

Monitored Party xxxxxxxxxxxxxxxxxxxxxx	amfori ID 156-014047-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxx, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 04/09/2026	Closing Meeting Finished Date 05/09/2026	Submission Date 11/09/2026
Expiration Date 11/09/2027	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxx	Site amfori ID 156-014047-002	

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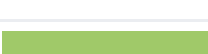
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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	D	
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	A	

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	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

[Audit Information]

Name of lead auditor: Sabiana Chen, APSCA membership number (CSCA 21701345)

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Christy Li

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 auditor x 1.0 day

Audit type: Full initial, Semi-announced

Audit date: September 4th, 2026 (In: 09:10; Out: 17:15)

[Business partner information]

XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX) was located at XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX China (中国 XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX). The main auditee registered in Shenzhen Market Supervision Administration, having unified social credit code 914403000801413045 and valid from Oct 11, 2013 to Sep 24, 2033. The main product manufactured by the main auditee were USB flash drive, power bank, wireless charger, Bluetooth speaker, Bluetooth earphone, car charger, USB charging cable etc. The main processes were assembly and packing. The annual output were 960,000 pcs.

[Audited location information]

The auditee rented 650 S.Q meters of parts of the 5th floor of the 6-storey production building #26 as office, warehouse and workshops. The details were as follows:

Production Building #26 (22962 S. Q Meters in total):

1F: XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX)

2F: XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX)

3F: XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX) and XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX)

4F: XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX)

5F: XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX) as office, Warehouse, workshop & XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX)

6F: XXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXX) & XXXXXXXXXXXXXXXXXXXX., LTD (XXXXXXXXXXXXXXXXXXXX)

Based on site tour and worker interview, there was no mixing of employees between the factory and other companies. No canteen, kitchen and dormitory was provided at the factory.

[Operating shifts and hours]

The main auditee had established wage and benefits policy and used fingerprint attendance recorder to record workers' working time. During the audit, the main auditee provided attendance records from August 1st, 2025 to the audit day and wage records from August 2025 to July 2026 for review. According to the policy and implementation records, workers' regular working hours were 8 hours per day, 5 days per week. One shift (8:00-12:00, 13:00-17:00) was arranged for all production workers and no overtime was arranged on weekdays, 0-8 hours on Saturday. No overtime was arranged on Sundays and in public holidays. The maximum monthly overtime were 40 hours and maximum weekly working time were 48 hours.

1st sampled month (July 2026)– standard hours (40 hours) + maximum weekly OT (8 hours)

2nd sampled month (May 2026)– standard hours (40 hours) + maximum weekly OT (8 hours)

3rd sampled month (December 2025)– standard hours (40 hours) + maximum weekly OT (8 hours)

[Salary payment details]

The main auditee had established wage and benefits policy. Workers' minimum wage, statutory holidays, annual leaves etc. were defined in the policy. During the audit, the main auditee provided attendance records from August 1st, 2025 to the audit day and wage records from August 2025 to July 2026 for review. Workers were paid at hourly rate and their minimum wage was RMB14.50 per hour which was higher than the minimum wage of Shenzhen City (RMB 2520/month, equal to RMB 14.48/hour). Overtime wage of weekday and weekend were 150% and 200% of regular day. The main

auditee paid enough overtime wage according to legal requirements. The main auditee would not punish employees with fines. The main auditee paid workers' current month wage to workers on or before the 7th of the following month via bank transfer. Decent standard of living wage was assessed in the main auditee and the assessment record was provided for review.

[Worker number information]

A total of 16 directly hired employees including 7 directly hired production workers (2 male workers and 5 female workers) and 9 directly hired nonproduction employees were currently working in the main auditee. There were totally 8 domestic migrant employees including 2 males and 6 females in the main auditee.

No child labour, young workers, disabled workers, lactating employees, pregnant women, internship employees, subcontracting employees and apprentice employees worked in the main auditee.

[Good practices] Nil

[Worker organization details] No union but worker committee was formed. 2 worker representatives were elected.

[Circumstances] Nil

[The special circumstances can be classified as followed]

No negative evidence was identified during the past year based on Credit China.

[Summary of findings]

- 1.1 Failure to effectively carry out of amfori BSCI system.
 - 2.2 The auditee did not define the long-term goal.
 - 2.4 Workers were not clear about amfori BSCI.
 - 2.5 The auditee did not establish the community grievance channel.
 - 5.4 Insufficient living wage was provided to workers.
 - 7.1 Failure to effectively carry out of HS system.
 - 7.7 (a) No static protective ground was equipped for chemical cabinet.
 - (b) No MSDS was equipped for chemicals.
 - (c) No occupational health checks for workers worked with occupational hazards.
 - 12.3 The factory did not provide fixed pollution source discharge registration.
 - 13.4 The auditee did not provide training on procedure for protecting personal information.
- PA3 Nil. PA4 Nil. PA8 Nil. PA9 Nil. PA10 Nil. PA11 Nil.

[Living wage calculation] Living wage:

The living wage data is obtained from GLWC website.

[Personal Information protection law]

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments]

No comprehensive working hour system approval and collective bargaining agreement were available in the main auditee. No fixed pollution source discharge registration.

SITE DETAILS

Site
xxxxxxxxxxxxxxxxxxxxxxxxxx

Site amfori ID
156-014047-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Consumer Electronics

amfori Process Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	16	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,520	Monthly
Calculated living wage in local currency	4,005	Monthly
Total sample	5	Workers

Other Metrics

Male workers	3	Workers
Female workers	13	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	13	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	2	Workers
Domestic migrant workers - Female	6	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	3	Workers
Workers hired directly - Female	13	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	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014047-002

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 main auditee partially respected this principle. Based on document review and management interview, the factory had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in Health & Safety and Environmental Protection etc. Reference: the requirement of question 1.1 in amfori BSCI system manual.

工厂未完全遵守该原则，根据文件查看及管理层访谈，工厂有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在健康安全、环境保护等方面出现问题。
参考标准：amfori BSCI管理手册中问题1.1的要求。

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014047-002

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 main auditee did not respect this principle because based on document review and management interview, the main auditee did not define the long-term goal of protecting employees. The factory management explained that they did not know the related requirement, they would define the long-term goal. Reference: the requirement of question 2.2 in amfori BSCI system manual.

被审核方未遵循该准则。因为根据文件审核和管理层访谈，主要被审核方没有定义保护员工的长期目标。工厂管理层解释他们不清楚相关要求，会定义长期目标。
参考标准：amfori BSCI管理手册中问题2.2的要求。

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	
The main auditee did not respect this principle, because based on document review, workers, worker representative and management interview, the factory provided the training on social responsibility for managers, workers and workers representatives, factory also posted amfori BSCI code of conduct on the bulletin board on the site, but based on the workers interview, it was found that all sample employees were not clear about amfori BSCI. The facility management declared that they would strengthen employee training. Reference: the requirement of question 2.4 in amfori BSCI system manual.	被审核方未遵守该原则。因为根据文件审核，员工，员工代表和管理层访谈，工厂为员工，管理和员工代表提供了社会责任的培训，工厂也在现场的公告栏中张贴了amfori BSCI行为守则，但是基于员工访谈发现所有抽样员工不清楚amfori BSCI。工厂管理层表示他们会加强员工的培训。 参考标准：amfori BSCI管理手册中问题2.4的要求。

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
Finding	
The main auditee partially respected this principle. Because based on document review , onsite observation, workers, worker representatives and management interview, the factory established internal grievance mechanism and keep the record, but due to the management did not know related requirement, the factory did not establish the community grievance channel. The factory management explained that they would establish the community grievance channel. Reference: the requirement of question 2.5 in amfori BSCI system manual.	被审核方部分遵守该原则。原因是根据文件审核，现场观察，员工，员工代表和管理层访谈工厂建立了工厂内部的申诉机制并有记录，但由于管理层不了解相关要求，工厂没有建立社区申诉渠道。工厂管理层解释他们会建立社区申诉渠道。 参考标准：amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014047-002

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 main auditee did not respect this principle. According to the wage records provided by the factory from August 2025 to July 2026, the wages of all sampled employees (base salary+high	工厂未遵守该原则，根据工厂提供的2025年8月至2026年7月的工资记录，抽样的所有员工工资（底薪+高温补贴+岗位津贴）约RMB3320-3968/月，低于当地生活工资的要求RMB 4005/月。工厂表示他

Finding

temperature subsidy+job allowance) were approximately RMB3320-3968/month, which was lower than the requirement of RMB4005/month for local living wages. The management reported that they did not know the requirement and they would improve it step by step.
Reference: the requirement of question 5.4 in amfori BSCI system manual.

们不清楚该要求，后续他们会逐步完善。
参考标准：amfori BSCI管理手册中问题5.4的要求。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014047-002

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

ENGLISH

LOCAL LANGUAGE

Finding

The factory partially respected this principle, because the factory had established the complete management system on health and safety, including identifying and awareness of related legal regulation, health and safety check, training and etc. However, based on document review, onsite observation and management interview, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of chemical management etc. The facility management declared that they would strengthen management.
Reference: the requirement of question 7.1 in amfori BSCI system manual.

被审核方部分遵守该原则。工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全 检查，培训等，但根据文件审核，现场观察和管理层访谈在审核当天工厂在健康安全方面仍有违反当地法规的问题，例如化学品管理等。工厂管理层表示会加强管理。
参考标准：amfori BSCI管理手册中问题7.1的要求。

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 main auditee did not respect this principle because,
1. No static protective ground was equipped at chemical cabinet on 5F workshop. Factory management told they did not check it. Reference: Regulations on the Safety Management of

主要被审核方（生产商）未遵守该原则，原因是
1、工厂5楼的化学品柜未配备防静电接地设。工厂称未检查到该问题。参考法规：危险化学品安全管理条例（2013修订）第二十条
2、根据现场观察和文件审核，工厂为部分化学品提供了二次容器，化学品安全标签和MSDS，但未给

Finding	
Hazardous Chemicals (2013 Revision), Article 20. 2. Based on onsite observation and document review, factory provided secondary containment, chemical safety labels and MSDS for some chemicals, but no MSDS was posted for glue used or stored at workshop. The facility management declared that they would strengthen chemical management. Reference: Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 26 3. Based on document review, workers and management interview, factory did not provide occupational health examinations for workers who contacted the chemicals (such as the glue and ethyl alcohol) and welding workers who worked with dust. The facility management declared that they would provide occupational health examination for those workers who worked in hazardous positions. Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35	在车间使用和储存的胶水张贴MSDS。管理层表示他们将加强化学品管理。 参考法规：危险化学品安全管理条例（2013修订）第二十六条 3、根据文件审核，员工和管理层访谈，工厂没有为接触化学品（如胶水和酒精）组装员工以及接触到铅尘的焊锡员工提供职业健康体检。工厂管理层表示他们会为危害岗位的员工提供职业健康体检。 参考法规：中华人民共和国职业病防治法（2018修正）第三十五条

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014047-002

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
The main auditee did not respect this principle. Based on document review and management interview, the factory did not provide fixed pollution source discharge registration. Reference: Classified Management Directory of Pollutant Discharge Permits For Fixed Pollution Sources (2019), Article 2.	工厂未遵守该原则，根据文件查看及管理层访谈，工厂没有提供固定污染源排放登记。 参考法规：固定污染源排污许可分类管理名录（2019年版），第二条。

PA 13: Ethical Business Behaviour

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014047-002

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

The main auditee partially respected this principle. The factory had established the procedure for protecting personal information, but it didn't provide training on procedure for protecting personal information of directly hired workers. The facility management declared that they would make improvements based on the finding.
Reference: the requirement of question 13.4 in amfori BSCI system manual.

被审核方部分遵循该准则。工厂有建立保护个人隐私程序，但未提供保护个人隐私程序的培训给员工。管理层表示会根据问题点进行改善。
参考标准：amfori BSCI管理手册中问题13.4的要求。