

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxxx	amfori ID 156-015285-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 31/12/2024	Closing Meeting Finished Date 31/12/2024	Submission Date 09/01/2025
Expiration Date 09/01/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxx	Site amfori ID 156-015285-003	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
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	
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: Michael Gao; APSCA membership number: CSCA 21700825.

Name of team auditor (if applicable): N/A

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

Monitoring partner name: TÜV SÜD

Audit schedule details: The audit is planned for 1 auditor x 1 day. The audited date is December 31, 2024.

Announcement Type: Semi Announced

### Business partner information:

xxxxxxxxxxxxxxxxxxxxxx was established since September 17, 2018, the business license number:

xxxxxxxxxxxxxxxxxxxxxx, the valid period was September 17, 2018 – no fixed date, the factory address was

xx China. The construction area was about 2,450 square meters.

The main products were shopping bag, lunch bag, pen bag, children's school bag, cup set, bottle set, protective gear, diving material products, etc.

The production processes included cutting, sewing and packing.

### Audited location information:

Within the premises, the audited factory used one 2-storey building as office area, workshops and warehouses (1F was used as cutting workshop and warehouses, 2F was used as sewing workshop, packing workshop, warehouses and office area). No canteen or dormitory was provided to workers.

Remark: There were many buildings in the audited location and all of the buildings belonged to

xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx only rented one 2-storey building with business license and lease contract provided, so this audit only covered the areas used by Sxxxxxxxxxxxxxxxxxxxx The other buildings were used by other factories (the factory names and production types were not provided) with independent business licenses, no any worker or management exchanging was observed.

### Operating shifts and hours:

The factory provided the attendance records from December 1, 2023 to the audit date, and 5 sampled employees' attendance records of July 2024, September 2024 and November 2024 were reviewed. All employees worked for 5 days (from Monday to Friday) in a week, the Saturday and Sunday are rest days. All employees worked in 1 shift: 7:30-11:30; 13:00-17:00. 2 hours overtime was arranged on working days and 1-2 times per week, 8 hours overtime was arranged on Saturday regularly. No overtime on Sundays or statutory holidays. No obvious peak season was available in the factory. No inconsistency was observed between attendance records and production records.

The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 52 hours (40 hours regular time + 12 hours overtime) per week.

The maximum weekly overtime hours were 12 hours, the maximum monthly overtime hours were 48 hours.

Time recording system: The factory used face identification time recording system to record workers' working time.

### Salary payment details:

The factory provided payroll records from December 2023 to November 2024, and 5 sampled employees' payroll records of July 2024, September 2024 and November 2024 were reviewed, wages were issued no later than 30th of following month by bank transfer. The lowest basic wage paid to employees was RMB11.55 per hour, which could meet the local legal minimum wage standards: RMB1,840 per month, RMB10.57 per hour before January 1, 2024 and RMB2,010 per month, RMB11.55 per hour since January 1, 2024. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No illegal deduction and withholding were made from wages.

### Worker number information:

Currently 48 employees are working in the company. Among them 44 are production employees (4 males and 40 females), 4 are non-production employees (1 male and 3 females) and 2 of them are managements (1 male and 1 female). All employees are permanent employees. 5 employees are migrant employees from other provinces in China, 3 are males and 2 are females. No other vulnerable workers or special group workers were available in the factory.

Good practices:

1. The factory managements were clear about local living costs and they had calculated the decent living wage data accordingly.

Worker organization details: No union was available in the factory, but 3 worker representatives were available in the factory, who were elected by workers themselves on June 5, 2024.

Circumstances:

1. No contractor or agency was used by the factory, which made the contractor license and agency labor contract not applicable.
2. No government waiver was obtained by the factory, which made the government waiver not applicable.
3. No collective bargaining agreement was available in the factory, which made the collective bargaining agreement not applicable.
4. There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings:

There were findings under PA1, PA2, PA5, PA6 and PA7 identified during the audit, please refer to the PAs in report for details.

Living wage calculation:

#Living wage, we do not use the data on GLWC website, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXX

Co.,Ltd

Site amfori ID

156-015285-003

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,510	Monthly
Calculated living wage in local currency	2,483.4	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	5	Workers
Female workers	43	Workers
Non-binary workers	0	Workers
Permanent workers - Male	5	Workers
Permanent workers - Female	43	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	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	3	Workers
Domestic migrant workers - Female	2	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	5	Workers
Workers hired directly - Female	43	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: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-015285-003

**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

Based on interview, site observation and document review, the factory had established social compliance management procedure documents, appointed social compliance management representative, but some procedures were not fully implemented and some performance areas still needed improvements, such as PA2, PA5, PA6, etc. This question was raised as partially because the factory had established relevant procedure documents, but they were not fully implemented.

基于访谈、现场走访和文件查阅得知，工厂已经建立了社会责任管理程序文件，任命了社会责任管理者代表，但是一些程序没有被完全执行且一些执行领域仍需要改善，比如PA2、PA5、PA6等。该问题被判为部分不符合是因为工厂已经建立了相关的程序文件，但是没有完全执行。

**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

Based on management/worker/worker representative interview and document review, the factory had established production capacity planning and cost accounting procedure, but the factory did not provide the records of production capacity analysis and production cost calculation, which led excessive monthly overtime hours were existing in all sampled months. The factory management explained that they had to finish the production orders, so excessive overtime happened in these months. This question was raised as partially because the relevant procedures were established, but the factory did not implement it effectively. It violated BSCI Code of Conduct.

基于管理层/员工/员工代表访谈和文件查阅得知，工厂已经建立了产能规划和成本核算程序，但是工厂没有提供生产能力分析和生产成本计算的记录，导致在所有抽样月份中都存在月加班超时的现象。工厂管理层解释说他们需要完成生产订单，因此在这些月份安排了过多的加班。该问题被判为部分不符合是因为工厂建立了相关的程序，但是工厂没有有效执行。这违反了BSCI行为准则。

### PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-015285-003

**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
<b>Finding</b>	
Based on management/worker/worker representative interview and document review, the factory did not define long-term goals to protect workers according to the BSCI code of conduct. This question was raised as no because there was no long-term goals system in place to protect workers. It violated BSCI Code of Conduct.	基于管理层/员工/员工代表访谈和文件查阅得知，工厂没有根据BSCI行为准则来制定长期的目标去保护员工。该问题被判为完全不符合是因为工厂没有保护员工的长期目标体系。这违反了BSCI行为准则。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxd | Site amfori ID: 156-015285-003

<b>Question:</b> 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
<b>Finding</b>	
Based on management/worker/worker representative interview and document review, there were total 48 employees in the factory (21 out of 48 employees were employed after retired, no temporary/dispatched/newly joined employee), auditor checked the social insurance receipts of October 2024, November 2024 and December 2024, per the social insurance receipts of December 2024, it was noted that the factory only provided retirement insurance, medical insurance, unemployment insurance, maternity insurance and injury insurance for 25 employees, the coverage was 93%. The factory provided group commercial injury insurance to 48 employees with time frame from October 17, 2024 to November 16, 2025, the coverage was 100%. Factory management explained that the employees were unwilling to purchase social insurance as they had to pay the personal part for social insurance if purchased. This question was raised as no because the factory did not provide social insurance to all employees and no improvement plan. It violated Labor Law of the People's Republic of China (1995), Article 72 & Article 73.	基于管理层/员工/员工代表访谈和文件查阅得知，工厂一共有48人（其中21人为退休反聘员工，无临时工/派遣工/新进员工），审核员查看了2024年10月、2024年11月和2024年12月的社保收据，从2024年12月的社保收据得知，工厂只为25人提供了养老保险、医疗保险、失业保险、生育保险和工伤保险，参保率93%。工厂为48个员工提供了周期为2024年10月17日到2025年11月16日的团体商业意外保险，参保率100%。工厂管理层解释说员工不愿意购买社保是因为如果购买他们需要支付社保的个人部分。该问题被判为完全不符合是因为工厂没有给全部员工提供社会保险且没有改善计划。这违反了中华人民共和国劳动法第72条、第73条。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-015285-003

**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

The time records of July 2024, September 2024 and November 2024 were sampled for review. The factory normally arranged the 2 hours overtime work on regular working days and 8 hours on Saturday. Per document review, management interview and worker interview, all the overtime work was arranged on voluntary basis. However, 5 workers' attendance records of July 2024, September 2024 and November 2024 were sampled, based on management / workers interview and attendance records review, it was noted that all of the 5 sampled workers' monthly overtime (The 5 workers were sampled from cutting, sewing and packing workshop) was 42 hours in July 2024, 48 hours in September 2024 and November 2024, which exceeded legal law limit of 36 hours per month. The factory management explained that they had to finish the production orders, so excessive overtime happened in these months. This question was raised as no because all of the sampled workers had excessive monthly overtime. Labor Law of the People's Republic of China (1995), Article 41.

抽样了2024年7月，2024年9月和2024年11月的考勤记录供查看。工厂经常在正常工作日安排2小时加班以及在周六安排8小时加班。从文件查阅、管理层访谈及员工访谈得知，所有的加班都是自愿的。然而，抽取了5名员工2024年7月，2024年9月和2024年11月的考勤记录，基于管理层/员工访谈和考勤记录查看，审核发现全部5个抽样员工（5个抽样员工来自裁断车间、缝纫车间和包装车间）在2024年7月的加班时间为42小时，2024年9月和2024年11月的加班时间为48小时，超过了法律限定的月36小时。工厂管理层解释说他们需要完成生产订单，因此在这些月份安排了过多的加班。该问题被判为完全不符合是因为所有抽样员工都有月加班超时的情况。这违反了中华人民共和国劳动法第41条。

**PA 7: Occupational Health and Safety**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-015285-003

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on interview, site observation and document review, the factory complied with occupational health and safety laws and regulations in most areas, but there were 2 areas (PA7.4 and PA7.22) still needed to be improved during this audit. This question was raised as partially because the factory complied with occupational health and safety laws and regulations in most areas, only some issues were detected.

基于访谈、现场走访和文件查阅得知，工厂在大部分区域都遵守职业健康安全法律法规，但是本次审核有2处地方（PA7.4和PA7.22）仍需改善。该问题被判为部分不符合是因为工厂在大部分区域都符合职业健康安全法律法规要求，只发现了部分问题。

**Question:** 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
Based on interview, site observation and document review, worker or worker representative was not involved in the process of OHS risk assessment. This question was raised as partially because the factory had established OHS committee and OHS system, but no worker or worker representative took part in the process of OHS risk assessment. It violated BSCI Code of Conduct.	基于访谈、现场走访和文件查阅得知，员工或员工代表未参与职业健康安全风险评估的过程。该问题被判为部分不符合是因为过程已经建立了职业健康安全委员会和职业健康安全体系，但是没有员工或员工代表参与职业健康安全风险评估的过程。这违反了BSCI行为准则。

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
Based on interview, site observation and document review, no toilet tissues were provided in toilets. This question was raised as partially because privacy doors were installed in toilets and the toilets were kept clean, liquid soap was provided in toilets, but no toilet tissues were provided in toilets. It violated BSCI Code of Conduct.	基于访谈、现场走访和文件查阅得知，厕所里没有提供厕纸。该问题被判为部分不符合是因为厕所里安装了隐私门且厕所保持的很干净，厕所里提供了洗手液，但是厕所里没有提供厕纸。这违反了BSCI行为准则。