

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxx	amfori ID 156-032596-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 11/12/2025	Closing Meeting Finished Date 18/12/2025	Submission Date 18/12/2025
Expiration Date 31/12/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxx LTD.	Site amfori ID 156-032596-001	

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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	B	

Announced Type: Semi Announced
Monitoring Type: Follow-up Monitoring
Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)
Auditor: Johnson Zhang, APSCA Auditor Number: CSCA 21703890
Monitoring Schedule Details: 1 auditor x 1.0 day onsite
Time in & time out: 8:00/16:30

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX) is located at
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX China. (中国XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX).

The auditee used one 3-storey, one 4-storey, one 5-storey and one 6-storey buildings as office, workshop and warehouse, and used another one 4-storey building as dormitory. The auditee did not provide canteen/kitchen facility for workers, but provided one public area at the 1st floor of the dormitory building for workers to cook and have meals by themselves. The auditee was the owner of the buildings and did not share them with other factories. The total area of structure used by the auditee was about 32,000 S.Q. meters.

The main products manufactured by the auditee were stainless steel cup, and the main processes were listed as below:
Raw materials – Injection process – Metalworking process – Vacuuming process – Welding process – Polishing process – Painting process – Coating process – Printing process – Cleaning process – Assembly & packing process –The finished goods.

A total of 93 employees including 46 male employees and 47 female employees were currently working in the auditee. There were 79 migrant employees from other provinces of China. There were 79 production employees including 37 males and 42 females. There were 14 non-production employees including 9 males and 5 females. No children or young workers worked in the factory.

The working time was recorded by electronic attendance recorder and every worker must scan the working hours when on and off duty.

There was only 1-shift production from 7:30 to 16:30 with 1-hour lunch break from 11:30 to 12:30. The workers generally had overtime work for 2 hours/night (18:00-20:00) & maximum 5 nights/week on workdays and 8 hours/day (7:30-16:30) on Saturdays.

According to the sampled attendance records, the maximum overtime hours for workers were 2 hours/day and 72 hours/month, and the maximum working hours were 58 hours/week.

All employees' wages were paid by hourly rate, and the lowest wage for regular work was RMB3480 per month which was higher than legal minimum wage i.e. RMB2260 per month.

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The social insurance coverage was insufficient for employees. The auditee only provided five types of legal social insurances (social retirement, unemployment, accident, medical and maternity insurances) for 78.6% of employees. The auditee has provided one commercial group accident insurance for all employees.

This was a follow-up audit. So, the value of living wage which was calculated during the last full monitoring audit was remained unchangeably.

Randomly selected 8 employees for interview.
Worker interviews were conducted individually and in group.

The auditee management and workers (representative) showed a positive attitude to this audit during the whole process. There was no abnormal levels of production or workforce composition identified during the audit. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas needed improvements were as follows: PA1.1/1.4, PA2.2, PA5.5, PA6.2 & PA7.6/7.11.

1. There was no contractor and agency used by the auditee, so the agency labor contract or contractor license/permit was not applicable for the auditee.
2. The auditee did not obtain any government waiver.
3. There was no collective bargaining agreement in the auditee.
4. Relevant environmental license was not applicable for this follow-up audit as there was no finding in PA12 during last audit.
5. Due to personal data protection law/requirement, the personal information related to attached documents had been treated confidentially on the BSCI platform.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXX

Site amfori ID

156-032596-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Household Appliances

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	93	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,480	Monthly
Calculated living wage in local currency	2,232.74	Monthly
Total sample	8	Workers

Other Metrics

Male workers	46	Workers
Female workers	47	Workers
Non-binary workers	0	Workers
Permanent workers - Male	46	Workers
Permanent workers - Female	47	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	9	Workers
Management - Female	5	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	39	Workers
Domestic migrant workers - Female	40	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	46	Workers
Workers hired directly - Female	47	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	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: xx | Site amfori ID: 156-032596-001

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
Finding	
Last finding: The auditee partially respects this principle. The auditee has set up a social compliance management system and established systemic related policies and procedures. However, it was found that the management system was not operated effectively. E.g. in PA6.2, no effective plans and actions were taken to ensure the monthly overtime of workers meet legal requirements. In PA7, the OHS procedures were not implemented effectively, which resulted in some OHS findings were identified in PA7. Follow up Audit (11 Dec. 2025): Corrective action not taken. The auditee partially respects this principle. The auditee has set up a social compliance management system and established systemic related policies and procedures. However, it was found that the management system was not operated effectively. E.g. in PA6.2, no effective plans and actions were taken to ensure the monthly overtime of workers meet legal requirements. In PA7, the OHS procedures were not implemented effectively, which resulted in some OHS findings were identified in PA7.	上次问题点：被审核方部分遵守本原则。被审核方已建立了社会责任管理系统和系统性的社会责任相关政策及程序文件。然而，被审核方的社会责任管理体系没有有效运行。例如，在PA6.2，被审核方未采取有效的计划和行动以确保工人的月加班时间符合法规要求。在PA7，职业健康安全程序未被有效执行，导致在PA7发现一些职业健康安全方面的问题点。 跟进审核（2025年12月11日）：纠正措施未执行。被审核方部分遵守本原则。被审核方已建立了社会责任管理系统和系统性的社会责任相关政策及程序文件。然而，被审核方的社会责任管理体系没有有效运行。例如，在PA6.2，被审核方未采取有效的计划和行动以确保工人的月加班时间符合法规要求。在PA7，职业健康安全程序未被有效执行，导致在PA7发现一些职业健康安全方面的问题点。

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	
Last finding: The auditee partially respects this principle. The auditee has calculated the production costs, labor costs and delivery time and made the workforce plan. However, it was found that the auditee did not organize its workforce capability reasonably and effectively to meet its operation needs. E.g. according to the finding on PA6.2,	上次问题点：被审核方部分遵守本原则。被审核方已经计算了生产成本、劳动力成本和交付时间以及制定了劳动力计划。然而，被审核方未合理有效地安排其员工劳动力以满足其运作需求。例如，根据PA 6.2的审核发现，工人的月加班时间系统地超出法规要求。

Finding	
workers' monthly overtime hours exceeded legal limits systematically.	跟进审核（2025年12月11日）：纠正措施未执行。被审核方部分遵守本原则。被审核方已经计算了生产成本、劳动力成本和交付时间以及制定了劳动力计划。然而，被审核方未合理有效地安排其员工劳动力以满足其运作需求。例如，根据PA6.2的审核发现，工人的月加班时间系统性地超出法规要求。
Follow up Audit (11 Dec. 2025): Corrective action not taken.	
The auditee partially respects this principle. The auditee has calculated the production costs, labor costs and delivery time and made the workforce plan. However, it was found that the auditee did not organize its workforce capability reasonably and effectively to meet its operation needs. E.g. according to the finding on PA6.2, workers' monthly overtime hours exceeded legal limits systematically.	

PA 2: Workers Involvement and Protection

Site: xx | Site amfori ID: 156-032596-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
Last finding: The auditee partially respects this principle. Based on document review and management interviews, it was noted that factory had established the long-term goals to protect workers. However, the factory did not review the achievement status of the long-term goals for workers protection to ensure the objective and targets had adjusted periodically.	上次问题点：被审核方部分遵守本原则。根据文件查看及管理层访谈，工厂制定了保护员工的长期目标。但是工厂未对该长期保护计划的目标和指标达成的状况进行定期的评价，以便与对目标指标的正确的调整。
Follow up Audit (11 Dec. 2025): Corrective action not taken.	跟进审核（2025年12月11日）：纠正措施未执行。被审核方部分遵守本原则。被审核方已定义了长期目标以保护员工权益，如无童工、无强迫劳动，工时控制等。然而，根据文件查阅及管理层的确认，被审核方未对设定的目标进行定期评审。
The auditee partially respects this principle. The auditee has defined long term goals to protect workers' rights, including no child labor, no forced labor, working hour control, etc. However, according to documents review and confirmed by the management, it was found that those defined goals were not reviewed regularly.	

PA 5: Fair Remuneration

Site: xx | Site amfori ID: 156-032596-001

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

Last finding: The auditee does not respect this principle. The social insurance coverage was insufficient for employees. According to documents review and confirmed by the interview with management and workers, it was found that the auditee provided social accident, retirement, unemployment, medical and maternity insurances for 79% of employees. No any social insurance waiver was obtained for review. Remark, the auditee provided commercial group accident insurance for all employees. (The PRC Labor Law, Article 72 & 73)

Follow up Audit (11 Dec. 2025): Corrective action not taken.

The auditee does not respect this principle. According to the provided social insurance receipts, it was found that the auditee only provided five types of legal social insurances (social retirement, unemployment, accident, medical and maternity insurances) for 78.6% of employees. No any social insurance waiver was obtained for review. The auditee has provided one commercial group accident insurance for all employees. (The PRC Labor Law, Article 72 & 73)

上次问题点：被审核方未遵守本原则，员工的社会保险覆盖不足。根据文件查阅及与管理层和员工的访谈确认，发现被审核方为79%的员工提供了社会工伤、养老、失业、医疗和生育保险。被审核方没有获得相关社保批文。备注：被审核方已经为所有员工提供商业团体意外险。（《中华人民共和国劳动法》第72&73条）

跟进审核（2025年12月11日）：纠正措施未执行。被审核方未遵守本原则。根据被审核方提供的社保票据，发现被审核方只为78.6%的员工提供了法定的5种社保（即社会养老、失业、工伤、医疗和生育保险）。被审核方没有获得相关社保批文。被审核方已给所有员工提供了一份商业团体意外险。（《中华人民共和国劳动法》第72&73条）

PA 6: Decent Working Hours

Site: xx. | Site amfori ID: 156-032596-001

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

Last finding: The auditee does not respect this principle. It was found that the monthly overtime hours of workers did not meet legal requirement systematically. Based on the sampled working time records of October 2024, July 2024 and March 2024, it was found that the monthly overtime hours for 12 out of 12 sampled workers were 56 hours in October 2024, the monthly overtime hours for 12

上次问题点：被审核方未遵守本原则。员工的月加班时间系统地未遵守法规要求。根据抽样的2024年10月、2024年7月和2024年3月的工时记录，发现：在2024年10月，12/12个抽样的工人的月加班时间为每月56小时；在2024年7月，12/12个抽样的工人的月加班时间为每月70小时；在2024年3月，12/12个抽样的工人的月加班时间为每月74小时，超出法规允许的上限（即最大36小时/月）。（《中华人

Finding	
out of 12 sampled workers were 70 hours in July 2024, and the monthly OT hours for 12 out of 12 sampled workers were 74 hours in March 2024, which exceeded legal limit i.e. maximum 36 hours/month. (The PRC Labor Law, Article 41) Follow up Audit (11 Dec. 2025): Corrective action not taken. The auditee does not respect this principle. It was found that the monthly overtime hours of workers did not meet legal requirement systematically. Based on the sampled working time records of Oct. 2025, Jul. 2025 and Apr. 2025, it was found that the monthly overtime hours for 8 out of 8 sampled workers were 56 hours in Oct. 2025, the monthly overtime hours for 8 out of 8 sampled workers were 72 hours in Jul. 2025, and the monthly overtime hours for 8 out of 8 sampled workers were 60 hours in Apr. 2025, which exceeded legal limit i.e. maximum 36 hours/month. (The PRC Labor Law, Article 41)	民共和国劳动法 第41条) 跟进审核 (2025年12月11日) : 纠正措施未执行。被审核方未遵守本原则。员工的月加班时间系统地未遵守法规要求。根据抽样的2025年10月、2025年7月和2025年4月的工时记录,发现:在2025年10月,8/8个抽样的工人的月加班时间为每月56小时;在2025年7月,8/8个抽样的工人的月加班时间为每月72小时;在2025年4月,8/8个抽样的工人的月加班时间为每月60小时,超出法规允许的上限(即最大36小时/月)。(《中华人民共和国劳动法 第41条)

PA 7: Occupational Health and Safety

Site: xxx | Site amfori ID: 156-032596-001

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	
Follow up Audit (11 Dec. 2025): New finding added in this audit. The auditee partially respects this principle. The auditee has provided PPE and the training on PPE use to workers but did not monitor the use. During site tour, it was noted that 2 metalworking workers who exposed in noise environment did not wear the provided earplugs during work. (Production Safety Law of the People's Republic of China, Article 45)	跟进审核 (2025年12月11日) : 此次审核发现新问题。 被审核方部分遵守本原则。被审核方给工人提供了劳保用品和使用劳保用品的培训,但没有监督劳保用品的使用。走访现场时,发现工作中2名暴露在噪音环境中的金工工人未佩戴工厂提供的耳塞。(《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	
Follow up Audit (11 Dec. 2025): New finding added in this audit. The auditee partially respects this principle. It seems that the building and equipment used for production was stable and safe in general. Sufficient firefighting equipment was installed in place and maintained in good conditions at the workplace. However, according to site observation, it was noted that partial goods were stored against wall or pillar in the warehouses. (Rules Concerning Warehouse Safety and Fire Control, Article 18)	跟进审核（2025年12月11日）：此次审核发现新问题。 被审核方部分遵守本原则。生产所用的建筑和设备总体上是稳定和安全的。工作场所已安装了足够的消防设备并保持良好状态。然而，根据现场观察，仓库内部分货物靠墙/柱存放。（仓库防火安全管理规划第18条）

The auditee partially respects this principle. It seems that the building and equipment used for production was stable and safe in general. Sufficient firefighting equipment was installed in place and maintained in good conditions at the workplace. However, according to site observation, it was noted that partial goods were stored against wall or pillar in the warehouses. (Rules Concerning Warehouse Safety and Fire Control, Article 18)

被审核方部分遵守本原则。生产所用的建筑和设备总体上是稳定和安全的。工作场所已安装了足够的消防设备并保持良好状态。然而,根据现场观察,仓库内部分货物靠墙/柱存放。(仓库防火安全管理规划第18条)