

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxx	amfori ID 156-006384-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 16/10/2025	Closing Meeting Finished Date 16/10/2025	Submission Date 17/10/2025
Expiration Date 17/10/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxx	Site amfori ID 156-006384-003	

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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	C	
PA 6: Decent Working Hours	D	

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

GENERAL DESCRIPTION

Name of lead auditor: Charles Xie; APSCA membership number (CSCA 21701887)

Name of team auditor (if applicable): Nil

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 auditor x 1 day. The full audit (Semi-announced) was conducted on Oct 16, 2025.

Business partner information:

xx (xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx) located at
xx China (xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx). The Business license number was 91441900MA4UU12P56. The factory was established on Aug 25, 2016. The business license was effective from Aug 25, 2016 to long term.

The main products were USB flash drives, wireless chargers, powerbanks, and other mobile & computer accessories. The main production processes were Assembly, lasering and Packing.

Audited location information:

The main auditee rented about 698 S.Q. Meters at 5/F of one 6-storey production building D as production workshop, warehouse and office room.

No transportation, dormitory, kitchen and canteen were provided by the factory.

The factory rented used area from landlord. Total another 10 factories rented the rest area of this building from landlord.

The detail floor distribution and area of as below:

One 6-storey production building:

1F-4F: Other factories (workshop, warehouse and office room), 1100 S.Q. Meters per floor.

5F: Audited factory and xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx (workshop, warehouse and office room), 1100 S.Q. Meters.

6F: Other factories (workshop, warehouse and office room), 1100 S.Q. Meters.

Other factories had independent business licenses and no business relationship with audited factory, and no workers, managements or equipment sharing was found on site.

Operating shifts and hours and Time recording system:

IC card attendance system was used in the main auditee, attendance records from Sep 01, 2024 to audit day and wage records from Sep 2024 to Aug 2025 were provided, based on review the records and other documents, the main auditee made a policy of working hour system and controlled working hours. According to the policy and records, workers' regular working hours was 8 hours per day, 5 days per week. All the workers were arranged for 1 shift(08:00-12:00&13:30-17:30), workers can rest if they feel tired at any times. 0-3 hours overtime from Monday to Friday. Overtime on week day and Saturdays was arranged for workers according to production orders. Workers had right to choose working overtime or not. and they had at least one day off per week, overtime wage was provided according to legal laws.

Three months records in Mar 2025 (random month), Aug 2025 (random month), and Sep 2025 (current month) of 5 samples was reviewed and it was noted that:

Mar 2025 – standard hours (40hours) + maximum weekly OT (15hours)

Aug 2025 – standard hours (40hours) + maximum weekly OT (15hours)

Sep 2025 – standard hours (40hours) + maximum weekly OT (14.5hours)

Salary payment details:

The factory has established the wage management procedure, provided the payrolls from Sep 2024 to Aug 2025, the minimum wage paid by the factory was at least RMB 2100 per month, which more than the legal requirement. Overtime on working days, rest days and national holiday was paid at 150%, 200% and 300% of normal wage respectively. The whole month was counted as a wage calculation cycle, and the corresponding wage was usually paid before 25 days of next month by bank. Provided the annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave to workers. No illegal deduction was detected.

Worker number information:

Total worker number: 17 workers (5 management staffs and 12 production workers)

Vulnerable worker number: migrant worker: including 4 males and 5 females.

Good practices:

Worker organization details:

Circumstances:

The special circumstances can be classified as followed:

According to the Creditchina website and the APP of Qichacha view, no special abnormal situation was found.

Summary of findings:

PA1:

1.1 The social management system was not implemented effectively.

1.4 The main auditee did not implement workforce capacity procedure perfectly.

PA2:

2.4 Most of workers and worker representatives were not aware of amfori BSCI Code of Conduct.

PA5:

5.4 80% workers' actual remuneration were less than living wages.

5.5 Insufficient social insurance.

PA6:

6.2 Workers' monthly overtime hours exceeded legal requirement.

PA7:

7.1 Imperfect H&S system.

7.3 The factory didn't provide occupational health examination for some workers contacted hazardous factors.

7.13 One electric cabinet missing inner covers and the outside covers were not locked.

PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13: Nil.

Living wage calculation:

#LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments :

During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

METRICS

Key Metrics

Total workforce	17	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,100	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	9	Workers
Female workers	8	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	8	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	4	Workers
Management - Female	1	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	4	Workers
Domestic migrant workers - Female	5	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

FINDINGS

PA1: Social Management System

Site: xx | Site amfori ID: 156-006384-003

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	
1.1 Finding: The main auditee partially respects this principle. Based on document review, site observation, management interview, the main auditee established completed BSCI management system including plan-do-check action cycle, but the management of the main auditee were not completed and many issues of working hours, Health and safety. etc. were identified during the audit. Reference: The requirement of question 1.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则。根据文件审核，现场观察，管理层访谈，被审核方已建立完整的BSCI管理系统，其中也包括计划-执行-检查-改善循环，但由于被审核方的管理系统不完善导致工作时间、健康安全等问题的发生。 参考标准: amfori BSCI管理手册中问题1.1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
Finding	
1.4 Finding: The main auditee partially respects this principle. Based on management interview and document review, the factory had implemented capacity planning, but due to the working hour management system implementation level was not completed, lead to workers' overtime hours exceeded legal requirement. Reference: The requirement of question 1.4 in amfori BSCI system manual.	被审核方（生产商）部分遵守原则，根据管理层访谈和文件审核，工厂执行了产能规划，但是由于工时管理系统执行层面不完善，导致加班超过法规要求。 参考标准: amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: xx | Site amfori ID: 156-006384-003

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
2.4 Finding: The main auditee partially respects this principle. Based on document review, management interview and worker interview, the main auditee had provided training regarding BSCI management system to all employees. Through worker representative and worker interview, most of them were not clear BSCI requirements. Reference: The requirement of question 2.4 in amfori BSCI system manual.	被审核方（生产商）部分遵守原则，根据文件审核，管理访谈，员工访谈，被审核方已经提供了BSCI管理体系培训给所有工人，但通过员工代表和员工访谈，大部分工人不清楚BSCI的要求。 参考标准: amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: xx | Site amfori ID: 156-006384-003

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
5.4 Finding: The main auditee does not respect this principle. Based on document review, management interview, the factory had established calculation method for decent living wages, but 80% workers' actual remuneration were less than living wages. The factory did not know the requirement. Reference: The requirement of question 5.4 in amfori BSCI system manual.	被审核方未遵守该原则。根据文件审核，管理层访谈，工厂有建立体面的生活工资的计算方式，但80%员工的实际薪酬在低于生活工资。工厂不清楚此要求。 参考标准: amfori BSCI管理手册中问题5.4的要求。

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	
5.5 Finding: The main auditee does not respect this principle because the main auditee did not provide social insurance for workers as per legal requirement. Based on provided social insurance payment records of Sep 2025 and management interview, there were 17 employees in the factory, but the factory only provided retirement insurance, unemployment insurance, accident insurance,	被审核方（生产商）因未按照法规要求给所有人员提供所有险种社保而未遵守该原则。根据工厂提供的2025年9月的社会保险缴费记录和管理层访谈，工厂有17名员工，工厂只提供了养老，失业，工伤，医疗和生育保险给4名员工。 备注：工厂有为所有未参加社保的员工购买意外伤害保险，有效期从2025年4月28日至2026年4月27日。 参考法规: 中华人民共和国劳动法（2018修正），第

Finding	
medical insurance and maternity insurance for 4 workers. Remark : The factory purchased commercial accident injury insurance for all employees who had not participated in social insurance and it valid from Apr 28, 2025 to Apr 27, 2026. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 72 & Article 73.	七十二条和第七十三条。

PA 6: Decent Working Hours

Site: xx | Site amfori ID: 156-006384-003

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	
6.2 Finding: The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from Sep 1, 2024 to the audit date for review. Three months records in Mar 2025 (random month), Aug 2025 (random month), and Sep 2025 (current month) of 5 samples was reviewed and it was noted that: • 5 workers' standard hours were 168 hours, the max weekly working hours were 55 hours and the max monthly overtime hours were 64.5 hours in Mar 2025; • 5 workers' standard hours were 168 hours, the max weekly working hours were 55 hours and the max monthly overtime hours were 67 hours in Aug 2025; • 5 workers' standard hours were 176 hours, the max weekly working hours were 54.5 hours and the max monthly overtime hours were 57.5 hours in Sep 2025; Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	被审核方因员工月加班超过法规按要求而未遵守该原则。审核期间，工厂提供了员工从2024年9月1日至审核当天的考勤记录。其中从2025年3月（随机月），2025年8月（随机月）和2025年9月（当前月）各抽取5个样本发现： • 5名员工在 2025 年3月的标准工时168小时，最大周工时55小时，最大月加班64.5小时； • 5名员工在 2025年8月的标准工时168小时，最大周工时55小时，最大月加班67小时； • 5名员工在 2025年9月的标准工时176小时，最大周工时54.5小时，最大月加班57.5小时； 参考法规: 中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: xx | Site amfori ID: 156-006384-003

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

ENGLISH	LOCAL LANGUAGE
Finding 7.1 Finding: The main auditee partially respects this principle. Based on onsite observation, management interview, and document review, the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. Reference: The requirement of question 7.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则。根据现场观察，管理层访谈以及文件审核，工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。 参考标准：amfori BSCI管理手册中问题7.1的要求。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding 7.3 Finding: The main auditee partially respects this principle. Based on management and workers interview, and document review, the factory had carried out risk assessment for safe, healthy and hygienic working conditions , but the factory didn't provide occupational health examination for some workers contacted hazardous factors, such as two workers who used chemicals. Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	被审核方（生产商）部分遵循该准则。根据管理层和员工访谈以及文件审核发现，工厂有针对安全，健康和卫生工作条件进行了风险评估，但工厂未给部分接触有害工作环境的工人提供职业健康体检，例如2名使用化学品的工人。 参考法规：中华人民共和国职业病防治法（2018修正）第三十五条。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding 7.13 Finding: The main auditee partially respects this principle. Based on onsite observation, management interview, and document review, the factory recruited one qualified electrician to responsible for the electricity maintain and conduct monthly	被审核方部分遵守该原则。根据现场观察，管理层访谈以及文件审核，工厂有聘用1名有资质的电工负责电气维修及月度电气安全检查，但是审核中抽样发现车间1个电箱没有安装内盖且外盖没有上锁。 参考法规:国家电气设备安全技术规范（GB 19517-2009）2.2

Finding	
electricity safety checking, but it observed one electric cabinet at workshop missing inner covers and the outside covers were not locked. Reference: The requirement of National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2	

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Finding	
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