

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxx CO., LTD.	amfori ID 156-011233-000	Address China  Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Submission Date 31/12/2024
Monitoring Start Date 24/12/2024	Closing Meeting Finished Date 31/12/2024	
Expiration Date 04/01/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxx CO., LTD.	Site amfori ID 156-011233-002	

This is an extract of the online Monitoring Result, generated on 03/01/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

## 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	B	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>B</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: Bugge Li, CSCA 21701211
- Name of team auditor (if applicable): None
- Name of observers, translators, trainees, advisors/consultants (if applicable): None
- Monitoring partner name: Bureau Veritas Consumer Products Service (Audit Company APSCA Number: 11600002)
- Audit schedule details: The audit is planned for 1 auditor x 1 day. Auditor Bugge Li attended to the audit on December 24, 2024.
- Announcement Type: Semi-Announced Follow-up Audit, which covered PA1, PA2, PA5, PA6 and PA7 with findings raised in previous audit conducted on 25 to 27 December 2023 by TUV Rheinland. This Follow-up audit is conducted by onsite factory tour, document review and interview.
- Business partner information:

According to the business license, xxxxxxxxxxxxxxxxxxxxxxxx CO., LTD. was located at Neighborhood China. Per management and document review, the factory current address was China due to town and country planning. The factory provided the documentary evidence issued by 'Management Committee of xxxxxxxx Area' and 'Land Planning and Construction Bureau' on August 13, 2014, to prove that the captioned two addresses were the same.

The factory was established on December 26, 2003 (Uniform Code of Social Credit: xxxxxxxx) and the factory being audited specialized in the manufacture of bags. The main production activities included cutting, sewing, inspection and packing. The peak season and non-peak season were not obvious.

- Audited location information:

There were three buildings located in the same factory boundary (one 5-storey production building (No.1), one 6-storey production building (No.2) and one 6-storey dormitory building). The audited factory rented the whole No.1 production building, the 1F to 4F of No.2 production building, and the whole dormitory building with total construction areas of 10,470 square meters from xxxxxxxx Co., Ltd. The 1F of dormitory building was used as canteen. The lease contract and independent business license was provided for review.

Per onsite observation, the 5F of No.2 production building was rented by 'xxxxxxxxxx import and Export Co., Ltd. and 6F was rented by xxxxxxxxxx. The audit factory had independent business license, management system and workforce, and no worker exchange was noted during this audit. Therefore, only the areas occupied by the audited factory was covered in this audit. The layout as below:

No.1 production building: 1F used as cutting workshop, 2F used as office, 3F used as finished products warehouse, inspection and packing workshop, 4F and 5F used as sewing workshop

No.2 production building: 1F used as raw materials and accessories warehouse, 2F and 4F used as inspection and packing workshop, and finished products warehouse, 3F used as development room.

Dormitory building: 1F used as canteen, 2F to 6F used as dormitory rooms.

- Operating shifts and hours:

There was 1 shift for employees from 08:00 to 12:00, 14:00 to 18:00. Workers worked 8 regular hours per day and 40 regular hours in a week from Monday to Friday, and the rest days for employees were Sundays and statutory holidays required by the legal requirement. Per time records review, the maximum overtime hours were 2 hours per day and 82 hours per month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days.

- Time recording system: The factory used face recognition time recording system to record working hours.

- Salary payment details: All the employees were paid at hourly rate by bank transfer on around 10th of the following month.

- Worker number information:

- Total worker number (production and management workers): 219 (182 production workers and 37 management worker)

- Production worker number: 65 Male and 117 Female

- Vulnerable worker number: 101 domestic migrant worker (40 Male and 61 Female). No foreign migrant, young, pregnant, seasonal, temporary, disabled, or home-based workers were noted in the factory.

- Any other special group workers (interns, apprentices, contractor workers etc.): None

- No foreign migrant, young, pregnant, seasonal, temporary, disabled, or home-based workers were noted in the factory.

The youngest employee was 24 years old.

- Good practices: 1) The factory provided free dormitory for employees. 2) The factory provided 15 minutes' short breaks every 4 hours working time.
- Worker organization details: No worker union was established. Three worker representatives were elected by workers on March 1, 2024 and a suggestion box was available in the workplace.
- Circumstances: There was no special circumstance during the audit.
- Summary of findings:  
There were non-compliances at Performance Area 1.1, 1.4, Performance Area 2.2, Performance Area 5.5, Performance Area 6.2, Performance Area 7.3, 7.6, 7.17, 7.21, 7.22 and 7.25.
- Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family.  
This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is the most update data in Anker was since 2020, meanwhile the cost is extremely increasing recently, and no data in GLWC for area where the factory is located. The data source: Data collected by BV (BV-BNW).
- Remark:
  1. There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.
  2. This audit was a partial scope follow up audit where another audit body had carried out the initial audit. Bureau Veritas does not accept any liability for any issues missed in the initial audit. This audit is focusing on issues that audit had raised.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXX  
CO., LTD.

Site amfori ID

156-011233-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

Sewing / Stitching

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	219	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	2,000	Monthly
Calculated living wage in local currency	2,444.87	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	82	Workers
Female workers	137	Workers
Non-binary workers	0	Workers
Permanent workers - Male	82	Workers
Permanent workers - Female	137	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	17	Workers
Management - Female	20	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	40	Workers
Domestic migrant workers - Female	61	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	82	Workers
Workers hired directly - Female	137	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: xxxxxxxxxxxxxxxxxxxxxxxx CO., LTD. | Site amfori ID: 156-011233-002

**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>	
<p>Previous Finding:</p> <p>The auditee partially complied with this principle. According to the document review, management interview and employee interview, the auditee failed to effectively implement the social responsibility management system to ensure that the amfori BSCI Code of Conduct and the requirements of local laws and regulations were implemented. non-conformities were found in performance areas 1, 2, 5, 6 and 7. For example, the auditee did not provide legally required social insurance to some employees. Workers' monthly OT exceeded 36 hours of overtime per month. Some findings were also raised in the area of occupational health and safety. According to the interview with employees and employee representatives, overtime work and social insurance were based on voluntary, and they could obtain more income through overtime work. For social insurance, because the family has purchased rural insurance, they do not want to buy insurance one more. According to the management interview, the overtime working hours and social insurance findings have not been effectively improved due to cost and labor shortage. It violated the requirement of amfori BSCI system manual.</p> <p>Corrective action Not taken:</p> <p>Based on management interview and document review it was identified that, gaps were noted in some performance areas although the factory set up a management system to implement the BSCI Code of Conduct.</p> <p>This question is rated as partially, because the factory had performed the management system but not effective enough. Factory management represented that they would set up an effective management system to implement the BSCI Code of Conduct as soon as possible.</p> <p>In accordance with Amfori BSCI Requirement 1.1.</p>	<p>前次问题：</p> <p>被审核方部分遵守该原则。根据文件审核，管理层访谈和员工访谈，被审核方未能有效的执行社会责任管理体系来确保amfori BSCI行为准则和当地法律法规的要求已经实施。在涉及绩效领域1，绩效领域2，绩效领域5，绩效领域6和绩效领域7有不符合项被发现。例如，被审核方未提供法定要求的社会保险给部分员工。员工的月加班时间超过36小时。职业健康与安全方面也发现的若干发现点。根据员工和员工代表的访谈，加班和社保都是自愿的，加班可以获得更多收入，而社保这块，由于家中购买了农保而不想重复购买保险。根据管理层访谈，针对加班工作时间和社保发现点，由于成本和劳动力不足的原因而未能有效的改善。违反了amfori BSCI 系统手册的要求。</p> <p>未改善：</p> <p>通过管理层访谈和文件审核，审核员发现尽管工厂已确立执行BSCI行为守则的管理体系，但是在几个执行领域仍存在不足。</p> <p>这个不符合问题属于部分不符合，由于工厂已经执行了管理制度，但不够有效。工厂管理层表示，他们将尽快建立一个有效的管理体系来实施BSCI行为准则。</p> <p>根据BSCI 1.1改善。</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**

**Previous Finding:**

The auditee partially complied with this principle. According to the document review, management interview and employee interview, the auditee did not effectively organize labor capacity to reduce employees' overtime working hours. Employees have systematically exceeded regulatory requirements for monthly overtime work in the past year. The management representative stated that their production planning department did not adequately consider the compliance of working hours during capacity planning, resulting in overtime working hours per month in excess of regulatory requirements. It violated the requirements of the amfori BSCI System manual.

**Corrective action Not taken:**

Based on management interview and document review it was identified that, the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order.

This question is rated as partially, because the factory had established capacity analysis procedure, but did not conduct reasonable capacity analysis and establish the appropriate production plan. Factory management represented that they would organize workforce capacity reasonably to meet the expectations of the delivery order and/or contracts.

In accordance with Amfori BSCI Requirement 1.4.

**前次问题：**

被审核方部分遵守该原则。根据文件审核，管理层访谈和员工访谈，被审核方未有效地组织劳动力容量以减少员工的加班工作时间。员工过去一年的月加班工作时间系统性超过法规要求。管理者代表表示他们的生产计划部门在产能规划期间未充分考虑工作时间的合规性从而导致的月加班工作时间超过法规要求。违反了amfori BSCI 系统手册的要求。

**未改善：**

通过管理层访谈和文件审核，审核员发现厂方没有合理地组织劳动力的生产能力来满足预期订单的需求。

这个不符合问题属于部分不符合，因为工厂已经制定了产能规划程序，但未能对产能进行了合理规划，并制定了适应的生产计划。工厂管理层表示将合理地组织其劳工以达成交付订单和/或合同预期。根据BSCI 1.4改善。

**PA 2: Workers Involvement and Protection**

Site: xxxxxxxxxxxxxxxxxxxxxxxx CO., LTD. | Site amfori ID: 156-011233-002

**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**

**Previous Finding:**

The auditee partially respected this principle. According to document review and

**前次问题：**

被审核方部分遵守该原则。根据文件审核和管理层访谈，被审核方建立了保护员工的长期目标，例如

Finding	
<p>management interview, the auditee had established long-term goals of protecting employees, such as overtime control, welfare system and working condition. Workers and workers representatives were not involved in the development of target protection. Moreover, the factory did not track and monitor status of goals attainment regularly. It violated the requirement of amfori BSCI system manual.</p> <p>Corrective action Not taken: Based on management interview and document review it was identified that, the factory had established long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. However, workers and worker representatives were not involved when defining these goals.</p> <p>This question is rated as partially. The factory represented that they would complete the long-term goals to protect employees' rights completely. In accordance with Amfori BSCI Requirement 2.2.</p>	<p>加班控制，福利制度和工作环境。但是工人和工人代表未参与目标保护的制定。而且，工厂没有定期追踪监控目标达成情况。违反了amfori BSCI 系统手册的要求。</p> <p>未改善： 通过管理层访谈和文件审核，发现工厂已经依据BSCI行为守则制定了保护工人的长期目标，但是该长期目标制定过程中没有工人及工人代表的参与。这个不符合问题属于部分不符合。工厂表示将完善长期目标，全面地保护员工的权利。</p> <p>根据BSCI 2.2改善。</p>

## PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxx CO., LTD. | Site amfori ID: 156-011233-002

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	
<p>Previous Finding: The auditee partially complied with this principle. According to the social insurance system inquiry, document review, management interview and employee interview, the auditee did not buy social insurance for most employees.</p> <p>Reference to laws and regulations: articles 72 and 73 of the labour law of the People's Republic of China. Remark: The auditee purchased commercial insurance for all workers. The contract validated from 20 June 2023 to 19 June 2024.</p> <p>Corrective action Not taken: According to the social insurance payment receipts in November 2024 provided by factory management, it was noted that only 51 out of 219</p>	<p>前次问题： 被审核方部分遵守该原则。根据社保系统查询，文件审核，管理层访谈和员工访谈，被审核方未给大部分员工购买社保。目前，工厂有214人，达到退休年龄的有40人，最近一个月无新进员工，因此被审核方应该给174人购买社保。2023年12月的社保缴纳信息显示，被审核方未给35人购买养老保险，失业保险和工伤保险，未给127人购买医疗保险和生育保险。员工表示老家有购买农村养老医疗保险，不愿意重复购买。管理层表示社保是一笔大的成本，但是会持续改进。参考法律法规：《中华人民共和国劳动法》第七十二条、第七十三条。备注：被审核方给所有人购买了商业保险。合同从2023年6月20日生效，截止2024年6月19日。</p> <p>未改善：</p>

## Finding

(23.29%) employees were provided with medical and maternity insurance, and 92 out of 219 (42%) employees were provided with accident, pension and unemployment insurance. Total 219 employees worked in the factory in November 2024. No social insurance waiver was obtained. In addition, the factory purchased a commercial accident insurance for 150 employees (68.49%) with valid periods from August 1, 2024 to July 31, 2025.

This question is rated as No, due to less than 80% of workers covered by four types of social insurance. Per employee and management interview, some employees were not provided with social insurance because they had purchased other types of insurance at their hometown, and some were unwilling to pay for insurance due to some kinds of social insurance were paid by employees' themselves. By purchasing commercial accident insurance combined with accident social insurance, all employees were covered by work-related injury insurance, and could be effectively compensated and protected for work injury.

In accordance with Article 73 of the Labor Law of the People's Republic of China.

根据厂方提供的2024年11月的社保收据显示，工厂为51/219（23.29%）名员工提供了医疗和生育保险，为92/219（42%）名员工提供了工伤、养老和失业保险。2024年11月一共219名员工在工厂工作。工厂没有获得社保批文。另外，工厂为150员工（68.49%）购买了商业意外保险，有效期从2024年8月1日至2025年7月31日。

这个不符合问题属于完全不符合，因为社保的参保比例没有至少4种保险超过80%。通过员工和管理层访谈，没有购买保险的员工有的是因为在老家已购买保险，还有是不愿意支付费用去购买保险。工厂通过购买商业意外保险结合工伤保险，使得所有员工能够被工伤保险或者商业意外险覆盖，在工伤情况能够得到有效赔偿和保护。

根据《中华人民共和国劳动法》第73条改善。

## PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxx CO., LTD. | Site amfori ID: 156-011233-002

**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

#### Finding

Previous Finding:

The auditee did not respect this principle. According to the document review, employee interview and management interview, the employee's monthly overtime exceeded the legal requirements.

(Refer to laws and regulations: Article 41 of the Labor Law of the People's Republic of China)

Remark: The maximum monthly cumulative overtime hours from December 1 to December 26, 2023 was 38 hours.

Corrective action Not taken:

It was noted that 10 out of 15 sampled employees

### LOCAL LANGUAGE

前次问题：

被审核方未遵守该原则。根据文件审核，员工访谈和管理层访谈，员工的月加班超过法定要求。自2022年12月至审核当日的工作时间记录显示正常工作日的日加班时间最大为2小时。然而，这个时间段的月加班时间超过36小时，最大月加班是84小时，在2022年12月，19名抽样员工3个月考勤记录（2022年12月、2023年5月和2023年11月）显示：(1)2022年12月，19名员工的月加班工作时间超过36小时且员工的最大月加班达84小时。(2)2023年5月，19名员工的月加班工作时间超过36小时且员工的最大月加班达76小时。(3)2023年11月，19名员工的月加班工作时间超过36小时内且员工的最大月加班为76小时。（参考法律法规：《中华人民共和国

Finding	
<p>worked in excess of the statutory overtime hour limits.</p> <p>A review of 15 sampled employees' wage and time records (5 samples from February 2024, 5 samples from June 2024, and 5 samples from the most recent paid month November 2024) yielded the following:</p> <p>5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 82 hours) in November 2024, which was not in compliance with the legal requirement.</p> <p>5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 78 hours) in June 2024, which was not in compliance with the legal requirement.</p> <p>This question is rated as No. Per employee interview, they all confirmed that the factory had provided the related training and communicated the working time policy with them, they worked overtime voluntarily. The factory represented they would arrange production schedule more reasonable in accordance with the weekly production report, or hire more staff to reduce the working time if applicable.</p> <p>In accordance with Article 41 of the Labor Law of the PRC.</p>	<p>劳动法》第41条) 备注：2023年12月1日至12月26日的月累积加班时间最大是38小时。</p> <p>未改善：</p> <p>根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。</p> <p>审核员从厂方提供的工资考勤记录中抽取15个样本(其中从2024年2月抽取5个，从2024年6月抽取5个，从最近月2024年11月抽取5个)，发现共有10名员工加班时间超出了法定标准，具体为：</p> <p>5/5名员工在2024年11月的加班时间为82小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>5/5名员工在2024年6月的加班时间为78小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>这个不符合问题属于完全不符合。通过员工访谈确认，工厂有就工作时间方面进行培训和宣导，员工自愿加班。工厂表示以后会根据每周产量表合理安排订单量，招聘更多的员工，以减少加班时间。</p> <p>根据《中华人民共和国劳动法》第41条改善。</p>

## PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxx CO., LTD. | Site amfori ID: 156-011233-002

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>1. Previous Finding:</p> <p>The auditee partially complied with this principle. Based on document review and management interview, the auditee annually identified health and safety risks in the site, but did not include risks in the dormitory and canteen area. In violation of the requirements of the amfori BSCI system manual.</p> <p>Corrective action Not taken:</p> <p>Per document review and management interview, it was noted that the risk assessments carried out by the factory for safe, healthy and hygienic conditions</p>	<p>1. 前次问题：</p> <p>被审核方部分遵守该原则。根据文件审核，管理层访谈，被审核方每年识别厂区的健康安全风险，但是未包含宿舍和食堂区域的风险。违反了amfori BSCI 系统手册的要求。</p> <p>未改善：</p> <p>通过文件审核和管理人员访谈，审核员发现工厂执行的安全、健康和卫生条件的风险评估未涵盖宿舍和食堂区域，且未考虑到同生产楼内/同厂区内其他工厂可能引起的潜在风险。</p> <p>这个不符合问题属于部分不符合。工厂表示已经制</p>

Finding	
<p>did not cover the canteen or dormitory area, and did not take into consideration the potential risks that may be caused by other factories in the same production building/factory compound.</p> <p>This question is rated as partially. The factory represented that they had conducted the risk assessment, but mainly focus on the workshop, and the hazardous resource was not identified adequately.</p> <p>In accordance with Amfori BSCI Requirement 7.3.</p> <p>2. New Finding:</p> <p>Per onsite observation, it was noted that the factory did not provide the hygiene kits (e.g. products for nursing, menstruation, and pregnancy) for female employees.</p> <p>The factory was not clear about the requirement of hygiene kits, and did not provide related hygiene kits onsite currently. This question is rated as No.</p> <p>In accordance with Amfori BSCI Requirement 7.3.</p>	<p>定了风险评估，但是重点针对车间区域，目前的危险源识别不充分。</p> <p>根据BSCI 7.3改善。</p> <p>2. 新问题：</p> <p>现场巡视发现，工厂没有为女员工提供备用的卫生用品。</p> <p>工厂不了解卫生用品的要求，没有及时在现场提供，这个不符合问题属于完全不符合。</p> <p>根据BSCI 7.3改善。</p>

**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>New Finding:</p> <p>Per onsite observation, it was noted that one employee operating the punching machine in the cutting workshop on the 1F of No.1 production building did not wear earplugs in the noise environment.</p> <p>This question is rated as Partially. The factory had established policy about personal protective equipment, related training was provided to employees and the PPE had been issued to employees already. However, the factory did not conduct the effective onsite supervision.</p> <p>In accordance with the Article 42 of Law of the People's Republic of China on Production Safety.</p>	<p>新问题：</p> <p>现场巡视发现，工厂1#生产楼1楼裁剪车间1名操作冲裁机的员工在噪声环境下没有佩戴提供的耳塞。</p> <p>这个不符合问题属于部分不符合，工厂表示已经建立了劳保用品相关的程序，给员工提供了劳保用品相关的培训，也将劳保用品分发给员工，但是，工厂没有执行有效的现场监督。</p> <p>根据《中华人民共和国安全生产法》第42条。</p>

**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>Previous Finding:</p> <p>The audited party partially complies with this principle. According to on-site observation, employee interview and management interview, about 10% of backtack machine in the workshop were not equipped with eye protection device, 20% of sewing machines lacked finger protection rings, and about 10% of the high posted sewing machines lacked belt protection. Workers said no such work accident have occurred and management said they would improve as soon as possible. Reference Law: General rules of design on health and safety of production facility (GB5083-1999) Article 6.1.2.</p> <p>Corrective action Not taken:</p> <p>Per onsite observation, it was noted that about 10% of computer sewing machines and high head sewing machines were not equipped with plexi-shields, 20% of sewing machines were not equipped with needle guards, and about 10% of high head sewing machines were not equipped with pulley guards in the sewing workshop. This question is rated as No, because the factory did not carry out effective onsite management. In accordance with the Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.</p>	<p>前次问题：</p> <p>被审核方部分遵守该原则。根据现场观察，员工访谈和管理层访谈，车间约10%的打枣机都没有安装护眼挡板，20%的针车缺失护指圈，约10%的高车缺失皮带防护罩。工人表示没有发生相关的工伤事故，管理层表示会尽快改善。参考法律法规：生产设备安全卫生设计总则(GB5083-1999)第6.1.2条。</p> <p>未改善：</p> <p>现场巡视发现，工厂针车车间内大约有10%的电脑车和高头车没有安装树脂挡板，20%的针车没有安装针档，另外，大约有10%的高头车没有安装皮带轮保护罩。这个不符合问题属于完全不符合，因为工厂没有进行有效的现场管理。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条改善。</p>

**Question:** 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Previous Finding:</p> <p>The auditee partially complied with this principle. According to on-site observation, employee interview and management interview, the auditee failed to retain food samples as required. Reference law and regulation: General Hygiene Code for Food Service GB 31654-2021, article 13.3.</p> <p>Corrective action Not taken:</p> <p>Per on-site observation, employee interview and management interview, the factory failed to retain food samples as required. This question is rated as No, because the factory</p>	<p>前次问题：</p> <p>被审核方部分遵守该原则。根据现场观察，员工访谈和管理层访谈，被审核方未按要求将食品留样。参考法律法规：《餐饮服务通用卫生规范》GB 31654-2021，第13.3条。</p> <p>未改善：</p> <p>根据现场观察，员工访谈和管理层访谈，工厂没有按照要求将食品留样。这个不符合问题属于完全不符合，因为工厂不了解相关要求。根据《餐饮服务通用卫生规范》GB 31654-2021第13.3条改善。</p>

Finding	
was not clear about the related requirement. In accordance with General Hygiene Code for Food Service GB 31654-2021, article 13.3.	

**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	
<p>Previous Finding: The auditee partially complied with this principle. According to on-site observation, the toilets were not equipped with hand cleaning items such as soap. Management said they would improve it as soon as possible. In violation of the requirements of the amfori BSCI system manual.</p> <p>Corrective action Not taken: Per onsite observation, it was noted that no soap or sanitizer and paper were supplied for toilets in the factory. This question is rated as No. Employees may not wash clean without the soap or sanitizer. Insufficient equipment may influence the usage of toilet. Factory stated that they would correct it as soon as possible. In accordance with Amfori BSCI Requirement 7.22.</p>	<p>前次问题： 被审核方部分遵守该原则。根据现场观察，卫生间未配置清洁手用品比如肥皂。管理层表示尽快改善。违反了amfori BSCI 系统手册的要求。</p> <p>未改善： 现场巡视发现，工厂的厕所没有配备肥皂/洗手液和厕纸。 这个不符合问题属于完全不符合。没有为员工提供洗手液或肥皂，员工可能无法清洗干净。洗手间配备不齐全影响使用。工厂表示将尽快改善。 根据BSCI 7.22改善。</p>

**Question: 7.23** Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: no transportation was provided to employees.	备注：工厂没有为员工提供交通方面的服务。

**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>New Finding: Per onsite observation and document review, it was</p>	<p>新问题： 现场巡视和文件审核发现，工厂已经在车间安装温</p>

## Finding

noted that the factory had equipped the temperature meters in the workshop, however, they could not provide the temperature records of workshops to demonstrate that the working conditions were suitable.

This question is rated as No, because the factory did not conduct the temperature monitoring for workshop regularly. No temperature monitoring is available, which could not provide an appropriate working environment for employees in the event of weather changes, to adjust work hours accordingly, to reduce fatigue or to work under unfavorable circumstances.

In accordance with Amfori BSCI Requirement 7.25

度计，但是无法提供车间的温度记录证明工作条件是适宜的。

这个不符合问题属于完全不符合，因为工厂没有进行定期的车间温度监测。没有进行温度监测，无法在天气变化的情况下给员工提供适宜的工作环境，进行工作时间的调整，减少疲劳工作或者不利环境下工作的情况。

根据BSCI 7.25改善。