

Monitored Party xxxxxxxxxxxxxxxxxxxxxx	amfori ID 156-021513-000	Address xxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxx China
		Monitoring Partner SGS
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	
		Submission Date 02/04/2026
Monitoring Start Date 27/03/2026	Closing Meeting Finished Date 27/03/2026	
Expiration Date 02/04/2027	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxx x	Site amfori ID 156-021513-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
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	

Name of lead auditor: Terry Mao; APSCA membership number (CSCA 21701952)

Name of observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit was planned for 1 lead auditor x 1 day. The full monitoring (semi announced) was conducted on Mar 27, 2026(First day: 08:42-16:15).

Business partner information: English name and Chinese name: xxxxxxxxxxxxxxxxxxxxxxxx. xxxxxxxxxxxxxxxxxxxxxxxx
(Business licence registration number: 9133xxxxxxxxxxxxxxxxxxxxxx); English address and Chinese address: (Inside
xxxxxxxxxxxxxxxxxxxxxx) xxx
xxxxxxxxxxxxxx China 中国xx. The factory was
founded on Dec 15, 2014, it was limited company and its business license valid until long-term.

The main auditee specialized in vacuum flask, stainless steel bottle.

The main production activities in audited factory: Injection molding, metal working, welding, polishing, washing, paint spraying, screen printing, assembling and packing.

Production capacity is about 5,000,000 pcs per year.

Audited location information: The auditee rented the partial 1F and partial 3F of one 3-storey building and the 1F of one 5-storey building from landlord xxxxxxxxxxxxxxxxxxxxxxx used as workshop, warehouse and office, the auditee provided the rent contract and business license for review. Confirmed by auditor on site tour, the management of audited factory was independent from all other factories in the plant and their products were different from each other, and no workers exchange was identified, so the audit scope only covered the rented area of audited factory.

The partial 1F of one 3-storey building was about 4500 square meters and used as injection molding, metal working, welding, polishing, washing workshop and warehouse.

The partial 3F of one 3-storey building was about 6600 square meters and used as paint spraying, screen printing, assembling and packing workshop, warehouse.

The 1F of the 5-storey building was about 970 square meters and used as office.

No transportation, dormitory or kitchen was provided to workers.

Operating shifts and hours: The main auditee established working hours policy. Based on attendance records from Mar 1, 2025 to the audit day (Mar 27, 2026), all the workers had 1 shift (8:00-11:30; 12:30-17:00). The factory arranged the workers overtime working for 1 or 2 hours on weekdays and 8 hours on Saturday and workers could choose overtime working or not. The factory ensured all workers rest on every Sunday and statutory holidays. It was noted that the workers' max monthly OT hours were 49 hours and the max weekly working hours were 54 hours (sampled 5 out of 5 sampled workers' weekly working hours were not exceeded 60 hours. 1st sampled month (Aug 2025) - standard hours (40 hours) + maximum weekly OT (11 hours); 2nd sampled month (Dec 2025)- standard hours (40 hours) + maximum weekly OT (14 hours); 3rd sampled month (Feb 2026) - standard hours (40 hours) + maximum weekly OT (14 hours)). The main auditee paid enough overtime wage to workers according to legal requirement.

Time recording system: Fingerprint recognition attendance recording system.

Salary payment details: The factory established the procedures about wage and benefits, workers' minimum wage, statutory holidays, annual leaves, etc. were defined in the policy. The wages were paid by bank transfer before the 15th day of the following month, the pay date never delayed, all workers were aware of the wages structures. During the audit, the factory provided the payroll records from Mar, 2025 to Feb, 2026 for review, the workers were paid by hourly rate and the minimum wage for workers were RMB4,000/month(RMB22.99/hour), that was met the local minimum wage standard. In addition, no fine was deducted from the wages and the workers were satisfied with their wages. The auditee did not provide enough social insurance for workers.

Worker number information:

Total worker number was 46(include 33 production workers and 13 non-production workers)

Production worker number was 33 (include 16 male workers and 17 female workers).

All the 34 workers were domestic migrant workers in the factory(included 15 male workers and 19 female workers), and no child labors, young workers, disabilities workers, lactating workers or pregnant workers were found in the factory.

No interns, apprentices, contractor workers were found in factory.

Good practices: Nil

Worker organization details: There's no trade union in the factory, and 2 worker representatives were elected by workers.

Circumstances: Nil

The special circumstances can be classified as followed: No special circumstances were found in auditee by check with IPE website, Credit China Website, etc.

Summary of findings:

The non-compliances were found in below performance areas:

PA1: 1.1 amfori BSCI system was incomplete, 1.4 no planning and calculating for production capacity.

PA2: 2.2 no defined long-term goals.

PA5: 5.5 no enough social insurance.

PA6: 6.2 overtime hours exceeded legal requirement.

PA7: 7.1 HS management system was not perfect, 7.7 part of the chemicals storage was not equipped with secondary containment, no occupational health examinations, 7.11 partial goods were directly leaned against the wall and pillar, 7.13 the external covers of 2 electric boxes were unlocked, 7.22 no toilet paper and liquid soap equipped onsite in the toilets.

PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13: Nil.

Living wage calculation: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the detail of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: No special requirement.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments :

1. No Consolidated Working Hours System Approval obtained by the auditee, so the documented valid authorisation to make exemptions on working hours was not applicable.
2. The audit was not SPA, so the self declaration of producer was not applicable.
3. There were no contractors used by the auditee, which made the contractor license/permit not applicable.
4. No collective bargaining agreement in the auditee, so the relevant documents were not available.

Remark:

Nil.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXX

Site amfori ID
156-021513-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	46	Workers
Legal minimum wage in local currency	2,180	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	5	Workers

Other Metrics

Male workers	21	Workers
Female workers	25	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	25	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	2	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	15	Workers
Domestic migrant workers - Female	19	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	21	Workers
Workers hired directly - Female	25	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	2	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-021513-002

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. The factory had established management system according to amfori BSCI requirement and conducted the internal audit for management system on Dec 12, 2025, but based on documents review, onsite check, interview with workers and managements, some issues appeared in Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health and Safety. The facility declared that was due to the management and workers didn't know the related requirement.

Reference: the requirement of question 1.1 in amfori BSCI system manual.

主要被审核方（生产商）部分遵循该准则。工厂有按照amfori BSCI要求建立相关体系，且在2025年12月12日进行了社会责任体系内审，但根据文件审核，现场审核，员工及管理层访谈确认，工厂在员工参与和保护，公平报酬，体面劳动时间和职业健康安全方面出现问题，工厂解释这是由于管理层和员工不清楚相关要求。

参考法规或参考标准：amfori BSCI管理手册中问题1.1的要求。

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 documents review, interview with workers and managements, the factory had realistically calculated the costs of production and delivery times, but the factory did not provide the related document and records on capacity planning for review. In addition, based on electric attendance records review, all sampled workers' monthly OT hours exceeded the legal requirement (E.g. the maximum monthly overtime was 49h (e.g. in Aug, 2025) for workers). The facility declared that was due to the management and workers didn't know the related requirement. Reference: the requirement of question 1.4 in amfori BSCI system manual.

主要被审核方（生产商）部分遵循该准则。因为根据文件审核，员工及管理层访谈确认，工厂了解如何计算生产产能和订单周期，但无任何计算方法和记录保留。另外根据工厂提供的考勤记录显示，所有抽样员工的月加班时间超法规要求（例如：员工最大月加班为2025年8月的49小时）。工厂解释这是由于管理层和员工不清楚相关要求。

参考法规或参考标准：amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

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 did not respect this principle because as based on document review, management interview and workers interview, during the period of Mar 1, 2025 to Mar 27, 2026, the factory did not define long-term goals to protect workers according to the amfori BSCI Code of Conduct. The facility management declared that, they didn't understand the requirement about long-term goal. Reference: the requirement of question 2.2 in amfori BSCI system manual.	主要被审核方（生产商）未遵循该准则，因为通过文件审核、管理层和员工面谈了解到，工厂在2025年3月1日至2026年3月27日期间没有依据amfori BSCI的行为准则制定长远的目标来保护员工。工厂管理层解释其对长期目标的要求不了解。 参考法规或参考标准：amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxx| Site amfori ID: 156-021513-002

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 because based on documents review, workers interview and management interview, the factory did not provide social insurance to workers as per legal requirement. There were total 46 workers, 6 workers had been retired, and no new worker who entered into the factory in the recently one month. The auditee should buy social insurances for 40 workers; Based on social insurance payment records review, it was noted that the auditee only bought 17 out of total 40 workers with maternity, medical, retirement and unemployment insurance, provided injury insurance to 26 workers. Besides, all factory workers were provided with commercial accident injury insurance. The contract's period of validity was from Aug 8, 2025 to Aug 7, 2026. Interviewed workers who were not provided with social insurance claimed they abandoned social insurance voluntarily, since they had purchased	主要被审核方（生产商）未遵循该准则。因为根据文件审核，员工访谈和管理层访谈，工厂未按照法规要求给所有人员提供所有险种社保。工厂总人数46名，6名为退休员工，无最近一个月内的新进员工，工厂应该给40名员工提供社保。根据工厂提供的社会保险缴费记录显示，工厂仅给40名员工中的17名员工提供了生育，医疗，养老和失业保险，给26名工人购买了工伤保险。另给工厂所有员工缴纳了商业意外险，合同有效期为2025年8月8日至2026年8月7日。访谈中未参保的工人们确认他们自愿放弃社保，因为他们入职前已经购买了农保，但审核中他们无法提供相关的凭证以供审核。工厂解释社保不足的原因是工人流动性大且部分工人已自行购买新农保。 参考法规或参考标准：中华人民共和国劳动法（2018修正），第七十二条和第七十三条的要求。

Finding

rural insurance before entry. However, they could not provide relevant receipt for review during the audit. The facility management declared that the reason for poor social insurance coverage rate was high turnover rate and some workers had bought the new rural social pension insurance.
Reference: the requirement of Labor Law of the People's Republic of China (2018 Amendment) Article 72 and 73.

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-021513-002

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 because workers' monthly overtime hours exceeded legal requirement. Based on documents review, workers interview and management interview, during the audit the factory provided workers' attendance records from Mar 1, 2025 to Mar 27, 2026 for review, during this audit, auditor randomly sampled 5 workers' attendance records from 3 months and it was noted that:
The 1st sampled month(February 2026-Currently month), the standard hours was 128 hours, the max monthly overtime hours were 44 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 54 hours, the most consecutive working days were 6 days;
The 2nd sampled month(December 2025-Random month), the standard hours was 184 hours, the max monthly overtime hours were 48 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 54 hours, the most consecutive working days were 6 days;
The 3rd sampled month(August 2025-Random month), the standard hours was 168 hours, the max monthly overtime hours were 49 hours, the max daily overtime hours were 2 hours, the max weekly working hours were 51 hours, the most consecutive working days were 6 days;

主要被审核方（生产商）未遵循该原则，因为员工的月加班时间超过法规要求。根据文件审核，员工访谈和管理层访谈，审核期间工厂提供的工人从2025年3月1日至2026年3月27日的考勤记录，此次审核期间，审核员随机抽取5名员工三个月的考勤记录发现：
第一个抽样月（2026年2月-当前月），标准工时128小时，最大月加班为44小时，最大日加班为2小时，最大周工作时间为54小时，最长连续上班时间为6天；
第二个抽样月（2025年12月-随机月），标准工时184小时，最大月加班为48小时，最大日加班为2小时，最大周工作时间为54小时，最长连续上班时间为6天；
第三个抽样月（2025年8月-随机月），标准工时168小时，最大月加班为49小时，最大日加班为2小时，最大周工作时间为51小时，最长连续上班时间为6天。
工厂解释是由于订单时间比较紧张和生产员工比较少导致的。
参考法规或参考标准：中华人民共和国劳动法（2018修正）第四十一条的要求。

Finding

The facility management declared that delivery time of order was relatively short and number of production workers was relatively small.
Reference: the requirement of Labor Law of the People's Republic of China (2018 Amendment), Article 41.

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-021513-002

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 because based on onsite check, documents review, workers interview and management interview, the auditee had collected laws and regulations about OHS, established management system on health and safety and assigned one qualified employee Mr. Li Qingfeng / Admin Manager to monitor implement, provided H&S training to workers, but H&S issues were identified due to management negligence. The facility declared that was due to the management and workers didn't know the related requirement. Reference: the requirement of question 7.1 in amfori BSCI system manual.

主要被审核方（生产商）部分遵循该准则。原因是根据现场查看，文件审核，员工访谈及管理层访谈，被审核方虽然收集了健康安全相关的法律法规，建立健康安全管理体系并指定了专人李庆丰/行政经理负责监督执行，提供了健康安全培训给工人，但是由于管理疏忽，导致仍然有健康安全问题存在。工厂解释这是由于管理层和员工不清楚相关要求。
参考法规或参考标准：amfori BSCI管理手册中问题7.1的要求。

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 did not respect this principle. Because based on onsite check, documents review, workers interview and management interview, the factory had established the program on chemicals management and appointed person in charge of the chemicals, the separated storage area was provided to store the chemicals, but part of the chemicals storage in the paint spraying

主要被审核方（生产商）未遵循该准则。因为根据现场查看，文件审核，员工访谈及管理层访谈，工厂已经建立化学品管理程序并任命人员去管理化学品，专用区域被用于储存化学品，但喷漆车间部分化学品储存未配备二次容器，且工厂未安排危害岗位工人如金工工人，焊接工人，抛光工人和喷漆工人等进行职业病体检。工厂解释这是由于管理层和员工不清楚相关要求。

Finding	
workshop was not equipped with secondary containment, and the factory did not arrange the occupational health examinations for the workers in hazardous posts as per the law requirements, such as the metal working workers, welding workers, polishing workers, paint spraying workers, etc. The facility declared that was due to the management and workers didn't know the related requirement. Reference: the requirement of Code of Design on Building Fire Protection and Prevention (GB 50016-2014, 2018 Amendment), Article 3.6.12 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	参考法规或参考标准：建筑设计防火规范（GB 50016-2014，2018修正）3.6.12和中华人民共和国职业病防治法（2018修正）第三十五条的要求。

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	
7.11 The main auditee partially respected this principle because based on onsite check, documents review, workers interview and management interview, the factory partial goods in the raw materials warehouse were directly leaned against the wall and pillar. The facility declared that was due to the management and workers didn't know the related requirement. Reference: the requirement of Regulations on Fire Prevention of Warehouse (1990), Article 18.	主要被审核方（生产商）部分遵循该准则。原因是根据现场查看，文件审核，员工访谈及管理层访谈，工厂的原材料仓库的部分货物挨墙靠柱存放。工厂解释这是由于管理层和员工不清楚相关要求。参考法规或参考标准：仓库防火安全管理规则（1990）第十八条的要求。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
7.13 The main auditee partially respected this principle. Because based on onsite check, documents review, workers interview and management interview, the factory established the management program on electrical installations and equipment, appointed the person to inspect regularly, during the audit, the inspection records were saved, but based on onsite observation, the external covers of 2 electric boxes in the injection	主要被审核方（生产商）部分遵循该准则。因为根据现场查看，文件审核，员工访谈及管理层访谈，工厂建立了电气设施管理程序且安排人员去负责定期检查，本次审核，工厂保留了电气设施的检查记录，但根据现场观察，注塑车间内有2个配电箱外盖没有上锁。工厂解释这是由于管理层和员工不清楚相关要求。参考法规或参考标准：国家电气设备安全技术规范（GB 19517-2009）2.2.3的要求。

Finding

molding workshop were unlocked. The facility declared that was due to the management and workers didn't know the related requirement. Reference: the requirement of National Safety Technical Code for Electric Equipment (GB 19517-2009) 2.2.3.

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

7.22 The main auditee partially respected this principle. Because based on onsite check, documents review, workers interview and management interview, the auditee provided enough toilets to workers, but no toilet paper and liquid soap equipped onsite in the toilets. The facility declared that was due to the management and workers didn't know the related requirement. Reference: the requirement of question 7.22 in amfori BSCI system manual.

主要被审核方（生产商）部分遵循该准则。因为根据现场查看，员工访谈及管理层访谈，被审核方提供了足够的厕所蹲位给工人，但厕所未配备厕纸和洗手液。工厂解释这是由于管理层和员工不清楚相关要求。
参考法规或参考标准：amfori BSCI管理手册中问题7.22的要求。