

Monitored Party XXXXXXXXXXXXXXXXXXXX	amfori ID 156-014190-000	Address XXXXXXXXXXXXXXXXXXXX XXXXXXX, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ELEVATE
Monitoring Start Date 13/08/2025	Closing Meeting Finished Date 13/08/2025	Submission Date 20/08/2025
Expiration Date 20/08/2026	Announcement Type Fully Unannounced	
Site XXXXXXXXXXXXXXXXXXXX XXXXXXX	Site amfori ID 156-014190-002	

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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	B	

PA 6: Decent Working Hours	D	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Fancy Shen, APSCA membership number: CSCA 21702072

Name of team auditor : Mandy Zheng, APSCA membership number: CSCA21700291

Monitoring partner name (audit company): LRQA/ELEVATE

Audit schedule details: The audit was planned for 2 auditors x 2 days. The full audit (Fully Unannounced) was conducted on Aug. 12~13, 2025

Business partner information: XXXXXXXXXXXXXXXXXXXXXXXXXXXX is located at XXXXXXXXXXXXXXXXXXXXXXXX
XXChina based on the business license. The factory address is the same
with amfori BSCI platform and BL and actual production site. Factory started their operation in 2010 and moved to current
address in 2022. The factory's local name is "XXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Audited location information: In view of the factory, the building area used by the audited factory was around 60571 square meters. The factory occupied 1 block of 4-storey with partial 5-storey production building, 1 block of 4-storey production building, 1 block of 2-storey production building, 1 block of 1-storey warehouse building as workshops and warehouses; 1 block of 10-storey dormitory building with one basement floor, and the first floor was used as canteen and kitchen and the rest floors were used as dormitory.

Operating shifts and hours: Attendance records from Jul. 2024 to audit day and payroll records from Jul. 2024 to Jun 2025 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; injection molding workers worked in 2 shifts: 07:30-19:30, 19:30-07:30; other workers worked in 1 shift: 07:30-11:30, 13:00-17:00, and had overtime work from 18:00 to 21:00 on weekday and 8 hours on Saturday based on production schedule. They always rested on Sunday and public holidays.

Time recording system: Factory used the IC card attendance system for time recording.

Salary payment details: The calculated hourly wage for workers was RMB17.25 per hour at least, which was more than the local legal minimum payment requirement (RMB 2010/ month (RMB11.55/ hour) since Jan. 01, 2024); 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 were paid by bank transfer on 30th of the following month. Not all workers were provided with social insurances. 1137 employees (total 1200 employees, 63 employees were above social insurance enrolment age) were eligible to receive five types of social insurances in Jun. 2025 according to the law. However, through review of social insurance enrolment list, only 886 employees (78% of total eligible employees) had participated in child-bearing insurance, medical insurance, pension insurance and unemployment insurance and all employees (100% of total eligible employees) had participated in injury insurance. Remarks: Some employees didn't participate in social insurance because they did not want to spend extra money on it. No waiver was obtained by the facility. The factory had provided commercial injury insurance for 100 employees, effective from Mar. 13, 2025 to Mar. 12, 2026.

Worker number information: Based on the audit booking, there were total 1200 employees in the factory, including 580 male employees and 620 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 18 years old. There were 980 production employees (including QC, injection molding, metal working, welding, polishing, vacuumizing, paint spraying, coating spraying, printing (heat transfer printing and screen printing), assembling, inspection, packing, warehouse) and 220 non-production employees (including management person, office worker, production development, sales and services etc.).

Good practices: The factory calculated the living wage and provided the meals and dormitory to workers for free.

Worker organization details: There was one Trade Union available in the factory, and also there were 4 worker's representatives elected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances and good practice 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.

Remark: The factory management confirmed that they had authorized the wrong Site amfori ID: 156-014190-001 instead of Site amfori ID: 156-014190-002 while auditors checking the information on amfori BSCI platform with factory management during the first audit day "Aug. 12, 2025". And the factory re-authorized Site amfori ID: 156-014190-002 and canceled the Site amfori ID: 156-014190-001 during the first audit day. Planned Time Window of "2025/08/13 Morning - 2025/08/13 Afternoon" for 156-014190-002 was just on amfori BSCI platform, which could not be changed as "2025/08/12 Morning - 2025/08/13 Afternoon" . The actual audit was still conducted on Aug. 12~13, 2025 with two auditors.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXX
XXXXXXXXXX

Site amfori ID
156-014190-002

GICS Classification

Sector Consumer Staples	Industry Group Household & Personal Products	Industry Household Products
Sub Industry Household Products		

amfori Process Classifications

Forming (metal)

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	1,200	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,663	Monthly
Total sample	30	Workers

Other Metrics

Male workers	580	Workers
Female workers	620	Workers
Non-binary workers	0	Workers
Permanent workers - Male	580	Workers
Permanent workers - Female	620	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	132	Workers
Management - Female	88	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	89	Workers
Workers with night shift - Female	47	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	523	Workers
Domestic migrant workers - Female	566	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

FINDINGS



PA1: Social Management System

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-014190-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
1.1 The main auditee partially respected this principle because based on management and worker interviews, documents review and onsite tour, the auditee established management manual about amfori BSCI and relevant documents of control procedures about social responsibility, but based on multi angle assessment, the factory did not ensure an effective management system to implement the amfori BSCI Code of Conduct and ensure that the amfori BSCI values and principles are followed in a satisfactory manner for the performance areas as below: PA2 (Workers Involvement and Protection), PA5(Fair Remuneration), PA6(Decent Working Hours) , PA7(Occupational Health and Safety) and PA13(Ethical Business Behavior). (In accordance with amfori BSCI Code of Conduct)	被审核方部分遵循此项准则，原因是基于管理层和员工访谈，文件资料查阅和现场审核，被审核方建立了实施amfori BSCI体系的管理手册和相关社会责任程序文件，但是基于多角度审核工厂没有确保amfori BSCI行为准则以及amfori BSCI的价值和准则被满意的体现：以下PA均尚存在问题：PA2(工人参与和保护), PA5(公平报酬), PA6(体面劳动时间), PA7(职业健康与安全)以及PA13(道德的商业行为)。(根据 amfori BSCI行为准则)

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
1.4 The main auditee partially respected this principle because based on management and worker interviews, documents review , the main auditee had established workforce capacity procedure, however, the monthly overtime of workers had exceeded the legal requirement which reflected that workforce capacity procedure was not fully implemented. (In accordance with amfori BSCI Code of Conduct)	被审核方部分遵循此项准则，基于管理层和员工访谈，文件资料查阅,工厂建立了生产能力评估程序，但是工人的月加班时间有超过法规要求,反应出工厂的产能评估程序未充分执行。(根据amfori BSCI行为准则)



PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-014190-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

2.4 The main auditee partially respected this principle, based on management and worker interviews, documents review and onsite tour, the main auditee had the training system for related persons to ensure that they had sufficient competence to implement amfori BSCI management system, the main auditee provided the training on social responsibility to management, all workers and worker representative, amfori BSCI Code of Conduct was posted onsite, however, part of the workers did not know what amfori BSCI means and their roles in amfori BSCI system. (In accordance with amfori BSCI Code of Conduct)

被审核方部分遵循此项准则，基于管理层和员工访谈，文件资料查阅和现场审核，工厂建立了培训系统来保证相关人员有足够的的能力来实施amfori BSCI 管理系统，工厂也提供了关于社会责任知识方面培训给管理人员，所有工人和工人代表，amfori BSCI 行为准则张贴在现场，但访谈发现部分工人不知道 amfori BSCI是什么以及他们在amfori BSCI系统中的角色。(根据amfori BSCI行为准则)

PA 5: Fair Remuneration

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-014190-002

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

5.5 The main auditee did not respect this principle, based on management and worker interviews and social insurance records review, not all workers were provided with social insurances. 1137 employees (total 1200 employees, 63 employees were above social insurance enrolment age) were eligible to receive five types of social insurances in Jun. 2025 according to the law. However, through review of social insurance enrolment list, only 886 employees (78% of total eligible employees) had participated in child-bearing insurance, medical insurance, pension insurance and unemployment insurance and all employees (100% of total eligible employees) had participated in injury insurance. Remarks: Some employees didn't participate in social insurance because they did not want to spend extra money on it. No waiver was obtained by the facility. The factory had provided commercial injury insurance for 100 employees, effective from

被审核方未遵循此项准则，基于管理层和员工访谈，社保缴费记录查阅，工厂没有为所有员工购买社会保险。根据工厂提供的社保缴费记录，在2025年06月1137名员工符合参保资格（工厂总共1200人，63名员工超过社保参保年龄），仅886名员工（符合条件员工的78%）参加了生育保险，医疗保险，养老保险，失业保险以及给所有员工（符合条件员工的100%）缴纳了工伤保险。备注：部分员工不想花费额外的钱去参加社会保险。工厂没有社保批文。另外工厂给100员工购买了商业意外险，有效期从2025年03月13日到2026年03月12日。（根据《中华人民共和国社会保险法》第二条，第四条）

Finding	
Mar. 13, 2025 to Mar. 12, 2026. (In accordance with Social Insurance Act of the People's Republic of China, Article 2, Article 4)	

PA 6: Decent Working Hours

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX| Site amfori ID: 156-014190-002

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. Based on management and worker interviews and attendance records review, the monthly overtime hours of 30 out of 30 randomly selected workers had exceeded 36 hours in Jun. 2025 with the highest of 85 hours; the monthly overtime hours of 30 out of 30 randomly selected workers had exceeded 36 hours in Dec. 2024 with the highest of 92 hours; the monthly overtime hours of 30 out of 30 randomly selected workers had exceeded 36 hours in Aug. 2024 with the highest of 94 hours. (In accordance with PRC Labour Law article 41)	被审核方未遵循该准则。基于管理层和员工访谈以及考勤记录查阅，在2025年06月，随机抽取的30名工人中有30名工人的月加班时间超过36小时，最高达到85小时；在2024年12月，随机抽取的30名工人中有30名工人的月加班时间超过36小时，最高达到92小时；2024年08月，随机抽取的30名工人中有30名工人的月加班时间超过36小时，最高达到94小时。(根据《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX| Site amfori ID: 156-014190-002

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. Based on management and worker interviews, documents review and onsite tour, the facility had established health and safety management system, included identification and awareness of related legal regulation, regular internal assessment, regular health and safety check, meetings, and trainings etc. However, due to management negligence, some health and safety issues still happened. (In accordance with	被审核方部分遵循此项准则。基于管理层和员工访谈，文件资料查阅和现场走访，工厂已建立了健康安全管理体系，包括相关法规的识别与了解，定时的内审，定期健康安全检查和会议和培训等，但是由于管理疏忽，还是导致了某些健康安全问题发生。(根据amfori BSCI行为准则)

Finding

amfori BSCI Code of Conduct)

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

7.6 The main auditee partially respected this principle because based on management and worker interviews, documents review and onsite tour, the facility had provided regular personal protective equipment training to related workers and provided the PPE to related workers, however, about 5% polishing workers in the polishing workshop were just wearing the disposable masks instead of anti-dust masks while working. (In accordance with PRC on Work Safety article 45)

被审核方部分遵循此项准则，基于管理层和员工访谈，文件资料查阅和现场走访，工厂给相关工人提供劳动防护用品培训，也给相关工人提供了劳保用品，但是抛光车间的5%工人仅佩戴一次性口罩而非防尘口罩。(根据《中华人民共和国安全生产法》第四十五条)

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

LOCAL LANGUAGE

Finding

7.7 The main auditee partially respected this principle. Based on management and worker interviews and onsite tour, the factory did not have safety facilities such as anti-leakage facilities for its 12 buckets of hazardous chemicals (detergent) stored chemical warehouse. (In accordance with Regulation for Safety of Dangerous Chemical article 20)

被审核方部分遵循此项准则。基于管理层和员工访谈和现场走访，化学品仓库储存的危险化学品的12桶清洗剂没有设置相应的安全设施，如防渗漏设施。(根据《危险化学品安全管理条例》第二十条)

PA 13: Ethical Business Behaviour

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-014190-002

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

LOCAL LANGUAGE

Finding

13.4 The main auditee partially respected this principle, because based on management and worker interviews and document review, the main auditee had established personal information protection procedure and based on management interview and documents review, no improper use of personal information was found. However, the personal information protection procedure was not complete, it didn't include the content to use and otherwise processes personal information with reasonable care in accordance with privacy and information security laws and regulatory requirement, such as missing the contents of how to prevent ID card information leakage and personal contact information leakage etc. (In accordance with amfori BSCI Code of Conduct)

被审核方部分遵循此项准则，基于管理层和员工访谈以及文件资料查阅，工厂已经建立了隐私保护程序，基于管理层沟通和文件查阅，没有出现不当利用员工个人信息。但工厂的隐私保护程序不完整，未确保按照信息安全和保密的法律法规原则，收集和使用员工信息，比如缺少如何保护员工身份证信息和联系信息外泄的内容等。(根据amfori BSCI行为准则)