Monitoring summary report for xxxxxxxxx LTD
MONITORING ID: 25-0368457

amfori
Trade with purpose

Monitored Party **xxxx LTD**

amfori ID
156-040852-000

Address
xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxx China

Monitoring Activity
amfori Social Audit -Manufacturing

Monitoring Type
Full Monitoring

Monitoring Partner
TUV Rheinland

Monitoring Start Date
31/12/2025

Closing Meeting Finished Date
31/12/2025

Submission Date
07/01/2026

Expiration Date
07/01/2027

Announcement Type
Semi Announced

Site
xxxxxxxxx LTD

Site amfori ID
156-040852-001

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OVERALL RATING

A B **C** D E None

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: Flora Wang; APSCA membership number: CSCA 21700615.
Monitoring partner name: TUV Rheinland.
Audit schedule details: The audit was planned for 1 auditor in 1 day. Time in: 8:00, Time out: 17:30
Announcement Type: Semi-Announced Audit.

Business partner information:
The audited factory was specialized in manufacturing bags and suitcases, and the main production process included cutting, sewing, handwork, inspecting and Packing. No any process was subcontracted. The audited factory was established in 2009 and was located at xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx China (中国 xxxxxxxxxxxxxxxxxxxxxxxxxxx).

Audited location information:
The auditee owned one 3-storey production building, one 4-storey office building and one 4-storey dormitory building. But the auditee only used half part of 1st floor and whole 2nd floor and 3rd floor of production building as production and warehouse (1F: cutting, 2F sewing, handwork and packing, 3F: warehouse). Used whole office building as canteen and office (1F:canteen, 2F to 3F: office). The half part of 1st floor of production building and whole dormitory building were rented by one metal factory; the lease contract was provided for review. The factory did not provide dormitory, kitchen for the workers since Dec. 2024. No business related or sharing workers between the auditee and the other factory. The audit scope only covered the area of auditee.

Operating shifts and hours:
The normal working hours were specified as 8 hours per day and 5 days per week, all production and office were arranged in 1 shift: 8:00-12:00, 13:30-17:30, OT from 18:30-20:30; 8 hours Saturday overtime was arranged and Sunday was guaranteed as rest. The attendance records from December 01, 2024 to 31 December 2025 were reviewed, it showed the maximum daily overtime was 2 hours, the maximum weekly overtime was 20 hours, the maximum monthly overtime was 92 hours, the maximum consecutive working days were 6 days. Workers confirm that all overtime was voluntary.

Time recording system:
The audited factory adopted fingerprint and face recognition attendance machine to record the workers' commuting time.

Salary payment details:
The local legal minimum wage was RMB1850 per month since March 01, 2025, the previous minimum wage was RMB 1720 per month. The wage records from December 2024 to November 2025 were reviewed, it showed that workers were paid at hourly rate and the minimum wage was meet or higher than RMB10.7 per hour, it was equal to RMB1861.8 per month, which was higher than local legal minimum wage. Workers could receive 150%, 200% and 300% of their normal hourly wage for overtime work on weekdays, weekends and holidays. The wage was paid on or before 25th of each month by bank transfer. Position bonuses and high-temperature allowances were provided to the workers.

Worker number information:
Total 43 workers including 31 production workers and 12 non-production workers, there were 26 domestic migrant workers (including 13 male workers and 13 female workers). The 31 production workers included 10 male workers and 21 female workers. No home worker, young worker, child labor, oversea labor, or part-time worker was found to be used by the auditee during this audit.

Good practices: Provide free meals for the workers.

Worker organization details:
Total two worker representative was freely elected by all workers on 20 December 2024, without management interference. No labor union was established.

Circumstances:
The workers and management of audited factory were very cooperative with the audit. No negative comments were made.

There was no special circumstance during the audit.

Summary of findings:
Findings were identified in PA1, 5, 6 and 7.
PA1: Management system implementation and capacity planning procedures were not in place.
PA5: Insufficient social insurance
PA6: Workers‘ monthly overtime exceeded 36 hours.
PA7: Insufficient work-injury insurance; no annual retraining for safety management personnel; no secondary containment provided, no relevant labels posted, and no MSDS posted; no instruction sign; not equipped with belt safety guards and needle guards.

Living wage calculation:
#LivingWage a. No anker wage available for the producer location, so we used the data provided by auditing company; b. The calculation methodology refers to anker living wage structure; c. The data comes from the local bureau of statistics for the current year.

Attachment:
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.
The audited factory did not obtain any government waiver, so the government waiver was NA. No collective bargaining agreement, agency labor or contractor labor was identified, so these relevant documents were NA.

SITE DETAILS

Site
xxxxxxxxx LTD

Site amfori ID
156-040852-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	43	Workers
Legal minimum wage in local currency	1,850	Monthly
Lowest wage paid for regular work at the site	1,861.8	Monthly
Calculated living wage in local currency	2,378.36	Monthly
Total sample	7	Workers

Other Metrics

Male workers	16	Workers
Female workers	27	Workers
Non-binary workers	0	Workers
Permanent workers - Male	16	Workers
Permanent workers - Female	27	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	3	Workers
Management - Female	6	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	13	Workers
Domestic migrant workers - Female	13	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	**16**	**Workers**
Workers hired directly - Female	**27**	**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	**2**	**Workers**
Sample - Female	**5**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: xxxxxxxxx LTD | Site amfori ID: 156-040852-001

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 respected this principle. Based on documents review, onsite observation, management and workers interview, it was noted that the factory had established management policies and procedures to implement amfori BSCI Code of Conduct, but there were still gaps between its implementation and amfori BSCI COC or legal requirements. For example, the monthly overtime hours exceeded 36 hours, etc. According to management interview to know that, the factory had conducted self-assessment of amfori BSCI requirements regularly and identify the issues need to improve, but the factory did not follow the requirement of amfori BSCI to establish effective correct action to improve the issues. The management stated that the factory would make improvements in the future. Reference to the requirements in the amfori BSCI system manual.	被审核方部分遵守该原则。通过文件审核，现场审核，管理层和工人访谈，工厂已建立管理制度和政策 以实施amfori BSCI行为守则，但是工厂在实际执行方面与amfori BSCI行为准则和法律要求之间仍存在差距。例如：月加班时间超过36小时等。通过访谈管理层得 知，工厂有定期的针对amfori BSCI要求进行检查，以识别需改进的地方，但没有按照amfori BSCI要求建立有效的纠正措施来改善问题。管理层表示工厂会在之后进行整改。参考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 respected this principle because base on document review, management interviews, and employee interviews, the auditee established a production cost and capacity planning program. During the past 12 months, the auditee did not have effective capacity planning to reasonably schedule production to meet both the expected delivery of orders and the regulatory limitations on monthly overtime, resulting in that monthly overtime exceeded regulatory requirements during this audit, with the maximum monthly overtime reaching 92 hours. According to the management, it is difficult to fully comply with	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和产 能规划程序。在过去12个月，被审核方没有进行有效的产能规划以合理地安排生产来同时满足订单的 预期交付和法规对月加班时间的限制要求，导致本次审核发现月加班超出法规要求，最大月加班达到9 2小时。管理层称基于生产成本及订单的交期考虑，目前加班时间难以完全符合法规要求。参考amf ori BSCI系统手册中的要求。

Finding	
the regulatory requirements for overtime work at present due to production cost and order lead time considerations. Reference to the requirements in the amfori BSCI system manual.	

PA 5: Fair Remuneration

Site: xxxxxxxxx LTD | Site amfori ID: 156-040852-001

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 respect this principle, because based on interviews with management, workers, and documents review. There are currently 43 workers in the factory, including 22 retired and rehired employees. With no new workers in the past month. Therefore 21 employees should be provided with insurance. Upon reviewing the online social insurance data for the past 12 months, and the data in December 2025 indicated that the auditee failed to provide 8 employees with pension and unemployment insurance, failed to provide 7 employees with medical, maternity and work-related injury insurance. Interviews with employees revealed that some chose not to participate due to personal reasons. Some other workers had purchased rural insurance in their hometown and did not want to purchase social insurance. But the factory did not collect rural insurance information. Reference law: Articles 10, 23, 33, 44 and 53 of the Social Insurance Law of the People's Republic of China.	被审核方未遵守该原则，因为根据对管理层、工人的访谈和文件审查，工厂现有43名工人，其中包括22名退休和再雇佣的员工。过去一个月没有新员工，因此应该为21名员工提供保险。经审核被审核方近12个月的在线社会保险数据和2025年12月的信息，被审核方未为8名员工提养老和失业保 险，未为7名员工提供医疗，生育和工伤保险。对员工的访谈显示，一些人由于个人原因选择不参加。 另一些工人在家乡购买了农村保险，不想购买社会保险。但工厂没有收集农村保险信息。参考法规：《 中华人民共和国社会保险法》第十条、第二十三条、第三十三条、第四十四条、第五十三条。

PA 6: Decent Working Hours

Site: xxxxxxxxx LTD | Site amfori ID: 156-040852-001

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	
The auditee did not respect this principle because, based on management and employee interviews, document reviews and on-site observations. The monthly overtime hours exceeded the legal requirement. The time records of 7 employees were selected in each sampled month of May 2025, August 2025 and November 2025. All the sampled employees conducted excessive monthly overtime in each sampled month, with the maximum overtime up to 80 hours, 92 hours and 90 hours, respectively. The factory had established the written overtime policy including overtime restrictions and arrangements, but the attendance system did not have overtime warning function. The management said that due to the lack of manpower; in order to complete orders on time, it was difficult to control the monthly overtime within 36 hours. The interviewed employees indicated that overtime was voluntary. Referenced law: Labor Law of People's Republic of China, Article 41. Remark: The maximum monthly overtime hours for the sampled employees in December 2025 (till to December 31) were 84 hours.	被审核方未遵守该原则因为基于管理层和员工访谈、文件审查和现场观察，月加班时间超过法规要求。 2025年5月，2025年8月和11月的考勤的每个月抽取7名员工。所有抽样员工在每个抽样月 份都有月加班超时情况，最大月加班分别为80小时，92小时和90小时。工厂建立了书面的加班政 策包括加班的限制及安排等，但是考勤系统没有加班预警功能。管理表示，由于缺少人力，为了按时完 成订单， 月加班很难控制在36小时以内。员工访谈表示加班是自愿的。参考法规：中华人民共和国劳动法第4 1条。备注： 2025年12月(至12月31日）的抽样员工最大月加班是84小时。

PA 7: Occupational Health and Safety

Site: xxxxxxxxx LTD | Site amfori ID: 156-040852-001

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 respected this principle because based on management interview and document review, the auditee purchased work-related injury insurance for 14 employees in December 2025, the rest 29 employees were not provided with work-related injury insurance or commercial accident insurance. Factory management stated that the risks in the factory working environment were relatively low. Reference law: Social Insurance Law of the People's Republic of China, Article 33.	被审核方部分遵守该原则，因为基于管理层访谈和文件查看，被审核方在2025年12月给14人购 买工伤保险，剩余的29名员工没有提供工伤保险或商业意外险。工厂管理表示，工厂工作环境存在的 风险比较低。参考法规：《中华人民共和国社会保险法》，第33条。

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle because based on document review and management interview, there was no evidence that the safety management personnel of the factory had participated in the annual retraining. The factory management admitted that it did not arrange training for relevant personnel, as they missed the training session time due to negligence. Reference law: Regulations on Safety Training for Production and Business Operations Units Article 9.	被审核方部分遵守该原则，因为基于文件查看及管理层访谈，没有证据证明工厂安全生产管理人员参加 了年度再培训。 工厂管理承认确实没有安排相关人员进行培训，由于疏忽错过了培训时间。参考法规：生产经营单位安 全培训规定第九条。

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 and worker interview and onsite observation, there were a small amount of chemicals used in the workshop (such as glues and thinner), a bucket of glue was found not provided with secondary containment, no relevant labels posted, and no MSDS posted in workshop either. The management said that due to oversight, those issues were not noticed, and will be improved as soon as possible. Reference law: Regulation on 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，因为基于管理层和工人访谈、和现场观察，车间有使用少量的化学品（如胶 水及天那水），发现有一桶胶水没有配备二次容器，没有张贴相应的标识，车间也没有张贴物质安全资 料说明表。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。参考法规：《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: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle, because based on interviews with management, onsite observation and documents review,	被审核方部分遵守了原则，因为通过与管理层的面谈、现场观察和文件审核，发现生产楼一层的两台裁 剪机没有紧急停止按钮的指示标志。工厂管理表

Finding	
identified that no instruction sign of emergency stop button were displayed for the two cutting machines on the first floor of the production building. The factory management stated that the operating employees are all veteran workers who have been working for nearly 10 years and are already very familiar with these buttons. Reference law: Article 35 of the Work Safety Law of the People's Republic of China.	示，操作的员工都是工作近10年的老员工，已经非常 熟悉这些按钮了。参考法规：《中华人民共和国安全生产法》第三十五条。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle, because based on interviews with management, workers, and onsite observation, at least 6 sewing machines on the second floor of the production building were not equipped with belt safety guards and needle guards. Management stated that these machines are all old equipment and did not come with these protective devices when purchased. They will try their best to buy the corresponding accessories for installation. Reference law: General rules for the safety and health design of production equipment 6.1.2.	被审核方部分遵守了原则，因为根据对管理层、工人的访谈和现场观察，生产楼二楼至少有6台缝纫机没有安装皮带安全防护装置及针档。管理表示这些机器都是老设备，买回来的时候均没有这些防护装置 ，会尽量去购买相应的配件进行安装。参考法规：生产设备安全卫生设计通则6.1.2。