

Monitored Party XXXXXXXXXXXXXXXXXXXXXXXXX XXXXXX	amfori ID 156-062011-000	Address XXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXX China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 03/04/2026	Closing Meeting Finished Date 03/04/2026	Submission Date 10/04/2026
Expiration Date 22/04/2027	Announcement Type Semi Announced	
Site XXXXXXXXXXXXXXXXXXXXXXXXX XXXXXX	Site amfori ID 156-062011-001	

This is an extract of the online Monitoring Result, generated on 11/04/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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	A	

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: Michelle Zhao (CSCA 21701955)

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

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

Audit schedule details: The audit is planned for 1 auditor x 1 day. The Follow-up Monitoring (Semi Announced) was conducted on Apr 3, 2026 (08:30 am-04:30 pm)

Business partner information: XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX (XXXXXXXXXXXXXXXXXXXXXXXXXXXXX) was located at XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX China (XXXXXXXXXXXXXXXXXXXXXXXXXXXXX). The type of factory was limited liability company. The business license No. was 91340800XXXXXXXXXXXXX and it was valid from Nov 30, 1998 to long term.

The factory focused on manufacturing bags, non-woven fabric& plastic film and the annual output was 8000000 pcs. The main production processes for plastic products were raw material mixing, blow molding, printing, cutting, bag making and packing; the main production processes for non-woven products were silk-screen printing (if needed), sewing, inspecting and packing.

Audited location information: There were seven buildings, no dormitory and canteen/ kitchen was provided by audited factory. Details as below:

1# One 2-storey building (2400 S.Q. meters): 1F: Bag making and packing, 2F: warehouse;

2# One 2-storey building (2076.66 S.Q. meters): 1-2F: Bag making and packing;

3# One 2-storey building (3626 S.Q. meters): 1F (3476 S.Q. meters): Cutting, plastic blowing, warehouse, 2F (150 S.Q. meters): Silk-screen printing.

4# One 1-storey building (1050 S.Q. meters): raw material mixing and warehouse.

5# One 2-storey building (1776.32 S.Q. meters): 1F: warehouse and printing, 2F: Sewing, inspecting and packing.

6# One 1-storey building (70 S.Q. meters): Chemical warehouse and hazardous waste warehouse.

7# one 4-storey office building (1960 S.Q. meters): Office.

Operating shifts and hours: Only one shift was arranged for all employees. The regular working hour was 8 hours per day, 1 hour for meal break. Attendance records from May 1, 2025 to the audit day were provided for review. Maximum 1 hour overtime per day, 14 hours overtime per week, 66 hours (21 hours OT on regular weekdays and 45 hours OT on rest days) overtime per month and 1 day off after 6 days consecutive working days was guaranteed. The factory did not obtain the consolidated working hours system approval. Details weekly working time as below:

Mar, 2026 (current): standard hours (40 hours) + maximum weekly OT (14 hours)

Nov, 2025 (random): standard hours (40 hours) + maximum weekly OT (14 hours)

Aug, 2025 (random): standard hours (40 hours) + maximum weekly OT (14 hours)

Time recording system: Face identification equipment

Salary payment details: Payrolls from May, 2025 to Feb, 2026 were provided for review, the minimum wage paid was RMB3655/month, which met with legal requirement. All employees were paid by hourly rate and wages were provided on 30th of next month by bank transfer. Overtime on normal working days and rest days was paid at 150% and 200% of normal wage.

Worker number information:

- Total worker number: 88 (production: 79, non-production: 9)
- Production worker number: 79 (Males: 19, Females: 60)
- Vulnerable worker number: total 3 domestic migrant workers (Male: 1, Female: 2). No child labor, young worker, disable worker, pregnant worker etc.
- Any other special group workers: no interns, apprentices, contractor workers etc.

Good practices: Nil

Worker organization details: The factory would not interfere with the establishment, functioning or administration of workers or collective bargaining. Three worker representative was elected by all employees in Jan, 2026. The factory regularly conducted meeting with the worker representatives about the daily affairs.

The special circumstances can be classified as followed: Confirmed on Chinacredit website, no violation record.

Summary of findings:

PA1: 1.1 The management system to implement the amfori BSCI Code of Conduct was not set up effectively.

1.4 The production and delivery times was not reasonable.

PA2: 2.4 Some of interviewees did not know amfori BSCI Code clearly.

PA6: 6.2 The monthly overtime working hours exceeded legal requirement.

PA7: 7.1 The factory had established complete management system on health and safety, but there were some non-compliances identified during the audit due to management negligence.

7.7 No secondary containment was installed for some chemicals.

7.11 Some goods were stacked against wall or pillar.

7.17 Some machines missed safeguards.

7.22 No basic suppliers (soap, toilet paper) were provided in the toilets.

PA12: Nil

PA3/PA4/PA8/PA9/PA10/PA11/PA13: Not cover during this follow up audit.

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

Precautions taken about #COVID-19 in the facility: no special control on COVID-19 in China now.

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: As the factory did not obtain the consolidated working hours system approval, no related document uploaded.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXXXXXXXXX
X

Site amfori ID
156-062011-001

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	88	Workers
Legal minimum wage in local currency	2,170	Monthly
Lowest wage paid for regular work at the site	3,655	Monthly
Calculated living wage in local currency	2,928	Monthly
Total sample	6	Workers

Other Metrics

Male workers	21	Workers
Female workers	67	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	67	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	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	1	Workers
Domestic migrant workers - Female	2	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	67	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	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: AXXXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-062011-001

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	
1.1 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively. The factory had established completed amfori BSCI management system and conducted internal audit on Mar 16, 2026, but some issues of overtime, H&S etc happened. The factory management declared that they would take corrective action to these issues as soon as possible. Reference: the requirement of question 1.1 in amfori BSCI system manual.	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；工厂未建立一个有效的系统实施amfori BSCI行为准则。尽管工厂已建立完整的amfori BSCI管理系统并且在2026年3月16日进行了内审，但加班时间，健康安全等部分还存在问题。工厂管理层表示将对问题尽快整改。 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 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times and could declare the calculating method for the production capacity or the costs of production, and relevant records could be provided for review. But based on attendance records review, the overtime exceeded local law's requirements and the maximum monthly overtime were 66 hours, so the production and delivery times was not reasonable. The factory management declared that they arranged workers to overtime work according to production requirement, so their overtime exceeded legal requirement. Reference: the requirement of question 1.4 in amfori BSCI system manual.	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；工厂了解如何计算生产产能和订单周期，可描述计算方法，并提供相应记录。根据工厂提供的考勤，员工的加班时间超出了法规要求，最大月加班时间为66小时，因此工厂的产能规划不合理。工厂管理层表示根据生产任务需求安排员工加班，因此加班时间超过法规要求。 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: 2.4 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

2.4 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because based on document review the factory had provided training on amfori BSCI code for all employees on Feb 25, 2026 and posted amfori BSCI code at workshop, but some of interviewees still did not know amfori BSCI Code clearly. The factory should improve training effects. The factory management declared that they had provided trainings to workers and would improve training effects.
Reference: the requirement of question 2.4 in amfori BSCI system manual.

2026年4月3日的跟进审核结果：未关闭
工厂部分遵循该准则；根据文件审核工厂在2026年2月25日对员工进行了amfori BSCI行为守则的培训并且将行为守则张贴在车间，但部分被访谈员工不了解amfori BSCI的要求。工厂应提高培训效果。工厂管理层表示已对员工进行了培训，将加强培训效果。
参考标准：amfori BSCI管理手册中问题2.4的要求。

PA 6: Decent Working Hours

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-062011-001

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

6.2 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee does not respect this principle because the monthly overtime exceeded legal requirement.
The factory provided attendance records from May 1, 2025 to the audit day for review. Sampled checking 6 workers' attendance records in Mar, 2026 (current), Nov, 2025 and Aug, 2025 (random), it was noted that the factory arranged OT 1 hour at night from Monday to Friday, OT 9 hours on Saturday and rest on Sunday. So 100% sampled workers' monthly overtime exceeded legal requirement and the maximum monthly overtime were 66 hours (21 hours OT on regular weekdays and 45 hours OT on rest days). Details as below:
Mar, 2026 (current): standard hours (176 hours) + maximum monthly OT (58 hours)

2026年4月3日的跟进审核结果：未关闭
工厂未遵循该准则；月加班时间超过法律法规要求。工厂提供了2025年5月1日至审核当天的考勤记录，抽样6名员工2026年3月（当前月），2025年11月和2025年8月（随机月）考勤记录显示员工周一至周五晚上需要加班1小时，周六需加班9小时，周日安排休息；因此所有抽样员工月加班时间均超过法律法规要求，最大月加班时间为66小时（平时加班21小时+周末加班45小时）。具体情况如下：
2026年3月（当前月）：标准工时（176小时）+最大月加班时间（58小时）；
2025年11月（随机月）：标准工时（160小时）+最大月加班时间（65小时）；
2025年8月（随机月）：标准工时（168小时）+最大月加班时间（66小时）；
工厂管理层表示根据生产任务需求安排员工加班，因此加班时间超过法规要求。

Finding	
Nov, 2025 (random): standard hours (160 hours) + maximum monthly OT (65 hours) Aug, 2025 (random): standard hours (168 hours) + maximum monthly OT (66 hours) The factory management declared that they arranged workers to overtime work according to production requirement, so their overtime hours exceeded legal requirement. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	参考法规：中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-062011-001

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 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because 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 chemical management issue etc. The factory management declared that they did not clearly know this requirement and would take corrective action to these issues. Reference: the requirement of question 7.1 in amfori BSCI system manual.	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；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，如化学品管理问题等。工厂管理层表示不清楚此要求，将对这些问题整改。 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 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because no secondary containment was installed at some chemicals stored area, such as	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；部分化学品（如油墨等）存储区域未设置二次容器。根据现场观察，所有化学品 均有标识，且已张贴MSDS。工厂管理层表示清

Finding	
printing ink etc. Based on on-site observation, chemicals were labeled and MSDS was posted. The factory management declared that they clearly knew this requirement and would take corrective action to this issue. Reference: Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20.	楚此要求并将对此问题整改。 参考法规：危险化学品安全管理条例（2013 修订）第二十条。

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 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because based on on-site observation some raw material and finished goods were stacked against the wall or pillar at warehouse. The factory management declared that they did not clearly know this requirement and would take corrective action to this issue. Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；车间内部分原材料和成品靠墙靠柱堆放。工厂管理层表示不清楚此要求，将对此问题整改。 参考法规：仓储场所消防安全管理通则（XF 1131-2014）6.8。

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	
7.17 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because about 20% of sewing machines were not installed with needle guards and three tacking machines were not installed with eye guards. The factory management declared that some production equipment missed safeguards. Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1.2.	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；约有20%缝纫机未安装针档，有三台套结机未安装护眼挡板。管理层表示部分设备缺少防护装置。 参考法规：生产设备安全卫生设计总则（GB 5083-1999）6.1.2。

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 Follow up audit result on Apr 3, 2026: Open Finding: The main auditee partially respects this principle because based on on-site observation no basic suppliers (soap, toilet paper) were provided in the toilets. All toilets were installed with privacy doors. The factory management declared that they did not clearly know this requirement and would take corrective action to this issue. Reference: the requirement of question 7.22 in amfori BSCI system manual.	2026年4月3日的跟进审核结果：未关闭工厂部分遵循该准则；现场观察厕所内没有提供基本用品(如肥皂，厕纸)。所有厕所均安装隐私门。工厂管理层表示不清楚此要求，将对此问题整改。参考标准：amfori BSCI管理手册中问题7.22的要求。