

Monitored Party XXXXXXXXXXXXXXXXX Co., Ltd.	amfori ID 156-016021-000	Address No. 23, Chuangsi Road, Zheshang Return Entrepreneurship Innovation Park, Longshan Town, Yongkang, 321300 Jinhua, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 21/05/2026	Closing Meeting Finished Date 22/05/2026	Submission Date 28/05/2026
Expiration Date 28/05/2027	Announcement Type Semi Announced	
Site Zhejiang H.T Outdoor Products Co., Ltd.	Site amfori ID 156-016021-002	

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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	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: Kimi Qian; APSCA membership number (CSCA 21701878)

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 was planned for 1 auditor in 1.5 days. The Full audit was Semi announced and conducted on May 21-22, 2026.(Day 1: 9:00-17:00, Day 2: 9:00-13:00)

Business partner information:

XXXXXXXXXXXXXXXXX Co., Ltd.(浙江皇庭户外用品股份有限公司) was located at No. 23, Chuangsi Road, Zheshang Return Entrepreneurship Innovation Park, Longshan Town, Yongkang, Jinhua, Zhejiang, China(中国浙江省金华市永康市龙山镇浙商回归创业创新园创四路23号). The factory registered in Jinhua City Market Supervision Administration, have unified social credit code: 91330784663907658T, the valid date was From Jun 20, 2007 to long term. The audited factory was a limited company and owned the production site. The factory specialized in leisure products and camping cart. The main processes were Mixing, Injection, Cutting, Punching, Bending, Welding, Surface treatment, Powder coating, Fabric cutting, Sewing, Assembly and Packing. The production capacity was about 1700000 Pieces/year.

Audited location information:

The auditee owned and used one 5-storey(partially of 6-storey) production building(totally 25393.57 square meters). No canteen, dormitory or transportation was provided. 1F was used as Mixing, Injection, Cutting, Punching, Bending, Welding, Surface treatment, Powder coating workshops, the interlayer between 1F and 2F was used as office, 2F was used as warehouse, 3F was used as assembly workshop and warehouse, 4F was used as assembly, packing workshops and warehouse, 5F was used as fabric cutting, sewing workshops and warehouse, 6F was used as warehouse.

Operating shifts and hours & Time recording system:

The factory made a policy of working hours system and controlled working hours. All workers had one shift as 7:30-11:00, 12:30-17:00. The attendance records showed that workers had 2 overtime hours (18:00-20:00) randomly at night. All workers punched the face attendance recorder per day timely and saved the attendance records from Apr 1, 2025 to May 21, 2026. The attendance records showed that the factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not and factory ensured workers had every Sunday off per week. Overtime wages were paid at 150%/200% on weekdays/rest days respectively. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. 3 months working hour records(Aug 2025, Nov 2025 and Mar 2026) were sampled for review, the maximum weekly working hours were 52 hours. The maximum amount of daily/monthly overtime hours were 2 hours / 56 hours(including weekdays overtime 16 hours and weekends overtime 40 hours).The details see below:

1st sampled month (Aug 2025)-standard hours (168 hours) + maximum monthly OT (48 hours)+ maximum weekly working hours(52 hours).

2nd sampled month (Nov 2025)-standard hours (160 hours) + maximum monthly OT (56 hours)+ maximum weekly working hours(52 hours).

3rd sampled month (Mar 2026)-standard hours (176 hours) + maximum monthly OT (52 hours)+ maximum weekly working hours(52 hours).

Salary payment details:

The factory established the procedures on working hours and remuneration. The training on remuneration such as the local minimum wages standards and OT wages were provided to the workers and management. The wages were paid by bank transfer at the 30th of the next month and never delayed, all workers were aware of the wages structures. During the audit, the factory provided the completed payrolls from Apr 2025 to Mar 2026 for review, the minimum wage paid by the factory was RMB 4000/month, which were in compliance with the legal requirements. In addition, no any fine was deducted from the wages and the workers were satisfied with their wages. The factory had provided the social insurance for part workers.

Worker number information:

There were totally 98 workers including 84 production workers and 14 non-production workers. The 84 production workers

including 48 male production workers and 36 female production workers. And there were 79 domestic migrant workers including 48 male domestic migrant workers and 31 female domestic migrant workers. And there were no child labor workers, young workers, disabled workers, pregnant workers and parental leave workers in the factory. Also there were no apprentices, on probation workers and sub-contract workers in the factory.

Good practices: The main auditee had provided the female hygiene products to female workers.

Worker organization details:

No union was established in the factory. But two worker representatives were elected by workers freely and it was satisfactory evidence showed that the worker representatives would meet with the management every three months, the latest meeting date was Mar 18, 2026. No collective bargain agreement was conducted between the factory and workers, but the factory did not prevent workers from bargaining for the agreement.

Circumstances:

The management showed a cooperative attitude during the audit. They agreed auditors conducted whole audit including workplace observation and confidential interviews with workers without any influence.

Special Circumstances:

According to the IPE website and the app of Qichacha(a software for checking factory's business license), there were no negative information about the audit factory.

Summary of findings:

PA 1: amfori BSCI code management and working hours' management system was not perfect.

PA 2: Parts of interviewed workers did not understand the content of the amfori BSCI.

PA 5: insufficient social insurance was provided to workers.

PA 6: Workers' monthly overtime hours exceed the legal requirement.

PA 7: HS management system was not perfect, no occupational health examinations for part workers, some goods were placed against the wall, part electricity wire safety boxes were not locked, no protection guards for the pedal plates of the punching machines and no protection devices for the riveting machines.

PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12, PA 13: Nil

Living Wage calculation:

The living wage data is provided by the auditing company and please refer to the PA 5 summary to find the details of calculation method of living wage.

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:

Based on document review, it was evident that some of required documents were not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. So all of above documents were not involved.

Remark:

The auditee had two business licenses: XXXXXXXXXXXXX Co., Ltd. (浙江皇庭户外用品股份有限公司) and XXXXXXXXXXXXX Co., Ltd. (浙江成长实业有限公司). Based on management interview, Zhejiang Growth Industry Co., Ltd. did not have the actual operation at present, the auditee's all daily operation was under the name of Zhejiang H.T Outdoor Products Co., Ltd. at present.

SITE DETAILS

Site
XXXXXXXXXXXXX Co., Ltd.

Site amfori ID
156-016021-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Leisure Products
Sub Industry		
Leisure Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

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	4,000	Monthly
Calculated living wage in local currency	3,686	Monthly
Total sample	10	Workers

Other Metrics

Male workers	57	Workers
Female workers	41	Workers
Non-binary workers	0	Workers
Permanent workers - Male	57	Workers
Permanent workers - Female	41	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	1	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	48	Workers
Domestic migrant workers - Female	31	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	57	Workers
Workers hired directly - Female	41	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: XXXXXXXXXXXXXXX Co., Ltd. | Site amfori ID: 156-016021-002

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	
<p>1.1 The main auditee partially respected this principle because the factory had established management system according to amfori BSCI requirement in Jan 2025, and factory had conducted the internal audit & management review of CSR management system on Mar 27, 2026 and appointed the relevant person in charge of the system, however, some procedures were not implemented effectively, such as Occupational Health and Safety etc. The facility management declared that they have some shortages on management system.</p> <p>Reference: the requirement of question 1.1 in amfori BSCI system manual</p>	<p>被审核方部分遵守该准则。原因是工厂有根据amfori BSCI的要求于2025年1月建立相关体系，并于2026年3月27日进行社会责任管理体系的内部审核和管理评审，且任命了相关人员负责体系，但是部分程序没有有效的执行，如在健康安全方面等。工厂管理层解释他们在管理体系方面有不足。</p> <p>参考标准: amfori BSCI管理手册中问题1.1的要求</p>

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	
<p>1.4 The main auditee partially respected this principle because based on document review, the policy and procedures of working time controlling was established in Jan 2025. But based on the attendance records provided by the factory from Apr 1, 2025 to May 21, 2026, the main auditee did not ensure the overtimes of workers in accordance with legal requirement and the amfori BSCI requirement. The facility management declared that they need to catch up on goods by working overtimes, so they did not implement management system on working hour perfectly.</p> <p>Reference: the requirement of question 1.4 in amfori BSCI system manual</p>	<p>被审核方部分遵守该准则。原因是根据文件审核，工厂于2025年1月制定了工作时间安排的政策和程序文件。但根据工厂提供的2025年4月1日-2026年5月21日的考勤记录显示，被审核方在员工的加班时间上未符合法规以及amfori BSCI要求。工厂管理层解释他们需要通过加班来赶货，导致在工时管理系统执行层面并不完善。</p> <p>参考标准: amfori BSCI管理手册中问题1.4的要求</p>



PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXX Co., Ltd. | Site amfori ID: 156-016021-002

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	
<p>2.4 The main auditee partially respected this principle because based on onsite observation, the factory had posted the amfori BSCI Code in the workshop, but based on worker interviews, 50% workers did not understand the content of the amfori BSCI. The facility management declared that the training systems were not very perfect. Reference: the requirement of question 2.4 in amfori BSCI system manual</p>	<p>被审核方部分遵守该准则。原因是根据现场审核，工厂车间有张贴amfori BSCI行为准则，但是根据员工访谈，50%的工人不了解amfori BSCI的内容。工厂管理层解释培训体系做的不是很完善。参考标准: amfori BSCI管理手册中问题2.4的要求</p>

PA 5: Fair Remuneration

Site: Zhejiang H.T Outdoor Products Co., Ltd. | Site amfori ID: 156-016021-002

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	
<p>5.5 The main auditee did not respect this principle because based on social insurance invoice from Feb-Apr 2026 and confirmed with management, there were 98 workers in the factory (including 6 retired workers and no new workers employed within one month), 39 workers were covered with retirement insurance, unemployment insurance, medical insurance and maternity insurance, 49 workers were covered with injury insurance. The other workers who were not covered with injury insurance were covered with commercial injury insurance, it was valid from Mar 3, 2026 to Mar 2, 2027. Also no evidence was identified that the workers had taken part in the agricultural insurance. The facility management declared that some workers expressed that they didn't want to be insured. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 72, Article 73</p>	<p>被审核方未遵守该准则。原因是根据工厂提供的2026年2月-4月的社保缴费凭证及管理层确认，工厂共98名员工（有6名退休返聘员工和没有新入职不到1个月的员工），工厂为39名员工提供了养老保险，失业保险，医疗保险和生育保险，为49名员工工伤保险。为其余未提供工伤保险的员工购买了意外伤害险，有效期自2026年3月3日-2027年3月2日。没有证据显示工厂员工有参加农保。工厂管理层解释部分员工表示自己不愿意参保。参考法规: 中华人民共和国劳动法（2018修正）第七十二条、第七十三条</p>

PA 6: Decent Working Hours

Site: Zhejiang H.T Outdoor Products Co., Ltd. | Site amfori ID: 156-016021-002

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	
<p>6.2 The main auditee did not respect this principle because the main auditee did not ensure the overtimes of workers in accordance with the legal requirement. Based on the attendance record provided from Apr 1, 2025 to May 21, 2026, all 10 sampled workers' maximum monthly overtime hours in all sampled 3 months (Aug 2025, Nov 2025 and Mar 2026) had exceed the limit of 36 hours per month, the maximum worker's monthly overtime hours were 56 hours (including weekdays overtime 16 hours and weekends overtime 40 hours) in Nov 2025. See the details below: 1st sampled month (Aug 2025)-standard hours (168 hours) + maximum monthly OT (48 hours) 2nd sampled month (Nov 2025)-standard hours (160 hours) + maximum monthly OT (56 hours) 3rd sampled month (Mar 2026)-standard hours (176 hours) + maximum monthly OT (52 hours) The facility management declared that they need to catch up on goods by working overtimes. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41</p>	<p>被审核方未遵守该准则。原因是被审核方的加班时间不符合法规要求。根据工厂提供的2025年4月1日-2026年5月21日考勤供查看，所有10名抽样工人在所有抽样的3个月（2025年8月，2025年11月和2026年3月）的月加班时间都超出了36小时的规定，最大月加班时间为2025年11月的56小时（包括周中加班16小时和周末加班40小时），具体如下： 第一个抽样月（2025年8月）-标准工时(168小时)+最大月加班时间（48小时） 第二个抽样月（2025年11月）-标准工时(160小时)+最大月加班时间（56小时） 第三个抽样月（2026年3月）-标准工时(176小时)+最大月加班时间（52小时） 工厂管理层解释他们需要通过加班来赶货。 参考法规: 中华人民共和国劳动法（2018修正）第四十一条</p>

PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXX Co., Ltd. | Site amfori ID: 156-016021-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 The main auditee partially respected this principle because based on document review and workers interview, the factory had established complete management system on health and safety, included identification and awareness of related legal regulation, health and safety check, training etc. But some issue was happened again due to management negligence. The facility management declared that they have some shortages on Health and safety management system.</p>	<p>被审核方部分遵守该准则。原因是根据文件审核和员工访谈，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，导致某些问题再次发生。工厂管理层解释他们在健康安全管理体系方面有不足。 参考标准: amfori BSCI管理手册中问题7.1的要求</p>

Finding	
Reference: the requirement of question 7.1 in amfori BSCI system manual	

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	
<p>7.7 The main auditee partially respected this principle because based on document review, 20% workers who were engaged in work with hazardous working condition had not been provided with occupational health examinations. The facility management declared that they would arrange it as soon as possible.</p> <p>Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35</p>	<p>被审核方部分遵守该准则。原因是根据文件审核，工厂未给车间20%接触职业病危害的员工提供职业病健康体检。工厂管理层解释他们会尽快安排。</p> <p>参考法规: 中华人民共和国职业病防治法（2018修正）第三十五条</p>

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	
<p>7.11 The main auditee partially respected this principle because based on onsite observation, 10% goods were placed against the wall. The facility management declared that the space of the warehouse was not enough.</p> <p>Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014) article 6.8</p>	<p>被审核方部分遵守该准则。原因是根据现场审核，工厂10%货物靠墙堆放。工厂管理层解释仓库的空间不足。</p> <p>参考法规: 仓储场所消防安全管理通则（XF1131-2014）6.8</p>

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.13 The main auditee partially respected this principle because based on document review, the main auditee established the management program on electrical installations and equipment, appointed</p>	<p>被审核方部分遵守该准则。原因是根据文件审核，被审核方建立了电气设施管理程序且安排人员去负责定期检查，保留了电气设施检查记录，但根据现场审核，工厂10%电箱未上锁。工厂管理层解释他</p>

Finding	
<p>the person to inspect regularly, the inspection records were saved, but based on onsite observation, 10% electricity wire safety boxes were not locked. The facility management declared that because of the management negligence. Reference: the requirement of National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2</p>	<p>们管理疏忽。 参考法规: 国家电气设备安全技术规范 (GB19517-2009) 2.2</p>

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	
<p>7.17 The main auditee partially respected this principle because based on onsite observation, no protection guards were installed for the pedal plates of 10% punching machines and 10% riveting machines were not installed with protection devices. The facility management declared that because of the management negligence. Reference: Mechanical Press – Safety Requirements (GB 27607-2011) Article 5.4.8.1 and General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), 6.1.2</p>	<p>被审核方部分遵守该准则。原因是根据现场审核，工厂10%冲床的脚踏板无安装防护罩，10%铆钉机未安装皮带轮保护罩。工厂管理层解释他们管理疏忽。 参考法规: 机械压力机安全技术要求 (GB 27607-2011)第5.4.8.1条和生产设备安全卫生设计总则 (GB5083-1999) 第6.1.2条</p>