

**MONITORING ID: 25-0329738**

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxx CO.,LTD	amfori ID <b>156-022418-000</b>	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxx, China
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>14/07/2025</b>	Closing Meeting Finished Date <b>14/07/2025</b>	Submission Date <b>20/07/2025</b>
Expiration Date <b>20/07/2026</b>	Announcement Type <b>Semi Announced</b>	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxx CO.,LTD	Site amfori ID <b>156-022418-002</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>B</b>	







## SITE DETAILS

Site  
XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
XXXXXXXXXXXX CO.,LTD

Site amfori ID  
**156-022418-002**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Household Durables</b>
Sub Industry <b>Housewares &amp; Specialties</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.





# FINDINGS



## PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD | Site amfori ID: 156-022418-002

**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>1.1 The main auditee partially respects this principle. Based on document review, management interview, workers interview and site observation, the amfori BSCI procedure and policy was established, and it was implemented during the factory operation. And Mr. Ke Xiyang/Vice general manager had been appointed to implement amfori BSCI requirement in the factory. But management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory didn't understand the legal requirement on working hours and benefit clearly, so it was found workers' working hours exceeded legal requirement and no sufficient social insurance systematically. It referenced the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则。根据文件查看，管理层访谈，员工访谈和现场查看，工厂建立了amfori BSCI体系的相关程序并在日常生产中执行该程序。工厂指派副总柯锡阳负责实施厂内amfori BSCI的要求。但是工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂没有很好的理解法规关于工时和福利的要求，导致员工系统性工时超时，社保不足。 参考amfori BSCI管理手册中问题1.1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>1.4 The main auditee partially respects this principle. The main auditee partially respects this principle. Based on document review, management interview, workers interview and site observation, the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. Based on provided attendance records from Jul 1, 2024 to the audit day, workers' max monthly overtime hours were 60 hours, such as happened in Dec 2024. To meet the expectations of the delivery order and contracts, the factory shall organize workforce capacity reasonably, instead of simply increasing employees' overtime hours.</p>	<p>被审核方部分遵守该原则。根据文件查看，管理层访谈，员工访谈和现场查看，工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。根据工厂提供的2024年7月1日至审核当天的考勤记录显示，最大月加班为60小时，如发生在2024年12月，所以工厂应合理地组织其劳工以达成交付订单和合同预期，而不是一味地增加员工的加班时间。 参考了amfori BSCI管理手册中问题1.4的要求。</p>

**Finding**

It referenced the requirement of question 1.4 in amfori BSCI system manual.

**PA 2: Workers Involvement and Protection**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD | Site amfori ID: 156-022418-002

**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**

2.2 The main auditee partially respects this principle. Based on document review, management interview and workers interview, the factory established and updated long term goals for protecting workers, and workers and worker representatives were involved in defining long-term goals. But due to the factory didn't communicate the long-term goal to workers effectively, 40% interviewees didn't know about the long-term goals. It referenced the requirement of question 2.2 in amfori BSCI system manual.

被审核方部分遵守该原则。根据文件查看，管理层访谈和员工访谈，工厂制定和更新了保护工人的长期目标，并且长期目标制定有员工和员工代表参与。但是由于工厂未将建立的长期目标与员工进行有效沟通，导致40%被访谈员工不了解长期目标。参考了amfori BSCI 管理手册中问题2.2的要求。

**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 respects this principle. Based on document review, management interview, workers interview and site observation, the factory did not establish effective system for training to make sure workers know the content of training. The management representative provided training on amfori BSCI Code to its managers and workers, and posted amfori BSCI code onsite, but based on workers interview, 40% interviewed workers did not know what amfori BSCI is. It referenced the requirement of question 2.4 in amfori BSCI system manual.

被审核方部分遵守该原则。根据文件查看，管理层访谈，员工访谈，现场观察，工厂未建立有效的培训系统来保证员工接受培训的内容。例如工厂管理者代表虽给经理和员工提供amfori BSCI行为准则培训，并将amfori BSCI的行为准则粘贴在现场，但根据员工访谈，40%访谈的员工不清楚什么是amfori BSCI。参考了amfori BSCI管理手册中问题2.4的要求。

**PA 5: Fair Remuneration**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD | Site amfori ID: 156-022418-002

**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>5.5 The main auditee does not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. Based on social insurance payment receipts in Jun 2025 review and management interview, total 30 employees (including 6 retired workers and 0 new workers) in the factory, the factory provided retirement, unemployment, injury insurance to 12 workers, provided medical and maternity insurance to 20 workers. By interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory didn't verify it. The factory provided commercial injury insurance to all workers who did not cover social injury insurance, the valid was from Jun 20, 2025 to Jun 19, 2026. It referenced Labor Law of the People's Republic of China (2018 Amendment) Article 72 &amp; 73.</p>	<p>被审核方未遵守该原则是因未给全体员工缴纳社保。根据2025年6月的社保缴费凭证和管理层访谈，工厂共计有30员工（包含6名退休员工，0名新员工）。但是工厂仅为12名员工提供了养老，失业，工伤保险，给20名员工提供了医疗和生育保险。经访谈，员工和管理层表示部分员工因其在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。工厂给未覆盖社保工伤保险的所有员工提供了商业意外险，有效期从2025年6月20日到2026年6月19日。 参考了中华人民共和国劳动法（2018修正）第七十二条和七十三条。</p>

## PA 6: Decent Working Hours

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**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
<b>Finding</b>	
<p>6.2 The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from Jul 1, 2024 to the audit date for review. The workers' daily overtime hours were 0-2 hours per day, weekly working hours were 48-58 hours, monthly overtime hours were 44-60 hours. Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Three months records in Dec 2024 (random month), Mar 2025 (random month), and Jun 2025 (current month) of 5 samples was reviewed and it was noted that:</p>	<p>被审核方因员工月加班超过法规按要要求而未遵守该原则。审核期间，工厂提供了员工从2024年7月1日至审核当天的考勤记录。根据记录显示，员工日加班为0-2小时，周工时48-58小时，月加班为44-60小时。员工可以自由地拒绝加班工作，没有被处罚。工厂按照法规要求支付了加班费。其中从2024年12月（随机月），2025年3月（随机月）和2025年6月（当前月）这3个月各抽取5个样本发现：</p> <ul style="list-style-type: none"> <li>• 5名员工在2024年12月的标准工时176小时，标准周工作时间40小时，最大周加班18小时，最大月加班60小时；</li> <li>• 5名员工在2025年3月的标准工时168小时，标准周工作时间40小时，最大周加班16小时，最大月加班56小时；</li> <li>• 5名员工在2025年6月的标准工时168小时，标准周</li> </ul>

Finding	
<ul style="list-style-type: none"> <li>• 5 workers' standard hours were 176 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 18 hours and the max monthly overtime hours were 60 hours in Dec 2024;</li> <li>• 5 workers' standard hours were 168 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 16 hours and the max monthly overtime hours were 56 hours in Mar 2025;</li> <li>• 5 workers' standard hours were 168 hours, the standard weekly working hours were 40 hours, the max weekly working overtime hours were 16 hours and the max monthly overtime hours were 52 hours in Jun 2025;</li> </ul> <p>It referenced Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>工作时间40小时，最大周加班16小时，最大月加班52小时；</p> <p>参考了中华人民共和国劳动法（2018修正）第四十一条。</p>

**PA 7: Occupational Health and Safety**

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CO.,LTD | Site amfori ID: 156-022418-002

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>7.1 The main auditee partially respects this principle. Based on document review, management interview, site observation, the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&amp;S issues were identified due to management negligence.</p> <p>It referenced the requirement of question 7.1 in amfori BSCI system manual.</p>	<p>被审核方部分遵循该准则。根据文件审核，管理层访谈，现场观察，工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。</p> <p>参考了amfori BSCI管理手册中问题7.1的要求。</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.11 The main auditee partially respects this principle. Based on site observation, management</p>	<p>被审核方部分遵循该准则。根据现场观察，管理层访谈和员工访谈，10%的原料靠墙存放。</p>

**Finding**

interview and worker interview, 10% raw materials were stored close to the wall.

It referenced General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.

参考了仓储场所消防安全管理通则 (XF 1131-2014) 6.8.