

Monitored Party xxxxxxxxxxx	amfori ID 156-062772-000	Address xxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 03/06/2025	Closing Meeting Finished Date 03/06/2025	Submission Date 10/06/2025
Expiration Date 10/06/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxx	Site amfori ID 156-062772-001	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	C	
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	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>B</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Edison Li; APSCA membership number: CSCA 21701814

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1 day

Announcement Type: Semi-Announced.

Business partner information: The auditee was found on October 1, 2000. The facility was located at xxxxxxxxxx. The products manufactured by the facility were a Picnic mats, beach mats, blankets. The main production processes for digital printing, thermal transfer, coating, cutting, sewing and packing.

Audited location information: The factory occupied one 2-storey building (1F was used as office and cutting; 2F was used as sewing), one 1-storey building was used as digital printing, thermal transfer, coating workshop, another one 1-storey building was used as warehouse. There was no dormitory, transport or canteen provided.

Operating shifts and hours: The working hours were 8:00-11:30, 12:30-17:00 for workers. Normal working hours were 8 hours per day and 5 days per week. The attendance records from May 1, 2024 to the audit day were reviewed. 5 samples were randomly selected from November 2024, January 2025 and April 2025 Through reviewing the samples, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hours were 18 hours and the maximum monthly overtime hours were 82 hours, guarantee at least one day rest per week.

Time recording system: fingerprint attendance system.

Salary payment details: Payroll records from May 2024 to April 2025 were selected and reviewed. Based on 5 sampled employees' payrolls and attendance records, the wages were paid by hourly rate and the minimum wage was RMB 18.4 per hour, which was higher than the legal minimum wage RMB 2490 per month (equivalent to RMB 14.31 per hour since January 1, 2024). Overtime on regular days and weekend was paid at 150% and 200% of regular wage rate for all employees. Employees were paid at the end of each month for wage of previous natural month by cash. Payroll record consisted of basic wages, overtime pay and paid leave salary.

Worker number information: There were total 6 employees (3 males and 3 females) in the factory currently, including 1 management staff and 5 workers (2 males and 3 females). There was no domestic migrant worker or foreign migrant workers. There was no young worker, pregnant worker, seasonal workers, temporary worker, disabled worker, home-based worker, interns, apprentices, contractor worker. All workers were hired by the factory directly.

Good practices: Nil

Worker organization details: There was no labor union. One worker representative was elected on March 25, 2025.

Circumstances: There was no special circumstance during the audit. The management team of the facility provides the support to the audit team so that the audit could be carried out in good co-operation status.

Summary of findings: The findings were found in PA 1, 6, 7, 12

PA 1 Insufficient management system implementation/Insufficient implementation of capacity plan

PA 6 Excessive monthly overtime

PA 7 No occupational hazardous factor monitoring report; No occupational health check; Some workers not wearing PPE; No fire safety report and building safety report.

PA12 No EPCA; The Fixed Pollution Source Pollution Discharge Registration Receipt was expired.

Living wage calculation: #LivingWage: 1. No anker wage available for the producers location, so we used the data provided by auditing company. 2. The calculation methodology refers to anker living wage structure. 3. The data comes from the local bureau of statistics for the current year.

Attachment: The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit. Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. The facility did not sign Collective bargaining agreements with workers.

SITE DETAILS

Site

xxxxxxxxxxx

Site amfori ID

156-062772-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Home Furnishings		

amfori Process Classifications

N.A.

NACE Classification

Manufacture of furniture

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	6	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,200	Monthly
Calculated living wage in local currency	2,849.35	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	3	Workers
Female workers	3	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	3	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	1	Workers
Management - Female	0	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	0	Workers
Workers with night shift - Female	0	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	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	3	Workers
Workers hired directly - Female	3	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: xxxxxxxxxxxxy | Site amfori ID: 156-062772-001

**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
<b>Finding</b>	
The auditee partially respected this principle because based on the worker interview, management interview, document review and onsite observation, although facility established social responsibility management system, and internal audit and management review was conducted annually. Auditee did not implement effectively, especially for the systemic issued existed. For example: facility did not control the monthly overtime under legal limit. The management had to think about the cost, worker's willing and date of order delivery and etc. They thought it was hard to achieve all the requirements. It violated the requirements in the amfori BSCI system manual.	被审核方部分遵守该原则因为基于员工访谈, 管理人员访谈, 文件审核和现场观察, 尽管工厂已经建立社会责任管理体系, 并每年进行amfori BSCI管理体系的内审和管理评审。但企业的执行并不有效, 尤其是存在的系统性问题。例如: 企业没有控制月加班时间以符合法律规定。企业在实施过程中需要考虑成本、员工的意愿以及交货期等, 他们认为要达到所有要求是有难度的。违反了amfori BSCI系统手册中的要求。

**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
<b>Finding</b>	
The auditee partially respected this principle because based on the worker interview, management interview and document review Facility had established production cost calculation procedure but failed to provide the calculation related records. Facility did not effectively evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work. Claimed by management, due to the instable of order, shortage of manpower and the expectation of taking overtime from workers, it was hard to effectively evaluate the production capacity. It violated the requirements in the amfori BSCI system manual.	被审核方部分遵守该原则因为基于员工访谈, 管理人员访谈和文件审核, 企业建立了成本核算的程序文件, 但是没有提供相关的记录, 工厂接受订单时不会根据客户的交货期, 来有效的评估自己的生产能力、人员和设备情况, 以避免出现加班超时的情况。企业管理人员表示, 由于考虑订单的不稳定, 人力短缺以及员工加班的意愿, 很难有效的评估生产能力。违反了amfori BSCI系统手册中的要求。

### PA 6: Decent Working Hours

Site: xxxxxxxxxxxxy | Site amfori ID: 156-062772-001

**Question: 6.2 CRUCIAL:** Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

The auditee did not respect this principle because based on the worker interview, management interview and working hour record review, the facility did not have an effective overtime management control system. Facility did not monitor compliance status of daily operation. The attendance system did not have the overtime hours limit warning. Workers said that the overtime work was voluntary. Facility did not take control to the overtime hours limit. Factory attendance officers and production leaders were aim to finish the orders first. 1) the monthly overtime of 5 random selected workers worked 82 hours in November 2024; 2) the monthly overtime of 5 random selected workers worked 48 hours in January 2025; 3) the monthly overtime of 5 random selected workers worked 74 hours in April 2025. Remark: the monthly overtime of 5 random selected workers worked 72 hours in May 2025; the maximum monthly overtime of 5 random selected workers in June 2025 (until June 3, 2025) was 2 hours. Reference law: PRC Labour Law article 41, the total extension in a month shall not exceed thirty-six hours.

被审核方未遵守该原则因为基于员工访谈，管理人员访谈和工时记录审核，企业没有一个有效的加班管控系统。企业未在日常运行中对加班时间进行监控。工厂考勤系统没有加班上限预警的提示，员工反映加班是自愿的，工厂对加班上限并没有控制。工厂考勤负责人以及生产负责人还是以完成订单为最终目标。1) 随机抽取的5名员工，在2024年11月月加班为82小时；2) 随机抽取的5名员工，在2025年1月月加班为48小时；3) 随机抽取的5名员工，在2025年4月月加班为74小时；备注随机抽取的5名员工，在2025年5月月加班为72小时；随机抽取的5名员工，在2025年6月（截止2025年6月3日）月加班最高为2小时；参考法律法规：《中华人民共和国劳动法》第41条，用人单位每月加班不得超过三十六小时。

## PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxy | Site amfori ID: 156-062772-001

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

#### ENGLISH

#### LOCAL LANGUAGE

##### Finding

The auditee partially respected to this principle, Based on onsite tour, document review, worker and management interview, 1.the factory failed to provide the annual testing report for air quality of the work zone air quality in workshop. Reference law: Provisions on the Administration of Occupational Health at Work Sites Article 20.2. The digital printing, thermal transfer and coating

被审核方部分遵守该原则，通过现场审核，文件查阅、工人和管理人员访谈，1. 工厂未能提供工作场所空气质量的年度检测报告。参考法律法规：《工作场所职业卫生管理规定》第二十条。2.数码打印，热转印，复合车间员工会接触化学品，工厂没有为这些员工提供岗前、在岗或离岗的职业病体检。参考法律法规：《中华人民共和国职业病防治法》第三十五条。



### Finding

workers were exposed to chemical, the factory did not provide pre-job, on-job or post-job occupational disease examination for them. Reference law : Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

**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

The auditee partially respected to this principle, based on interviews with management and worker representatives, document review, and on-site observations, the workers in the digital printing, thermal transfer and coating workshop was not wearing active carbon mask. The employees said that the factory had issued free PPE, but the workshop environment was good so they did not remember to wear them. Reference law: PRC on Work Safety article 45.

被审核方部分遵守该原则，基于管理层和工人代表访谈，文件审查和现场观察。数码打印，热转印，复合车间的员工没有佩戴活性炭口罩。员工表示工厂已经发放了免费的劳保用品，但是车间环境良好所以不记得佩戴。参考法律法规：《中华人民共和国安全生产法》第45条。

**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

The auditee partially respected to this principle, based on onsite tour, document review, management interview, the facility did not have any Building Fire Safety proof or report and Building Final Acceptance Inspection Report of its used one 2-storey building and two 1-storey production buildings. The areas of the buildings were more than 300 square meters both, the buildings were built in 2005. The building looks strong and durable without obvious crack. The used areas by the auditee were installed with sufficient fire fighting equipment, like fire extinguishers, fire hydrant and fire alarm. Reference law: PRC Fire Prevention Law Article 13 & Construction Law of the People's Republic of China, Article 61.

被审核方部分遵守该原则，通过现场审核，文件查阅、管理人员访谈，工厂没有其所使用的一栋2层楼和两栋1层生产建筑的任何消防安全证明或者报告和竣工验收报告。三栋建筑的面积都在300平方米以上，建造时间为2005年。建筑看起来坚固耐用，没有明显裂缝。工厂使用的区域有配备足够的消防设施如灭火器，消防栓，火警铃。相关法律法规：中华人民共和国消防法第十三条&中华人民共和国建筑法第六十一条。

## PA 12: Protection of the Environment

Site: xxxxxxxxxxxxy | Site amfori ID: 156-062772-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee partially respected to this principle, based on onsite tour, document review, management interview, the factory has not provided EPCA (Environmental Project Check Assessment) in this audit. Refence law: Management Regulations for Environmental Protection of Construction Projects Article 17.

被审核方部分遵守该原则因为管理层访谈，文件审核以及现场观察，工厂没有提供环保竣工验收。参考法律：建设项目环境保护管理条例第17条。

**Question:** 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee partially respected to this principle, based on onsite tour, document review, management interview, the Fixed Pollution Source Pollution Discharge Registration Receipt was expired since April 21, 2025. The management stated that they will apply for it again. Reference law: Regulations on the Administration of Pollution Discharge Permits, Article 2.

被审核方部分遵守该原则因为管理层访谈，文件审核以及现场观察，工厂的固定污染源排污登记已于2025年4月21日过期。管理层表示将会重新申请。参考法律法规：《排污许可管理条例》第2条。