Monitoring summary report for xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx





Monitored Party amfori ID Address

Monitoring Activity Monitoring Type Monitoring Partner

amfori Social Audit - Full Monitoring TUV Rheinland Manufacturing

Monitoring Start Date Closing Meeting Finished Date Submission Date 24/03/2025 28/03/2025

24/03/2025 24/03/2025 28/03/2025

Expiration Date Announcement Type 28/03/2026 Semi Announced

Co., Ltd.

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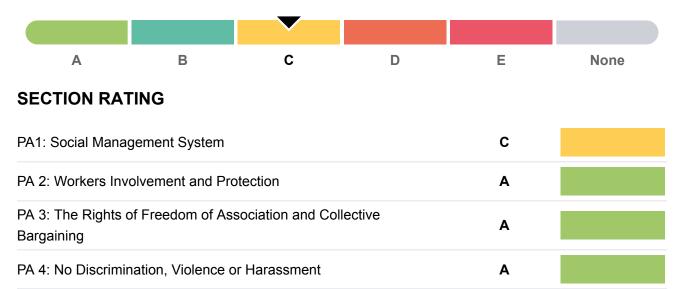
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OVERALL RATING

PA 5: Fair Remuneration

PA 6: Decent Working Hours



В

D

PA 7: Occupational Health and Safety	Α	
PA 8: No Child Labour	Α	
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	В	
PA 13: Ethical Business Behaviour	Α	

GENERAL DESCRIPTION

Lead Auditor: Lewis Ye; APSCA membership number: CSCA 21701875

Monitoring partner: TUV Rheinland

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

Announcement type: Semi-Announced

Audited location information: The auditee was located within independent physical boundaries, there were a total of 5 buildings within the boundaries and all buildings were owned by the auditee. One 2-storey building was used as office. One 3-storey building was used as dormitory. One flat building was used as mold warehouse. One 2-storey building was used as production and warehouse (1F was used as injection molding workshop; 2F was used as semi-finished goods warehouse). One 3-storey building was used as production and warehouse (1F was used as raw materials warehouse and finished goods warehouse; 2F was used as assembling, inspection and packing workshop; 3F was used as finished goods warehouse and accessories warehouse). No canteen or transportation was provided.

Operating shifts and hours: Electronic fingerprint & face scanning attendance machine was used to record the time in/out. Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday). Working on weekend was treated as overtime. One shift (08:00-11:00, 12:00-17:00) was arranged for all workers and overtime on working days was 2 hours from 18:00 to 20:00 if needed. Workers were guaranteed at least one day rest per week. No apparent peak season or low season existed.

Salary payment details: The calendar month was counted as a wage calculation cycle, and the wage was paid in cash at the end of the following month. The wage of all workers was calculated by hourly rate, with a minimum of CNY14.95 per hour. Workers' total wages consisted of normal working hours wage, overtime wage and other benefits (high temperature allowance, paid statutory holidays /annual leave wages). Overtime wages were paid 150%, 200% and 300% of the normal wage rate for overtime on weekdays, weekends and statutory holidays respectively.

Worker number information: All employees were hired by the factory directly. Total 35 employees (15 males and 20 females) were working in the factory. There were 5 non-production employees and 30 production employees (13 males and 17 females). 12 employees (7 males and 5 females) were domestic migrant workers. There were no foreign migrant, seasonal, temporary, young, disabled, apprentices, or other special group workers.

Worker organization details: There was no labor union in the factory. Workers freely elected one worker representative in June 2024. The management held meetings with worker representative regularly.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA2: incomplete long-term goals; PA5: insufficient decent living wage, insufficient social insurance; PA6: excessive OT; PA7: no handrail and guardrail for ladder; PA12: no EPCA, no boundary noise /waste air monitoring.

Good practices: Free dormitories were provided for workers.

Circumstances: The management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Attachment:

(1) 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 had been obtained the individual's consent

during the audit.

(2) a)No contractor was used by the auditee, which makes the contractor license/permit not applicable; b)No agency was used by the auditee, which makes the agency labour contract not applicable; c)No government waiver such as Comprehensive Working Hours System waiver or social insurance waiver was obtained by the auditee, which makes the government waiver not applicable; d)No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

SITE DETAILS

Site

Site amfori ID

XXXXXX

156-034725-001

GICS Classification

Sector Industry Group Industry

Industrials Commercial & Professional Commercial Services & Supplies

Services

Sub Industry

Office Services & Supplies

amfori Process Classifications	GS1 Classifications

N.A. N.A.

NACE Classification Water Stress Situation

N.A. This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	35 Workers
Legal minimum wage in local currency	2,260 Monthly
Lowest wage paid for regular work at the site	2,601.3 Monthly
Calculated living wage in local currency	5,030 Monthly
Total sample	8 Workers

Other Metrics

Male workers	15 Workers
Female workers	20 Workers
Non-binary workers	0 Workers
Permanent workers - Male	15 Workers
Permanent workers - Female	20 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	2 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	7 Workers
Domestic migrant workers - Female	5 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	15 Workers
Workers hired directly - Female	20 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

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

The factory partially respects this principle. According to document review, onsite observation, management and employee interview, the factory had established management procedures to implement the amfori BSCI COC, but not all the procedures had been implemented systematically. Such as insufficient decent living wage, insufficient social insurance, excessive overtime and inadequate EHS management. The management stated that the operation on social responsibility was mainly based on past experiences, they knew the gaps between the requirements of amfori BSCI COC and their performance, but it was difficult to implement these procedures effectively in practical work due to limited manpower and cost budget. (It violated the requirement of amfori BSCI system manual)

工厂部分遵循该准则。根据文件审阅、现场观察、管理层和员工访谈,工厂建立了管理程序来实施amfori BSCI行为准则,但不是所有程序都有效实施。例如不足的体面生活工资、社保不足、加班超时以及不足的环境健康安全管理。管理层表示工厂社会责任的运作主要通过以往经验学习,他们清楚amfori BSCI行为准则的要求与他们目前表现的差距,但是由于有限的人力和成本预算,在实际工作中难以有效实施这些程序。(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

Finding

The factory partially respects this principle.

According to document review, management and employee interview, the factory did not properly organize its workforce to meet the expectations of the delivery order and contracts, workers' overtime hours exceeded legal requirement. The management stated that they understood the production rate and date of delivery, but they had to arrange some overtime to finish production order on time. (It violated the requirement of amfori BSCI system manual)

工厂部分遵循该准则。根据文件审阅、管理层和员工访谈,工厂未有效组织其劳工来达成交付订单和合同的预期,员工加班时间超过法规要求。管理层表示他们清楚了解工厂生产效率和交货期,但是他们必须安排一些加班来准时完成订单。(违反了amfori BSCI系统手册中的要求)



PA 2: Workers Involvement and Protection

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

The factory partially respects this principle. According to document review, management and employee interview, the long-term goals established by the factory did not reflect a stepwise approach toward making sustainable improvements, such as how to reduce overtime hours, improvements of social insurance compliance and etc. within specified period, and it did not define a time frame for each goal, workers and workers' representatives were not genuinely involved in defining the long-term goals, workers were not aware of the long-term goals. The management stated that they did not know how to improve the long-term goals, because these goals required commensurate investment. (It violated the requirement of amfori BSCI system manual)

工厂部分遵循该准则。根据文件审阅、管理层和员 工访谈,工厂制定的长期目标未反映做出可持续改 进的渐进式方法,比如在指定期限内怎样降低加班 时间和提高社保参保等,也没有定义每个目标的完 成时限,员工及员工代表未真正参与员工长期目标 的制订,员工不清楚该长期目标。管理层表示不知 道如何完善长期目标,因为这些目标都需要相应的 资金投入。(违反了amfori BSCI系统手册中的要

PA 5: Fair Remuneration

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

The factory does not respect this principle. According to document review, management and employee interview, the factory had collected the local legal minimum wage document and local living costs data, but they did not have a welldefined plan for achieving the decent standard of living within a specified and reasonable period of time. 8 out of 8 sampled workers' normal remuneration were less than the decent living wage standard (CNY5030 per month) on GLWC website in the 3 sampled months, which ranged about CNY2600~3200 per month. The management said that they would gradually raise workers' remuneration. (It violated the requirement of amfori BSCI system manual)

工厂未遵循该准则。根据文件审阅、管理层和员工 访谈,工厂收集了当地的法定最低工资文件和当地 的生活成本数据,但工厂没有制定计划来确保一定 合理期限后支付给工人的工资能满足工人的体面生 活工资的需求。8名抽样员工中8名的正常报酬在抽 样3个月里面均低于GLWC 网站上体面的生活工资标 准(5030元每月),大约2600~3200元每月。管理 层表示他们会逐步提高员工的报酬。(违反了amfori BSCI系统手册中的要求)

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

The factory partially respects this principle. According to document review, management and employee interview, insufficient social insurance participated. There were 35 employees in the factory, 13 employees were retirees hired to work again, no new employee was hired after the social insurance application of February 2025, so the factory should provide social insurance for 22 employees. The factory provided social insurance receipts and name lists from March 2024 to February 2025 for review, it was noted that 11 out of 22 employees were not provided with retirement insurance, unemployment insurance, medical insurance, child-bearing insurance and workrelated injury insurance in February 2025. The management explained that the reason for insufficient social insurance coverage rate was the unwillingness of employees, the employees who did not have social insurance stated that they did not want to buy social insurance because they had participated in new-pattern rural insurance at home, the related new-pattern rural insurance records were not available for check during audit day. (Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53)

Remark: the factory provided group commercial accident injury insurance for 26 employees (including the 11 employees who did not have work-related injury insurance and 13 retirees hired to work again) during the period from 20 April 2024 to 19 April 2025.

工厂部分遵循该准则。根据文件审阅、管理层和员 工访谈,社会保险参保不足。工厂有35名员工,13 名为退休返聘员工,2025年2月份社保申报后没有新 入职员工,因此工厂应该为22名员工提供社会保 险。工厂提供了2024年3月至2025年2月的社保凭证 和参保名单供审核,在2025年2月,工厂未给22名 员工中的11名提供养老、失业、医疗、生育和工伤 保险。管理层解释到社保不足的原因是员工不愿意 购买社保,没有社保的员工表示他们不想参加社 保,因为他们在老家参加了新农保,相关的新农保 记录在审核天未提供查看。(参考法律法规:《中 华人民共和国社会保险法》第10,23,33,44,53 条)

备注:工厂给26名员工(包括了11名没有工伤保险 的员工和13名退休返聘员工)提供了有效期从2024 年4月20日至2025年4月19日的团体商业意外工伤 险。

PA 6: Decent Working Hours

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 factory does not respect this principle.	工厂未遵循该准则。根据文件审阅、管理层和员工	

Finding

According to document review, management and employee interview, overtime hours exceeded the legal requirement, the factory did not have effective overtime control system. The management stated that the overtime schedule was arranged by orders, orders needed shipment in time, so workers needed to work overtime. The interviewed workers stated that overtime work was voluntary and they could earn more money by working overtime. Based on the attendance records from 1 February 2024 to 24 March 2025, the maximum daily OT were 2 hours, workers' monthly overtime hours exceeded 36 hours in each month from March 2024 to December 2024. Details of the sampled months as below:

May 2024: 8 out of 8 sampled workers' monthly OT exceeded 36 hours and were 56 hours; September 2024: 8 out of 8 sampled workers' monthly OT exceeded 36 hours and were 54 hours; December 2024: 8 out of 8 sampled workers' monthly OT exceeded 36 hours and were 54 hours. (Reference Law: PRC Labour Law article 41). Remark: the maximum monthly overtime hours of January 2025 were 32 hours, the maximum monthly overtime hours of February 2025 were 30 hours, the maximum monthly overtime hours from 1 March 2025 to 23 March 2025 were 32 hours, due to workers were on vacation during Spring Festival in January 2025 and February 2025, so the attendance records of January 2025 were not selected as samples.

访谈,加班时间超过法规要求,工厂没有有效的系 统去控制加班。管理层表示加班根据订单安排,订 单需要及时出货,因此需要加班工作。访谈的员工 表示加班是自愿的,且加班可以增加收入。根据 2024年2月1日至2025年3月24日的考勤记录发现, 最大的日加班为2小时,从2024年3月至2024年12月 的每个月,员工的月加班都超过36小时。抽样月份 的情况如下:

2024年5月:8名抽样员工中的8名的月加班超36小 时,为56小时;

2024年9月:8名抽样员工中的8名的月加班超36小 时,为54小时;

2024年12月:8名抽样员工中的8名的月加班超36小 时,为54小时。(参考法律法规:《中华人民共和 国劳动法》第41条)

备注:2025年1月的最大月加班时间是32小时, 2025年2月的最大月加班时间是30小时,2025年3月 1日至2025年3月23日的最大月加班时间是32小时, 由于员工在2025年1、2月春节休假,因此2025年1 月的工作时间未选取作为抽样。



PA 7: Occupational Health and Safety

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

The factory partially respects this principle. According to document review, onsite observation and management interview, the factory established the procedure on equipment management and appointed the person to maintain, but the equipment management system needed improve: there were 8 charging ladders in the injection

工厂部分遵循该准则。根据文件审阅、现场查看和 管理层访谈,工厂建立了设备管理制度和任命人员 去维护保养,但设备管理上还需要提升:注塑车间 有8台加料梯,梯子的高度超过1.4米,但8台梯子中 的2台没有安装扶手和护栏。注塑员工表示过去一年 没有发生过坠落或工伤。管理层表示他们还没来得 及维修这2台梯子。(参考法律法规:《机械安全进

Finding

molding workshop, which was more than 1.4 meters, but no handrail and guardrail was installed for 2 out of 8 ladders. The injection molding workers stated that no falling or injury occurred in the past year. The management stated that it hadn't had enough time to repair the 2 ladders. (Reference law: Safety of machinery - Permanent means of access to machines and industrial plants - Part 3: Stairways, stepladders and guard - rails GB17888.3 -2008, Article 7)

入机器和工业设备的固定设施,第三部分:楼梯、 阶梯和护栏》GB17888.3-2008,第7条)

PA 12: Protection of the Environment

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

LOCAL LANGUAGE **ENGLISH**

Finding

The factory partially respects this principle. According to document review and management interview, the factory had not obtained the environmental protection acceptance check report of their completed construction project. The management stated that they would build new buildings later, so they did not apply for it. (Reference law: Measures for Administration of Environmental Protection Acceptance Check upon Completion of Construction Project article 17)

工厂部分遵循该准则。根据文件审阅和管理层访 谈,工厂没有取得建设项目竣工环境保护验收报 告。管理层表示后面会修建新厂房所以没有去办 理。(参考法律法规:《建设项目竣工环境保护验 收管理办法》第17条)

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

Finding

ENGLISH

The factory partially respects this principle. According to document review, onsite observation and management interview, the factory had established environmental procedures, but did not effectively improve environment sustainability: the factory didn't conduct the boundary noise monitoring, boundary noise was generated from injection molding process; the factory also didn't conduct the waste air monitoring, waste air was

工厂部分遵循该准则。根据文件审阅、现场查看和 管理层访谈,工厂建立了环保程序,但是未有效地 改善环境绩效:工厂未进行厂界噪音监测,厂界噪 音由注塑工序产生;工厂也未进行废气监测,注塑 工序产生废气,注塑工序的废气无组织排放。管理 层表示没有做是出于成本控制考虑。(参考法律法 规:《排污单位自行监测技术指南 (HJ819-2017)》第5.2条和第5.4条)

LOCAL LANGUAGE

Finding

generated from injection molding process, the waste air from injection molding process was emitted in an unorganized manner. The management claimed that they did not conduct it as consideration of cost control. (Reference law: Selfmonitoring technology guidelines for pollution units (HJ 819-2017), Article 5.2 and Article 5.4)