

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

Name of lead auditor: Gabriel Chen; APSCA membership number: CSCA 21702035

Name of team auditor (if applicable): N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service (Audit Company APSCA Number: 11600002)

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Business partner information: The auditee (business license number: 91350500757354695H, factory name in Chinese: xxxxxxxxxxxxxxxxxxxxxxxx, factory address in Chinese: xx) was established on December 26, 2003 and specializes in the manufacture of bags. The main production activities in the factory include cutting, sewing, inspection, and packing, while printing process is subcontracted. Per factory management, there is no obvious peak season for production.

Audited location information: The auditee rents one 6-storey dormitory building with a canteen on the 1st floor, one 5-storey production building (1F: cutting workshop; 2F: office; 3F: inspection and packing workshop; 4F & 5F: sewing workshops), and the 1st to 4th floors of one 6-storey production building (1F: warehouse; 2F: warehouse; 3F: product development and material preparation; 4F: inspection and packing workshop). The 5th and 6th floors of the 6-storey production building are used by other companies (e.g. xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd). The auditee and the other companies within the production building have independent business licenses and management systems, and there has been no exchange of workers.

Operating shifts and hours: Regular working hours were 8 hours a day and 40 hours a week from Monday to Friday. There was only one shift from 08:00 to 18:00 with a break from 12:00 to 14:00 for employees. According to payroll and attendance records of 10 samples from April 2025, 10 samples from July 2025, and 10 samples from the most recent paid month October 2025, it was noted that the maximum overtime hours were 2 hours a day and 78 hours a 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 and fingerprint recognition system to record working hours.

Salary payment details: Workers were paid hourly rates by bank transfer at the end of each month. The minimum wage paid to employees was CNY 14.37 per hour, which is above the local minimum wage of CNY 2195 per month or CNY 12.61 per hour since April 2025. Furthermore, all employees were paid 150% of their normal wages for the overtime working hours on the normal working days and 200% of their normal wages for the overtime working hours on the rest days. No overtime working hours was noted on the statutory holidays.

Worker number information:

- Total worker number: 98 (22 non-production employees and 76 production workers)
- Production worker number: 26 male and 50 female
- Vulnerable worker number: 54 domestic migrant workers (22 male and 32 female). No foreign migrant, young, pregnant, seasonal, temporary, disabled or home-based workers were noted in the factory.
- Any other special group workers: N/A

Good practices: None

Worker organization details: No worker union was established. Worker representatives were elected by workers in December 2024.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Gaps were noted in PA 1: Social Management System (PA 1.1, PA 1.4), PA 2: Workers Involvement and Protection (PA 2.2, PA 2.5), PA 5: Fair Remuneration (PA 5.4, PA 5.5), PA 6: Decent Working Hours (PA 6.2), and PA 7: Occupational Health and Safety (PA 7.3, PA 7.4, PA 7.17, PA 7.21, PA 7.22, PA 7.25).

Living wage calculation: BV has used a methodology which is similar to Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent lifestyle 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 no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark: 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.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXXXXXXXXX
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

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	98	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,444.87	Monthly
Total sample	10	Workers

Other Metrics

Male workers	37	Workers
Female workers	61	Workers
Non-binary workers	0	Workers
Permanent workers - Male	37	Workers
Permanent workers - Female	61	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	1	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	22	Workers
Domestic migrant workers - Female	32	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	37	Workers
Workers hired directly - Female	61	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	4	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site xx 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
Finding	
Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the auditee did not strictly take a cyclical management system approach (i.e. plan, do, check, and adjust) to ensure that all policies and procedures are implemented. This violated BSCI 1.1. This question is rated as "Partially" because gaps were still noted in Performance Area 1, 2, 5, 6 and 7 although the factory had set up a management system to implement the amfori BSCI Code of Conduct.	根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，被审核方未能严格采取循环的管理体系（即计划、执行、检查、调整）以确保所有的政策和程序均被执行。根据BSCI 1.1改善。该问题评为“部分符合”，因为尽管工厂建立了管理体系来执行amfori BSCI行为守则，但执行领域1、2、5、6和7仍存在差距。

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	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that no corrective measures were implemented to reduce excessive overtime. This violated BSCI 1.4. This question is rated as "Partially" because the factory had set up a written procedure for workforce capacity planning, but failed to effectively reduce unnecessary overtime.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工厂未采取改善措施以减少超时加班。根据BSCI 1.4改善。该问题评为“部分符合”，因为工厂建立了产能规划的书面程序，但未能有效地减少不必要的加班。



PA 2: Workers Involvement and Protection

Site xx 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	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that the factory had defined long-term goals to protect workers according to the amfori BSCI Code of Conduct, but workers were not involved in defining long-term goals. This violated BSCI 2.2. This question is rated as "Partially" because the factory had set up long-term goals to protect workers.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工厂已按照amfori BSCI行为守则明确长期目标以保护工人，但工人未参与制定长期目标。根据BSCI 2.2改善。该问题评为“部分符合”，因为工厂已确立了保护工人的长期目标。

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	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not establish or participate in an effective grievance mechanism for its external stakeholders. This violated BSCI 2.5. This question is rated as "Partially" because the factory had set up a grievance mechanism for its workers to lodge suggestions or complaints.	根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，审核员发现工厂未建立或参与有效的外部利益相关方的申诉机制。根据BSCI 2.5改善。该问题评为“部分符合”，因为工厂已为工人建立了供其提出建议或进行投诉的申诉机制。



PA 5: Fair Remuneration

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

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	
Based on management interview, worker interview, workers' representative interview, and documentary evidence, the auditee did not complete a living wage gap analysis on a regular basis. This violated BSCI 5.4. This question is rated as "Partially" because the factory had set up a survey procedure regarding decent living wage although the factory did not calculate a living wage and determine a potential gap between the actual remuneration and the living wage on a regular basis.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，被审核方未定期进行生活工资差距分析。根据 BSCI 5.4改善。该问题评为“部分符合”，因为工厂已制定体面生活工资调查程序，尽管工厂未定期计算生活工资、并了解实际报酬和生活工资之间可能存在的差距。

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>Based on management interview, worker interview, workers' representative interview and the social insurance payment receipt provided by factory management, it was noted that only 97 out of 98 employees (i.e. 99% of the total workforce) were provided pension, unemployment and accident insurance, and only 55 out of 98 employees (i.e. 56% of the total workforce) were provided maternity and medical insurance in December 2025. Commercial accident insurance, covering 98 employees and effective from August 1, 2025 to July 31, 2026 was provided by the factory to supplement the public social insurance scheme. This violated Article 73 of the Labor Law of the People's Republic of China. This question is rated as "No" because it is a systematic issue.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和厂方提供的2025年12月社会保险缴费单据，工厂仅为97/98名员工（即总人数的99%）提供了养老、失业和工伤保险、仅为55/98名员工（即总人数的56%）提供了生育和医疗保险。工厂另外为98名员工提供了商业意外险以补充公共社保方案，有效期由2025年8月1日至2026年7月31日。根据《中华人民共和国劳动法》第73条改善。该问题评为“不符合”，因为这是系统性问题。</p>

PA 6: Decent Working Hours

Site: xx 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	LOCAL LANGUAGE
Finding	
<p>Based on management interview, worker interview, workers' representative interview, and documentary evidence, it was noted that sampled employees worked in excess of the statutory overtime hour limits. A review of 30 sampled employees' time records (10 samples from April 2025, 10 samples from July 2025, 10 samples from the most recent paid month October 2025) yielded the following: 10 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e. 74 hours) in April 2025, 10 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e. 78 hours) in July 2025, 10 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e. 62 hours) in October 2025, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取30个样本(其中从2025年4月抽取10个，从2025年7月抽取10个，从最近月份2025年10月抽取10个)，发现员工加班时间超出了法定标准，具体为：10/10名员工在2025年4月的加班时间为74小时，10/10名员工在2025年7月的加班时间为78小时，10/10名员工在2025年10月的加班时间为62小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条改善。该问题评为“不符合”，因为这是系统性问题。</p>

Finding	
PRC. This question is rated as "No" because it is a systematic issue.	

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxx 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	
Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not take into consideration the potential risks that may be caused by the other companies within the perimeter when carrying out risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.3. This question is rated as "Partially" because the factory had carried out risk assessments in its production area.	根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，审核员发现工厂在进行安全、健康和卫生工作条件的风险评估时未考虑到厂区内其它公司可能引起的潜在风险。根据BSCI 7.3改善。该问题评为“部分符合”，因为工厂已对其生产区域进行了风险评估。

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	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that workers were not involved in the risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.4. This question is rated as "Partially" because the factory had set up its OHS system.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工人未参与安全、健康和卫生工作条件的风险评估。根据BSCI 7.4改善。该问题评为“部分符合”，因为工厂已建立了职业健康与安全体系。

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	
Based on management interview, worker interview, workers' representative interview and site	根据管理层面谈、工人面谈、工人代表面谈和现场观察，审核员发现工厂针车车间正在使用的所有针

Finding	
<p>observation, it was noted that all sewing machines being used in the sewing workshop were not equipped with eye or needle guards, and nearly 20% of sewing machines were not equipped with pulley guards. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. This question is rated as "No" because it is a systematic issue.</p>	<p>车均未安装针挡/挡针板，且约20%的针车未安装皮带防护罩。根据《生产设备安全卫生设计总则(G B5083-1999)》第6.1.6条改善。该问题评为“不符合”，因为这是系统性问题。</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>Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the two kitchen workers did not wear clean work clothes and headwear while preparing food. This violated Article 33 of the Law of the PRC on the Food Safety. This question is rated as "Partially" because the factory provided the food business license and the health certificates of the kitchen workers for review.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，审核员发现两名厨工在制作食物的过程中没有穿戴清洁的工作服和帽子。根据《中华人民共和国食品安全法》第33条改善。该问题评为“部分符合”，因为工厂提供了食品经营许可证和厨工的健康证供查阅。</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
Finding	
<p>Based on management interview, worker interview, workers' representative interview and site observation, it was noted that toilet paper and soap were not provided in the toilets. This violated BSCI 7.22. This question is rated as "Partially" because toilets were cleaned periodically, and toilets were installed with doors to protect workers' privacy.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和现场观察，审核员发现工厂没有在厕所提供厕纸和肥皂。根据BSCI 7.22改善。该问题评为“部分符合”，因为工厂定期清洁厕所、且在厕格安装了门以保护工人的隐私。</p>

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

Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not verify if temperature and humidity in the workplace are suitable for the health and safety of workers. This violated BSCI 7.25. This question is rated as "No" because it is a systematic issue.

根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，审核员发现工厂未核实工作场所的温度和湿度是否适合工人健康和安。根据BSCI 7.25改善。该问题评为“不符合”，因为这是系统性问题。