

Monitored Party XXXXXXXXXXXXXXXXXXXXX XXXXXXXX	amfori ID 156-013906-000	Address XXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXX China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 04/06/2026	Closing Meeting Finished Date 05/06/2026	Submission Date 12/06/2026
Expiration Date 12/06/2027	Announcement Type Semi Announced	
Site XXXXXXXXXXXXXXXXXXXXX XXXXXXXX	Site amfori ID 156-013906-002	

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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	

GENERAL DESCRIPTION

Name of lead auditor: Nancy Pei; APSCA membership number: CSCA 21703804

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit is planned for one auditor x 1.5 onsite days.

First day: Date Start time: 08:06, Date End time: 17:00.

Second day: Date Start time: 08:02, Date End time: 13:08.

Announcement Type: It was a Semi-Announced Audit.

Business partner information:

The facility was established on Sep. 06, 2002. There were two address for the auditee. Site 1 was located at XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX(中国XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX). And site 2 was located at Building XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXChina(中国XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX). There were about 5KM between the two sites. The factory is specialized in the manufacturing of measuring tools. The main production processes include cutting, injection, heat treatment, printing, coating, assembly and packing. No production process or service was subcontracted. As per management interview, peak season in the factory was not obvious.

Audited location information:

There was total one building within the boundary(Site 1). The auditee only rented F1 of one 2-storey production building (partial as 3-storey) for warehouse and workshops(injection, printing, heat treatment and coating). from landlord. The rest area was used by the landlord. During audit day, there was no any production for landlord and the other floors were still under decoration.

The auditee added site 2 in October 2025. There were about 30 buildings within the boundary. The auditee used four 6-storey buildings. The auditee rented one of them to another company. No dormitory, canteen or transportation was provided in the factory. More detailed as below:

#2 building:

1-6F: Office

#3 building:

1-6F: Rented to other company.

#4 building:

1F: Semi-finished goods warehouse;

2F: Assembly and packing;

3F: Assembly;

4F-6F: Warehouse;

#5 building:

1F: Rest and training area and warehouse

2F: Assembly and packing;

3F: Assembly;

4F-6F: Warehouse;

No worker or workshop was shared and there was no business relationship between the auditee and other company. The auditee provided independent business license and real estate ownership certificate for review, so this audit scope just focused on the used area of the auditee. The gate keepers belonged to the industrial area and they had no relationship with the auditee.

Operating shifts and hours:

Attendance records of 15 samples from 1 May. 2025 to the audit day were reviewed, three months were selected as sampled months: Apr. 2026, Oct. 2025 and Aug. 2025. There was no obvious peak season or low season in the factory. Normal working hours were from Monday to Friday each week, workers worked 8 hours per day and 40 hours per week. Workers worked in one shift (08:00-11:00, 12:00-17:00. Overtime if needed: 18:00-20:00. They overtime worked on Saturday if busy. No overtime was arranged on Sunday and statutory holiday.

Time recording system: Face scanning attendance system was used to record the time in/out.

During the audit, the payrolls of 15 sampled workers from different workshops from May.2025 to Apr. 2026 were reviewed, wage was calculated at hourly rate. The auditee paid wages to workers by bank at the end of following month.

- Total worker number: 98 (included 74 production workers and 24 non-production workers).
- Production worker number: 74 (included 52 male workers and 22 female workers.)
- Domestic migrant workers: 57(included 35 male workers and 22 female workers).

There was no pregnant, young, disabled, foreign migrant employee in the factory at current.

Worker organization details: There were 2 worker representatives elected by workers in 2026

PA12: No waste label.

Link to the resource document GLWC : <https://www.globallivingwage.org/living-wage-benchmarks/benchmark-report-2024-livingwage-report-for-ningbo-china/>

"XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX China" and site 2 in report was "XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXChina".

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXXXX

Site amfori ID
156-013906-002

GICS Classification

Sector
Industrials

Industry Group
Capital Goods

Industry
Building Products

Sub Industry
Building Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	2,430	Monthly
Lowest wage paid for regular work at the site	2,550.84	Monthly
Calculated living wage in local currency	4,198	Monthly
Total sample	15	Workers

Other Metrics

Male workers	63	Workers
Female workers	35	Workers
Non-binary workers	0	Workers
Permanent workers - Male	63	Workers
Permanent workers - Female	35	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	7	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	35	Workers
Domestic migrant workers - Female	22	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	63	Workers
Workers hired directly - Female	35	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	8	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-013906-002

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 respected this principle. According to document review, onsite observation, management and employee interview, the factory had established management procedures to implement the amfori BSCI COC, but not all of the procedures had been systematically implemented; for example, social insurance did not cover all workers, there was excessive monthly overtime, and insufficient OHS management. The management stated that the factory had implemented amfori BSCI COC many years and their operation on social responsibility was mainly based on past experiences, they acknowledged the gaps between the requirements of amfori BSCI COC and their performance but found it difficult to effectively implement these procedures in practical work due to limited manpower and budget constraints, especially regarding overtime hours and social insurance, they expressed a need for continuous learning and improvement. Reference to amfori BSCI system manual.	工厂部分遵循该准则。根据文件审阅、现场观察、管理层和员工访谈，工厂建立了管理程序来实施amfori BSCI行为准则，但不是所有程序都有效实施；如没有为所有员工提供社保，过多的月加班，以及不足的职业健康安全管理。管理层表示工厂已经执行了amfori BSCI行为准则多年的时间，工厂社会责任的运作主要通过以往经验学习，他们清楚amfori BSCI行为准则的要求与他们目前表现的差距，但是由于有限的人力和成本预算，在实际工作中难以有效实施这些程序，尤其是加班时间和社保，他们需要持续学习和改善。 参考amfori BSCI 系统手册的要求。

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 based on document review, onsite observation and interview from the facility management and the employees: The facility established production capacity assessment procedure. However, the facility didn't have a good capacity planning to meet the expectations of the delivery order, which led to workers' monthly overtime hours exceeded legal requirement. Through management interview, they understood the production rate and date of delivery,	被审核方部分遵守该原则。因为根据文件查看，现场观察和管理人员及员工访谈：工厂制定了生产能力评估程序，然而工厂没有一个完善的产能计划去完成订单交货的预期，导致员工的月加班时间超过法规要求。根据管理人员访谈，他们清楚生产效率和交货期，但工厂在产能规划中未考虑员工加班工作时间的要求，工厂未招聘足够的员工和提高生产效率来满足生产的需求。工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合amfori BSCI行为准则和法规要求。员工说加班是自愿的，没有强迫劳动。

Finding

but the facility did not consider the requirement of workers' overtime-working hours during the production capacity planning, the facility did not employ enough employees and improve production efficiency to meet the production requirement. They could not ensure workers' overtime hours in accordance with amfori BSCI Code of Conduct and legal requirements when the production capacity met the requirements of the client orders continually. The employees stated that the overtime was voluntary, there was no force labor. Refer to the requirements in the amfori BSCI System manual.

参考amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site:XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-013906-002

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

The factory partially respected this principle: Based on site observation, management interview, workers interview and document review, , about 25% interviewed workers were not clear about the contents of amfori BSCI COC, such as workers involvement and protection etc. The factory posted the amfori BSCI COC in workplace and provided training of amfori BSCI COC to all workers . Refer to requirement of amfori BSCI system manual.

工厂部分遵守该原则：通过现场观察、管理层访谈，员工访谈和文件审查，约25%的访谈工人不清楚 amfori BSCI 行为准则的内容，如工人参与和保护等。工厂在工作场所张贴了amfori BSCI 行为准则，并给所有工人提供了amfori BSCI行为准则培训。参考amfori BSCI系统手册的要求。

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 respects this principle. As per documents review, workers interview and management interview, the factory established the grievance mechanism. However, the factory did not carry out the regular satisfaction survey on grievance mechanism. Based on the grievance

被审核方部分遵守此准则，基于文件审阅，员工访谈和管理层访谈，工厂建立了申诉机制，但是工厂未对申诉机制进行定期的满意度调查。根据申诉记录检查和员工访谈，在过去12个月未有申诉案例汇报。参考amfori BSCI系统手册中的要求。

Finding

records review and workers interview, no grievance case reported in the past 12 months. Refer to the requirements of the amfori BSCI system manual.

PA 5: Fair Remuneration

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-013906-002

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

The auditee did not respect this principle because through document review, management interview, worker interview, the auditee has collected the local legal minimum wage document and local living costs data, but all sampled workers remuneration were lower than local living costs data collected by GLWC website. There were gaps about RMB 1000~1500.

Reference Code: amfori BSCI system manual

被审核方未遵守这一原则，因为通过文件审查、管理层访谈以及员工访谈等方式，被审核方收集到了当地最低工资标准的文件以及当地生活成本的数据，但所有抽样员工的薪酬却低于通过 GLWC 网站收集到的当地生活成本数据。差距大概在人民币 1000至1500。

参考 amfori BSCI 系统手册中的要求。

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

The auditee partially respected this principle, because confirmed by onsite observation, documents review, workers interview and management interview, the factory did not provide social insurance to 100% of the employees. There were totally 98 employees hired in the auditee on audit day, including 3 retired employees, no new hired employees within one month, no temporary worker or subcontracted worker was used, so the factory should provide social insurance to 95 employees. Social insurance receipts from May. 2025 to Apr. 2026 were provided for review, per social insurance receipt of Apr. 2026, 10 out of 95 employees were not provided with medical insurance, maternity insurance, retirement insurance, unemployment insurance and work-related injury insurance. The factory management

被审核方部分遵守该原则，因为通过现场观察、文件审查、员工访谈以及管理层访谈等方法证实，该工厂并未为 100% 的员工提供社会保险。在审核当天，该工厂共雇用了 98 名员工，其中包括 3 名退休员工，一个月没有新员工入职，也没有使用临时工或外包工，因此该工厂应为 95 名员工提供社保。提供了 2025 年 5 月至 2026 年 4 月的社会保险收据以供审查，根据 2026 年 4 月的保险收据，95 名员工中有 10 人未获得医疗保险、生育保险、养老保险、失业保险和工伤保险。工厂管理层表示会全力支持并遵循工人的购买意愿。未参加社会保险的员工表示，他们在家乡参加了新型农村保险，尽管公司已向他们传达了社会保险政策，但他们仍不愿意承担额外的保险费用。该工厂未收集有关参与当地农村医疗保险的员工的相关文件。备注：该工厂为 25 名员工（包括 3 名退休人员）购买了商业意外保险，保险期限从 2025 年 1 月 12 日至 2026 年 1 1

Finding

stated that they would fully support and follow workers' purchase intention. The workers who did not participate in social insurance stated that they had participated in new rural insurance at hometown and were reluctant to afford extra fees for the social insurance although the facility had communicated the social insurance policy to them. The factory did not collect relevant documents about workers participated in local rural medical insurance. Remark: the factory purchased commercial accident insurance for 25 workers (including 3 retirees) for period from 12 Nov. 2025 to 11 Nov. 2026.

Reference to Law of the People Republic of China, Article 10, 23, 33, 44 and 53.

月 11 日。

参考《中华人民共和国社会保险法》第10条、第23条、第33条、第44条和第53条。

PA 6: Decent Working Hours

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-013906-002

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 respect this principle, because based on management, worker interview, and the time records from 01 May. 2025 to audit day review, the time records showed the monthly overtime hours of sampled workers exceeded 36 hours. For sampled monthly overtime of 15 sampled workers,
In Apr. 2026, 15 sampled workers monthly overtime were 42 hours,
In Aug 2025, 15 sampled workers monthly overtime were 56 hours,
In Oct. 2025, 15 sampled workers monthly overtime were 40 hours,
Until the audit day on 5 Jun 2026, the sampled workers maximum monthly overtime were 2 hours. As per workers interview, the interviewees stated that they worked overtime were voluntary, and they willing to work overtime because they want to earn more wage, and they had one day off per week.

As per management interview, the management and knew the law requirement about overtime,

被审核方未遵守该原则，因为基于管理层和工人访谈以及2025年5月1日至审核日考勤查阅，抽样员工的考勤记录显示月加班时间超过36小时。抽样15个员工的月加班的样本，在2026年4，15个抽样的工人月加班时间为42小时；在2025年8月，15个抽样的工人月加班时间为56小时，在2025年10月，6个抽样的工人月加班时间为40小时，到评估当日2026年6月5日，抽样的员工在2026年6月的最大月加班是2小时。根据员工访谈，被访谈的员工表示加班是自愿的，他们愿意加班，可以挣更多的工资，员工每周有一天休息。根据管理层访谈，管理层有知道法规对加班时间的要求，因为生产任务繁忙，他们只控制工作日的加班时间不超3小时。参考《中华人民共和国劳动法》第41条。

Finding

because busy on production tasks, so the factory only control the daily overtime not exceed 3 hours. Reference to PRC Labour Law article 41.

PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-013906-002

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 respected this principle. Because based on document review, onsite observation, management and employee interview, the trainings about PPE using had provided for workers, but 1 worker didn't wear earplugs in cutting area. The factory management stated free PPE was provided to the employees, but they were not used to use the PPE while working. Refer to Work Safety Law of the People's Republic of China, Article 45.

被审核方部分遵守该原则。通过文件审查、现场观察、管理层及员工访谈等方式发现，已为工人提供了有关个人防护装备使用的培训，但有 1 名裁剪区工人未佩戴耳塞。工厂管理层表示已为员工免费提供个人防护装备，但他们工作时并未使用这些装备。参考《中华人民共和国安全生产法》，第45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 didn't respect this principle because based on management interview, workers interview, onsite observation and document reviewing :
1. The factory provided on-job occupational health check, but didn't provide pre-job and after-job occupational health check to workers who contacted to high noise, chemical and dust. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.
2. 20% chemicals (such as water paint) used in workshop were not placed in secondary containment, nor pasted with safety labels. The factory management explained that they were

被审核方未遵循这一原则，因为根据管理层访谈、员工访谈、现场观察以及文件审查：
1. 该工厂提供了在岗的职业病体检，但是未给接触噪声，化学品和粉尘的员工提供岗前和离岗的体检。
参考法律：《中华人民共和国职业病防治法》第 35 条。
2. 20% 的车间使用的化学品（如水性漆）没有放置在二级防护容器中，也没有贴上安全标签。
工厂管理层解释说，他们忙于生产，忘记了这些要求。
参考《工作场所职业健康管理办法》（2021 年），第 20 条。以及《中华人民共和国职业病防治法》第 35 条。

Finding

busy with production and forgot these requirement. Refer to Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20. And Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 35.

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 site observation, management and employee interview, it was noted that one electrical switch boxes in the injection workshop were missing warning signs. The factory management stated that their production area was too large to be inspected in time. Refer to Warning Sign in the Guidelines for Safety Signs and Usage, article 4.2.3

被审核方部分遵守该原则。通过现场观察、与管理层及员工的交谈得知，发现注塑车间的1个电器开关盒没有警示标识。工厂管理层表示，他们的生产区域太大而无法及时检查。参考《安全标志及使用导则》4.2.3条

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle, because based on onsite observation and management interview, it was noted that assembly point was not marked in evacuation plan of site#1. The facility management declared that they knew the requirement on evacuation plan posting, but they forgot this requirement. Refer to Escape and evacuation plan-Design principles and requirements, Article 5.15

被审核方部分遵守该原则。因为基于管理层访谈和现场观察，在1号区域的疏散图中，并未标明集合点的位置。管理部门表示，他们知道疏散计划需张贴的规定，但他们忘记了这个要求。参考《疏散平面图设计原则与要求》，第5.15条。

PA 12: Protection of the Environment

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-013906-002

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 complied with this principle. Based on onsite observation and management interview. It was noted that the containers or packing bags of hazardous wastes, such as waste oil, sludge, etc. in hazardous wastes warehouse were not posted with hazardous waste labels. The management stated that they knew the requirement about hazardous waste labels, but forgot to post.

Refer to the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, Article 77

被审核方部分遵守该原则,基于现场观察和管理层访谈.发现危险废物仓库中的危险废物容器或包装袋(如废油、废渣等)上并未贴上危险废物标签。管理层表示,他们知道有关危险废物标签的规定,只是忘记贴上了。

参考《中华人民共和国固体废物污染环境防治法》,第77条。