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| Monitored Party XXXXXXXXXXXXXXXXXXXX | amfori ID 156-021513-000 | Address XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX XXXXXXXXXX China |
| Monitoring Activity amfori Social Audit - Manufacturing | Monitoring Type Full Monitoring | Monitoring Partner SGS |
| Monitoring Start Date 26/03/2025 | Closing Meeting Finished Date 26/03/2025 | Submission Date 02/04/2025 |
| Expiration Date 02/04/2026 | Announcement Type Semi Announced | |
| Site XXXXXXXXXXXX | Site amfori ID 156-021513-002 | |

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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 | D |  |

| | | |
|--|----------|---|
| PA 7: Occupational Health and Safety | B |  |
| 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

[Audit Information]

Name of lead auditor: Jerny Jin; APSCA membership number (CSCA 21701983)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

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

Audit schedule details: The audit was planned for 1 auditor x 1 day. The Full Audit (Semi-Announced) was conducted on Mar 26, 2025.

[Business partner information]

XXXXXXXXXXXXXXXXXXXXX(Business licence registration number: XXXXXXXXXXXXX) was located at No. XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX China XXXXXXXXXXXXXXXXXXXXXXXXXXXX The factory was founded on 15/12/2014, it was limited company and its business license valid until long term.

The main auditee specialized in Vacuum flask, Stainless steel bottle.

The main production activities in audited factory: Injecting - Metalworking - Welding - Polishing - Washing - Painting - Screen printing - Packing.

Production capacity is about 21700000 pieces per year.

[Audited location information]

The audited factory rented the partial 1F and partial 3F of one 3-storey building and the 1F of one 5-storey building from landlord XXXXXXXXXX Ltd used as workshop, warehouse and office, the audited factory provided the rent contract and business license for review. Confirmed by auditor on site tour, the management of audited factory was independent from all other factories in the plant and their products were different from each other, and no workers exchange was identified, so the audit scope only covered the rented area of audited factory.

The partial 1F of one 3-storey building was about 4500 square meters and used as injecting workshop, metalworking workshop, welding workshop, polishing workshop, washing workshop and warehouse.

The partial 3F of one 3-storey building was about 6600 square meters and used as painting workshop, screen printing workshop, packing workshop and warehouse.

The 1F of the 5-storey building was about 970 square meters and used as office.

The factory did not have dormitory and canteen.

[Operating shifts and hours]

The main auditee established working hours policy and used fingerprint attendance recorder to record the workers' working time. Based on attendance records from 01/03/2024 to audit day (26/03/2025), all workers worked in 1 shift (8:00-11:30, 12:30-17:00), the workers' regular working time was 8 hours per day, 5 days per week. The factory arranged the workers overtime working for 2 hours on weekdays and 8 hours on Saturday and workers could choose overtime working or not. The factory ensured all workers rest on every Sunday and statutory holidays. The factory used finger printing machine to record the working time and ensured all the workers had every Sunday off per week. The maximum daily overtime hours were 2 hours, the maximum weekly hours were 52 hours, the maximum monthly overtime hours were 54 hours. Furthermore, workers always had a rest on Sunday and statutory holiday.

During the audit, based on workers' attendance records from Mar. 1, 2024 to Mar. 26, 2025 provided by the factory, it was noted that 5 sampled workers' monthly overtime hours exceeded 36 hours, details as below:

The 1st sampled month (Feb. 2025-Currently month), the standard hours was 120 hours, the max monthly overtime hours were 16 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 48 hours (including 40 standard hours and 8 weekly OT);

The 2nd sampled month (Jun. 2024-Random month), the standard hours was 152 hours, the max monthly overtime hours were 54 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 52 hours (including 40 standard hours and 12 weekly OT);

The 3rd sampled month (Mar. 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 50 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 52 hours (including 40 standard hours and 12 weekly OT).

[Salary payment details]

The factory established the procedures about wage and benefits, workers' minimum wage, statutory holidays, annual leaves etc. were defined in the policy. The wages were paid by cash before the 15th of the following month, the pay date never delayed, all workers were aware of the wages structures. During the audit, the factory provided the payroll records from Mar. 2024 to Feb. 2025 for review, the workers were paid by hourly rate and the minimum wage for workers were RMB3300/month, that was met the local minimum wage standard. In addition, no fine was deducted from the wages and the workers were satisfied with their wages. The auditee provided social insurance for some workers.

[Worker number information]

Total worker number: 49 workers including 41 production workers and 8 non-production workers, including 24 males and 25 females.

Production worker number: 41 production workers including 19 males and 22 females.

Vulnerable worker number: Total 41 domestic migrant workers including 20 males and 21 females. No foreign migrant workers in the factory. No child labors, young workers, disabilities workers, lactating workers, pregnant workers in factory. No interns, apprentices, contractor workers were found in factory.

[Good practices] Nil

[Worker organization details] There's no trade union in the factory, and 1 worker representative was elected by workers.

[Summary of findings]

The non-compliances were found in below performance areas:

PA1: amfori BSCI system was not perfect; No planning and calculating for production capacity.

PA2: No long-term goal was established.

PA5: The basic wage was less than local decent living wage; Insufficient social insurance.

PA6: Overtime hours exceeded legal requirement.

PA7: Goods were stored against the wall; No occupational health examination; Some workers did not wear PPE. Electric boxes were unlocked and electric switch missed protective cover; Machines missed necessary safety guards; No occupational hazardous factor test was conduct.

PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13: Nil

[Living wage calculation]

#LivingWage: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

[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 Consolidated Working Hours System Approval obtained by the auditee, so the documented valid authorisation to make exemptions on working hours was not applicable.

The audit was not SPA, so the self declaration of producer was not applicable.

No collective bargaining agreements was signed in auditee.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXX

Site amfori ID
156-021513-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

| | | |
|---|-------|---------|
| Total workforce | 49 | Workers |
| Legal minimum wage in local currency | 2,010 | Monthly |
| Lowest wage paid for regular work at the site | 3,300 | Monthly |
| Calculated living wage in local currency | 3,887 | Monthly |
| Total sample | 5 | Workers |

Other Metrics

| | | |
|--|----|---------|
| Male workers | 24 | Workers |
| Female workers | 25 | Workers |
| Non-binary workers | 0 | Workers |
| Permanent workers - Male | 24 | Workers |
| Permanent workers - Female | 25 | 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 | 5 | 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 | 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 | 20 | Workers |
| Domestic migrant workers - Female | 21 | 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 | 24 | Workers |
| Workers hired directly - Female | 25 | 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: XXXXXXXXXXXXXXXX | Site amfori ID: 156-021513-002

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 | |
| <p>1.1 The main auditee partially respected this principle because the factory established the procedures on social responsibility and amfori BSCI management system, but based on documents review, onsite check, interview with workers and managements, some issues appeared in Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety. The facility management declared that they did not understand the related requirement.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p> <p>Remediation plan: The factory should clearly understand the requirements of amfori BSCI code and implement the amfori BSCI management system effectively, the factory should make effective improvement measure for these issues.</p> | <p>XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXX</p> |

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 | |
| <p>1.4 The main auditee partially respected this principle because based on management interview, onsite observation and document review, the factory had realistically calculated the costs of production and delivery times, but the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. The factory management explained that their understanding of the requirements for capacity planning calculations was inadequate. It violated the requirement of question 1.4 in amfori BSCI system manual.</p> <p>Remediation plan: The factory should reasonably arrange the production plan to ensure that the</p> | <p>XXXXXXXXXXXXXXXXXXXXXXXXXXXXX</p> |

Finding

overtime hours meet the legal requirements and amfori BSCI code in the production arrangement and actual production process.

PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXXXXX | Site amfori ID: 156-021513-002

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

2.2 The main auditee did not respect this principle because as per document review and management and employee review, the factory did not define effective long-term goals to protect workers according to the amfori BSCI Code of Conduct. The facility management declared that they failed to fully understand the requirements of long-term goals.
It violated the requirement of question 2.2 in amfori BSCI system manual.
Remediation plan: The factory should define effective long-term goals to protect workers according to the amfori BSCI Code of Conduct

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PA 5: Fair Remuneration

Site: XXXXXXXXXXXXXXXXXX | Site amfori ID: 156-021513-002

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 The main auditee partially respected this principle. Based on management interview and check with payroll records, the basic wage paid for workers by factory had exceeded the local minimum wage standard (RMB2010/month), but it was less than calculated local decent living wage (RMB3887/month). The facility management declared that, their calculation about decent living wage was inaccurate.

XXXXXXXXXXXXXXXXXXXX

Finding

It violated the requirement of question 5.4 in amfori BSCI system manual.

Remediation plan: The factory should collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, both employees and management should be trained to understand the standard of a decent living wage.

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 The main auditee did not respect this principle because according to social insurance payment vouchers of Jan. 2025 to Mar. 2025 provided by factory, it was noted that the factory provided retirement, illness, maternity, unemployment for 17 workers and provided injury insurance for 27 workers, but the factory had total 49 workers, including 5 retired workers and 6 new workers. The factory provided commercial accident insurance for all workers. The factory explained the reason for poor social insurance coverage rate was high turnover rate and the unwillingness of workers. Based on management interview and worker interview, they had already bought new-pattern rural social old-age insurance at home. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 72 and 73. Remediation plan: The factory should provide social insurance for all workers according to the law.

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PA 6: Decent Working Hours

Site: XXXXXXXXXXXXXXXX | Site amfori ID: 156-021513-002

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 The main auditee did not respect this principle

主要被审核方（生产商）未遵循该原则，因为员工

| Finding | |
|--|----------------------|
| <p>because workers' monthly overtime hours exceeded legal requirement.</p> <p>During the audit, based on workers' attendance records from Mar. 1, 2024 to Mar. 26, 2025 provided by the factory, it was noted that 5 sampled workers' monthly overtime hours exceeded 36 hours, details as below:</p> <p>The 1st sampled month (Feb. 2025-Currently month), the standard hours was 120 hours, the max monthly overtime hours were 16 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 48 hours (including 40 standard hours and 8 weekly OT);</p> <p>The 2nd sampled month (Jun. 2024-Random month), the standard hours was 152 hours, the max monthly overtime hours were 54 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 52 hours (including 40 standard hours and 12 weekly OT);</p> <p>The 3rd sampled month (Mar. 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 50 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 52 hours (including 40 standard hours and 12 weekly OT).</p> <p>The facility management declared that the reason for overtime working was catch up the shipping date.</p> <p>It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p> <p>Remediation plan: The factory shall reasonably arrange its production schedule and staffing to ensure that the overtime hours of all employees comply with the legal requirements.</p> | XXXXXXXXXXXXXXXXXXXX |

PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXX| Site amfori ID: 156-021513-002

| 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 The main auditee partially respected this principle because the factory had established complete management system on health and safety, included the identification and awareness of | XXXXXXXXXXXXXXXXXXXX面 |

| Finding | |
|---|------------|
| <p>related legal regulation, health and safety check, training, etc. But there were still some health and safety issues were identified during the audit day due to management negligence. The facility management declared that they did not understand the related requirement.</p> <p>It violated the requirement of question 7.1 in amfori BSCI system manual.</p> <p>Remediation plan: The factory should improve health and safety issues in accordance with the requirements of the amfori BSCI system manual.</p> | XXXXXXXXXX |

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 | |
| <p>7.3 The main auditee did not respect this principle because the factory conducted the risks assessment on occupational health and safety for the posts, pregnant women and other particularly vulnerable employees, but did not arrange the occupational health examinations for the workers in hazardous posts as per the law requirements. The facility management declared that they did not understand the related requirement. It violated It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.</p> <p>Remediation plan: The factory should arrange the occupational health examinations for the workers in hazardous posts as per the law requirements.</p> | XXXXXXXXXXXXXXXXXX |

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

| ENGLISH | LOCAL LANGUAGE |
|---|----------------|
| Finding | |
| <p>7.6 The main auditee partially respected this principle. Based on onsite check and management interview, the factory provided the PPEs to most of the workers in hazardous posts, but it was found some workers did not wear PPEs during working, for example, the metalworking workers did not wear earplugs, the printing workers only wore ordinary</p> | XXXXXXXXXXXXXX |

| Finding | |
|---|----------|
| <p>masks instead of respirators. The facility declared that was due to the management and workers didn't know the related requirement.</p> <p>It violated Production Safety Law of the People's Republic of China (2014 Amendment), Article 42.</p> <p>Remediation plan: The factory should educate and supervise the worker wearing PPE correctly.</p> | XXXXXXXX |

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 | |
| <p>7.11 The main auditee partially respected this principle. Because based on onsite check, documents review, workers interview and management interview, buildings met the requirements, but the factory's partial goods in warehouse were directly leaned against the wall. The facility management declared that they did not understand the related requirement.</p> <p>It violated the Regulations on Fire Prevention of Warehouse (1990) Article 18.</p> <p>Remediation plan: The factory should place the goods as required.</p> | XXXXXXXX |

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

| ENGLISH | LOCAL LANGUAGE |
|---|----------------|
| Finding | |
| <p>7.13 The main auditee partially respected this principle because the factory established the management program on electrical installations and equipment, appointed the person to inspect regularly, most of the electricity facilities were in good condition and the inspection records were saved, but the outer protective cover of two distribution boxes were not locked at production areas by onsite observation.</p> <p>The facility declared that was due to the management and workers didn't know the related requirement.</p> <p>It violated National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2.</p> | XXXXXXXXXX |

| Finding | |
|---|--|
| Remediation plan: The factory should ensure that all distribution boxes are locked and managed. | |

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 | |
| <p>7.17 The main auditee partially respected this principle because the factory established the procedure on equipment management and appointed the person to maintain, but the management system need improve. For example, 3 polishing machines' pulley were missing protective covers. The facility declared that was due to the management and workers didn't know the related requirement. It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1.</p> <p>Remediation plan: The factory should ensure that all machinery and equipment comply with regulatory requirements.</p> | XXXXXXXXXX |

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

| ENGLISH | LOCAL LANGUAGE |
|--|----------------|
| Finding | |
| <p>7.25 The main auditee did not respect this principle because the factory appointed the person to be responsible for the working environment at workshops and the workers were satisfied with working condition, the hygienic conditions were acceptable, but the factory did not monitor the occupational hazardous factors for the necessary posts such as metalworking post. The facility management declared that they did not understand the related requirement. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 26.</p> <p>Remediation plan: The factory should monitor the occupational hazardous factors for the necessary posts as per regulations.</p> | XXXXXXXXXXXX |