

Monitored Party xxxxxxxxxxxxxxxxxxxxx xxxx.,LTD.	amfori ID 156-002780-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 20/11/2025	Closing Meeting Finished Date 21/11/2025	Submission Date 28/11/2025
Expiration Date 28/11/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxx CO.,LTD.	Site amfori ID 156-002780-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	

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

1. Name of lead auditor: Shine Chen, APSCA membership number: CSCA 21700302;
Name of team auditor (if applicable): N/A; APSCA membership number: N/A
Name of observers, translators, trainees, advisors/consultants (if applicable): N/A
2. Monitoring partner name: Intertek
3. Audit schedule details: The audit was planned for 1 auditor x 1.5 days, Audit date: November 20-21, 2025.
Day 1: time in/ 9:00, time out/17:24
Day 2: time in/ 5:44, time out/9:45
4. Announcement Type: Semi-Announced
5. Business partner information: The auditee named xxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. (xxxxxxxxxxxxxxxxxxxxxxxxxxxx) and the business license number of the auditee is 91330281790052912A. The auditee is located at xx China. (中国xxxxxxxxxxxxxxxxxxxxxxxxxxxx). The auditee started business since June 2006. The primary products were plastic stationery, gifts and toys, with main production processes including injection, assembly and packaging.
6. Audited location information: The auditee included the following building:
 - 1) One 4-storey building A: 1F: injection, mould making and warehouse, 2F: warehouse and office, 3F: assembly and packaging, 4F: warehouse.
 - 2) One 4-storey building B: 1F: warehouse, 2F warehouse, kitchen and canteen, 3F: warehouse, 4F: warehouse.The auditee did not provide dormitory for its employees.
The total land area was about 10,667 square meters, with a construction area of about 18,500 square meters.
All buildings were owned by the audited facility.
7. Operating shifts and hours: Normal working days were from Monday to Friday. Injection employees and security guards worked in 3 shifts, which were from 8:00 to 16:00, 16:00 to 0:00 and 0:00 to 8:00; other production employees worked in 1 shift from 8:00 to 11:30 and 12:30 to 17:00; kitchen staff worked in 1 shift, which was from 9:30 to 13:30 and 15:00 to 19:00. The peak season was not obvious in the auditee. Attendance records from November 1, 2024 to November 19, 2025 were available for review during this audit. For the Max weekly working hours, details were as following:
October 2025 (current month) – standard hours (40) + maximum weekly OT (14)
September 2025 (random month) – standard hours (40) + maximum weekly OT (14)
August 2025 (random month) – standard hours (40) + maximum weekly OT (14)
8. Time recording system: Electronic (IC card swiping)
9. Salary payment details: Payroll records from November 2024 to October 2025 were available for review during this audit. All workers were paid at hourly rate. All employees were paid around 20th of each month by bank autopay. The local minimum wage standard was set at RMB 2260 per month equivalent to RMB 12.99 per hour (2260/21.75/8) since January 1, 2024.
10. Worker number information: There were 98 employees including 2 management employees (1 male and 1 female), 10 non-production employees (5 males and 5 females) and 86 production employees (24 males and 62 females). 34 employees (17 males and 17 females) were local form Zhejiang Province. 64 employees (13 males and 51 females) were domestic migrant from Shanghai, Anhui, Gansu, Guizhou, Henan, Hunan, Jiangsu, Shandong, Sichuan, Yunnan and Chongqing of China. No foreign migrant employee was hired in the auditee. No young, pregnant, seasonal, temporary, disabled or home-based worker was used by the auditee. No interns, apprentices and contractor workers in the auditee. All employees were on duty on the audit days.
11. Good practices: None
12. Worker organization details: Labor union was not established in the auditee. There was one worker committee in the auditee, 3 worker representatives were elected by employees in January 2025. And the management conducted meeting with worker representatives per quarter, the meeting minutes were reviewed, and the recent meeting was conducted on October 8, 2025.
13. Circumstances: There was no special circumstance during the audit.
14. Summary of findings:
PA1:
 - 1.1 Partial requirements inefficient implementation caused gap to respect the amfori BSCI Code of Conduct.
 - 1.4 The auditee did not maintain evaluation records of workforce capacity and the overtime exceeded the legal requirement.PA2:

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXX
xxxxxx CO.,LTD.

Site amfori ID

156-002780-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	5,023	Monthly
Calculated living wage in local currency	2,704.94	Monthly
Total sample	10	Workers

Other Metrics

Male workers	30	Workers
Female workers	68	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	68	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	7	Workers
Workers with night shift - Female	6	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	13	Workers
Domestic migrant workers - Female	51	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	30	Workers
Workers hired directly - Female	68	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	3	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: xx CO.,LTD. | Site amfori ID: 156-002780-002

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	
1.1 The auditee had established a series of procedures to implement amfori BSCI Code of Conduct, and also had conducted internal audit to check social responsibility compliance. However, during actual operating, partial requirements inefficient implementation caused gap to respect this principle, such as monthly overtime hours exceeded legal requirement. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Social Management System and Cascade Effect.	1.1 被审核方建立了一系列的程序去执行 amfori BSCI的行为准则，同时也进行了内审去检查 社会责任的符合性。但在实际运作中，有部分要求未能有效的执行导致对于遵守本条原则仍然有差距，如月加班时间超过法律要求。所以该问题判定为部分违反。部分违反amfori BSCI行为守则，社会管理体系及级联效应。

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 The auditee had established procedure for evaluation whether its specific workforce capacity can meet the production order requirements, but did not maintain relevant evaluation records of workforce capacity, and there was excessive overtime hours issue which exceeded legal requirement found in this audit. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Social Management System and Cascade Effect.	1.4 被审核方建立了生产能力评估程序来评估其具体生产能力是否可以满足其生产订单要求，但是没有保留 相关产能评估记录，同时工作时间存在超过法律规定的加班情况。所以该问题判定为部分违反。部分违反amfori BSCI行为守则，社会管理体系及级联效应。

PA 2: Workers Involvement and Protection

Site: xx CO.,LTD. | Site amfori ID: 156-002780-002

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
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Finding	Finding Description	Finding Category
2.2 Auditor noted that the auditee had defined long term goals to protect employees, and set the timeline of the goals according to the amfori BSCI Code of Conduct. However, through employee interview and employee representative interview, the employees and employee representatives were not involved in setting the long-term goal. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.	2.2 审核员发现被审核方建立了一份保护工人的长期目标，也按照amfori BSCI的期望设定了具体的目标时间。但是，通过员工访谈和员工代表访谈，该长期目标的制定员工 和员工代表并未参与。所以该问题判定为部分违反。部分违反了amfori BSCI行为准则，工人参与和保护原则。	2.2 部分违反

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 Through document review, employee interview and management interview, the auditor noted that the auditee had provided training about amfori BSCI for all employees. But some interviewees did not know requirement of amfori BSCI. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.	2.4 通过文件审核，员工访谈和管理人员访谈，审核员发现虽然被审核方提供amfori BSCI培训给所有员工，但是部分受访者对amfori BSCI要求不了解。所以该问题判定为部分违反。部分违反amfori BSCI行为守则，工人参与和保护原则。
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Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
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Finding

2.5 Auditor noted the auditee established grievance procedure in writing, published the person responsible for its administration and grievance reporting hot line etc. According to employee interview, the employees knew who the grievance administrator was and the grievance reporting hot line and email. But the grievance procedure was not including all interested parties, only for internal part. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.	2.5 审核员发现被审核方建立了文件化的申诉制度，公告具体的负责人及其联系方式，如电话等。根据员工访谈，员工清楚申诉负责人是谁，其联系电话或邮箱。但被审核方建立的书面的申诉程序只针对被审核方内部，未包含利益相关方。所以此点评级为部分违反。部分违反amfori BSCI行为准则，工人参与和保护原则。
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A diagram of a cell. It consists of a large light blue circle representing the cell membrane. Inside this circle is a smaller, solid dark blue circle representing the nucleus.

[illegible]

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. The auditee management had provided one assessment record for the remuneration of decent standard of living as per amfori BSCI requirements. But actually all interviewed management and employees did not clearly know how to calculate the remuneration of decent standard of living and could not explained the data sources. The actual minimum payment (full-time basic wages + fixed allowance) paid by the auditee for employees was higher than the local living wages. So this question was rated as Partially. It was partially against the amfori BSCI Code of Conduct, Principle on Fair Remuneration.	5.4 被审核方的管理层提供了一份按照amfori BSCI 要求对当地体面生活工资标准进行评估的记录。但是，被访谈的管理人员和员工实际上不太理解体面生活工资如何计算也无法解释数据来源。但是被审核方实际支付给员工的最低工资（满勤基本工资+固定津贴）高于当地的体面生活工资水平。所以该问题判定为部分违反。部分违反amfori BSCI行为准则，公平报酬。

PA 6: Decent Working Hours

[illegible]

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 Overtime hours exceeded the legal requirement. It was noted that: 1) In October 2025 (current month), the monthly overtime hours of 7 out of all 10 samples were 54 hours. 2) In September 2025 (random month), the monthly overtime hours of 7 out of all 10 samples were 58 hours. 3) In August 2025 (random month), the monthly overtime hours of all 10 samples were 40-56 hours. Although the auditee had working hours management procedure, the overtime was not required to follow the law requirement completely in the auditee currently. The overtime exceeding the law requirement was noted in most employees since last one year due to busy production; and employees were willing to work more overtime to earn more money. According to the interview with the management, in the case of more orders or urgent cases, more overtime could only be arranged in order to timely deliver orders. If the order was less or not urgent, they could	6.2 月加班时间超过法规要求。审核发现 1) 在2025年10月(当前月), 随机抽取的所有10名员工中的7名的月加班时间为54小时。2) 在2025年9月(随机月), 随机抽取的所有10名员工中的7名的月加班时间为58小时。3) 在2025年8月(随机月), 随机抽取的所有10名员工的月加班时间为40-56小时。虽然被审核方有工时管控制度, 但是被审核方目前没有要求加班时间完全符合法律要求。被审核方因生产需要, 导致自过去一年以来, 大多数员工都有加班时间超过法律要求的现象, 员工也愿意通过多加班来获取更多的工资。管理层访谈表示, 在订单较多或者比较紧急的情况下, 为了及时交付订单只能安排较多加班。如果订单不多或者不急, 可以给员工安排更多休息。他们无法保证在未来控制员工加班时间在法律要求的范围内。所以该问题判定为违反。违反amfori BSCI行为守则, 体面劳动时间原则, 且违反《中华人民共和国劳动法》第41条, 用人单位由于生产经营需要, 经与工会和劳动者协商后可以延长工作时间, 一般每日不得超过一小时; 因特殊原因需要延长工作时间的, 在保障劳动者身

Finding	
arrange more rest for employees. The auditee could not guarantee that the overtime would be within the limiting of legal requirement in the future. So this question was rated as No. It was against amfori BSCI Code of Conduct, Principle on Decent Working Hours and against the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.	体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

[illegible]

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 The auditee had established a management system on health and safety. But partial was not implemented adequately, due to deviations against laws of occupational health and safety observed in this part. The auditee had obeyed the laws and regulation for most of the occupational health and safety related parts, such as sufficient first aid supplies and facilities available, etc. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.	7.1 被审核方建立了健康安全管理体系，但有一部分并未实施充分，由于在第7绩效区域发现了违反职业健康安全法规的问题。被审核方大部分职业健康安全相关的部分均遵循了法律法规要求，例如配备了足够的急救物资和设施。所以这个问题评级为为部分违反。部分违反amfori BSCI行为守则，职业健康与安全原则。

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 The auditee had conducted the OHS risk assessments, then allocated human and financial	7.3 被审核方进行了职业健康和安全风险评估，并且根据识别出的风险采取部分消除或减缓风险的措

Finding

resources to ensure that parts of the identified risks were mitigated, but not adequate. For example, some goods in warehouse were stacked against wall and post. So this question was rated as partially. It was partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

施,但是不足。如被审核方部分货物靠墙靠柱堆放。所以这个问题评级为部分违反。部分违反了amfori BSCI行为守则,职业健康与安全。

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

7.11 The goods were stored against the wall and post in the warehouse. During auditee tour, auditor noted that partial goods (about 20%) were stored against the wall and post in warehouse, and other goods in the auditee stored normally. Through warehouse keeper interview, the employee said that they knew the requirement, but some employees did not pay attention to the storage of goods sometimes. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and against the General Rules for Fire Safety Management of Storage Occupancies XF1131-2014 Article 6.8 The following requirements shall be met for goods or materials to be piled up in warehouse: a) The distance between the top of any stacking and the floor or flat roof shall be no less than 0.3m (for any roof truss of herringbone shape, the distance shall be calculated from the crossbeam); c) The distance between the goods or materials and the wall shall be no less than 0.5m; d) The distance between any stacking of goods or materials and any pillar shall be no less than 0.3m; e) The distance between different stacking of goods or materials shall be no less than 1m.

7.11 被审核方的仓库中货物靠墙靠柱堆放。经现场走访，审核员发现被审核方的仓库中部分货物（约占20%）靠墙靠柱堆放，其余大部分货物摆放合理。经仓库管理人员访谈，表示他们清楚法规的要求，员工在堆放货物的时候没有注意。所以该问题判定为部分违反。部分违反了amfori BSCI行为守则，职业健康安全原则，且违反了《仓储场所消防安全管理通则》XF1131-2014 第6.8条，库房内堆放物品应满足以下要求：a) 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；c) 物品与墙之间的距离不小于0.5m；d) 物品堆垛与柱之间的距离不小于0.3m；e) 物品堆垛与堆垛之间的距离不小于1m。

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

7.17 No anti-slip safety guard for hook of one travelling crane. During onsite tour, auditor found that there was no anti-slip safety guard for hook of one travelling crane in mould making workshop. The management stated that the staff in this workshop failed to promptly report to the maintenance personnel for maintenance. Other machines used on site were maintained well with proper safety guards. So this question was rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and against the Law of the PRC on Work Safety Article 36 Safety equipment shall be designed, manufactured, installed, used, tested, maintained, renovated and abandoned in compliance with the national standards or industrial specifications.

Production and business entities shall have their safety equipments constantly maintained and serviced and regularly tested in order to ensure its normal operation. Records for maintenance, service and test shall be kept and be signed by the persons concerned.

7.17 一台行车的挂扣没有防脱落防护装置。经过现场巡查,发现被审核方模具车间一台行车的挂钩没有配备防脱落防护装置。管理人员表示该车间工作人员没有及时申报给维修人员进行维护。现场其他机器都维护良好,配备了恰当的防护装置。所以该问题判定为部分违反。部分违反了amfori BSCI行为守则,职业健康安全原则,且违反了中华人民共和国安全生产法第三十六条,安全设备的设计、制造、安装、使用、检测、维修、改造和报废,应当符合国家标准或者行业标准。生产经营单位必须对安全设备进行经常性维护、保养,并定期检测,保证正常运转。维护、保养、检测应当作好记录,并由有关人员签字。