

Monitored Party XXXXXXXXXXXXXXXXXXXX	amfori ID <b>156-016474-000</b>	Address XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>		Monitoring Partner <b>ELEVATE</b>
Monitoring Start Date <b>15/10/2025</b>	Monitoring Type <b>Follow-up Monitoring</b>	Submission Date <b>21/10/2025</b>
Expiration Date <b>07/11/2026</b>	Closing Meeting Finished Date <b>15/10/2025</b>	
Site XXXXXXXXXXXXXXXXXXXX	Announcement Type <b>Semi Announced</b>	
Site amfori ID <b>156-016474-002</b>		

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	

PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>D</b>	
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: Stephen Liao, APSCA membership number: CSCA 21701155.

Monitoring partner name (audit company): LRQA/ELEVATE.

Audit schedule details: The audit was planned for 1 auditor x 1 day. The Follow-up Monitoring audit (Semi Announced) was conducted on October 15, 2025.

Business partner information:

XXXXXXXXXXXXXXXXXXXX is located at XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXX XXXXXXXXXXXXXXXXXXXXXXX China based on the business license. The factory address is the same with BSCI platform, BL and actual production site. (Remark: The factory address was only slightly different with BSCI platform: XXXXXXXXXXXXXXXXXXXXXXX, XXXXXXXXChina) Factory started their operation in 2014. The factory's local name is XXXXXXXXXXXXXXXXXXXXXXX

Audited location information: In view of the factory, the building areas are around 3980 square meters. The site occupied half part of XXXXXXXXXXXXXXX block of 3-storey production building(building A) as production area, 1/3 part of 3F of 1 block of 3-storey production building(building B) as office. (The other floors were used by the other factories, which had different management and independent business licenses, there was no common area between the factories.) No dormitory, canteen or kitchen was provided for workers' use.

Operating shifts and hours: Attendance records from October 2024 to audit day and payroll records from October 2024 to September 2025 were reviewed in this audit. By cross check those records, production records and interview with the management, the regular working time was 8 hours per day and 5 days per week. All workers worked at one shift from 8:00 to 17:30 with 90 minutes lunch break from 12:00 to 13:30 and had overtime work from 18:30 to 22:30 and on Saturday for 0~8 hours. They always rested on Sundays and public holidays.

Time recording system: Factory used finger printing system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage was RMB 17.53 per hour, which was above the local legal minimum payment requirement (RMB 13.56 per hour before March 2025 and RMB 14.48 per hours since March 1, 2025); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid through bank transfer before 12th of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per social insurance receipt in September 2025, the factory has a total of 52 workers, of which 52 workers were eligible for the 5 types of social insurance, the main auditee only provided five insurances to 43 workers (82.7%), which were pension insurance, child bearing insurance, medical insurance, injury insurance and unemployment insurance. Besides, the factory has provided the commercial accident insurance for 50 workers, the valid period from January 12, 2025 to January 11, 2026. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it.

Worker number information: Based on the audit booking, there are total 52 employees in the factory, including 28 male employees and 24 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 20 years old. There were 37 production employees (including Assembly, welding, testing, inspection, packing and warehouse) and 15 non-production employees (including management person, production development and sales).

Good practices: Nil

Worker organization details: There was no Trade Union or worker committee available in the factory, there were 2 workers' representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7 and PA13

Living wage calculation: This audit was used Anker Methodology to collect factory's living wage data. Factory calculated the living wage by themselves, and auditor accepted it.

Remarks: (if applicable)

Nil

## SITE DETAILS

Site Site amfori ID  
**XXXXXXXXXXXXXXXXXX** **156-016474-002**

### GICS Classification

Sector	Industry Group	Industry
<b>Information Technology</b>	<b>Technology Hardware &amp; Equipment</b>	<b>Technology Hardware, Storage &amp; Peripherals</b>
Sub Industry	<b>Technology Hardware, Storage &amp; Peripherals</b>	

### amfori Process Classifications

Assembly (general)

### GS1 Classifications

Segment	Audio Visual/Photography
Family	Audio Visual Equipment
Product Class	Portable Audio/Video

### NACE Classification

N.A.

### Water Stress Situation

This site is not located in a water stressed region

# METRICS

## Key Metrics

Total workforce	52	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	3,050	Monthly
Calculated living wage in local currency	2,880	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	28	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	28	Workers
Permanent workers - Female	24	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	8	Workers
Management - Female	7	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	13	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	<b>0 Workers</b>
Foreign migrant workers - Non-binary	<b>0 Workers</b>
Workers hired directly - Male	<b>28 Workers</b>
Workers hired directly - Female	<b>24 Workers</b>
Workers hired directly - Non-binary	<b>0 Workers</b>
Workers hired indirectly - Male	<b>0 Workers</b>
Workers hired indirectly - Female	<b>0 Workers</b>
Workers hired indirectly - Non-binary	<b>0 Workers</b>
Unionised workers - Male	<b>0 Workers</b>
Unionised workers - Female	<b>0 Workers</b>
Unionised workers - Non-binary	<b>0 Workers</b>
Workers under CBA - Male	<b>0 Workers</b>
Workers under CBA - Female	<b>0 Workers</b>
Workers under CBA - Non-binary	<b>0 Workers</b>
Pregnant workers	<b>0 Workers</b>
Workers on parental leave - Male	<b>0 Workers</b>
Workers on parental leave - Female	<b>0 Workers</b>
Workers on parental leave - Non-binary	<b>0 Workers</b>
Sample - Male	<b>4 Workers</b>
Sample - Female	<b>1 Workers</b>
Sample - Non-binary	<b>0 Workers</b>

## FINDINGS

### PA1: Social Management System

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-016474-002

**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>	
Not corrected: Based on document review, site tour, workers interview and management interview, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA1, PA2, PA5, PA6, PA7, PA13. (In accordance with amfori BSCI Code of Conduct)	未改善：根据资料审阅，现场走访，员工访谈以及管理人员访谈，工厂部分遵守了此领域要求，建立了确保BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA1, PA2, PA5, PA6, PA7, PA13领域均有缺失。(根据amfori BSCI Code of Conduct)

**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>	
Not corrected: Based on document review, workers interview and management interview, the main auditee partially respected this principle because the auditee had established workforce capacity procedure and assessment record kept, but finding on 6.2 reflected workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)	未改善：根据资料审阅，员工访谈以及管理人员访谈，在此次审核过程中，工厂部分遵守了此项要求，工厂有建立了生产能力评估程序且有评估记录，但第6.2发现点反映出人力规划并不是有效的。(根据amfori BSCI Code of Conduct)

### PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-016474-002

**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
<b>Finding</b>	
Not corrected: Based on document review,	未改善：根据文件查阅，管理者访谈，员工访谈和

### Finding

management interview, workers interview and factory tour, the main auditee partially respected this principle because although the auditee posted BSCI code of conduct in public and provided the training about BSCI code of conduct for all workers, however, the interviewed worker representative and part of workers were not aware of BSCI code of conduct. (In accordance with amfori BSCI Code of Conduct)

现场走访，在此次审核过程中，工厂部分遵守了此领域要求，尽管被审核方张贴了BSCI行为准则也有提供了BSCI行为准则的培训给全体员工，但是访谈的工人代表和部分工人并不了解BSCI的行为准则。  
(根据amfori BSCI Code of Conduct)

**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

### Finding

Not corrected: Based on document review, management interview and workers interview, the main auditee partially respected this principle because the established grievance mechanism was not including all interested parties, only for internal part. (In accordance with amfori BSCI Code of Conduct)

### LOCAL LANGUAGE

未改善：根据文件查阅，管理者访谈和员工访谈，在此次审核过程中，工厂部分遵守了此领域要求，工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。(根据amfori BSCI Code of Conduct)

## PA 5: Fair Remuneration

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-016474-002

**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

### Finding

Not corrected: Based on document review, management interview and workers interview, the main auditee partially respected this principle because according to the social insurance receipt in September 2025, the factory has a total of 52 workers, of which 52 workers were eligible for the 5 types of social insurance, the main auditee only provided five insurances to 43 workers (82.7%), which were pension insurance, child bearing insurance, medical insurance, injury insurance and unemployment insurance. Besides, the factory has provided the commercial accident insurance for 50 workers, the valid period from January 12, 2025 to

### LOCAL LANGUAGE

未改善：根据文件查阅，管理者访谈和员工访谈，工厂部分符合此领域要求，根据2025年9月的社保参保收据，工厂现有52名员工，符合参加5项社会保险条件有52名员工，被审核方只为52名员工中的43(82.7%)人提供了五险：养老保险、失业保险、工伤保险、生育保险和医疗保险。此外：工厂有为50名员工提供商业意外保险，有效期从2025年1月12日至2026年1月11日。其它员工出于自主意愿不愿意参加社会保险因为不想缴纳费用。(根据《中华人民共和国社会保险法》第二条和第四条)

### Finding

January 11, 2026. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4)

## PA 6: Decent Working Hours

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-016474-002

**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

Not corrected: Based on document review, management interview and workers interview, the main auditee didn't respect this principle because the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in September 2025 with the highest of 72 hours; the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in March 2025 with the highest of 69 hours; the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in November 2024 with the highest of 84 hours. Daily overtime was 4 hours per day, at most 5 days per week. (In accordance with PRC Labor Law article 41)

### LOCAL LANGUAGE

未改善：根据文件查阅，管理者访谈和员工访谈，工厂没有达到此项要求，在2025年9月，随机抽取的5名工人中有5名月加班时间超过36小时，最高达到72小时；在2025年3月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达到69小时；2024年11月，随机抽取的5名工人中有5名工人月加班时间超过36小时最高达到84小时。日加班每天4小时，每周最多5天。(根据《中华人民共和国劳动法》第41条)

## PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-016474-002

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

### ENGLISH

### Finding

Not corrected: Based on document review, management interview, workers interview and factory tour, the main auditee partially respected this principle because the factory had established complete management system on health and safety, included the identify and awareness of

### LOCAL LANGUAGE

未改善：根据文件查阅，管理者访谈，员工访谈和现场走访，工厂部分符合此领域要求，原因是：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，导致仍然有健康安全的问题存在。(根据amfori BSCI Code of Conduct)

**Finding**

related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. (In accordance with amfori BSCI Code of Conduct.)

**Question:** 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

**ENGLISH****LOCAL LANGUAGE****Finding**

Not corrected: Based on document review, management interview, workers interview and factory tour, the main auditee partially respected this principle because workers did not have an active cooperation with management during the risk assessment, the development and implementation of the OHS systems. (In accordance with amfori BSCI Code of Conduct)

未改善：根据文件查阅，管理者访谈，员工访谈和现场走访，在此次审核过程中，工厂部分符合该原则因为员工未积极参与到健康安全的风险评估以及建设健康安全体系中。(根据amfori BSCI行为守则)

**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**

New finding: Based on document review, management interview, workers interview and factory tour, the main auditee partially respected this principle because it was noted that no toilet paper and soap provided for the toilet. (In accordance with amfori BSCI Code of Conduct)

新问题：根据文件查阅，管理者访谈，员工访谈和现场走访，在此次审核过程中，工厂部分达到此项要求，审核员发现工厂的厕所没有提供纸巾和肥皂。(根据amfori BSCI Code of Conduct)

**PA 13: Ethical Business Behaviour**

Site: XXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-016474-002

**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**

Not corrected: Based on document review, management interview and workers interview, the

未改善：根据文件查阅，管理者访谈和员工访谈，工厂部分达到此项要求，工厂没有建立针对直接聘

### Finding

main auditee partially respected this principle because the factory did not establish the personal information protection management procedures regarding the directly hired workers, business partners, customers and consumers etc. (In accordance with amfori BSCI Code of Conduct)

用的工人，商业伙伴，客户以及消费者等的信息保护管理程序。 (根据amfori BSCI 行为守则)