

Monitored Party xxxxxxxxxx xxxxxxxxxxxx Co.,Ltd.	amfori ID 156-025483-000	Address xxxxxxxxxx, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 24/03/2025	Closing Meeting Finished Date 24/03/2025	Submission Date 31/03/2025
Expiration Date 11/04/2026	Announcement Type Semi Announced	
Site xxxxxxxxxx xxxxxxxxxxxx CO.,LTD.	Site amfori ID 156-025483-002	

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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	C	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Silver Wang (APSCA member No. CSCA 21701797).

Name of team auditor (if applicable): NA.

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

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

Audit schedule details: The audit is planned for 1 auditor x 1 day. The follow up audit (Semi-announced) was conducted on Mar 24, 2025.

Business partner information:

xxxxxxxxxx CO.,LTD. (xxxxxxx, China (xxxxxxx)). The factory registered in Market Supervision Administration of Ningbo City, having unified social credit code xxxxxxxxxx, date on Aug 12, 2008 and valid to long-term. The main product manufactured in the auditee was Mobile power supply, car charger, wireless charger, Bluetooth stereo, wall charger, mobile phone accessories, plastic products, etc. The main processing was SMT, assembly and packing.

Audited location information: The factory used the 2nd floor of one 2-storey 2# building as business site. Totally around 2980 square meters. The areas used by the factory were rented from xxxxxxxxxxxxxxxx 2F: Workshops, warehouse and office/2980 square meters.

Operating shifts and hours & Time recording system: The auditee had established a working hour policy to describe the standards of working hours and labor intensity and communicated the policy to each worker. The auditee ensured normal working hours comply with legal requirement and the use of overtime was voluntary. The working hours were recorded by face scan attendance recorder. Based on attendance records provided by the factory from Apr 1, 2024 to Mar 24, 2025, it was noted that all workers conducted one shift 8:00-11:30, 12:30-17:00, 2 OT hours from 18:00 to 20:00 if busy). And workers had right to choose working overtime or not. Factory ensured all workers rest on Sundays and holidays. The auditee supported the right to resting breaks including short breaks during working hours, meal break and night rest. 150% and 200% of normal rate would be compensated for overtime on normal working days and Saturdays respectively, and no OT was arranged on Sundays and holidays. The max OT hours were 2 hours per day and 58 hours per month, and the max weekly working hours were 52 hours.

1st sampled month(Feb, 2025) – standard hours (40) + maximum weekly OT (12 )

2nd sampled month(Nov, 2024)– standard hours (40) + maximum weekly OT (12)

3rd sampled month(Aug, 2024) – standard hours (40) + maximum weekly OT (12)

1st sampled month(Feb, 2025)– standard hours (136) + maximum monthly OT (36 )

2nd sampled month(Nov, 2024)– standard hours (168) + maximum monthly OT (56)

3rd sampled month(Aug, 2024) – standard hours (176) + maximum monthly OT (58)

Salary payment details: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Apr, 2024 to Feb, 2025 provided by the factory, all workers were paid by monthly rate, and the minimum wage in the factory was RMB3500 per month, which was above the legal requirement. Legal minimum wage was RMB2490/month and RMB14.31/hour and since Jan 1, 2024. The payment cycle was calendar month. The wage was paid on 20th of the following month by cash and pay slip was also provided each month. No deduction was identified according to wages records of workers.

Worker number information:

- Total worker number (production and management workers): 82
- Production worker number (male and female number details should be given):67 (male: 10 female:57)
- Vulnerable worker number (male and female number details should be given): Domestic migrant workers: 63(male:12 female:51)
- Any other special group workers (interns, apprentices, contractor workers etc.): 0

Good practices: Nil

Worker organization details: No trade union was established in the factory. 2 worker representatives were elected by all employees freely.

Circumstances: Nil

The special circumstances can be classified as followed: Auditor checked on IPE and APP of Tianyancha (a software of checking factory's business license information), and no violation record or fines were found.

Summary of findings:(This follow up audit only covered PA1, PA2, PA5, PA6, PA7).

PA1: 1.1 & 1.4 amfori BSCI code management and working hours' management system was not perfect.

PA2: 2.2 The factory had not established long term goals to protect workers according to the amfori BSCI Code of Conduct.

PA5: 5.4 The wages were less than local living wage. 5.5 Social insurance did not cover all employees.

PA6: 6.2 Monthly OT hours exceeded legal requirement.

PA7: 7.1 The EHS management was not perfect,,such as some goods were not mounted properly.

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

Living wage calculation: 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.

#### Reference:

1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm>

2) Interpretation of the Social Insurance Law of the People's Republic of China (11): [http://www.mohrss.gov.cn/fgs/syshehuibaodianfa/201208/t20120806\\_28572.html](http://www.mohrss.gov.cn/fgs/syshehuibaodianfa/201208/t20120806_28572.html)

3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI>

4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

Precautions taken about #COVID-19 in the facility: There are no specific COVID-19 control requirements in China.

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: During document review it was evidence that some of required documents were not applicable in organization like Agency Labor Contract, Government Wavier on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

SITE DETAILS

Site

XXXXXXXXXX XXXXXXXXXXXX  
CO.,LTD.

Site amfori ID

156-025483-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Consumer Electronics

amfori Process Classifications

Assembly / installation of pieces / parts / screws / cover

GS1 Classifications

Segment

Home Appliances

Family

Small Domestic Appliances

Product Class

Small Domestic Appliances  
- Other

NACE Classification

Manufacture of consumer electronics

Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	82	Workers
Legal minimum wage in local currency	2.490	Monthly
Lowest wage paid for regular work at the site	3.500	Monthly
Calculated living wage in local currency	3.887	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	13	Workers
Female workers	69	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	69	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	2	Workers
Management - Female	2	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	12	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	13	Workers
Workers hired directly - Female	69	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	0	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: xxxxxxxxxxxx xxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-025483-002

**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
<b>Finding</b>	
Follow up audit result on Mar 24, 2025: Open 1.1 The main auditee partially respected this principle. Based on document review, management interview, workers interview and observation onsite, the social responsibility management system was established by factory, but not all policies were properly implemented, some issues on H&S, working hours, Remuneration were found. It violated the requirement of question 1.1 in amfori BSCI system manual.	2025年3月24日的跟进审核结果：打开 1.1 被审核方部分遵循该准则。根据文件审核、管理层访谈、员工访谈和现场观察发现，工厂已经建立了社会责任管理系统，但是不是所有制度都得以有效实施，工厂在健康安全，工作时间，报酬上存在问题。 违反了 amfori BSCI 管理手册中问题1.1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
<b>Finding</b>	
Follow up audit result on Mar 24, 2025: Open 1.4 The main auditee partially respected this principle because based on document review, management interview and workers interviews, factory had established production capacity planning and cost calculation procedures. But relevant procedures were not implemented effectively. Workers' overtime was not controlled. So workers' overtime hours didn't comply with local law requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.	2025年3月24日的跟进审核结果：打开 1.4 被审核方部分遵循该准则。原因是根据文件审核、管理层访谈和员工访谈发现，工厂有建立产能规划及成本核算程序，但是相关程序没有有效实施，没有控制工人的加班时间，因此工人的加班时间不符合当地法规要求。 违反了 amfori BSCI 管理手册中问题1.4的要求。



### PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxx xxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-025483-002

**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

Follow up audit result on Mar 24, 2025: Open  
2.2 The main auditee partially respected this principle because based on document review and management interview, the factory had not established long term goals to protect workers according to the amfori BSCI Code of Conduct, such as how to reduce overtime hours and improve social insurance coverage.  
It violated the requirement of question 2.2 in amfori BSCI system manual.

2025年3月24日的跟进审核结果：打开  
2.2 被审核方部分遵循该准则，原因是根据文件审核和管理层访谈，工厂没有根据amfori BSCI行为准则制定长期目标来保护员工，比如如何降低加班时间和提高社保参保率等。  
违反了amfori BSCI管理手册中问题2.2的要求。

## PA 5: Fair Remuneration

Site: xxxxxxxxxxxx xxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-025483-002

**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

Follow up audit result on Mar 24, 2025: Open  
5.4 The main auditee did not respect this principle because based on document review and management interview, the wages paid for workers (overtime wages were not included) were less than local living wage. The management was not aware of the living wage.  
It violated the requirement of question 5.4 in amfori BSCI system manual.

2025年3月24日的跟进审核结果：打开  
5.4 被审核方未遵循该准则，原因是根据文件审核和管理层访谈发现，工厂支付给员工的工资（不含加班费）均低于当地公平工资。管理层不知晓公平工资。  
违反了amfori BSCI管理手册中问题5.4的要求。

**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

Follow up audit result on Mar 24, 2025: Open  
5.5 The main auditee did not respect this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 82 employees including 5 retired employees, based on social insurance payments review and confirmed with management interview, the factory only provided retirement, illness, maternity, unemployment insurance for 48 employees, and work-related injury insurance or

2025年3月24日的跟进审核结果：打开  
5.5 被审核方未遵循该准则，原因是工厂未按照法规要求给员工缴纳社保。工厂共82名员工包含5名退休员工，根据工厂提供的社保缴费记录及管理层访谈确认，工厂为其中48名员工缴纳了养老，医疗，生育，失业保险，给所有员工提供了工伤保险或商业险。根据员工访谈，他们自愿放弃社保。  
违反了中华人民共和国劳动法（2018修正）第七十二条和第七十三条。

Finding

commercial accident insurance for all employees respectively. Based on workers interviewing, they abandoned social insurance by their own volition. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & 73.

PA 6: Decent Working Hours

Site: xxxxxxxxxxxx xxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-025483-002

**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

Follow up audit result on Mar 24, 2025: Open  
6.2 The main auditee did not respect this principle because the facility established working hours regulation according to local law. Management knew the local law requirement clearly, but due to the high cost of manpower and order delivery was urgent, it was hard to establish effective overtime control system. Based on attendance records from Apr 1, 2024 to Mar 24, 2025, 5 workers' attendance records of Feb, 2025, Nov, 2024 and Aug, 2024 were sampled, and the monthly overtime hours exceeded 36 hours systematically, the maximum monthly overtime working hours were 58 hours (including 18 OT hours in weekdays and 40 OT hours in weekends) in Aug, 2024.

1st sampled month(Feb, 2025)– standard hours (136) + maximum monthly OT (36)  
2nd sampled month(Nov, 2024)– standard hours (168) + maximum monthly OT (56)  
3rd sampled month(Aug, 2024) – standard hours (176) + maximum monthly OT (58)  
It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

2025年3月24日的跟进审核结果：打开  
6.2 被审核方未遵循该准则，原因是工厂依据当地法规建立工时规定，管理人员清楚法规要求，但由于招工成本高，且订单紧急，因此很难建立一个有效的加班管控系统，根据提供的2024年4月1日-2025年3月24日的考勤，抽样5名员工2025年2月，2024年11月和2024年8月的考勤记录，工厂月加班系统性的超过36小时。最大的月加班时间为2024年8月的58小时，包含18小时的平时加班及40小时的周末加班。

抽样月一（2025年2月）：标准工时（136）+最大月加班（36）  
抽样月二（2024年11月）：标准工时（168）+最大月加班（56）  
抽样月三（2024年8月）：标准工时（176）+最大月加班（58）  
违反了中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxx xxxxxxxxxxxx CO.,LTD. | Site amfori ID: 156-025483-002

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

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Follow up audit result on Mar 24, 2025: Open</p> <p>7.1 The main auditee partially respected this principle because based on document review, management interview and observation onsite, the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence, such as some goods were mounted against the wall or the pillar.</p> <p>It violated the requirement of question 7.1 in amfori BSCI system manual and General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.</p>	<p>2025年3月24日的跟进审核结果：打开</p> <p>7.1 被审核方部分遵循该准则。原因是根据文件审核、管理层访谈和现场观察发现，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，但是由于管理疏忽，导致仍然有问题发生，如部分货物靠墙或靠柱堆放。</p> <p>违反了amfori BSCI管理手册中问题7.1的要求和仓储场所消防安全管理通则（XF 1131-2014）6.8。</p>

**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
<b>Finding</b>	
<p>Follow up audit result on Mar 24, 2025: Closed.</p> <p>7.22 Based on onsite observation and management interview, the factory provided sufficient toilets with private doors, and provided hand sanitizer and toilet paper for workers.</p>	<p>2025年3月24日的跟进审核结果：关闭。</p> <p>7.22 根据现场观察和管理层访谈，工厂提供了足够厕所蹲位，设置了隐私门，并提供了洗手液和厕纸。</p>