

Monitored Party xxxxxxxxxxxxxxxxxxxxxx CO.,LTD.	amfori ID 156-013863-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 17/09/2025	Closing Meeting Finished Date 19/09/2025	Submission Date 25/09/2025
Expiration Date 25/09/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxx CO.,LTD.	Site amfori ID 156-013863-002	

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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	

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: Alma Xu; APSCA membership number: CSCA 21701885.

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 2.5 days.

Announcement Type: Semi-Announced

Business partner information:

The auditee established in 2018, located at xx China.中国xxx.It specialized in the manufacturing of Picnic bag, picnic rug, cooler bag and outdoor leisure goods and the main production process including cutting,webbing weaving, high frequency pressing, fabric coating, sewing, inspection and packing.There was no process subcontracted.

Audited location information:

There were total five buildings at site, including one 3-storey building, two 5-storey buildings and two 6-storey buildings. Buildings belonged to the landlord (Company A). Auditee rent and occupied the 2/F (about 1290 square meters occupied and used as office) of one 5-storey building with total floor area about 6452 square meters. The 1/F, 3/F, 4/F, 5/F and 6/F of one 6-storey building with total floor area about 12563 square meters, the 1/F and 3/F (about 817 square meters occupied and 1/F and 3/F used as warehouse) of one 3-storey building with total floor area about 1226 square meters. No dormitory, canteen and transport facility were provided.

The detail layout of 6-storey production building was as follows:

1/F used as warehouse, cutting, webbing weaving, high frequency pressing workshop, 3/F used as sewing, inspection and packing workshop, 4/F used as warehouse, sewing and packing workshop, high frequency pressing workshop, 5/F used as warehouse, cutting, sewing and fabric coating workshop, 6/F used as finished goods warehouse. The 2F of this building was used as show room and research study room by company A.

Other floors were used by the landlord (Company A) and other 3 companies used as office and warehouse, their main business was outdoor leisure goods trading and related club service etc. operated with independent business, confirmed with management, workers interview, documentation review and on-site observation, the auditee did not share place with them, did not share workers with them, did not have business relationship with them, so the landlord and other 3 companies in the same bounding wall were not included in this audit.

Operating shifts and hours:

The facial and finger print scan attendance machine was used for recording attendance. One shift was arrangement for office staffs, it was 08:30-12:00, 13:30-18:00, for most of workers, it was 07:30-12:00, 13:00-16:30. Maximum 2 hours' overtimes from 17:30 to 19:30 were arranged if need. Security guards worked in three shifts: 08:00-16:00, 16:00-24:00, 24:00-08:00.

Time recording system: The finger printing attendance machine was used for recording attendance.

Salary payment details:

The auditee public local minimum wage policy which showed that the legal minimum wage was RMB2030/month and equal to RMB11.67/hour since April 1, 2022, since 1 April 2025, it is RMB2265/Month, equal to RMB13.02/Hour. All workers wage were calculated by hourly rate. Wage was paid on or before 25th of following month by bank transfer.

Worker number information:

- Total 244 workers (105 males and 139 females) including 52 non-production workers and 192 production workers (79 male and 113 females).
- 161 domestic migrant worker (70 male and 91 females)
- No other special group workers (interns, apprentices, contractor workers etc.).

Good practices: Housing allowance was provided.

Worker organization details: No worker union. 3 worker representatives were elected by workers.

Circumstances: There was no special circumstance during the audit. The factory management were cooperative with the audit and the interviewed worker representative showed that the management was kind, and the workplace was comfortable. They agreed all the findings and would like to close soon.

Summary of findings:

PA1 Insufficient management system. Production plan and cost plan were not implemented effectively.

PA2 Worker and worker representative did not involve in setting long term goals and monitor the achievement of these long-term goals.

PA5 Not purchase social insurance for most of workers.

PA6 Monthly overtime working hours exceeded legal limit of 36 hours,

PA7 Not record training effectiveness of OHS training. Insufficient chemical management. Some machines missed safety guards. No hands cleaning items in toilets.

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. There were no agencies used by the factory, which made the agency labor contract not applicable; there were no contractors used by the factory, which made the contract permit not applicable; there was no waiver obtained by the factory, which made the government waiver not applicable; there was no collective bargaining agreements in the factory, which made the collective bargaining agreements not applicable.

Living wage calculation:

Living wage:

1). No anker wage available for the producers location, so we used the data provided by auditing company.

2). The calculation methodology refers to anker living wage structure.

3). The data comes from the local bureau of statistics for the current year.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXX
CO.,LTD.

Site amfori ID

156-013863-002

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

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	244	Workers
Legal minimum wage in local currency	2,265	Monthly
Lowest wage paid for regular work at the site	2,265	Monthly
Calculated living wage in local currency	3,289.46	Monthly
Total sample	18	Workers

Other Metrics

Male workers	105	Workers
Female workers	139	Workers
Non-binary workers	0	Workers
Permanent workers - Male	105	Workers
Permanent workers - Female	139	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	3	Workers
Management - Female	3	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	4	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	70	Workers
Domestic migrant workers - Female	91	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	105	Workers
Workers hired directly - Female	139	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	9	Workers
Sample - Female	9	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-013863-002

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 auditee partially complied with this principle. Based on document review, employees interview, management interview, and on-site observation, it was found that the auditee failed to effectively implement the amfori BSCI social responsibility management system. Although the auditee has established social responsibility procedural documents such as decent working hours, fair compensation, health and safety management, environmental protection, etc., issues such as unpaid social insurance, monthly overtime exceeding 36 hours, and occupational health and safety were found during this full audit. Regarding to social insurance, the employees stated that they have rural insurance at home and were unwilling to purchase it again. The management stated that they respected the employee's wishes of purchasing social insurance. Regarding working hours, employees were voluntary and would rather work overtime to earn more income. The management stated that it was difficult to fully meet the requirements and committed to continuous improvement. Refer to the requirements of the amfori BSCI system manual.	被审核方部分遵守该原则，根据文件审核，员工访谈、管理层访谈和现场观察，发现被审核方未能有效执行amfori BSCI社会责任管理体系。虽然被审核方制定了社会责任的程序文件比如体面劳动时间，公平报酬，健康安全管理，环保等，但是此次全面审核中发现了未缴纳社保，月加班超过36小时、职业健康与安全等方面的问题。关于社保，员工表示家中有农保，不愿意重复购买，管理层表示社保的购买是遵循员工的意愿。关于工时，员工加班是自愿的，宁愿加班获取更多收入。管理层表示要完全符合要求是有困难的，承诺持续改进。参考amfori BSCI系统手册的要求。

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 auditee partially complied with this principle. Based on documentation review, management interview and employee interview, the auditee did not effectively implement the capacity planning, which led to the monthly overtime work was over 36 hours in the past year. The management explained that due to the shortage of workers and urgent production orders, it was difficult to arrange	被审核方部分遵守该原则。基于文件审核、管理层访谈和员工访谈，被审核方部分遵守被审核方建立了生产成本核算和产能规划程序文件，但是工厂未有效执行产能规划导致过去一年的月加班超过36小时。管理人员解释由于人员紧缺和紧急的生产订单，很难合理安排生产计划。参考amfori BSCI系统手册的要求。

Finding

the production plan reasonably.Refer to the requirement of the amfori BSCI system manual.

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-013863-002

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 auditee partially complied with this principle. According to document review, employees interview, employee representatives interview, and management interview, employees and employee representatives did not truly participate in the formulation of long-term employee protection goals, nor did they participate in the supervision of goal achievement. Refer to the requirements of the amfori BSCI system manual.

被审核方部分遵守该原则。根据文件审核，员工访谈，员工代表访谈和管理层访谈，员工及员工代表未真正参与员工长期保护目标的制定，也未参与目标实现情况的监管。参考amfori BSCI系统手册的要求。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-013863-002

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

The auditee did not comply with this principle. Based on interview with management, workers, and worker representatives, as well as document review, the auditee did not provide social insurance for most of employees. As of the day of the audit, there was no new employee in the recent 30 days, and 71 employees have reached the statutory retirement age. There was a total of 244 employees in the factory, so the factory should purchase social insurance for 173 employees. The management stated that the factory did not purchase endowment insurance, unemployment insurance, injury insurance, medical insurance and maternity insurance for 134 employees. The management

被审核方未遵守该原则。基于管理层，工人和工人代表访谈、文件审查，未给部分员工提供社保。截至审核当天，工厂在最近30天内有0名新入职的员工，有71名员工达到了法定退休的年龄。工厂总共有244名员工，所以工厂应当为173名员工购买社保。管理层表示，工厂没有为134名员工购买养老保险，工伤保险，失业保险，医疗保险和生育保险。管理层表示社保购买是基于员工自愿原则，有一些员工表示因老家购买了农保，所以不需要重复购买保险，管理层表示没有去核实员工购买农保的情况。参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：被审核方给215名员工(包含了退休工人和未购买工伤保险的员工)购买了商业保险。合同从2025年4月25日

Finding

stated that the purchase of social insurance was based on the principle of voluntary participation by employees. Some employees have expressed that they do not need to purchase insurance again because they have purchased rural insurance at their hometown. The management stated that they have not verified the situation of employees purchasing rural insurance. Reference law and regulation: Article 10, Article 23, Article 33, Article 44, and Article 53 of the Social Insurance Law of the People's Republic of China. Remark:The auditee has purchased commercial insurance for 215 employees(including retired employees and employees who did not purchase injury insurance). The contract came into effect on April 25, 2025 and shall expire on April 24, 2026.

生效截止2026年4月24日。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-013863-002

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

Finding

The auditee did not comply with this principle. Based on the document review, management interview and employee interview, it was found that the monthly overtime in most months of the past year exceeded the statutory requirements. According to the attendance records provided by the factory from August 1, 2024 to the audit day, the attendance records of 18 sampled employees were selected from December 2024, May 2025 and July 2025 respectively, and it was found that the monthly overtime exceeded 36 hours.The details were as follows:
1) In December 2024, 17 out of 18 employees worked more than 36 hours of overtime per month, 17 employees' monthly OT was up to 57 hours.
2) In May 2025, 18 out of 18 employees worked more than 36 hours of overtime per month, 17 employees' monthly OT was up to 57 hours.
3) In July 2025, 17 out of 18 employees worked more than 36 hours of overtime per month, one employee's monthly OT was up to 56.5 hours. The management said that the factory has

被审核方未遵守该原则。根据文件审核,管理层访谈和员工访谈,发现过去一年大部分月份的月加班超过法规要求。根据工厂提供的2024年8月1日至审核当天的考勤记录提供查看,抽取了2024年12月、2025年5月和2025年7月中分别抽取了18名抽样员工的考勤记录,发现月加班超出36小时的情况,具体如下:
1) 2024年12月,17/18名员工月加班超过36小时,其中17名员工的月加班高达57小时。
2) 2025年5月,18/18名员工月加班超过36小时,其中17名员工的月加班高达57小时。
3) 2025年7月,17/18名员工月加班超过36小时,其中17名员工的月加班高达56.5小时。
管理层称工厂有建立工时预警系统来控制工人过多加班,制定生产排期既考虑客户的货期,但未充分考虑加班合规性,为了准时完成订单,加班是难以避免的。工人称加班是自愿的,加班有依法支付加班费,宁愿加班获得更多收入。参考法规:中华人民共和国劳动法,第41条。备注:抽样工人从2025年9月1日至审核当日,最大加班时间是30.5小时。

Finding

established a working hour warning system to control workers' excessive overtime. The auditee not only considers the customer's delivery time, but does not fully consider the overtime compliance when make production schedule. In order to complete the order on time, overtime was inevitable. Workers said they worked overtime voluntarily, overtime was paid in accordance with the law, and would rather work overtime to earn more. Reference Law: Labor Law of the People's Republic of China, Article 41. Remarks: The maximum overtime hours for sample workers from 1 September 2025 to the audit date was 30.5 hours.

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-013863-002

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially complied with this principle. According to document review, employees interview, and management interview, the training records did not record the training effectiveness. The auditee regularly provided safety training to employees, but the effectiveness of the training was not recorded. The employee expressed understanding of the training content. The management stated that there will be improvements in the future. Reference law and regulation: Article 28 of the Work Safety Law of the People's Republic of China.

被审核方部分遵守该原则。根据文件审核，员工访谈和管理层访谈，培训记录未记录培训效果。被审核方定期给员工进行安全方面的培训，但是未记录培训的效果。员工表示了解培训的内容。管理层表示后续改善。参考法律法规：中华人民共和国安全生产法，第28条。

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

Finding

The auditee partially complied with this principle.

被审核方部分遵守该原则。根据现场观察，管理层

Finding	
Based on on-site observation, management interviews, and employee interviews, material information safety technical sheets for chemicals were posted on site. The management stated that they are familiar with the requirements of chemical safety management, however, 1. The two waterproof adhesive containers on the 5th floor are not labeled with safety labels. Reference regulations: Regulations on the Safe Use of Chemicals in the Workplace, Article 12. 2. Three barrels of white latex and two barrels of waterproof adhesive on the 5th floor were not placed in the secondary container. Refer to Article 20 of the Regulations on the Safety Management of Hazardous Chemicals.	访谈和员工访谈，现场张贴了化学品的物质资料安全技术表，管理层表示熟悉化学品安全管理的要求，但是， 1. 5楼的两桶防水胶的容器未张贴安全标签。参考法规：工作场所安全使用化学品规定,第十二条。 2. 5楼3桶白乳胶，两桶防水胶等化学品未放置在二次容器内，参考法规：危险化学品安全管理条例，第二十条。

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 auditee partially complied with this principle. According to on-site observation,document review interview with employees and management, at least 50% of sewing machines in the sewing workshop were missing finger guards, and at least 4 sewing machines were missing belt guards. The management stated that the equipment was outdated and would be gradually improved. The employees stated that no related work-related accidents have occurred. Reference law and regulation: General Principles for Safety and Health Design of Production Equipment (GB5083-1999), Article 6.1.2.	被审核方部分遵守该原则。根据现场观察，文件审核,员工访谈和管理层访谈，针车车间至少50%的针车缺失护指圈，至少4台针车缺失皮带防护罩。管理层表示设备老旧，会逐步改进。员工表示未发生过相关的工伤事故。参考法律法规：《生产设备安全卫生设计总则》(GB5083-1999)，第6.1.2条。

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
Finding	
The auditee partially complied with this principle. According to on-site observations and management interview, the toilets in the workshop was not equipped with cleaning tools such as soap. The management stated that it was previously placed	被审核方部分遵守该原则。根据现场观察和管理层访谈，车间的卫生间未放置清洁手的用品,比如肥皂。管理层表示之前放了但是未及时补充。参考 amfori BSCI系统手册的要求。

Finding

there but not supplemented in a timely manner.
Refer to the requirement of the amfori BSCI system
manual.