

Monitoring summary report for XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

MONITORING ID: 24-0273658-1



Monitored Party XXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX	amfori ID 156-057097-000	Address XXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXX China
		Monitoring Partner SGS
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Submission Date 26/08/2025
Monitoring Start Date 19/08/2025	Closing Meeting Finished Date 19/08/2025	
Expiration Date 06/09/2026	Announcement Type Semi Announced	
Site XXXXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX	Site amfori ID 156-057097-001	

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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	

Good practices: Nil

Circumstances: Nil

Summary of findings: PA1: 1.1 BSCI management system not perfect;1.4: the calculation of production capacity was not reasonable; PA2: 2.2: the factory did not collecting evidence to indicate the compliance status of long-term goals; PA3: NA; PA4: NA; PA5: 5.4: wages obtained by the workers did not meet a decent standard of living; 5.5: the finding in previous audit was closed; PA6: 6.2 workers' monthly overtime hours exceeded the legal requirement. PA7: 7.1: OHS issues were found during the audit. 7.2: the factory did not provide injury insurance or commercial insurance for some workers, 7.6: workers were not wearing PPEs as requirement when working;7.8: the finding in previous audit was closed PA8: NA; PA9: NA; PA10: NA; PA11: NA; PA12: NA. PA13: NA.

Precautions taken about #COVID-19 in the facility: Nil.

Attachments :

1. No Consolidated Working Hours System Approval was obtained by the auditee.
2. No collective bargaining was conducted in the auditee.
3. No subcontractors, including process and personnel subcontractors were used by the auditee.

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXXXXXXXXXX

Site amfori ID

156-057097-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Consumer Electronics

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	31	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	8	Workers
Female workers	23	Workers
Non-binary workers	0	Workers
Permanent workers - Male	8	Workers
Permanent workers - Female	23	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	1	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	4	Workers
Domestic migrant workers - Female	7	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

[illegible]

ENGLISH

Finding

Finding: The main auditee partially respects this principle because based on management, workers and worker representative interview, documents review and onsite observation, the factory had established relevant procedures based on amfori BSCI code of conduct, which were implemented during the factory operation, but gaps were identified according to the amfori BSCI requirements during the social system implementation, such as PPE wearing issues. The management explained that they did not clear about the relevant regulatory. Reference: The requirement of question 1.1 in amfori BSCI system manual.

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?

LOCAL LANGUAGE

Finding

Finding: The main auditee partially respects this principle because based on management, workers and worker representative interview, documents review, the factory evaluated cost and workforce capacity, but the workforce capacity evaluation did not focus on legal compliance regarding working hours. The factory explained that sometimes there are urgent orders, in order to deliver on time, they do not pay attention to overtime. Reference: The requirement of question 1.4 in amfori BSCI system manual.

跟进审核在2025年8月19日：未关闭
工厂未完全遵守该原则，因为基于管理层，员工及工人代表访谈及文件审核，工厂评估了生产成本和产能，但工厂的产能评估没有关注工作时间的法律符合性。工厂解释有时有紧急订单，为了按期交货，就没有关注加班时间。参考标准：amfori BSCI 管理手册中问题1.4的要求。

[illegible]

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 Follow up audit conducted on Aug 19, 2025:
Open
Finding: The main auditee partially respects this principle because based on management, workers and worker representative interview, documents review, the factory provided long term goal record to protect workers according to the amfori BSCI Code of Conduct, but it did not collect evidences to indicate the compliance status, and the factory management explained that they did not clear about the revelant requirements. Reference: The requirement of question 2.2 in amfori BSCI system manual.

跟进审核在2025年8月19日：未关闭
被审核方部分遵循该准则。因为基于管理层，员工及工人代表访谈，文件审查，工厂提供了根据amfori BSCI行为守则设置的保护工人长期目标记录，但是工厂没有收集证据以显示符合状态，工厂管理层表示不清楚相关要求。参考标准：amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

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Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

5.4 Follow up audit conducted on Aug 19, 2025:
New
Finding: The main auditee did not respect the principle because based on management, workers and worker representative interview, documents review, the wasges obtained by the workers did not meet a decent standard of living. Based on payrolls from Aug 2024 to Jul 2025 provided by the factory, 5 out of 5 sampled workers were paid less than decent standard of living during the partial sample months. The factory said that the factory sets different salary standards according to the positions of employees, and the factory said that it will adjust as soon as possible to meet the requirements.Reference: The requirement of question 5.4 in amfori BSCI system manual.

跟进审核在2025年8月19日：新发现
被审核方没有遵守该原则。因为基于管理层，员工及工人代表访谈，文件审查，工人获得的工资低于体面生活标准。根据工厂提供的2024年8月至2025年7月的工资表查看，抽样5名员工中的5名员工在部分抽样月份获得的工资低于体面生活标准。工厂表示工厂根据员工的岗位设定不同的岗位工资标准，工厂表示会尽快调整以满足要求。参考标准：amfori BSCI管理手册中问题5.4的要求。

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>5.5 Follow up audit conducted on Aug 19, 2025: Open Finding: The auditee did not respect this principle because based on management and worker interviews and documents review, the factory did not provide social insurance to all workers as per legal requirement. Based on provided social insurance payment records of Jul 2025, there were 31 employees in the factory, 29 employees were under retirement age and employed more than one month, which should be provided with social insurance, but the factory only provided endowment insurance, medical insurance, unemployment insurance and accident and child-bearing insurance for 17 employee(58.6%). And the factory did not purchase commercial accident insurance for the rest employees. Remark: Based on workers and management interview, the workers did not buy social insurance because they were not willing to buy. Moreover, most of them bought new rural endowment insurance. But they did not provide evidence for new rural endowment insurance buying. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Social Insurance Law of the People's Republic of China (2018 Amendment), article 10, Article 23, Article 33, Article 44, Article 53, Article 58, Article 60</p>	<p>跟进审核在2025年8月19日：未关闭 被审核方未遵守该原则，因为基于管理层和工人访谈以及文件审查，工厂未按照法规要求给所有人员提供社保。根据工厂提供的2025年7月的社会保险缴费记录，工厂有员工31名，其中29名员工低于法定退休年龄且工作满一个月需提供保，但工厂只给17名(58.6%)员工提供了养老保险，医疗保险，失业保险，工伤和生育保险。工厂没有给其余员工购买了商业意外险。备注：根据员工访谈和管理层访谈，员工没有购买社保的原因是他们自己不愿意购买，另外他们大多数有购买新农保。但他们没有提供购买新农保的凭证。参考标准:中华人民共和国劳动法（2018修正）第七十二条和中华人民共和国社会保险法（2018修正）第十条，第二十三条，第三十三条，第四十四条，第五十三条，第五十八条和第六十条。</p>

PA 6: Decent Working Hours

Site: xx | Site amfori ID: 156-057097-001

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>6.2 Follow up audit conducted on Aug 19, 2025: Open Finding: The main auditee did not respect this principle because based on management, workers and worker representative interview, documents review, workers' overtime hours did not</p>	<p>跟进审核在2025年8月19日：未关闭 被审核方未遵循该准则。因为基于管理层，员工及工人代表访谈，文件审查，未确保员工的加班时间符合法规要求。工厂提供了员工从2024年8月1日至审核当天的考勤记录，抽样5名员工在2024年12月，</p>

Finding	
<p>comply with legal requirements. The factory provided workers' attendance records from Aug 1, 2024 to the audit day for review; based on 5 sampled workers' attendance records of Dec, 2024, Mar, 2025 and Jul, 2025 review and found that all the sampled workers' monthly overtime hours exceeded 36 hours, and the details as follow:</p> <p>1st sampled month(Dec, 2024)-standard working hours (176 hours), maximum monthly overtime was 52 hours, including 20 overtime hours on weekdays and 32 overtime hours on weekends;</p> <p>2nd sampled month(Mar, 2025)-standard working hours (168 hours), maximum monthly overtime was 59 hours, including 19 overtime hours on weekdays and 40 overtime hours on weekends;</p> <p>3rd sampled month(Jul 2025)-standard working hours (184 hours), maximum monthly overtime was 56 hours, including 24 overtime hours on weekdays and 32 overtime hours on weekends;</p> <p>The workers maximum weekly working hours were 54 hours, maximum daily overtime was 3 hours. The factory explained that sometimes there are urgent orders, in order to deliver on time, they do not pay attention to overtime. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>2025年3月及2025年7月的考勤记录发现抽样员工月加班超过36小时,具体如下:</p> <p>第一个抽样月(2024年12月)-标准工时(176小时),最大月加班52小时,包括20小时正常工作日加班和32小时周末加班;</p> <p>第二个抽样月(2025年3月)-标准工时(168小时),最大月加班59小时,包括19小时正常工作日加班和40小时周末加班;</p> <p>第三个抽样月(2025年7月)-标准工时(184小时),最大月加班56小时,包括24小时正常工作日加班和32小时周末加班;</p> <p>员工最大的周工时为54小时,最大日加班为3小时。工厂解释有时有紧急订单,为了按期交货,就没有关注加班时间。参考法规:中华人民共和国劳动法(2018修正)第四十一条</p>

[illegible]

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 Follow up audit conducted on Aug 19, 2025: Open</p> <p>Finding: The main auditee partially respects this principle because based on management, workers and worker representative interview, documents review and onsite observation, the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were some non-compliances identified during the audit due to management negligence, such as PPE wearing</p>	<p>跟进审核在2025年8月19日：未关闭</p> <p>被审核方部分遵循该准则。因为基于管理层，员工及工人代表访谈，文件审查和现场观察，尽管工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，审核中仍有一些问题发现，如劳保用品佩戴问题等。工厂解释不清楚相关法规要求。参考标准：amfori BSCI管理手册中问题7.1的要求。</p> <p>备注：工厂在2025年6月25日开展了职业危害因素检，并为所有接触职业危害因素得工人提供了职业健康体检。</p>

Finding	
<p>issues, etc. The management explained that they did not clear about the relevant regulatory.</p> <p>Reference: The requirement of question 7.1 in amfori BSCI system manual.</p> <p>Remark: The factory had conducted an inspection of occupational hazard factors on Jun 25, 2025 and provided occupational health examinations for all workers who exposed to hazards.</p>	

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

7.2 Follow up audit conducted on Aug 19, 2025:

Finding: The main auditee did not respect this

principle because based on management, workers and worker representative interview, documents review and onsite observation, the factory only provided injury insurance or commercial insurance to 17 out of 31 (54.8%) employees. The factory management explained that they did not clear about the requirement. Reference: the requirement of question 7.2 in amfori BSCI system manual.

跟进审核在2025年8月19日：未关闭

被审核方未遵循该准则。因为基于管理层、员工及工人代表访谈，文件审查和现场观察，工厂仅为31名员工中的17名（54.8%）员工购买了工伤保险或者商业保险。工厂表示不清楚相关要求。参考标准：amfori BSCI管理手册中问题7.2的要求。

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	Recommendation
<p>1. The majority of the respondents (60%) were male, while 40% were female. This gender distribution may influence the results of the study, as gender can be a factor in organizational commitment.</p>	<p>1. Future research should consider a more balanced gender distribution to ensure the results are generalizable to both male and female employees.</p>
<p>2. The majority of the respondents (70%) were from the manufacturing sector, while 30% were from other sectors. This sectoral distribution may influence the results of the study, as organizational commitment can vary across different industries.</p>	<p>2. Future research should consider a more diverse sectoral distribution to ensure the results are generalizable to employees across different industries.</p>
<p>3. The majority of the respondents (80%) were from the private sector, while 20% were from the public sector. This sectoral distribution may influence the results of the study, as organizational commitment can vary between the public and private sectors.</p>	<p>3. Future research should consider a more balanced sectoral distribution to ensure the results are generalizable to employees in both the public and private sectors.</p>
<p>4. The majority of the respondents (60%) were from the services sector, while 40% were from other sectors. This sectoral distribution may influence the results of the study, as organizational commitment can vary across different industries.</p>	<p>4. Future research should consider a more diverse sectoral distribution to ensure the results are generalizable to employees across different industries.</p>

7.6 Follow up audit conducted on Aug 19, 2025:

New

Finding: The main auditee partially respected this

principle, based on onsite observation and worker interview, because two soldering workers were not wearing dust masks; based on workers interview and management interview, the factory provided proper PPEs for workers, but it was due to the carelessness of management and the workers were not willing to wear proper PPE for uncomfortable. Reference: Production Safety Law of the People's Republic of China (2021 Amendment), Article 45.

跟进审核在2025年8月19日：新发现
工厂完全遵守该原则。因为根据现场查看和员工

工) 未完全遵守该原则, 因为根据现场查看和员工访谈, 2名焊锡工人没有佩戴防尘口罩; 根据员工访谈和管理访谈, 工厂有提供合适的劳保用品给到工人, 但因为管理人员疏忽和因不舒适员工不愿意佩戴合适的劳保用品。参考标准: 中华人民共和国安全生产法(2021修正), 第四十五条

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>7.8 Follow up audit conducted on Aug 19, 2025: Closed</p> <p>The auditee complied with this principle, because based on interviews with management and workers and on-site observations, it was found that the laser position needed to avoid direct and scattered exposure to the eyes and skin, and the factory provided free goggles for these workers, and they were wearing goggles correctly when working.</p>	<p>跟进审核在2025年8月19日 : 关闭</p> <p>被审核方遵守该原则, 因为基于管理层和工人访谈和现场观察发现, 激光镭射岗位需要避免眼睛和皮肤受到直射和散射, 工厂已经提供免费得佩戴防护眼镜给该岗位工人, 且这些工人在操作时有正确佩戴。</p>