Monitoring summary report for XXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
MONITORING ID: 24-0293425-1

amfori
Trade with purpose

Monitored Party
xxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxx

amfori ID
156-014970-000

Address
xxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxx China

Monitoring Partner
Bureau Veritas Hong Kong Limited

Monitoring Activity
amfori Social Audit - Manufacturing

Monitoring Type
Follow-up Monitoring

Submission Date
10/12/2025

Monitoring Start Date
03/12/2025

Closing Meeting Finished Date
03/12/2025

Expiration Date
16/12/2026

Announcement Type
Semi Announced

Site
xxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxx

Site amfori ID
156-014970-002

This is an extract of the online Monitoring Result, generated on 12/12/2025, 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

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	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: Shane Wei; APSCA membership number: CSCA21701120
Name of observers, translators, trainees, advisors/consultants (if applicable): Nil.
Monitoring partner name: Bureau Veritas Consumer Products Service
Audit Company APSCA Number: 11600002
Audit schedule details: This audit is planned for 1 auditor x 1 day.
Audit Type: Follow up Monitoring Audit for PA1; PA2; PA5; PA6; PA7, which were based onsite observation, document review, management and worker interviews.

Business partner information
Factory name: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx / xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
Registered address: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx China / 中国
xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
Business License Number: 91330604580394359J

The auditee was founded on August 12th, 2011, and it’s specialized in manufacturing of stationery, home decorations and plastic products. The main production activities were metal processing, injection, laser printing, painting, assembling and packing. It did not have obvious low or high seasons.

Audited location information: The auditee owned one 4-storey building, which was used for offices, productions, and warehouses and one 1-storey building was used for dormitory. No transportation was provided. The details of the layout were as below:'
4-storey building:
1F: metal processing, injection, raw material warehouse
2F: offices, assembling, packing.
3F: cafeteria, painting, finished products warehouse
4F: vacant

1-storey building:
Dorms.

Operating shifts and hours: The normal working hours were 8 a day. All workers ran 1 shift, it’s 8:00 to 11:30, 12:30 to 17:00.

Time recording system: The auditee adopted electronic attendance system to record employees’ working hours.

Salary payment details: Production workers were paid by hours and got paid on or before 20th of the following month via cash. Sampled employees were paid at least RMB 14.37 per hour, which was higher than the local minimum wage of RMB 12.99 per hour since January 1, 2024. Overtime wages were paid in accordance with legal requirements. All other legal required paid leaves were provided for workers.

Worker number information: There were totally 49 employees in the auditee, including 16 non-production workers and 33 production workers, out of 33 production workers, there were 26 female workers and 7 male workers. Out of all employees, there were 14 female and 4 male domestic migrant workers. No young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, home worker or foreign migrant worker was found in the auditee, nor any interns, apprentices, or contractor workers.

Good practices: Workers were given a compensated 15-minute break in the morning and afternoon respectively.

Worker organization details: One worker representative was elected by voting on Jan. 10, 2024

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were non-compliances at Performance Area 1.1; 1.4; Performance Area 2.4; Performance Area 6.2; Performance Area 7.11.

Remarks:
1. There are no agencies or contractor used by the auditee, which makes the contractor license and agency labour contract not applicable. No collective bargaining agreement was available. There is no government waiver obtained by the auditee, which makes the Government waivers not applicable.

2. BV adopts the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent lifestyle for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason why Anker benchmark is not used because there is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

3. The environmental certificate was not uploaded because PA12 was not in this audit scope.

4. This audit was a partial scope follow up audit where another audit body had carried out the initial audit. Bureau Veritas does not accept any liability for any issues missed in the initial audit. This audit is focusing on issues that audit had raised.

SITE DETAILS

Site
xxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxx

Site amfori ID
156-014970-002

GICS Classification

Sector
Industrials

Industry Group
Commercial & Professional Services

Industry
Commercial Services & Supplies

Sub Industry
Office Services & Supplies

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	49	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,470.29	Monthly
Total sample	6	Workers

Other Metrics

Male workers	12	Workers
Female workers	37	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	37	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	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	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	14	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	12	Workers
Workers hired directly - Female	37	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: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014970-002

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	
Previous finding: The auditee partially respected this principle, because based on management interview, worker representative and worker interview, documents review, and site observation, the auditee was set up a management system to implement the amfori BSCI Code of Conduct. However, due to insufficient implemented the system caused there still has gap to respect amfori BSCI Code of Conduct, such as the factory did not control the overtime hours caused monthly overtime exceeded 36 hours, and there were partial findings in PA2 and PA5 and PA7. The management claimed that auditee would improve the findings to reach amfori BSCI requirement soon. It violated the requirements of amfori BSCI system manual. Corrective action was Not accomplished: Based on document review, onsite observation and management interviews, it was identified that the auditee's management system was not fully implemented, for example, the auditee had developed the overtime working hour control procedures, but production workers' monthly overtime hours still exceeded 36 hours which is required by law. A complete social responsibility management system had been developed in the auditee, BSCI COC was posted in production areas. The Finance Manager is in charge of implementing the management system. Therefore, the auditors judged this finding as partial non-compliance. In accordance with the requirement of Performance Area 1.1, the auditee shall set up an effective management system to implement the BSCI Code of Conduct.	前次问题：被审核方部分遵守该原则，因为基于管理层访谈，工人和工人代表访谈、文件审查和现场观 察，被审核方建立管理系统去执行amfori BSCI行为守则，然而，系统未能充分执行导致对于遵守amfori BSCI行为守则仍然有差距，如被审核方没有对加班时间进行控制导致月加班超出36小时，以及PA2、PA5和PA7有部分问题点。 管理层表示被审核方会尽快改善发现的问题点来达到amfori BSCI的要求。 违反了amfori BSCI系统手册中的要求。 未完成整改：通过文件审核、现场观察和管理层访谈，发现被审核工厂的管理体系没有完全落实，例如 ，被审核工厂制定了加班工时控制政策，但生产工人的月加班时间仍超过法律规定的36小时。被审核 工厂制定了完整的社会责任管理体系，BSCI COC被张贴在生产区域。财务经理负责实施管理系统。因此，审核员判定该问题为部分不符合。 根据执行领域1.1，被审核方（生产商）应确立执行BSCI行为守则的有效管理体系。

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	
Previous finding: The auditee partially respected this principle, because based on management, worker interview, and documents review, the auditee had established the workforce planning and cost accounting procedure, but due to ineffective implement the procedure caused the workers' overtime exceeded local law requirement, as per the sampled attendance records review, the maximum monthly overtime of sampled workers reached 54 hours. It violated the requirements of amfori BSCI system manual. Corrective action was Not accomplished: Based on document review and management interviews, it was identified that the auditee had not assessed its production capacity yet. The auditee had developed the production capacity assessment procedure, and the Production Management Department is in charge of implementing it. Based on employee interviews, overtime work was voluntary. Therefore, the auditors judged this finding as partial non-compliance. In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts.	前次问题：被审核方部分遵守该原则，因为基于管理层和工人访谈、以及文件审查，被审核方建立了产 能规划和成本核算程序，但由于未能有效的执行程序导致员工的加班时间超出当地法律的要求，根据抽 样的考勤记录抽样，抽样员工的最大月加班达到54小时。 违反了amfori BSCI系统手册中的要求。 未完成整改：根据文件审查和管理层访谈，发现被审核工厂未评估其生产能力。工厂方已制定了生产能 力评估程序。生产管理部门负责实施此程序。根据对员工的访谈得知，员工加班为自愿加班。因此，审 核员判定该问题为部分不符合。 根据执行领域1.4，被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014970-002

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	
New finding: Based on employee interviews and onsite observation, it was identified that 2 out of 6 sample employees from different departments were not aware of the contents of BSCI Code of Conduct. The auditee has developed training	新问题：根据员工访谈和现场走访，发现6名在不同部门的抽样员工中的2名员工不清楚BSCI行为 准则的内容。工厂建立了培训程序要求每年将对全部员工进行关于社会责任管理体系的培训。因此，审 核员判定该问题为部分不符合。

Finding	
procedures that social management system would be conducted to all employees every year. Therefore, the auditor judged this finding as a partial non-compliance. In accordance with the requirement of Performance Area 2.4: the auditee shall build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers' representatives.	根据执行领域2.4：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任 规范，包括经理、工人和工人代表。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014970-002

ENGLISH	LOCAL LANGUAGE
Finding	
6.2 Previous finding: The auditee did not respect this principle, because based on management, worker interview, and attendance records review, The auditee's attendance recording system did not have the capacity to identify and control excessive working hours led the monthly overtime exceed the law requirement. The attendance records from November 2023 to 09 December 2024 (random selected attendance records of 3 sampled months, 10 sampled workers for each month) for reviewed; the monthly overtime of all sampled workers were 52 hours in April 2024; the monthly overtime of all sampled workers were 54 hours in August 2024; the monthly overtime of all sampled workers were 46 hours in October 2024. As per management interview, the management was aware of the overtime required by local law, they could not control the monthly overtime due to there were many orders from clients. As per worker interview, the interviewees claimed that they worked overtime voluntarily in the factory, and they willing to work overtime, it could earn more wage. Reference to Labor Law of the P.R.C, Article 41. Remark, Until the audit day on 09 December 2024, the maximum monthly overtime of sampled workers were 12 hours in December 2024.	6.2 前次问题：被审核方未遵守该原则，因为基于管理层和工人访谈以及工时记录审查，被审核方的考勤记 录系统没有识别和控制过多工作时间的能力导致月加班超出法规要求。 根据查阅了2023年11月到2024年12月09日的考勤记录（随机抽取的3个月的样本，每个 月抽样月抽取10个员工样本）， 在2024年4月所有的抽样员工的 月加班是52小时； 在2024年8月所有的抽样员工的 月加班是54小时； 在2024年10月所有的抽样员工的 月加班是46小时。 根据管理层访谈，管理层有了解当地法规对加班的要求，由于客户很多订单工厂没有的控制 月加班时间 。 根据员工访谈，员工表示他们加班是自愿的，员工表示他们愿意加班，能挣更多的工资。 参考《中华人民共和国劳动法》第41条。 备注：到审核当天2024年12月09日，抽样的员工的最大月加班在2024年12月是12小时 。

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	
Corrective action was Not taken: According to the attendance records of 6 sample employees from October 2025, 6 sample employees from August 2025, 6 sample employees from May 2025, it was noted that 6 out of 6 sample employees worked 44 overtime hours per month in May 2025, 6 out of 6 sample employees worked 56 overtime hours per month in August 2025, 6 out of 6 sample employees worked 46 overtime hours per month in October 2025, which was not in compliance with the legal requirement of 36 overtime hours per month. Though the auditee had developed overtime control procedures, they were not strictly implemented. Based on management interviews, they arranged overtime work according to the production orders and delivery deadline. Therefore, the auditor judged this finding as non-compliance. In accordance with Article 41 of the Labor Law of the PRC.	未完成整改：抽样2025年10月6名员工，2025年8月6名员工和2025年5月6名员工的 考勤记录，显示6名员工在2025年5月加班44小时，6名员工在2025年8月加班56小时， 6名员工在2025年10月加班46小时，超过每月加班时间不能超过36小时的法律规定。企业虽 建立用加班时间控制程序，但没有严格执行。根据管理层访谈，员工加班是根据获得订单以及交货期来 安排。因此，审核员判定该问题为不符合。 根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-014970-002

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	
Previous finding: The auditee partially respected this principle, because based on management interview, documents review, and site observation, The auditee could not provide updated fire safety approval of the production building used after its function changed. The fire safety approval showed that the 3-storey (partially 4-storey) building was Class D, but it was used to produce stationery, plastic products and home decoration (main materials were plastics), which belonged to Class C Risk. The auditee representative claimed that they did not get new fire safety approval yet. Reference to PRC Fire Prevention Law article 13.	前次问题：被审核方部分遵守该原则，因为基于管理层访谈，文件审查和现场观察，被审核方未能在所 用厂房功能变更后提供更新后的消防验收文件。 被审核方提供的消防验收备案显示被审核方所用三层（局部四层）的厂房属于丁类厂房，但是被用来生产文具，塑料制品和家用装饰品（主要原料是塑料），属于丙类风险。 被审核方代表表示他们还没有获得新的消防验收。 参考《中华人民共和国消防法》第13条. 未完成整改：根据现场观察，文件查阅，管理层以及员工访谈，发现企业未能提供更新后的消防验收文 件。建筑的使用目的已发生改变。原消防验收文件显示企业使用的3层局部4层建筑为丁类厂房，现

Finding	
Corrective action was Not accomplished: Based on onsite observations, document review, management and worker interviews, it was identified that the auditee could not provide the updated fire safety approval of the production building. The purpose of the building has been changed. The original fire safety approval showed that the 3-storey (partially 4-storey) building used by the auditee was Class D, now it has been used for the production of stationery, plastics and home decorations (main materials were plastics), which were Class C risks. Sufficient fire hydrant, fire extinguishers and fire alarms were equipped on each floor. The sampled fire hydrant and fire alarm were in good condition. Therefore, the auditor judged this finding as partial non-compliance. In accordance with PRC Fire Prevention Law article 13.	被 用于文具，塑料以及家庭装饰品的生产（主要材料为塑料），为丙类风险。厂房每层都安装了充足的消 防栓、灭火器和消防警铃。抽样检查的消火栓以及警铃都有效。因此，审核员判定该问题为部分不符合 。 根据《中华人民共和国消防法》第13条。

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: No transportation was provided.	备注：未提供交通。