

Monitored Party XXXXXXXXXXXXXXXXXXXXXXXXXX	amfori ID <b>156-022002-000</b>	Address XXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXChina
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>14/09/2025</b>	Closing Meeting Finished Date <b>16/09/2025</b>	Submission Date <b>22/09/2025</b>
Expiration Date <b>22/09/2026</b>	Announcement Type <b>Semi Announced</b>	
Site XXXXXXXXXXXXXXXXXXXXXXXXXX	Site amfori ID <b>156-022002-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

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PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

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## GENERAL DESCRIPTION

1. Name of lead auditor: Andry Liu; APSCA membership number: CSCA 21700369. Name of team auditor (if applicable): N/A. Name of observers, translators, trainees, advisors/consultants (if applicable): N/A.

2. Monitoring partner name: Intertek.

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

4. Announcement Type: Semi Announced.

5. Business partner information: The auditee, XXXXXXXXXXXXXXXXXXXXXXXXXXXX was located at NXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXXXX China. The business license number is 91331122344021163G. The auditee was established on 12 June 2015. Main products were bags. Main production activities included cutting, sewing, assembly, inspection and packing.

6. Audited location information:

The auditee consisted of below buildings:

#1. One 3-storey(partial 4-storey) building: Part 2F: office, sewing, assembly, inspection and packing.Part 3F: warehouse, cutting and packing.

No dormitory or canteen or kitchen was provided for employees. The total land area was about 600 square meters and the construction area was about 1000 square meters. The auditee rented the area from the landlord named JXXXXXXXXXXXXXXXXX the other area of the building used by the landlord. The auditee provided rental agreement and business licenses for review. Through onsite tour and interview, no employee was borrowed from each other.

7. Operating shifts and hours: All employees worked 5 days per week from Monday to Friday. All employees worked in one shift, which was from 7:30 to 17:00 with 1.5 hours' lunch break from 11:30 to 13:00. Besides, 15 minutes' short break was provided to employees in the morning and afternoon respectively. Attendance records from 1 August 2024 to 14 September 2025 were available for review during this audit. 8 samples were randomly selected from July 2025 (current month), April 2025 (random month) and December 2024 (random month). The peak month was not obvious in the auditee. Based on the provided attendance records, 1) In July 2025 (current month), the monthly overtime hours of 8 out of 8 randomly selected employees were 42 hours; 2) In April 2025 (random month), the monthly overtime hours of 8 out of 8 randomly selected employees were 38 hours; 3) In December 2024 (random month), the monthly overtime hours of 8 out of 8 randomly selected employees were 40 hours. July 2025(1st sampled month) – standard hours (40) + maximum weekly OT (10); April 2025(2nd sampled month) – standard hours (40) + maximum weekly OT (10); December 2024(3rd sampled month) – standard hours (40) + maximum weekly OT (10).

8. Time recording system: Electronic attendance system(Finger printing)

9. Salary payment details: Payroll records from August 2024 to July 2025 were available for review during this audit.

Wages were calculated based on hourly rate basis and paid to employees by cash on about 30th of each month after the wage calculation period. The local minimum wage standard was set at RMB 2010 per month equivalent to RMB 11.55 per hour (2010/21.75/8) since 1 January 2024.

10. Worker number information: There were 18 employees including 3 office employees (2 males and 1 female) and 15 production employees (1 male and 14 females). 17 employees (3 males and 14 females) were local from Zhejiang Province, 1 employee was domestic migrant from Guangxi Province. No foreign migrant employee was hired in the auditee. No young, pregnant, seasonal, temporary, disabled or home-based worker was used by the auditee. All employees were on duty on the audit day.

11. Good practices: None.

12. Worker organization details: There was one worker committee onsite. Total 1 worker representative was elected by employees freely without any disturb from management in March 2025. The worker representatives had free access to workers and participated in meeting quarterly with auditee management to discuss topics covered working hours, wages, benefits, health and safety conditions onsite. The meeting minutes were reviewed, and the most recent meeting was conducted in July 2025.

13. Circumstances: There was no special circumstance during the audit.

14. Summary of findings:

PA1:

1.1 No effective corrective action was taken to improve the performance on some issues.

1.4 The auditee established workforce capacity management procedure, but the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts.

PA2:

2.4 Partial interviewed employees did not know the content of amfori BSCI COC clearly.

PA5:

5.4 The auditee did not identify the living cost of the workforce in the region, and did not calculate the decent living wage.

5.5 Insufficient social insurances participated.

PA6:

6.2 Monthly overtime hours exceeded the legal requirement.

PA7:

7.11 Partial goods in warehouses were stacked against the wall.

15. Living wage calculation: #Living Wage Anker methodology is used for Living Wage calculation by auditing company.

16. Report attachments: 1) There was no contractor used by the auditee, which made the contractor license/permit not applicable; 2) There was no agency used by the auditee, which made the agency labour contract not applicable; 3) There was no government waiver obtained by the auditee, which made the government waiver not applicable; 4) There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreements not applicable.5) Environmental Impact Assessment (EIA) for construction project, Environmental Impact Assessment (EIA) approval / registration for construction project and environmental protection acceptance checks report for completed construction project was not required by law, which made the document (Environmental licenses) not available. But the auditee obtained pollutant discharge registration form.

17. Fire drills: The auditee conducted fire drills at-least twice per year for employees. The recent fire drills were conducted on 18 April 2025 and 14 November 2024.

18. Remark for 'not applicable' points in the report:

7.21 The auditee did not provide canteen or kitchen for employees.

7.23 The auditee did not provide transportation for employees.

19. The auditee did not provide dormitory for employees.

20. The auditor random selected 8 employees for interview, 4 employees were conducted individual interview, 4 employees in one group were conducted group interview.

## SITE DETAILS

Site  
XXXXXXXXXXXXXXXXXXXXX

Site amfori ID  
156-022002-001

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>

Sub Industry  
**Apparel, Accessories & Luxury Goods**

### amfori Process Classifications

N.A.

### NACE Classification

N.A.

### GS1 Classifications

N.A.

### Water Stress Situation

This site is not located in a water stressed region

# METRICS

## Key Metrics

Total workforce	18	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	2,182.36	Monthly
Total sample	8	Workers

## Other Metrics

Male workers	3	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	15	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	1	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	0	Workers
Domestic migrant workers - Female	1	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	3	Workers
Workers hired directly - Female	15	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	1	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-022002-001

**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
<b>Finding</b>	
1.1 The auditee set up management procedures to implement the amfori BSCI Code of Conduct and conducted internal audit and management review. However, no effective corrective action was taken to improve the performance on some issues, such as overtime hours exceeded the legal requirement was noted in this audit. So this question is rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	1.1 被审核方建立了确保 amfori BSCI 行为准则有效实施的管理制度，并进行了内审和管理评审。但是，对于一些问题没有有效的改善措施以提高其绩效，比如此次审核发现加班时间超过法规要求。所以评级为部分符合。这部分符合amfori BSCI行为守则，供应链管理与级联效应原则。

**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
<b>Finding</b>	
1.4 The auditee established workforce capacity management procedure, but the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, based on the attendance records provided by the auditee, monthly overtime hours of randomly selected employees exceeded legal requirements. So this question is rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	1.4 被审核方有建立生产能力管理程序，但没有合理的评估其生产能力是否可以满足其生产订单要求。另外，根据被审核方提供的考勤记录，随机抽取的员工的月加班时间超出了法规要求。所以评级为部分符合。这部分符合amfori BSCI行为守则，供应链管理与级联效应原则。



## PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-022002-001

**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
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**Finding**

2.4 Through employees' interview, auditor found that 1 out of 8 randomly selected employees did not know the content of amfori BSCI COC clearly. The auditee had posted amfori BSCI COC onsite for workers acknowledge and provided amfori BSCI COC training for workers regularly. So this question is rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.4 通过员工访谈了解，审核员发现随机抽取的8名员工中有1名员工不了解amfori BSCI行为准则的内容。被审核方在现场张贴了amfori BSCI行为准则供员工了解，为员工提供了相关amfori BSCI行为准则的培训。所以评级为部分符合。这部分符合amfori BSCI行为守则，工人参与和保护原则。

**PA 5: Fair Remuneration**

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-022002-001

**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
<b>Finding</b>	
<p>5.4 The auditee did not identify the living cost of the workforce in the region, and did not calculate the decent living wage. The interviewed employees in the auditee were satisfy the wage. The regular wage of employees paid by the auditee was higher than the local decent living wage. The minimum regular wage of all employees paid by the auditee was above the local minimum wage standard. So this question is rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Fair Remuneration.</p>	<p>5.4 审核方尚未识别劳工在所在地区的生活成本，并且未计算体面生活工资。访谈员工表示他们对工资是满意的。被审核方支付的员工的基本工资高于当地的体面生活工资。所有员工的最低基本工资高于当地的最低工资标准。所以评级为部分符合。部分符合amfori BSCI行为守则，公平报酬原则。</p>

**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
<b>Finding</b>	
<p>5.5 Insufficient social insurance participated. Through reviewing the social insurance receipts from September 2024 to August 2025, auditor found that there were 18 employees (4 retired employees, no new employee, no dispatch employee) in the auditee, 3 employees (21.43%) participated in basic endowment insurance, unemployment insurance, employment injury insurance, basic medical insurance and maternity</p>	<p>5.5 社会保险参保不足。通过查看被审核方2024年9月至2025年8月的社保收据，审核员发现所有的18名员工（4名退休员工，无新进员工，无劳务派遣工），有3名员工（21.43%）参加了养老保险，失业保险，工伤保险，医疗保险和生育保险。其余员工包括4名退休员工参加团体意外伤害商业保险，有效期至2026年3月5日。通过员工访谈及管理人员访谈，不参加社保的员工都是出于个人原因。所以评级为不符合。这不符合amfori BSCI行为守则，公平</p>

**Finding**

insurance. The rest employees including 4 retired employees participated in group accident injury commercial insurance which was valid until March 5, 2026. Through the employee interview and management interview, the employees who did not participate in the social insurance were all because of the personal reasons. So this question is rated as No. It was against amfori BSCI Code of Conduct, Principle on Fair Remuneration, and does not comply with requirement of Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.

报酬原则，且尚未符合《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

**PA 6: Decent Working Hours**

Site: XXXXXXXXXXXXXXXXXXXXXXXX. | Site amfori ID: 156-022002-001

**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
<p><b>Finding</b></p> <p>6.2 Monthly overtime hours exceeded the legal requirement. Through document review, auditor found that: 1) In July 2025 (current month), the monthly overtime hours of all 8 randomly selected employees were 42 hours. 2) In April 2025 (random</p>	<p>6.2 月加班时间超过法规要求。通过文件审核，审核员发现在：1) 在2025年7月（当前月），所有随机抽取的8名员工的月加班时间为42小时。2) 在2025年4月（随机月），所有随机抽取的8名员工月加班时间为38小时。3) 在2024年12月（随机月），所</p>

## Finding

month), the monthly overtime hours of all 8 randomly selected employees were 38 hours. 3) In December 2024 (random month), the monthly overtime hours of all 8 randomly selected employees were 40 hours. The auditee established the working hours control management procedure, but the procedure was not fully implemented, such as the auditee did not take effective steps to ensure overtime full compliance with regulations, thus employees' monthly overtime exceeded the local law's requirements. Through employees' interview, they expressed that they work overtime voluntarily. So this question is rated as No. It was against amfori BSCI Code of Conduct, Principle on Decent Working Hours, and did not comply with requirement of PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty six hours.

有随机抽取的8名员工月加班时间为40小时。通过文件审阅，发现被审核方制定了关于工作时间的控制程序，但是执行的不彻底，例如被审核方没有采取有效的措施来确保员工加班符合法规要求，导致员工的月加班时间超过法律的要求。通过员工访谈了解，员工加班都是本着自愿的原则。所以评级为不符合。这不符合amfori BSCI行为守则，体面劳动时间原则，且尚未符合《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

## PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXXXXXXXXXXX | Site amfori ID: 156-022002-001

**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 Part goods stored against wall. During onsite tour, auditor found that about 5% accessory material stored against the wall in the warehouse. Other products did not store against the wall in the warehouse. The auditee tried to control the situation, but it was hard to implement. The auditee had established warehouse safety procedure. So this question is rated as Partially. It was partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety. And did not comply with General Rules for Fire Safety Management of Storage Occupancies

7.11 部分货物靠墙存放。通过现场巡查，审核员发现辅料仓库约5%货物靠墙存放。仓库的其他物品没有靠墙存放。被审核方想控制该情形，但是比较难以实施。被审核方建立了仓库安全的程序。所以评级为部分符合。部分符合amfori BSCI行为准则，职业健康安全原则。且不符合仓储场所消防安全管理通则XF1131-2014第6.8条库内堆放物品应满足以下要求：a) 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；c) 物品与墙之间的距离不小于0.5m；d) 物品堆垛与柱之间的距离不小于0.3m；e) 物品堆垛与堆垛之间的距离不小于1m。

**Finding**

XF1131-2014 Article 6.8: The following requirements shall be met for goods or materials to be piled up in warehouse: a) The distance between the top of any stacking and the floor or flat roof shall be no less than 0.3m (for any roof truss of herringbone shape, the distance shall be calculated from the crossbeam); c) The distance between the goods or materials and the wall shall be no less than 0.5m; d) The distance between any stacking of goods or materials and any pillar shall be no less than 0.3m; e) The distance between different stacking of goods or materials shall be no less than 1m.