garment Dyeing / Piece Dyeing / Beck
Dyeing /Winch Dyeing / Box Dyeing
- Labelling / Label Sewing
- Inspection / Quality Inspection
- Warping
- Bleaching
- Weaving

NACE Classification

Finishing of textiles

GS1 Classifications

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	1,044	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	2,536	Monthly
Calculated living wage in local currency	2,359.73	Monthly
Total sample	30	Workers

Other Metrics

Male workers	345	Workers
Female workers	699	Workers
Non-binary workers	0	Workers
Permanent workers - Male	345	Workers
Permanent workers - Female	699	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	7	Workers
Management - Female	6	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	223	Workers
Workers with night shift - Female	270	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	6	Workers
Domestic migrant workers - Female	9	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

FINDINGS



PA1: Social Management System

Site: xx | Site amfori ID: 156-004443-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, document review, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had established the social accountability management system and there was no systematic loss of control in the overall management of the factory; but it still needed to be improved as some non-compliance issues were detected in PA2, PA7, and PA13.

根据管理层访谈、工人访谈、文件审核和现场审核，本检查点为部分符合。因为工厂有建立社会责任管理体系，并且在整体管理上没有系统性失控；但是此次审核在PA2，PA7和PA13发现了问题点，仍需要改进。

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management interview, and worker interview; it was noted that this checkpoint was partial compliance. It was because that the factory has conducted regular evaluation for suppliers on social accountability; but the evacuation of suppliers did not cover some requirements of ethical business behavior, and the factory also did not provide enough evidence to prove that the factory had communicate the BSCI Code of Conduct to partners such as suppliers i.e. the suppliers did not sign back the BSCI Code of Conduct to declare their willingness to respect the BSCI requirement. This violated the BSCI Code of Conduct.

根据文件审核、管理层访谈和工人访谈，本检查点为部分符合。因为工厂有对其供应商定期进行社会责任评估并且有提供评估记录；但是供应商的评估没有涵盖商业道德方面的要求，工厂也没有提供足够证据证明有把BSCI的行为准则向其合作伙伴如供应商沟通，如供应商没有回签BSCI行为准则以声明遵守BSCI行为准则的要求。这违反了BSCI行为准则。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview,

根据管理层访谈、员工访谈和文件审核，本检查点

Finding

and document review; it was noted that this checkpoint was partial compliance. It was because that overtime hours of workers did not exceed legal requirement, and the factory had provided the production planning record for review. However, still no sufficient evidence to prove that the factory had effectively assessed and properly planned its workforce capacity to meet the expectations of the delivery order and to reduce unnecessary subcontracting and overtime that may impact quality: Firstly, the factory did not provide the cost calculation; secondly, the factory did not establish a contingency plan in case something slows down or interrupts production. This violated the BSCI Code of Conduct.

为部分符合。因为工人的加班时间没有超出法规要求，工厂也提供了产能规划的记录。但是仍没有充分的证据证明工厂对现有员工产能是否可以按时完成客户订单数量进行了有效评估和合理计划，从而减少在生产过程中影响质量的不必要分包和加班：首先，工厂没有提供生产成本核算记录；其次，工厂没有建立应对减缓或干扰生产时的应急计划。这违反了BSCI行为准则。

PA 2: Workers Involvement and Protection

Site: xxx | Site amfori ID: 156-004443-002

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, site tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory had established grievance procedure and had equipped the suggestion box; but the grievance procedure did not include items such as how to avoid potential conflicts of interest, the complaint from interested parties (i.e., business partner), etc.; the factory also did not conduct satisfaction survey on the grievance procedure. This violated the BSCI Code of Conduct.

根据管理层访谈、工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂有建立申诉的程序，也有设置意见箱；但是申诉程序没有包含如何避免利益冲突、利益相关方（如合作伙伴）的投诉等项目，工厂也没有进行申诉机制的满意度调查。这违反了BSCI行为准则。

PA 7: Occupational Health and Safety

Site: xxx | Site amfori ID: 156-004443-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, document review, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had set up the occupational health and safety regulations and procedures, and there was no systematic loss of control in the overall management of occupational health and safety in the factory; but the factory still needed improvement in occupational health and safety as non-compliance issues were detected on 7.6, 7.7, and 7.11.

根据管理层访谈、工人访谈、文件审核和现场审核，本检查点为部分符合。因为工厂虽然建立了职业健康安全方面的程序和相关制度并且在职业健康安全整体管理上没有系统性失控；但是此次审核在7.6, 7.7和7.11发现了问题点，工厂在职业健康安全方面仍需改善。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

Based on worker interview, site tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory had provided PPE such as e anti-dust mask, active carbon mask, metal glove, protective gloves, goggles, apron, etc. for workers; the factory also provided trainings on use of PPE for workers and most of workers had worn the proper PPEs; however, it was noted that workers at printing workshop did not wear the provided goggles. This violated the Law of the PRC on Work Safety article 42.

根据工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂有为工人提供了劳保用品如防尘口罩、活性炭口罩、金属手套、防护手套、护目镜和围裙等，也为工人提供了劳保用品使用的培训并且多数工人也佩戴了合适的劳保用品；但是印花车间的工人没有佩戴护目镜。这违反了《中华人民共和国安全生产法》第42条。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, site tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory had established chemical control procedure, equipped the secondary containment at chemical stored area, and posted the MSDS onsite; but it was noted that no secondary containment was available at partial chemicals usage area such as color mixing area at

根据管理层访谈、工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂有建立化学品管控程序，有在化学品的存储区域设置二次容器，并张贴了MSDS；但是部分化学品使用区域如印花车间的调色区未设置二次容器。这违反了《危险化学品安全管理条例（2002）》2011年修正 第20条。

Finding	
printing workshop. This violated the Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20.	

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, onsite tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the production buildings of the factory looked stable and safe, and the factory had provided the building structure acceptance certificate and fire inspection certificate for all buildings; but some goods in raw material warehouse and winding workshop were being stored against wall, and the distance between goods and the wall was lower than the legal requirement of 0.5 meters. This violated the Rules for Storage Fire Prevention Safety Management, Article 18.	根据管理层访谈、现场审核及文件审核，本检查点为部分符合。因为工厂的生产建筑在外观上是稳固和安全的，并且工厂提供了所有建筑的竣工验收合格证和消防验收合格证书；但是原料仓库和倒纱车间内部分货物内的部分货物靠墙放置，货物跟墙之间的距离低于法规规定的0.5米。这违反了《仓库防火安全管理规则》第18条。

PA 13: Ethical Business Behaviour

Site: xxx | Site amfori ID: 156-004443-002

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, and document review; it was noted that this checkpoint was partially compliant. it was because that the factory had established the procedure on privacy and information security, but the factory did not provide privacy and information security training to employees. This violated the BSCI Code of Conduct.	根据管理层访谈、工人访谈和文件审核，本问题点为部分不符合。因为工厂有建立了员工隐私和信息安全的程序，但是没有提供给员工隐私和信息安全的培训。这违反了BSCI行为准则。