

Monitored Party xxxxxxxxxxxxxxxxx Co., Ltd.	amfori ID <b>156-015857-000</b>	Address xx xx xxxxxx China
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>20/05/2025</b>	Closing Meeting Finished Date <b>20/05/2025</b>	Submission Date <b>27/05/2025</b>
Expiration Date <b>27/05/2026</b>	Announcement Type <b>Semi Announced</b>	
Site xxxxxxxxxxxxxxxxx Co., Ltd.	Site amfori ID <b>156-015857-002</b>	

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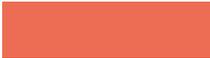
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</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>	



Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1: amfori BSCI Code of Conduct was not implemented effectively; The calculation of production capacity was not considered the legal required working time.

PA2: The performance of long-term goals to protect workers were not tracked and evaluated.

PA5: Insufficient social insurance coverage.

PA6: Excessive OT working hours.

PA7: The occupational health and safety management system was not perfect, Risk assessment of occupational health and safety not cover with the shared building; insufficient safety guards, needle shields and finguerguards for the sewing machines

# Living Wage: No Anker wage was available for the producer's location, so we used the data provided by the auditing company. The calculation methodology refers to Anker's living wage structure. The data comes from the local bureau of statistics for the current year.

Attachment:

1. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor had been obtained the individual's consent during the audit.

2. There was no agency used by the auditee, which made the agency labor contract not applicable. There was no contractor used by the auditee, which made the contractor's license or permits not applicable. There was no collective bargaining conducted between the employees and the employer, which made the collective bargaining agreement not applicable. There were no government waivers obtained by the auditee, which made the government waivers not applicable. The environmental documents and license were not provided due to no finding being identified in PA12 in the previous audit.

## SITE DETAILS

Site  
XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
Co., Ltd.

Site amfori ID  
**156-015857-002**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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Cutting

### GS1 Classifications

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Segment	<b>Personal Accessories</b>
Family	<b>Personal Accessories</b>
Product Class	<b>Personal Carriers/ Accessories</b>

### NACE Classification

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Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur

### Water Stress Situation

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This site is not located in a water stressed region

# METRICS

## Key Metrics

Total workforce	49	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	2,531.7	Monthly
Calculated living wage in local currency	2,196	Monthly
Total sample	8	Workers

## Other Metrics

Male workers	17	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	17	Workers
Permanent workers - Female	32	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	1	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	13	Workers
Domestic migrant workers - Female	13	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	17	Workers
Workers hired directly - Female	32	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	3	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-015857-002

**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>The auditee respected this principle partially based on the management interview, workers interview, workers' representative interview, documents review and site observation. The auditee had taken corrective action to close the partially finding of PA2 and PA7 identified in previous audit. However, the auditee did not implement social accountability management system effectively to ensure the amfori BSCI Code of Conduct and local legal law requirements. For example, the performance of long-term goals to protect workers were not tracked and evaluated; insufficient social insurance to cover all workers; Workers' monthly overtime working hours exceeded legal requirements systematically without a suitable monitoring mechanism and control procedure; Several findings were identified on occupational health and safety. According to workers' and workers' representative interviews, workers' monthly overtime working hours exceeded the legal requirement in the past 12 months from May 2024 to April 2025. The management representative stated that the current management operation had followed their original management experience and amfori BSCI Code of Conduct in their production activities. However, the management stated they still needed to take a corrective action plan to close the non-conformance findings for PA1, PA5, PA6 and PA7 identified during the audit. It violated the requirement of amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、员工代表访谈文件评审和现场观察。被审核方采取了改善措施去关闭了上次审核在绩效领域2和绩效领域7发现的部分问题点。然而，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有效地实施。例如，员工长期保护计划的表现未进行跟踪和评估；社会保险未覆盖所有的员工，员工的月加班工作时间系统性超过法规要求且无适当的监督机制和控制措施；在职业健康安全方面仍存在若干问题。根据员工和员工代表的访谈，员工自2024年5月至2025年4月的12个月的月加班工作时间超过法规要求。根据管理层访谈，目前的管理运作按以往的管理经验也按照amfori BSCI行为准则在其生产活动中实施。然而，管理层表示他们在涉及绩效领域1，绩效领域5，绩效领域6和绩效领域7中识别的不符合项仍需要采取改善措施关闭。违反了amfori BSCI系统手册中的要求。</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
<b>Finding</b>	
<p>The auditee respected this principle partially based on the management interview, workers interview,</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、员工代表访谈，文件评审和现场观察。</p>

**Finding**

workers representative interview, documents review and site observation. The auditee did not take effective corrective evidence to ensure workers' monthly overtime working hours meet the legal requirement. The production capacity planning did not consider the compliance of workers' overtime-working hours although the auditee established the production capacity development plan procedure and prepared the production capacity planning for their production order and delivery time had been established by the auditee. According to the workers' attendance records from May 2024 to the audit date, 8 sampled worker's working hours records indicated 12 months' overtime working hours from May 2024 to April 2025 had exceeded 36 hours and up to 84 hours in August 2024, which required by the local law systematically. (Refer to 6.2). It violated the requirement of amfori BSCI System Manual.

被审核方未采取有效的改善行动去确保员工的月加班工作时间符合法规要求。在产能规划期间未考虑员工加班工作时间的合规性, 尽管被审核方建立了产能规划程序且为生产订单和发货时间制定了产能规划。根据对员工2024年5月至审核当日的考勤记录检查, 8名抽样员工的工作时间记录显示在2024年5月至2025年4月的12个月的月加班工作时间系统性的超过法规要求的36小时且在2024年8月最大达到84小时。(见6.2) 违反了amfori BSCI系统手册中的要求。

**PA 2: Workers Involvement and Protection**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-015857-002

**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**

The auditee respected this principle partially based on the management interview, workers interview, workers' representative interview, and documents review. The auditee had defined the long-term goals for protecting workers and reflected a step-wise approach toward making sustainable improvements. Workers' representatives had been invited to participate in the definition of the long-term goals for protecting workers. However, the auditee did not track and evaluate the performance of the implementation of the long-term goals for protecting workers. As per management interview, the management representative confirmed the findings, and they would take corrective action to close the finding as soon as possible. The interviewed workers stated no tracking and evaluation was conducted for long-term goals to protect workers. It violated the requirement of amfori BSCI System Manual.

被审核方部分遵守该原则, 因为基于管理层访谈、员工访谈、员工代表访谈和文件评审。被审核方已经定义了员工长期保护计划且反映做出可持续改进的渐进式方法。员工代表受邀参加了员工长期保护计划的定义。然而, 被审核方未跟踪和评价员工长期保护计划实施的表现。根据管理层访谈, 管理层代表确认了发现点, 他们将采取纠正措施以尽快关闭发现点。受访的员工声明员工长期保护计划未进行无跟踪和评价。违反了amfori BSCI系统手册中的要求。

## PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-015857-002

**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
<b>Finding</b>	
<p>The auditee respected this principle partially based on management interview, workers interview, workers' representative interview, site observation and document review. According to the roster review and workers' labor contracts review, no new worker was employed since May 2025, but there were 13 workers exceeded the retired ages in the auditee. As a result, 13 workers could be exempt from the social insurance participation in May 2025. There were 36 out of 49 workers who were required to be provided social insurance as per legal requirements in May 2025. As per the social insurance payment sheet from June 2024 to May 2025. The social insurance on the website indicated that the auditee did not provide retirement insurance, unemployment insurance, and accident insurance to 19 out of 36 workers (52.8%), did not provide basic medical insurance and childbearing insurance to 24 out of 36 workers (66.7%). The workers interviewed stated that they had bought the new rural retirement insurance by themselves, and they did not want to buy the social insurance again. According to the management representative interview, they did not collect information regarding workers on rural retirement insurance and they did not know how many workers had been involved in the new rural retirement insurance. (Reference Law and Regulation: Article 72 of Labour Law of the Peoples Republic of China).</p> <p>Remark: The auditee provided Commercial Accident Insurance to all workers and validated until 22 April 2026.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈，员工代表访谈、现场观察和文件评审。根据员工花名册和员工劳动合同评审，被审核方在2025年5月之后未聘用新员工，但是有13名员工超过退休年龄的员工。因此，49名员工中有13名员工可以在2025年5月豁免参加社会保险。在2025年5月按法规要求应缴纳社保的人数为36人。根据被审核方提供的2024年6月至2025年5月的社会保险缴费单和社保网站信息显示，被审核方未提供养老保险，失业保险和工伤保险给36名员工中的19名员工（52.8%）、未提供基本医疗保险和生育保险给36名员工中的24名员工（66.7%）。受访的员工说明他们自己已经购买了农村养老保险且他们不想再购买社会保险。根据管理者代表访谈，他们未收集参加新型农村养老保险的信息且不了解有多少名员工参加了新型农村养老保险。（参考法律法规：《中华人民共和国劳动法》第72条）</p> <p>备注：被审核方已经给所有员工购买了商业意外保险且有效期至2026年4月22日。</p>

## PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-015857-002

**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
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## Finding

The auditee did not respect this principle based on management and workers interview, site observation and working time records review. Workers monthly overtime working hours exceeded the legal requirement. Workers' working time records from May 2024 to the audit date indicated that workers' daily overtime working hours were controlled within 3 hours and up to 2 hours a day in a regular workday. However, 12 months' monthly overtime hours of 8 sampled workers from May 2024 to April 2025 exceeded 36 hours and up to 84 hours. 8 sampled workers' attendance records in three sampled months (August 2024, January 2025 and March 2025) reviewed show that 1) In August 2024, 8 sampled workers monthly overtime working hours exceeded 36 hours and workers' maximum monthly overtime working hours were 84 hours. 2) In January 2025, 8 sampled workers' monthly overtime working hours exceeded 36 hours and workers' maximum monthly overtime working hours were 58 hours. 3) In March 2025, 8 sampled workers monthly overtime working hours exceeded 36 hours and workers' maximum monthly overtime working hours were 82 hours. The interviewed management representative stated that their monthly overtime working hours exceeded the legal requirement due to the cost of materials and workforce shortage. The interviewed workers stated that their monthly overtime working hours always exceeded the legal requirement, but they would like to participate in the overtime working arrangement to earn much more wages based on their voluntary. (Reference Law and Regulation: PRC Labour Law article 41). Remark: The maximum monthly overtime working hours in April 2025 were 70 hours and the maximum cumulative overtime hours from 1 May 2025 to 19 May 2025 were 48 hours.

被审核方未遵守该原则，因为基于管理层和工人访谈，现场观察和工作时间记录审查。员工的月加班超过法定要求。自2024年5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控制在3小时内且最大为2小时。然而，2024年5月至2025年4月期间，8名抽样员工在12个月的月加班工作时间超过36小时达到84小时。8名抽样的员工3个月考勤记录（2024年8月、2025年1月和2025年3月）显示：(1)2024年8月，8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)2025年1月，8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58小时。(3)2025年3月，8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82小时。受访的管理者代表表示，由于材料成本和劳动力短缺，他们每月的加班时间会超过了法律要求。受访员工表示，他们每月的加班时间经常超过法律规定，但他们愿意自愿参与加班安排，以赚取更多的工资。(参考法律法规：《中华人民共和国劳动法》第41条)备注：2025年4月的月最大加班工作时间为70小时且2025年5月1日至2025年5月19日的累计加班工作时间为48小时。

## PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. | Site amfori ID: 156-015857-002

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

ENGLISH

LOCAL LANGUAGE

Finding	
<p>The auditee respected this principle partially based on management interview, workers interview, workers' representative interview, site observation and documents review. The auditee had established occupational health and safety management procedures, collected relevant laws and regulations, and kept health and safety inspection records and health and safety training records. However, the occupational health and safety management system was not perfect due to several findings identified in the performance area. It violated the requirement of amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈，员工访谈，员工代表访谈，现场观察和文件审核。被审核方建立了职业健康安全管理程序，收集了相关的法律法规，保留了健康安全检查和健康安全培训记录。然而，由于在该执行领域识别的若干个发现点，被审核方在职业健康与安全管理体系还不够完善。违反了amfori BSCI系统手册中的要求。</p>

**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>The auditee respected this principle partially based on onsite tour, document review, management and worker interview, the factory had conducted health and safety risk for the auditee area. However, it was noted that another one company were located in the same production building with auditee, and the risk assessment report did not identify the potential health and safety risks caused by other factory in the same production building, such as fire risk, chemical leakage risk, electrical risk etc. The management explained that the rectification of the problem was neglected due to the busy production. Violation of the requirements of amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则。根据现场观察，文件查看，管理层和员工访谈，被审核方对自己使用的区域进行了健康安全风险评估。但是有另外1家工厂与被审核方共用同一栋生产楼，被审核方的风险评估报告没有识别同生产区域内其他工厂可能给受审核方造成的健康安全风险，比如火灾风险，化学品泄漏风险，电气风险等。管理解释由于生产忙疏忽了该问题的整改。违反了amfori BSCI系统手册中的要求。</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>The auditee respect this principle partially based on management interview, workers interview, site observation and documents review. most of sewing machines were equipped with safety pulley guards, However, around 80% of sewing machines were not equipped with needle shield and finger guards,</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈，员工访谈、现场观察和文件审核。大部分的针车设备都配置的皮带轮保护罩和挡针板，然而，约有80%的针车设备未配置挡针板和护指圈，且两台针车未配置皮带轮保护罩，受访的员工确认生产设备安装的安全防护不足。管理者代表声明他们已经给机</p>

## Finding

two sets of sewing machine did not equipped with the safety pulley guards. The interviewed workers confirmed that insufficient safety guards were equipped for the production machines. The management representative stated that they had equipped the safety guards for machines, but partially workers removed it by themselves. (Reference Law and regulation: Article 6.1.1 of General rules for designing the production facilities in accordance with safety and health requirements (GB5083-2023))

械设备安装了安全防护设施，但是部分员工擅自将他们移除。(参考法律法规：《生产设备安全卫生设计总则》(GB5083-2023)第6.1.1条)