

**MONITORING ID: 25-0318270**

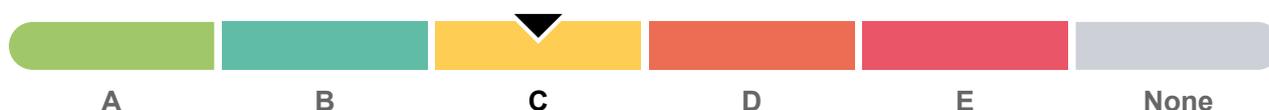
Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd.	amfori ID <b>156-002517-000</b>	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxx China
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>07/04/2025</b>	Closing Meeting Finished Date <b>15/04/2025</b>	Submission Date <b>15/04/2025</b>
Expiration Date <b>15/04/2026</b>	Announcement Type <b>Semi Announced</b>	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd.	Site amfori ID <b>156-002517-002</b>	

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## OVERALL RATING



## SECTION RATING

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







## SITE DETAILS

Site  
XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
XXXX Co., Ltd.

Site amfori ID  
**156-002517-002**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Household Durables</b>

Sub Industry  
**Housewares & Specialties**

### amfori Process Classifications

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Welding
Coating
Painting
Assembly (general)
Extrusion (single screw/ twin screw/ co-extrusion/ reactive extrusion / extrusion coating) - plastic
Sanding/Polishing (others)

### GS1 Classifications

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Segment	<b>Kitchenware and Tableware</b>
Family	<b>Kitchenware</b>
Product Class	<b>Water/Beverage Equipment</b>

### NACE Classification

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Manufacture of other fabricated metal products

### Water Stress Situation

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This site is not located in a water stressed region





# FINDINGS



## PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-002517-002

<b>Question:</b> 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?	
<b>ENGLISH</b>	<b>LOCAL LANGUAGE</b>
<b>Finding</b>	
<p>According to the management and employees interview and documents review as well as factory tour, the factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement, partial EHS issues were found. The auditee was partially respect this principle.</p> <p>This violated Performance Area 1: Social Management System and Cascade Effect 1.1</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂已经建立了BSCI管理系统，但是没有有效的被执行，比如工人加班工作超法规要求，部分环境健康安全的问题被发现。被审核方部分遵守该原则。</p> <p>根据执行领域1：社会管理体系和级联效应 1.1</p>

<b>Question:</b> 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?	
<b>ENGLISH</b>	<b>LOCAL LANGUAGE</b>
<b>Finding</b>	
<p>According to the management and employees interview and documents review as well as factory tour, the factory had established the production capacity assessment procedure, but they had not assessed production capacity. The auditee was partially respect this principle.</p> <p>This violated Performance Area 1: Social Management System and Cascade Effect 1.4</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂已建立生产能力评估程序，但还未进行生产能力评估。被审核方部分遵守该原则。</p> <p>根据执行领域1：社会管理体系和级联效应 1.4</p>



## PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-002517-002

<b>Question:</b> 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?	
<b>ENGLISH</b>	<b>LOCAL LANGUAGE</b>
<b>Finding</b>	
<p>According to the management and employees</p>	<p>根据管理层，员工访谈，文件查看，工厂建立的申</p>

Finding	
interview and documents review, the established grievance mechanism was not including all interested parties, only for internal part. The auditee was partially respect this principle. In accordance with Performance Area 2: Workers Involvement and Protection 2.5.	诉机制没有包含所有利益相关方，只是对工厂内部适用。被审核方部分遵守该原则。 根据执行领域2：工人参与和保护2.5

**PA 5: Fair Remuneration**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-002517-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, it was noted that the factory's social insurance coverage was insufficient. There were 247 employees in the factory on the audit day, which including 8 retired employees and 6 new joining workers , so a total of 233 employees were able to participate in the social insurance program. According to the social insurance payment receipt provided by factory management, it was noted that 164 out of 233(70.39%) employees were provided with accident, pension, unemployment, medical and maternity insurance in March 2025. In addition, the commercial accident insurance was provided for 111 employees from March 29, 2025 to March 28, 2026. Per management and employee interview, some employees were unwilling to participate in the social insurance program. However, the factory did not take measures or promote to encourage employees to actively participate in the social insurance plan. And the proportion of social insurance participation did not exceed 80%. Therefore, this question was rated as 'No'.  In accordance with Article 73 of the Labor Law of the People's Republic of China.	根据管理层，员工访谈，文件查看，工厂审核当天共有247人，其中包含8人退休和6名新入职员工，共需要为233名员工缴社保。根据厂方提供的2025年3月的社会保险缴费单据显示工厂为164/233(70.39%)名员工提供了工伤，养老，生育，医疗，失业保险。另外，工厂为111名员工提供商业意外保险，有效期从2025年3月29日至2026年3月28日。根据管理层和员工访谈，一些员工不愿意参加社会保险。然而，工厂没有采取措施或促进员工积极参与社会保险。工厂参加社会保险的比例没有超过80%。因此，这个问题被评为完全不符合。根据《中华人民共和国劳动法》第73条

**PA 6: Decent Working Hours**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-002517-002

**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
<b>Finding</b>	
<p>Based on management and worker interviews and according to the payroll and attendance records of 16 sample employees from February 2025, 16 sample employees from October 2024, 16 sample employees from June 2024:</p> <p>15 out of 16 sample population employees worked in excess of 36 overtime hours per month (i.e. 50.5 hours) in February 2025, which was not in compliance with the legal requirement;</p> <p>15 out of 16 sample population employees worked in excess of 36 overtime hours per month (i.e. 61 hours) in October 2024, which was not in compliance with the legal requirement;</p> <p>16 out of 16 sample population employees worked in excess of 36 overtime hours per month (i.e. 40-61.5 hours) in June 2024, which was not in compliance with the legal requirement.</p> <p>The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month. Thus, this finding was raised as non-compliance.</p> <p>This Violated Article 41 of the Labor Law of the PRC</p>	<p>根据管理层和员工访谈以及工厂提供的工资考勤记录，抽样2025年2月16名员工，2024年10月16员工和2024年6月16名员工，显示</p> <p>15/16名员工在2025年2月的加班时间为50.5小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>15/16名员工在2024年10月的加班时间为61小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>16/16名员工在2024年6月的加班时间为40-61.5小时，超过每月加班时间不能超过36小时的法律规定。</p> <p>工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，在生产旺季时每月加班时间超过36小时。该问题判断为完全不符合。</p> <p>根据《中华人民共和国劳动法》第41条</p>

## PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-002517-002

**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
<b>Finding</b>	
<p>Based on document review, site observation, employee interview and management interview, it was noted that 1 out of 10 thinner containers in the chemical warehouse was not posted with safety label. Other chemical containers stored or used in</p>	<p>通过文件审阅，现场巡查，员工访谈和管理层访谈，审核员发现工厂化学品仓库1/10桶盛装稀释剂的容器没有张贴安全标签。工厂其他使用或存放的化学品均张贴了内容或安全标签。工厂管理层表示，这是化学品负责人疏忽了。这个问题被评为部</p>

