

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	amfori ID 156-067985-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 29/01/2026	Closing Meeting Finished Date 29/01/2026	Submission Date 05/02/2026
Expiration Date 05/02/2027	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx	Site amfori ID 156-067985-001	

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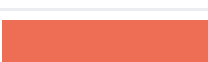
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OVERALL RATING



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	C	
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: Sun Sun; APSCA membership number: CSCA 21701729;

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Time in: 08:12 am, Time out: 05:00 pm.

Announcement Type: It was a Semi-Announced audit.

Business partner information: The factory was founded on September 10, 1993 and located at

XXX (XXXXXXXXXXXXXXXXXXXXXXXXXXXXX). The factory mainly produced notebook. The main processes observed in the factory were cutting, printing, gluing, folding, wire locking, cover making, string binding, assembly and packing. Confirmed by management, no obvious off or peak season occurred in the factory. No process was subcontracted to other factories outside.

Audited location information: There were mainly two 4-storey buildings and one steel shed in the boundary. All buildings were owned and used by the factory. The use details of each building as following:

One 4-storey production building (1#): 1st floor: cutting, printing, gluing, folding, wire locking, string binding area; 2nd floor: assembly and packing area; 3rd floor: cover making (wrapping and sewing) area and gluing area; 4th floor: warehouse.

One 4-storey complex building: 1st floor: cover making (mounting) area and warehouse; 2nd floor: office; 3rd floor: part area idle without using, part area used by boss as kitchen; 4th floor: part area idle without using, part area as office.

One steel shed (about 200m²): cover making (die-cutting) area and warehouse.

Total areas used by the factory were about 6306 m². No dormitory, kitchen and canteen were provided for workers.

Operating shifts and hours: The normal working time were 8 hours per day and 5 days per week (from Monday to Friday).

All workers worked in one shift (08:00-12:00, 13:00-17:00, if busy, overtime: 18:00-20:00). They overtime worked on Saturday if busy. No overtime was arranged on Sunday and statutory holiday.

Time recording system: Face identification attendance machine was used to record working time per day.

Salary payment details: All workers were paid by hourly rate. The minimum wage paid for workers was at least RMB16.1 per hour (local law requirement RMB2010 per month, i.e. RMB11.55 per hour). It complied with local law requirement. The wage was issued to workers on 30th of next month by bank transfer. Overtime wage was paid with 150%, 200% and 300% of normal wage if overtime worked on weekdays, weekends and statutory holidays respectively. The wage was formed with basic wage, overtime wage, high-temperature subsidy (June to September), paid statutory holiday, individual income tax.

Worker number information:

- 48 workers in total, including 37 production workers and 11 non-production workers.
- 37 production workers, including 25 male workers and 12 female workers.
- 32 domestic migrant workers, including 23 male workers and 9 female workers. There was no foreign migrant, young, lactation women, pregnant, seasonal, temporary, disabled, home-based workers.
- There were no interns, apprentices, contractor workers.

Good practices: Nil

Worker organization details: There was one worker representative in the factory who was elected in 2025. There was no other worker organization.

Circumstances: The management was cooperated and active during the audit. There was no special circumstance during the audit.

Summary of findings:

PA1: Incomplete management system implementation and production capacity planning

PA2: No long-term goals

PA5: Remuneration paid for some workers lower than living wage, insufficient social insurance

PA6: Excessive monthly overtime

PA7: Chemicals in warehouse missing secondary containment, no occupational health examination for relevant workers, the toilets missing privacy doors

PA12: No environmental impact assessment, environmental impact assessment approval and environmental protection completion acceptance

Living wage calculation: #Living Wage: 1. No anker wage available for the producers location, so we used the data provided by auditing company. 2. The calculation methodology refers to anker living wage structure. 3. The data comes from the local bureau of statistics for the current year.

Attachment: 1. The facility didn't obtain government wavier on social insurance and overtime. There was no collective bargaining in the factory. The factory didn't use contractor, labor agency, etc. So these documents were not applicable to attach to the report.

2. The Personal Information Protection Law of the People's Republic of China was effective as of November 1, 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 had been obtained the individual's consent during the audit.

Remark: The address on business license was xxxxxxxxxxxxxxxxxxxxxxxxxxxx (xxxxxxxxxxxxxxxxxxxxxxxxxxxx). xxxxxxxxxxxxxxxxxxxxxxxx belongs to xxxxxxxxxxxxxxxxx. The management wanted to use address (xxxxxxxxxxxxxxxxxxxxxxxxxxxx/xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx) on amfori BSCI platform and audit report. Two addresses mentioned above refer to same place.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Site amfori ID
156-067985-001

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Paper & Forest Products
Sub Industry		
Paper Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	2,801.4	Monthly
Calculated living wage in local currency	2,838.2	Monthly
Total sample	10	Workers

Other Metrics

Male workers	32	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	32	Workers
Permanent workers - Female	16	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	5	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	23	Workers
Domestic migrant workers - Female	9	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	32	Workers
Workers hired directly - Female	16	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	7	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-067985-001

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 respects this principle, because based on management interview, workers interview, onsite observation and document review, the factory had implemented social responsibility management system with a series of policies and procedures. But regular internal review was inadequate which resulted in issues in some performance areas, such as insufficient social security participation rate, monthly overtime more than 36 hours, etc. The facility management declared that they were currently facing difficulties in improving issues on social insurance, overtime, etc. Reference Code: amfori BSCI system manual

被审核方部分遵守该原则，因为基于管理层访谈，工人访谈，现场观察及文件查看，工厂有实施有一系列政策及程序的社会责任管理体系，但是定期内部评审不充分，导致部分执行领域存在问题，如社保参加率不足，月加班超36小时，等。工厂管理人员表示他们当前在社保，加班时间，等问题改善上有困难。参考准则：amfori BSCI系统手册

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 respects this principle, because based on management interview, workers interview and document review, the factory has defined procedures for production capacity planning and cost accounting. But these procedures were not fully implemented. The facility management declared that they overlooked the overtime compliance requirements. Reference Code: amfori BSCI system manual

被审核方部分遵守该原则，因为基于管理层访谈，工人访谈及文件查看，工厂有建立产能规划及成本核算程序，但是相关程序没有被充分实施。工厂管理人员表示他们忽略了加班时间的符合性要求。参考准则：amfori BSCI系统手册

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-067985-001

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

The auditee does not respect this principle, because based on management interview, document review and workers interview, the facility didn't set up long-term goals for protecting workers according to amfori BSCI COC. The facility management declared that they didn't pay attention on relevant requirement. Reference Code: amfori BSCI system manual

被审核方未遵守该原则，因为基于管理层访谈，文件查看及工人访谈，工厂未根据amfori BSCI准则建立保护工人的长期目标。工厂管理人员表示他们没有关注相关要求。参考准则：amfori BSCI系统手册

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-067985-001

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 does not respect this principle, because based on management interview, document review and workers interview, remunerations paid for workers in August 2025 (about 21% workers, RMB2704.8) and November 2025(about 19% workers, RMB2576) were lower than living wage calculated by audit company (RMB2838.2 per month). No anker wage was available for the producer location. The factory had assessed living wage of local city. The facility management declared that they may increase workers' remunerations later. Reference Code: amfori BSCI system manual

被审核方未遵守该原则，因为基于管理层访谈，文件查看及工人访谈，支付给工人在2025年8月（约21%工人，RMB2704.8）及2025年11月（约19%工人，RMB2576）的报酬低于审核公司计算的生活工资（RMB2838.2每月）。该地没有Anker发布的生活工资。工厂有评估当地生活工资。工厂管理人员表示他们后期会增加工人的报酬。参考准则：amfori BSCI系统手册

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 does not respect this principle, because based on management interview, workers interview and document review (social insurance payment voucher from January 2025 to December 2025), details as following: there were 48 employees with 3 retired workers and 0 new worker within one month in the factory. So 45 employees should enjoy social insurance. In latest one month,

被审核方未遵守该原则，因为基于管理层访谈，工人访谈及文件查看（2025年1月至2025年12月的社保缴费凭证），详情如下：工厂有48名员工，包括3名退休员工及0名1个月内新员工。因此45名员工需享有社保。在最近1个月，35名员工没有享受养老，失业保险，34名员工没有享受医疗，生育保险。25名员工没有享有工伤保险。工厂管理人员表示社保基于工人的意见来提供，部分工人表示农保比社保

Finding

35 employees didn't enjoy retired, unemployment insurance. 34 employees didn't enjoy medical, maternity insurance. 25 employees didn't enjoy injury insurance. The facility management declared that social insurance was provided based on workers' opinion. Some workers stated that rural insurance had more advantages than social insurance. They didn't want to participate in social insurance. They didn't submit rural insurance records to the management. Reference Law and Regulation: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53
Remark: The factory provided commercial accident insurance for other 28 employees (including 3 retired workers) who didn't join injury insurance. The contract was valid from January 1, 2026 to December 31, 2026.

优势多，他们不想参加社保，他们没有提交农保记录给管理层。参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条
备注：工厂有提供商业意外保险给其余未享受工伤险的28名员工（包括3名退休工人），合同的期限从2026年1月1日至2026年12月31日。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-067985-001

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 does not respect this principle, because based on management interview, workers interview and document review, workers' monthly overtime were more than 36 hours. Details as below: In August 2025, 10 out of 10 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime were 54 hours; In October 2025, 10 out of 10 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime were 38 hours; In November 2025, 10 out of 10 random selected workers' monthly overtime exceeded 36 hours. The maximum monthly overtime were 50 hours. The facility management declared that if it was busy in production, they would arrange overtime. They didn't plan overtime properly. Overtime work was based on voluntary participation. If Reference Law and Regulation: Labor Law of the People's Republic of China, Article 41
Remark: In December 2025, the maximum daily

被审核方未遵守该原则，因为基于管理层访谈，工人访谈及文件查看，工人的月加班时间超出36小时。详情如下：2025年8月，10名抽样员工中有10名员工的月加班超出36小时，最大月加班为54小时；2025年10月，10名抽样员工中有10名员工的月加班超出36小时，最大月加班为38小时；2025年11月，10名抽样员工中有10名员工的月加班超出36小时，最大月加班为50小时。工厂管理人员表示如果生产忙，他们会安排加班，他们没有合理规划加班时间，加班基于自愿的原则参加。参考法律法规：《中华人民共和国劳动法》，第41条
备注：在2025年12月，最大日加班及月加班分别为2小时及52小时。在2026年1月（从2026年1月1日至2026年1月29日），最大日加班及月加班分别为2小时及42小时。

Finding

and monthly overtime were 2 hours and 52 hours. In January 2026 (January 1, 2025 to January 29, 2025), the maximum daily and monthly overtime were 2 hours and 42 hours.

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-067985-001

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 respects this principle, because based on onsite observation, management interview and workers interview, 1) chemicals (glue, printing ink, etc.) stored in chemical warehouse were missing secondary containment. 2) No pre-job, on-job and off-job occupational health examination were provided for workers in hazardous areas, such as printing workers, gluing workers, etc. The facility management declared that they equipped secondary containment in workshop. They ignored requirement of chemical warehouse. They didn't arrange relevant occupational health examination for workers in time. They had got occupational hazardous factors testing report. Reference Law and Regulation: 1) Regulation on the Safety Management of Hazardous Chemicals, Article 26; 2) Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 35

被审核方部分遵守该原则，因为基于现场查看，管理层访谈及员工访谈，1) 化学品仓库存放的化学品（胶水，油墨，等）缺少二次容器。2) 没有提供岗前，在岗及离岗职业病健康体检给在危害岗位的工人，如印刷工人，上胶工人，等。工厂管理人员表示他们在现场配备了二次容器，他们忽略了化学品仓库的要求，他们没有及时安排相关职业病体检给工人，他们有获取了职业病危害因素监测报告。参考法律法规：1) 《危险化学品安全管理条例》，第26条；2) 《中华人民共和国职业病防治法》，第35条

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

The auditee partially respects this principle, because based on onsite observation, management interview and worker interview, the toilets in the factory were missing privacy doors.

被审核方部分遵守该原则，因为基于现场查看，管理层访谈及员工访谈，工厂厕所缺少隐私门。工厂管理人员表示厕所每天打扫，厕所所有清洗用品，他们忽略了隐私门的要求。参考准则：amfori BSCI系

Finding

The facility management declared that the toilets were cleaned daily. Cleaning supplies were provided in toilets. They ignored requirement on privacy doors. Reference Code: amfori BSCI system manual

统手册

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-067985-001

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle, because based on onsite observation, document review and management interview, the factory didn't conduct environmental impact assessment, get environmental impact assessment approval and environmental protection completion acceptance. The facility management declared that they didn't apply for EIA in time. They had identified pollutant of each process. Reference Law and Regulation: PRC Environmental Impact Assessment Law, Article 16 and 22, Management Regulations for Environmental Protection of Construction Projects, Article 17

被审核方部分遵守该原则，因为基于现场查看，文件查看及管理层访谈，工厂没有进行环评，并获取环评批复及环保竣工验收。工厂管理人员表示他们没有及时申请环评。他们有识别各个工序的污染物。参考法律法规：《中华人民共和国环境影响评价法》，第16条及22条，《建设项目环境保护管理条例》，第17条