

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxx	amfori ID 156-005906-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 02/09/2025	Closing Meeting Finished Date 10/09/2025	Submission Date 10/09/2025
Expiration Date 10/09/2026	Announcement Type Semi Announced	
Site ZIBO CAC CHINAWARE CO.,LTD	Site amfori ID 156-005906-002	

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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: Best Lai, CSCA 21700295, Monitoring company name: Eurofins CPA.

Audit schedule details: The audit is planned for 1 auditor x 1.5 day (on-site) and 0.5 day for report writing, this is a semi-announced initial monitoring audit.

Business partner information: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx (Business license registration number: 913703xxxxxxxxxxXD) xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx was located at xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx CHINA. 中国xxxxxxxxxxxxxxxxxxxxxxxxxxxxx. The auditee established on May 24, 1996. The main products of the auditee were ceramics. The main manufacturing processes including raw materials, milling, shaping, handle repair, glazing, kiln, inspection and packing. All the processes were finished in the auditee, no subcontractors were used by the auditee, and nor homeworkers were used by the auditee. According to management, peak season in the factory was not obvious. Audited location information: The total land area was approx. 33646 SQ meters and buildings total approx. 7994 SQ meters. The auditee occupies one flat building used as raw materials warehouse and milling and shaping workshop, one flat building as handle and glazing and kiln workshop, one flat building as raw material warehouse, one 1-storey partly 2-storey building (1F used as packing workshop, 2F used as finished goods warehouse), one 1-storey building used as transformer room, one 1-storey building used as canteen and kitchen, one 2-storey building used as office. No dormitory was provided by the auditee.

All workers were directly hired by the facility. Operating shifts and hours: All employees worked for 8 hours per day and 5 days a week from Monday to Friday, sometimes had overtime on Saturdays and had rest on Sundays and Holidays. All the employees worked in one shift. (working from 08:00 to 17:00 with lunch break 12:00~13:00). The peak months were not obvious. Overtime was 2 hours arranged on weekdays, and overtime were arranged on Saturdays sometimes. The maximum overtime per week was 15.5 hours, the maximum monthly overtime was 64 hours. Salary payment details: Wage was paid by cash before or on 20th each month on time. According to the payroll and attendance records of 10 sampled employees from Aug 2024 to Jul 2025, it was noted that the regular wages of all sampled employees were paid at least at RMB 2200/month, which was not less than the local minimum wage of RMB1820/month. All sampled employees were paid 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was not less than the statutory requirements. Workers rested on holidays.

Worker number information: There were 95 employees in total in the factory, including 6 non-production employees and 89 production employees (32 males and 57 females). Employees were recruited directly by the auditee. No temporary workers, agency workers or apprenticeship schemes home employees were used by the auditee. The youngest employee working in the factory was 21 years old. No foreign workers were employed by the auditee. No young worker was available in the auditee.

Worker organization details: No trade union was available in the auditee. There were three worker representatives. Workers were not prohibited for collective bargain but no such collective bargaining occurred in the auditee.

#Livingwage: The factory collected local decent living wage data manually, because there was no data from GLWC website of the city, and there was no public information about the decent livingwage standard. The factory collected information from workers investigation, and then calculated the data manually, the assessed items included education, transportation, food, clothing, energy and water consumption, housing, unexpected events and savings, these items were the basic expenditure, and workers' total actual wage in each month was higher than the local minimum wage. The information was also confirmed with workers' interview.

Summary of findings: There were findings in PA1, 2, 5, 6, 7, 12

Remark : 1. To protect personal data, workers' face and personal information (such as attendance records, personnel information, wages and etc) were hidden in attachments. 2. There were no agencies and contractors used by the auditee which made the agency labour contract and contractor license not applicable. 3. The auditee did not obtain government waivers and collective bargaining agreements which made these documents not applicable.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXXXXXXXXXX Site amfori ID
156-005906-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Discretionary Distribution & Retail	Broadline Retail

Sub Industry
Department Stores (Discontinued)

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	1,820	Monthly
Lowest wage paid for regular work at the site	2,200	Monthly
Calculated living wage in local currency	2,193.26	Monthly
Total sample	10	Workers

Other Metrics

Male workers	36	Workers
Female workers	59	Workers
Non-binary workers	0	Workers
Permanent workers - Male	36	Workers
Permanent workers - Female	59	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	4	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	0	Workers
Domestic migrant workers - Female	0	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	36	Workers
Workers hired directly - Female	59	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: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-005906-002

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	
<p>The auditee partially respects this principle. Based on document review, management interview, employee interview and onsite tour, the auditor found that the auditee partially respects this principle because the facility had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, such as there were findings noted in PA1, PA2, PA5, PA6, PA7, PA12 etc. (amfori BSCI requirement 1.1)</p>	<p>工厂部分遵循该准则： 文件审阅、管理层访谈、员工访谈及现场走访，审核员发现尽管工厂建立了社会责任体系，进行了内审及管理评审，在大部分执行领域符合了BSCI要求和相关的法规要求，但一些领域仍需要提高，比如在 PA1, PA2, PA5, PA6, PA7, PA12等有发现点。 (amfori BSCI requirement 1.1)</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
Finding	
<p>The auditee partially respects this principle. Based on document review, management interview and employee interview, the auditor found that the facility workforce capacity was not properly organized to meet the expectations of the delivery orders or contracts, which led to overtime hours exceeding legal requirement. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 1.4)</p>	<p>工厂部分遵循该准则： 通过文件审阅、管理层访谈及员工访谈，审核员发现企业没有合理规划产能以满足订单交期或合同的预期，导致员工加班时间超过法规要求。被审核方部分遵循该准则，因为这不是一个系统性的问题。 (amfori BSCI requirement 1.4)</p>



PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-005906-002

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	
<p>The auditee partially respects this principle: The facility has posted the BSCI Code of Conduct in all areas publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and 2 out of 6 interviewed workers were not quite aware of BSCI values and principles, such as long-term goals to protect workers, living wage etc. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 2.4)</p>	<p>工厂部分遵循该准则： 工厂在所有厂区均张贴了BSCI行为准则和实施条款，并且提供了对员工的培训记录供审阅。但是根据访谈得知，员工代表和一些受访员工并不太清楚BSCI的标准和原则，比如：保护员工的长期目标，生活工资等。</p>

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-005906-002

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	
<p>The auditee does not respect this principle. Based on management interview, workers interview and document review, it was identified that, insufficient social insurance participated in the factory. There were 95 employees in the factory, including 8 retired staff, no new staff joined less than one month, hence total 87 staffs should be covered by four kinds of insurance, but the factory only provide basic endowment insurance, unemployment insurance, medical insurance and injury insurance for 66 employees. Remark: Commercial accident insurance were provided to all employees. (Reference Law: Social Insurance Act of the People's Republic of China, article 2&4). The auditee did not respect this principle, because this was a systematic issue</p>	<p>工厂未遵循该准则： 基于管理者访谈、员工访谈和文件审核发现，企业社会保险参与不足，企业有95名员工，8名达到退休年龄的员工，没有入职不足一个月的新员工，因此共有87名员工需要参加社会保险，但是企业仅为66名员工缴纳养老、失业、医疗和工伤保险。（参考法规：中华人民共和国社会保险法第二条、第四条） 备注：被审核方为所有员工购买了商业意外保险。</p>

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-005906-002

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>The auditee does not respect this principle. The monthly overtime in the factory exceeded legal limit. According to the attendance records from Aug/2024 to audit day, and three months were selected as sample to review: 10 samples selected in Aug/2024 (random month), 10 samples selected Dec/2024 (random month) and 10 samples selected Jul/2025 (current month) respectively were reviewed.</p> <p>Through the attendance records and interviews, it was noted that the monthly overtime hours of all sampled workers were exceed legal limit, which was: up to 60 hours in Aug/2024 (random month), up to 59.5 hours in Dec/2024 (random month) and up to 64 hours in Jul/2025(currently month) respectively. The auditee not respects this principle, because this was a systematic issue. It's not a Zero Tolerance finding in China.(PRC Labor Law, Article 41)</p>	<p>工厂未遵循该准则： 工厂加班超时。被审核方提供了从2024年8月起至审核当天的考勤记录，随机从2024年8月、2024年12月和2025年7月分别抽取了10名员工作为抽样分析。通过考勤记录和访谈得知，所有抽取的月份的月加班超过了法律要求：在2024年8月（随机月份）、2024年12月（随机月份）和2025年7月（最近月份）所有抽取的6名员工月加班达到60小时、59.5小时、64小时。（参考法规：中华人民共和国劳动法（1994）第四十一条）</p>

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-005906-002

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 partially respects this principle. General observation, the facility had in observance of related occupational health and safety regulation, but gaps of following check point in this PA. (amfori BSCI requirement 7.1)</p> <p>The auditee partially respects this principle, because this was not a systematic issue.</p>	<p>工厂部分遵循该准则： 总体上企业遵守了相关的健康和法规，但存在本部分其他检查点的差距。（ amfori BSCI requirement 7.1 ）</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>The auditee partially respects this principle. Based</p>	<p>工厂部分遵循该准则：</p>

Finding	
on site view, it was noted the toilets didn't have toilet paper and soap provided. The auditee partially respects this principle, because this was not a systematic issue. (Reference law: Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4)	现场审核发现工厂的洗手间没有厕纸和洗手液

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	
The auditee partially respects this principle. Through factory tour, auditor found that about 20% of the raw materials in warehouse placed against the wall directly without any gap. The auditee partially respects this principle, because this was not a systematic issue. (General rules for Fire Safety Management of storage occupancies GA1131-2014, article 6.8)	工厂部分遵循该准则： 现场走访时，审核员发现仓库部分货物直接靠墙存放，没有任何间隙。(仓储场所消防安全管理通则 GA1131-2014，第6.8条)

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-005906-002

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respects this principle. Through document review, auditor found that the factory did not build grievance mechanism for surrounding communities to address environmental concerns. The auditee partially respects this principle, because this was not a systematic issue. (amfori BSCI requirement 12.1)	被审核方部分遵循该准则： 没有为社区居民就所关心的环境问题建立投诉机制。