

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxx	amfori ID 156-035301-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 18/03/2025	Closing Meeting Finished Date 25/03/2025	Submission Date 25/03/2025
Expiration Date 25/03/2027	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxx	Site amfori ID 156-035301-002	

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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	C	

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	B	

GENERAL DESCRIPTION

Name of lead auditor: Karl Liu; APSCA membership number: CSCA21700411

Name of team auditor (if applicable): None; APSCA membership number: N/A

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

Monitoring partner name: Intertek

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Announcement Type: Semi-announced full audit

Business partner information:

XXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX (Uniform Code of Social Credit: 91350211MA3358KYX7) was located on XX China. This was a limited company. The facility established in 2019, who specialized in manufacture of bags. The main production processes were listed as follows: Cutting, sewing, inspection and packing.

Audited location information:

In view of the facilities, xxxxxxxxxxxxxxxxxx (the audited facility) just rented partial 2F, 3F and 5F of one 5-storey building as office, warehouse and production floors. The audited facility provided lease contract for check. The audited facility claimed that the employees were forbidden to flow with employees of other companies, and this was also confirmed by employees' interview. So during this audit, we just focused on xx (the audited facility). No kitchen, canteen or dormitory was provided for the employees. The floor area was about 7,780 square meters.

The detail information of facility buildings was listed as below:

One 5-storey building:

1F & 4F: Other companies

2F: xxxxxxxxxxxxxxxxxxxx (sewing area, inspection area and packing area)

3F: xxxxxxxxxxxxxxxxxxxx (cutting area and storage area)

5F: xxxxxxxxxxxxxxxxxxxx (office area and storage area)

Operating shifts and hours:

The attendance records from 1 February 2024 to 19 March 2025 (the 2nd audit date) were reviewed at this audit. All the employees in the facility worked for 5 normal days a week (Monday to Friday). The legal holidays, Saturdays and Sundays were the rest days for the employees. The overtime was voluntary and it was base on employees' will. The employees worked in 1 shift (8:00-12:30: 13:30-17:00). The peak month was not obvious in the facility.

Time recording system: Fingerprint & face scan attendance systems were used to record employees' working hours.

Salary payment details: The payroll records from February 2024 to January 2025 were reviewed at this audit. Employees' wages were calculated on hourly-rated basis. For overtime wages, 150 % and 200% of normal rate wages were paid by the facility to employees who worked on normal working days and rest days respectively, and there was no official public holiday's overtime work. Employees were paid by cash on or before 30th of each month after the previous wage calculation cycle.

Worker number information: A total of 89 employees were currently working in the facility, which included 74 production employees (23 males and 51 females) and 15 non-production employees. The employees' ages range from 26 to 66 years old. 41 employees were local employees from Fujian Province of China, and other 48 employees (14 Males and 34 Females) were from other provinces of China such as Guizhou, Jiangxi and Sichuan, etc. There were not foreign migrant employees, young employees, women pregnant employees, seasonal employees, temporary employees, disabled employees, home-based employees, interns, apprentices or contractor employees in the facility.

Good practices: None

Worker organization details: No labor union existed in the facility. But there were 3 employee representatives in the facility.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA 1:

1.1 The facility had not fully set up an effective BSCI management system.

1.4 The facility did not properly organize its workforce to meet the expectations of the delivery order and/or contracts.

PA 2:

2.4 Some workers did not have sufficient understanding of BSCI standards.

2.5 The grievance mechanism for communities was not available.

PA 5:

5.4 The facility did not have a system to assess the local decent living wage, and the facility did not conduct survey or calculate the data of current local decent living wage.

5.5 No adequate social insurance for the employees

PA 6:

6.2 Monthly overtime hours exceeded the legal requirement.

PA 7:

7.1 The facility was not in line with the occupational health & safety regulations.

7.17 Single needle sewing machines without needle guards

7.22 Toilets without soap and tissue

PA 12:

12.5 The facility did not have proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual action plan focusing on sanitary water waste reduction and saving water was established.

PA 13:

13.4 The facility did not establish an effective system to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.

Living wage calculation: Living Wage Anker methodology is used for Living Wage calculation by auditing company.

Remarks:

1. There was no government waiver provided by the facility in this audit.
2. There was no collective bargaining agreements in the facility.
3. There was no contractor used by the facility, which made the Contractor license/permit not applicable.
4. There was no agency used by the facility, which makes the agency labour contract not applicable.
5. Audit date: 18-19 March 2025

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXX

Site amfori ID
156-035301-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	89	Workers
Legal minimum wage in local currency	2,030	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	2,198.29	Monthly
Total sample	12	Workers

Other Metrics

Male workers	30	Workers
Female workers	59	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	59	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	4	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	14	Workers
Domestic migrant workers - Female	34	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	59	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	9	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-035301-002

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 Through documentation review and management interview, auditor found that the facility had not fully set up an effective BSCI management system. Because findings were detected regarding Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety and etc. in this audit. The question was scored partially because no finding was noted in other Performance Areas such as in No Discrimination, No Child Labour and etc. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	1.1 通过文件查阅和管理人员访谈，发现企业并未建立起有效的BSCI社会责任管理体系。因为在审核中发现了关于工人参与度和保护、公平报酬、体面劳动时间、职业健康与安全等方面的问题。 这个点的评级是部分符合，原因是在其他方面，如无歧视、无雇佣童工等没有发现问题。 这个问题点违反了amfori BSCI行为准则中的社会责任管理体系与级联效应。

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 During document review and management interview, the facility had established capacity analysis procedure and conducted capacity analysis and established the production plan. However, according to the attendance records provided by the facility, it was noted that monthly overtime hours of partial attendance records samples exceeded the legal requirement. The question was scored partially as below reasons: (1) Through reviewing 36 attendance records samples, it was noted that monthly overtime hours of only 3 out of 36 (8.33%) samples exceeded 36 hours, but monthly overtime hours of other 33 samples were compliance with law requirement (within 36 hours). And please refer to 6.2 for more details.	1.4 通过文件查阅和管理访谈，发现企业制定了产能规划程序，并对产能进行了规划，且制定了生产计划。然而根据企业提供的考勤记录，审核员发现部分考勤样本其月加班时间超出了法规要求。 这个点的评级是部分符合，原因如下： (1)通过查阅36份考勤样本，发现36份考勤样本中只有3份（8.33%）其月加班时间超过36小时，但是其他33份样本的月加班时间均符合法规要求(36小时以内)。更多详情请参见6.2. (2)通过文件查阅和管理访谈，发现企业建立了工作时间管理程序和加班政策，且企业了解法定加班时间的要求。同时企业有指定了专门的人负责和建立考勤预警系统去控制加班。 这个问题点违反了amfori BSCI行为准则中的社会责任管理体系与级联效应。

Finding

(2) Through document review and management interview, it was noted that the facility had established the working hours management procedure and overtime policy, and the facility knew the legal requirement about overtime work hours. At the same time, the facility had appointed a responsible person and established a working hours record alert system to control overtime working hours. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-035301-002

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
The BSCI training was provided to workers and relevant BSCI standards were also posted in workshops, but through workers' interview, it was noted that 2 of 12 interviewed workers still did not have sufficient understanding of BSCI standards. This question was scored partially because most of the interviewed workers had sufficient understanding of BSCI standards. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.4
企业虽然有给员工提供BSCI培训，相关的BSCI标准也有张贴在车间，但经面谈发现，受访的12名员工中的2人对于BSCI标准的了解仍然不足。这个点的评级是部分符合，原因是大部分的受访员工对BSCI标准比较了解。这个问题点违反了amfori BSCI行为准则中的工人参与和保护。

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

2.5
The facility had established an effective grievance mechanism for workers, however, the grievance mechanism for communities was not available.

2.5
企业建立了有效的厂内员工的申诉机制，然而，企业没有建立社区申诉机制。这个点的评级是部分符合，原因是企业有建立了有

Finding	
The question was scored partially because the facility had established an effective grievance mechanism for employees. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.	效的厂内员工的申诉机制。 这个问题点违反了amfori BSCI行为准则中的工人参与和保护。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-035301-002

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	
5.4 It was noted the facility did not have a system to assess the local decent living wage, and the facility did not conduct survey or calculate the data of current local decent living wage. The question was scored partially because the regular wage and allowance paid by the facility was above living wage calculated by Intertek auditor. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.	5.4 审核发现企业没有建立系统去评估当地的体面生活工资，没有计算或调查现阶段的体面生活工资数据。这个点的评级是部分符合，原因是企业支付的基本工资和补贴高于天祥集团评估员计算的生活工资。 这个问题点违反了amfori BSCI行为准则中的公平报酬。

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	
5.5 Insufficient social insurance participated. Through documentation review, auditor found that there were total 89 employees in the facility including 21 retirees and 5 new employees in February 2025, so the facility should provide social insurance to 63 employees in this month. Through reviewing the latest social insurance documents of February 2025 and reviewing the data on social insurance network platform, it was noted that just 39 out of 63 employees (61.90%) had participated in basic endowment insurance, unemployment insurance, employment injury insurance, basic medical	5.5 社会保险参保不足。通过文件审核，审核员发现企业在2025年2月总共有89名员工，其中含21名退休返聘员工和5名新进员工。因此企业应在2025年2月为63名员工购买社会保险。通过查阅最新月份（2025年2月）的社保文件和查阅社保网络平台上的数据，发现这63名员工中只有39人（61.90%）参加养老保险，失业保险，工伤保险，医疗保险和生育保险。备注：企业为其他没有参加官方工伤保险的26名员工购买了商业的意外伤害险，时间期效为2024年11月8日至2025年11月7日。企业未提供新农保参保记录供审核。未对员工没有购买社保的原因进行解释。

Finding	
insurance and maternity insurance. Remark: The facility provided commercial accidental injury insurance for other 26 employees who had not participated in official employment injury insurance in the facility from 8 November 2024 to 7 November 2025. No rural pension insurance participated record was provided for review and the facility did not provide the reason for employees not join the social insurances. The question was scored No because employees' participation rate did not reach 80% for basic endowment insurance, unemployment insurance, employment injury insurance, basic medical insurance and maternity insurance. Law : In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance. Article 23 Employees shall participate in the basic medical insurance for employees. Article 33 Employees shall participate in the employment injury insurance. Article 44 Employees shall participate in unemployment insurance. Article 53 Employees shall participate in maternity insurance.	这个点的评级是不符合，原因是员工养老保险，失业保险，工伤保险，医疗保险和生育保险的参保率均未达80%。 法律：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险。第二十三条 职工应当参加职工基本医疗保险。第三十三条 职工应当参加工伤保险。第四十四条 职工应当参加失业保险。第五十三条 职工应当参加生育保险。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxx | Site amfori ID: 156-035301-002

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 6.2 Overtime hours exceeded the legal requirement. During this audit, the auditor randomly selected 12 attendance records in January 2025 (current month), December 2024 (random month) and August 2024 (random month) respectively. It was noted that 3 out of these 36 (8.33%)samples' monthly overtime hours exceeded 36 hours. And the details as below: 2 out of 12 random employees' monthly overtime hours were 40 hours in August 2024 (random month) and 1 out of 12 random employees' monthly overtime hours were 38 hours in December 2024 (random month).	6.2 加班时间超过法规要求。本次审核中，审核员在2025年1月（当前月），2024年12月（随机月）和2024年8月（随机月）各抽取了12个考勤样本。发现在这36个考勤样本中有3个样本（8.33%）其月加班时间超过36小时。详情如下： 2024年8月（随机月）随机抽取的12名员工中有2人其月加班时间为40小时及2024年12月（随机月）随机抽取的12名员工中有1人其月加班时间为38小时。这个点的评级是部分符合，原因如下： (1)其他33份考勤样本其月加班时间都符合法规要求（36小时以内）。 (2)通过文件查阅和管理访谈，发现企业建立了工作时间管理程序和加班政策，且企业了解法定加班时

Finding

The question was scored partially as below reasons:

(1) Monthly overtime hours of other 33 attendance records samples were compliance with law requirement (within 36 hours).

(2) Through document review and management interview, it was noted that the facility had established the working hours management procedure and overtime policy, and the facility knew the legal requirement about overtime work hours. At the same time, the facility had appointed a responsible person and established a working hours record alert system to control overtime working hours.

Law: In accordance with 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.

间的要求。同时企业有指定了专门的人负责和建立考勤预警系统去控制加班。

法律：依据《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。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-035301-002

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1

Through document review, facility tour and employee interview, it was noted that the facility was not in line with the occupational health & safety regulations because some gaps were noted.

Please refer to the relevant checkpoints in PA 7 for details.

The question was scored partially because the facility was in line with health & safety regulations partially.

This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.

7.1

通过文件审核、现场走访和员工面谈，发现企业没有符合职业健康安全的相关规定，因为发现了一些差距，请详见PA7的相关问题点。

这个问题的评级是部分符合，原因是企业部分符合健康安全的法规。

这个问题点违反了amfori BSCI行为准则中的职业健康与安全。

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 During onsite observation, it was noted that the facility did not install needle guards on about 20% single needle sewing machines used onsite in the facility. The question was scored partially because this was not a system issue. Law: In accordance with National Safety Technical Code for Electric Equipments-GB19517-2023 Article 5.3 Protection from dangerous machinery The requirements for mechanical hazard protection include the following aspects. a) The product should have sufficient mechanical strength, good shell protection and corresponding stability, as well as a structure suitable for transportation. b) The product should not have the following situations: 1) Sharp corners, edges and rough surfaces; 2) Contact or approach hazardous moving parts during normal use; 3) Flying of metal shavings and dust; 4) Gas overflow; 5) The shell is scorching heat or extreme low temperature.	7.17 现场走访发现，企业厂内现场使用的平车中大约有20%未安装护指器。 这个点的评级是不符合，原因是这是一个非系统性问题点。 法规：依据《国家电气设备安全技术规范》GB19517-2023 5.3 机械危险防护 机械危险防护的要求包括以下方面。 a) 产品应具有足够的机械强度、良好的外壳防护和相应的稳定性，以及适应运输的结构。 b) 产品不应出现以下情况：1) 尖角、棱以及粗糙的表面；2) 正常使用时接触或接近危险的运动部件；3) 金属屑、粉尘的飞溅；4) 气体的溢出；5) 外壳灼热或低温。

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	
7.22 It was noted that no paper or soap etc. necessary supply was placed in the toilets in workplace of the facility. The question was scored No because no necessary supply in the toilets. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.	7.22 审核发现企业未在其工作场所的卫生间配置肥皂和厕纸等物品。 这个点的评级是不符合，原因是企业卫生间没有配置基本备品。 这个问题点违反了amfori BSCI行为准则中的职业健康安全。

PA 12: Protection of the Environment

Site: xx | Site amfori ID: 156-035301-002

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

12.5

Although the facility had set up its own environment manual, the auditee did not have proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual action plan focusing on sanitary water waste reduction and saving water was established. The question was scored partially because the facility had set up the environment manual. This finding was against amfori BSCI Code of Conduct, Protection of the Environment.

12.5

尽管企业有建立环境手册，但被审核方未正确识别该区域的水资源、河流、湖泊和其他水域生态系统，同时未针对降低生活污水的排放以及节约用水建立实际的改善计划。
这个点的评级是部分符合，原因是企业有建立环境手册。
这个问题点违反了amfori BSCI行为守则，环境保护条款。

PA 13: Ethical Business Behaviour

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-035301-002

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

13.4

It was noted that the facility did not establish an effective system to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements such as personal files, medical records. For example, the factory did not establish personnel privacy information protection program. The question was scored No because the facility did not establish an effective system to protect personal information. This finding was against amfori BSCI Code of Conduct, Principle on Ethical Business Behaviour.

13.4

审核发现企业没有建立有效机制以合理谨慎的方式，按照隐私和信息安全法规要求收集、使用和处理个人信息比如个人档案、医疗记录。例如，企业没有建立个人隐私信息保护程序。
这个点的评级是不符合，原因是企业未建立保护个人信息的有效机制。
这个问题点违反了amfori BSCI行为准则中的道德的商业行为。