

Monitored Party xxxxxxxxxxxxxxxxxx	amfori ID 156-020122-000	Address China
		Monitoring Partner TUV Rheinland
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Submission Date 28/04/2025
Monitoring Start Date 21/04/2025	Closing Meeting Finished Date 23/04/2025	
Expiration Date 28/04/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxx	Site amfori ID 156-020122-002	

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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: Emma Liu, CSCA 21702587,

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit is planned for 1 auditor in 3 days.

Announcement Type: Semi-Announced.

Business partner information:

The auditee was located at xxxxxxxx The auditee applied for a business license on 23 August 2016. The main products manufactured by the auditee were Power bank, electronic clock, Bluetooth speaker, Bluetooth earphone and wireless charger. The main production processes were injection, spraying, printing, assembly and packing. No process was subcontracted. The peak season was not obvious.

Remark: 1. the company name and site name in English of the previous report was xxxxxxxxxx, but, the auditee confirm that the company name and site name in this report should be xxxxxxxxxxxxxxxx. However, those two names were the same company. In addition, the address description of the previous report was China. The direct translation of the address on the business license should be xxxxxxxxxxxxxx China . However, those three site description were the same premises.

Auditee location information:

Within the site boundary, there were total two 3-storey production and warehouse building, one 1-storey warehouse building and three 5-storey dormitory building. The auditee rented and occupied all of them.

Detail of one 3-storey building: 1F: injection, 2F: assembly and packing, 3F: spraying and printing;

Detail of one 3-storey building: 1F: warehouse, 2F: office, 3F: assembly and packing;

Detail of the 1-storey building: warehouse;

Detail of one 5-storey building: 1F: canteen, kitchen, 2~5F: living rooms;

Detail of one 5-storey building: 1F: canteen, office, 2~5F: living rooms;

Detail of one 5-storey building: 1F: office, 2~5F: living rooms;

There were no other factories in the boundary, only one factory, the auditee. The audit covered all areas within the boundary.

Operating shifts and hours:

Working hour records were provided by the auditee from 01 March 2024 to the audit date. The regular working days defined by the auditee was from Monday to Friday. The working hours arranged for office employees and production workers (except injection worker) was 08:00-12:00, 13:30-17:30, and if overtime arranged it would be arranged from 18:00. There were two shifts arranged for injection workers, day shift: 08:00-12:00, 13:30-17:30, 18:00-20:00 as overtime, night shift: 20:00-24:00, 01:00-05:00, 06:00-08:00 as overtime. There were three shifts arranged for security guard: 08:00-16:00, 16:00-24:00, 00:00-08:00. The working hours arranged for kitchen workers were 09:00-13:00, 15:00-19:00. Working hour records from 22 sampled workers showed that the maximum daily overtime was 2 hours, the maximum weekly overtime hours was 20 hours, and maximum monthly overtime was 94 hours. The maximum consecutive working days was 6 days.

Time recording system:

Workers used facial identified and fingerprint attendance machines to keep attendance record.

Salary payment details:

Payroll records of 22 sampled workers from 01 March 2024 to 28 February 2025 were provided by the auditee. The wage of March 2024 to June 2024 were paid in cash, since the wage of July 2024, wages were paid via bank transfer. Wages were paid before the 30th of the following month. The wages of workers were calculated on hourly basis. The minimum wage in Dongguan City was RMB 1900/month (equivalently RMB 10.92 per hour) since 1 December 2021. From 01 March

to 30 June 2024, the auditee paid employees a minimum wage of RMB 10.92/hour, and from 01 July 2024 to 28 February 2025, the auditee paid employees a minimum wage of RMB 11/hour. Overtime on working days, rest days and statutory holidays were paid 1.5 times, 2 times and 3 times of the basic wages respectively. The auditee collected the local minimum wage, which as of March 1, 2025, is RMB 2080/month in Dongguan City, which is equivalent to RMB 11.95/hour. Post allowance and high temperature bonus were provided. And the auditee will be paid the regular wage as RMB 12/hour since the wage of 01 March 2025.

Worker number information:

Total 379 employees currently working in the factory, including 66 non production employees and 313 production workers (including 139 males production workers and 174 females production workers). There was total 337 domestic migrant employees, including 151 were males and 186 were females. 371 employees were hired directly, while 8 employees (security guard and kitchen worker) were hired indirectly. No young worker, home worker was used.

Good practices: the auditee provided free dormitory and free meals to employees.

Worker organization details:

The factory had not set up a union. There were two worker representatives currently, which were elected on 01 November 2024.

Circumstances: All area were open for site observation. Finally, one management and one worker representative agreed all findings and signed the findings report. There was no special circumstance during the audit.

Summary of findings:

PA 1: insufficient management system and incomplete capacity planning;

PA 2: insufficient management of grievance mechanism;

PA 5: insufficient social insurance;

PA 6: monthly overtime exceed legal requirement;

PA 7: inadequate occupational health examination, insufficient workers' compensation or accident insurance, insufficient PPE wore, insufficient management of hazardous chemical, insufficient electrical safety management, insufficient food safety management, broken locker or no lockers in the dormitory;

PA 12: no boundary noise monitor at night;

PA 13: insufficient risk assessment and control of integrity and corruption;

Living wage calculation:

#LivingWage

- No anker wage available for the producer location, so we used the data provided by auditing company;
- The calculation methodology refers to anker 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(s) had been obtained the individual's consent during the audit.

2. No government waiver was obtained. No labor agency and contractor was used. No collective bargain agreement was in place. Therefore, the relevant documents were not applicable.

SITE DETAILS

Site

xxxxxxxxxxxxxxxx

Site amfori ID

156-020122-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Consumer Electronics

amfori Process Classifications

Assembly / installation of pieces / parts / screws / cover

NACE Classification

Manufacture of consumer electronics

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	379	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,914	Monthly
Calculated living wage in local currency	2,293.16	Monthly
Total sample	22	Workers

Other Metrics

Male workers	165	Workers
Female workers	214	Workers
Non-binary workers	0	Workers
Permanent workers - Male	165	Workers
Permanent workers - Female	214	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	6	Workers
Management - Female	3	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	25	Workers
Workers with night shift - Female	22	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	151	Workers
Domestic migrant workers - Female	186	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	159	Workers
Workers hired directly - Female	212	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	6	Workers
Workers hired indirectly - Female	2	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	9	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

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

The auditee partially adhered to this principle because based on document review, on-site observation, management interviews, and employee interviews, the auditee established and maintained a social responsibility management system. However, there were deficiencies in the operation of the system, such as overtime work in excess of the monthly overtime allowed by regulations and inadequate health and safety management, etc. The management stated that overtime work is voluntary for workers. As for the deviations in health and safety, they will improve them as soon as possible. Violated the requirements in the amfori BSCI system manual.

被审核方部分遵守该原则，因为基于文件查阅，现场观察、管理层访谈和员工访谈，被审核方建立并维护社会责任管理体系。但是该体系的运行存在缺失，例如，超过法规允许的月加班和不充足的健康安全管理等。管理层表示，加班是工人自愿的。至于健康安全方面的偏差，他们会尽快改善。违反了amfori BSCI系统手册中的要求。

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

The auditee partially adhered to this principle because base on document review, management interviews, and employee interviews, the auditee established production costing and capacity planning procedures. However, the auditee did not have enough employees or proper production planning for production, and workers' monthly overtime exceeded that allowed by local regulations, up to a maximum of 94 hours/month. Management stated that it is difficult to fully comply with the regulations at this time, but that they have been gradually reducing overtime hours. Violated the requirements in the amfori BSCI system manual.

被审核方部分遵守该原则，因为基于文件查阅，管理层访谈和员工访谈，被审核方建立了生产成本计算和产能规划程序。但是，被审核方没有足够的员工或者进行合理的生产规划进行生产，工人月加班超过当地法规的允许，最大达到94小时/月。管理层称目前加班时间难以完全符合法规要求，但是他们已经在逐步降低加班时间了。违反了amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

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	
The auditee partially adhered to this principle because base on document review, management interviews, and employee interviews, the auditee established a grievance mechanism and set up a suggestion box, and in the past 12 months, the auditee has not received any grievances, nor has the auditee evaluated the effectiveness of the grievance mechanism, nor has it conducted worker satisfaction surveys, etc. Violated the requirements in the amfori BSCI system manual.	被审核方部分遵守该原则，因为基于文件查阅，管理层访谈和员工访谈，被审核建立了申诉机制并且设立了意见箱，在过去12个月，被审核方没有收到申诉，被审核方也没有就申诉机制的有效性进行评估，也没有进行工人满意度调查等。违反了amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

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	
The auditee did not adhered to this principle, based on the review of social insurance participation data in the past 12 months, management interviews, and worker interviews, not all employees had received social insurance coverage. The auditee currently had 379 employees, including 31 retired returning employees, no new employees. According to social insurance records of April 2025, the auditee did not provide pension insurance for 235 out of 348 employees, did not provide unemployment insurance, employment injury insurance, medical and maternity insurance for 236 employees. Management interviews and worker interviews indicated that the factory encouraged workers to enroll in social insurance; however, some workers were reluctant to do so for personal reasons. Violated Articles 72 and 73 of the Labor Law of the Labour Law of the People's Republic of China (2018). Remark: The auditee purchased commercial accident insurance for 200 employees, effective from 19 April 2025 to 18 April 2026, provided Specific work-related injury insurance for 7 retired returning employees.	被审核方未遵守该原则，基于过去12个月的社保参保数据查阅、管理层访谈和工人访谈，不是所有员工都进行了社保参保。被审核方目前有379名员工，包含31名退休返聘员工，无新员工。根据2025年4月社保记录，工厂没有为348名员工中235名员工提供养老保险，没有为236名员工提供失业保险，工伤保险，医疗保险和生育保险。管理层访谈和工人访谈显示，工厂鼓励工人参加社保，但是，部分工人出于个人考虑，不愿意参保。违反了中华人民共和国劳动法(2018)第72和73条。备注：被审核方为200名员工购买了商业意外保险，有效期从2025年4月19日至2026年4月18日，为7名退休返聘员工提供特定工伤保险。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

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	
The auditee did not adhere to this principle because based on document review, management interviews, and worker interviews, the monthly overtime of workers systematically exceeded the local regulations (36 hours per month). The attendance records of the 22 sampled employees from 01 March 2024 to the date of the audit were reviewed in this audit, with February 2025, August 2024 and June 2024 as the sampled months, showing that in February 2025, 95% sampled employees worked 64 hours of overtime per month, in August 2024, 95% sampled employees worked 94 hours of overtime per month, and in June 2024, 100% sampled workers worked 40~88 hours of overtime per month. The management stated that the factory arranges overtime according to the needs of production and that it is difficult to control monthly overtime within the legal requirements. Workers indicated that overtime was voluntary. Violated the Article 41 of the Labor Law of the People's Republic of China. Remark: Maximum monthly overtime from 01 April 2025 to 22 April 2025 is 60 hours.	被审核方未遵守该原则，因为基于文件查阅、管理层访谈和工人访谈，工人的月加班系统性地超出当地法规的允许（36小时/月）。审核中查阅了22个抽样员工的从2024年3月1日至审核当日的考勤记录，其中2025年2月，2024年8月和2024年6月作为抽样月份，显示在2025年2月95%抽样员工月加班为64小时，在2024年8月95%抽样员工月加班为94小时，在2024年6月，100%抽样工人的月加班为40~88小时。管理层表示，工厂根据生产的需要安排加班，月加班很难控制在法律要求内。工人表示加班都是自愿的。违反了中华人民共和国劳动法第41条。备注：1. 2025年4月1日至4月22日最大月加班为60小时。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially adhered to this principle because based on on-site visits, document review, management interviews, and worker interviews, the occupational health checkups provided by the auditee in the past 12 months were inadequate, and the auditee did not provide occupational health checkups for about 60% of the workers in toxic and	被审核方部分遵守该原则，因为基于现场走访、文件查阅、管理层访谈和工人访谈，在过去12个月，被审核方提供的职业健康体检是不充分的，被审核方没有为大约60%从事有毒有害岗位的工人提供职业健康检查，例如：例如暴露在粉尘和噪声环境的工人以及接触危险化学品的工人等。管理层称，他们会逐步提升从事有毒有害岗位工人参加职业健康

Finding	
hazardous positions, such as, for example, workers exposed to dust and noise and workers exposed to hazardous chemicals. The management stated that they would gradually increase the proportion of workers in toxic and hazardous positions who attended occupational health examinations, but this would require a process. Violated the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, article 35.	体检的比例，但是这需要一个过程。违反了中华人民共和国职业病防治法第35条。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially adhered to this principle because based on document review, management interviews, and worker interviews, the auditee currently has 379 employees, provided social insurance (including workers' compensation insurance) for 112 employees, specific workers' compensation insurance for 7 retired and rehired employees, and commercial accident insurance for 200 employees. In other words, the auditee did not provide workers' compensation or accident insurance for 60 employees. Violated the Social Insurance Law of the People's Republic of China, Article 33.	被审核方部分遵守该原则，因为基于文件查阅、管理层访谈和工人访谈，被审核方目前共有379名员工，为112名员工提供了社保(含工伤保险)，为7名退休返聘员工提供特定工伤保险，为200名员工提供商业意外保险。换言之，被审核方没有为60名员工提供工伤保险或意外险。违反了中华人民共和国社会保险法 第33条。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially adhered to this principle because based on site visits, management interviews and worker interviews, the auditee provided workers with PPE such as activated carbon masks, earplugs and rubber gloves, etc. However, at least three soldering employees did not wear dust masks as required, and two employees exposed to hazardous chemicals did not wear rubber gloves as required. Management said that workshop management normally supervised workers on the proper use of PPE. The	被审核方部分遵守该原则，因为基于现场走访、管理层访谈和工人访谈，被审核方为工人提供了个人防护用品，如活性炭口罩，耳塞和橡胶手套等。但是，至少三名焊锡员工没有按要求佩戴防尘口罩，两名接触危险化学品的员工没有按要求佩戴橡胶手套。管理层表示，车间管理人员平常都会监督工人正确使用个人防护用品。工人表示，他们认为佩戴个人防护用品不舒适，所以不想佩戴。违反了中华人民共和国安全生产法(2021) 第45条。

Finding	
workers said they did not want to wear the PPE because they did not think it was comfortable. Violated the Work Safety Law of the People's Republic of China (2021), article 45.	

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	
The auditee partially respected this principle because based on management interview, work interview and onsite observation, about 5% of hazardous chemicals (such as thinner) were not stored in secondary containers and two bottles of dispensed hazardous chemicals (such as thinner) were without safety labeled. Violated Chemical safe handling in workplace, Article 12, Regulation on the Safety Management of Hazardous Chemicals, Article 20.	被审核方部分遵守该原则，因为基于管理层访谈，工人访谈和现场观察，大约5%的危险化学品（如天那水）没有使用二次容器存放，两瓶分装的危险化学品（如天那水）没有粘贴安全标签。管理层表示，由于监管疏忽，没注意到这些问题，将会尽快改善。违反了工作场所安全使用化学品规定 第12条，危险化学品安全管理条例 第20条。

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	
The auditee partially respected this principle because based on onsite observation, worker interview and management interview, the protective covers of an electrical switch and an electrical box in injection molding workshop were missing, resulting in exposed wires; an electrical switch was mounted on a combustible wooden board without protective cover, with a risk of short-circuit combustion. Management stated that they missed the area during their routine electrical safety inspection and they would arrange for an electrician to improve the matter as soon as possible. Violated the Code for Design of Low Voltage Electrical Installations GB50054-2011, article 5.1.1, General Guide for Safety of Electric User, article 5.1.1.	被审核方部分遵守该原则，因为根据现场观察，工人访谈和管理层访谈，注塑车间一个电气开关和一个电箱防护罩缺失，导致电线裸露；一处电气开关安装在可燃木板上，有短路燃烧风险。管理层称，他们在日常的电气安全检查中遗漏了该处，他们会安排电工尽快改善该事项。违反了低压配电设计规范GB50054-2011，第5.1.1条，用电安全导则 第5.1.1条。

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	
The auditee partially adhered to this principle, because base on on-site visits, management interviews, and employee interviews, the auditee did not conduct food sampling, and in addition, one of the cooks did not wear a head covering during the operation. According to the interview, the cook was not aware of the specific requirements for food sampling. The auditee did provide head coverings and aprons for the workers, but the workers did not want to wear them because they felt uncomfortable wearing them. Violated the Operating Specifications on Food Safety in Catering Services, article 7.9, General Hygiene Code for Food Service, article 11.2.	被审核方部分遵守该原则，基于现场走访，管理层访谈和员工访谈，被审核方未进行食品留样，此外，一名厨工在作业过程没有佩戴头套。根据访谈，厨工不了解食品留样的具体要求。被审核方有为工人提供头套和围裙，但是工人觉得戴着头套不舒服，所以不想佩戴。违反了餐饮服务食品安全操作规范 第7.9条,餐饮服务通用卫生规范 第11.2条。

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially adhered to this principle, because base on on-site visits, worker interview and management interviews, one out of the eight sampled dormitory rooms was not equipped with lockable lockers for workers, and the doors or locks of lockers in at least three rooms were damaged and could not be locked for employees to store valuables. Workers interviewed said they rarely kept valuables in their dormitories. Management indicated that workers could leave their personal belongings in unused beds. Violated code for design of dormitory building, 4.2.3.	被审核方部分遵守该原则，因为基于现场观察，工人访谈和管理层访谈你，抽样的8个宿舍房间当中，1个房间没有配备可上锁的储物柜给工人，至少3个房间的储物柜门或锁是损坏的，未能上锁以供员工存放贵重物品。受访工人表示，他们很少在宿舍放贵重物品。管理层表示，工人可以将个人物品放置在闲置的床位。违反了《宿舍建筑设计规范》第4.2.3条。

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially adhered to this principle	被审核方部分遵守该原则，因为基于现场走访、文

Finding

because based on on-site visits, document review, and management interviews, the auditee was conducting production at night, however, the auditee did not conduct monitoring of noise at the boundary at night. The management stated that this was due to management negligence. Violated the Measures for the Administration of Environmental Surveillance, Article 21.

件查阅和管理层访谈，被审核方夜间有进行生产，但是，被审核方没有进行夜间厂界噪声的监测。管理层表示，这是管理上的疏忽导致的。违反了环境监测管理办法第21条。

PA 13: Ethical Business Behaviour

Site: xxxxxxxxxxxxxxxx | Site amfori ID: 156-020122-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially adhered to this principle due to document review, management interviews, and employee interviews, the integrity and corruption risk assessment conducted by the auditee was inadequate, and specific and targeted preventive and control measures were not developed based on the risk characteristics of different positions. The management stated that the work was not carefully analyzed and managed and that they would follow up to improve it as soon as possible. Violated the requirements in the amfori BSCI system manual.

被审核方部分遵守该原则，因为基于文件查阅，管理层访谈和员工访谈，被审核方进行的廉政腐败风险评估是不充分的，没有根据不同岗位的风险特性制定具体的且有针对性的防控措施。管理层表示，该项工作没有得到细致的分析和管理的，他们后续会尽快改善。违反了amfori BSCI系统手册中的要求。