

Monitored Party xxxxxxxxxxxxxxxxxxxxxxxxxxxxx x	amfori ID 156-018818-000	Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 25/07/2025	Closing Meeting Finished Date 25/07/2025	Submission Date 31/07/2025
Expiration Date 05/08/2026	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxxxxxxxxx	Site amfori ID 156-018818-002	

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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	B	
PA 6: Decent Working Hours	D	

GENERAL DESCRIPTION

Name of lead auditor: Bruce Liu; APSCA membership number: CSCA 21700221

Monitoring partner name: TÜV Rheinland

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

Announcement Type: Semi-announced / This was a follow-up audit, so this audit scope only covered PA1, PA2, PA5, PA6, PA7, PA12. The rate and the related evidences for the questions in rest PAs were kept the same as the previous audit.

Business partner information: The auditee was founded on 24 June 2019, and located at xxxxxxxxxxxxxxxxxxxxxxxxxxxx, China (中国xxxxxxxxxxxxxxxxxxxxxx). The factory produced stainless steel vacuum flask. The main processes were metalworking, washing, welding, vacuumizing, polishing, paint spraying, powder spraying (under debugging), injection, silk printing, laser marking, assembly, inspecting and packing. The subcontractor of electrolysis was used.

Per the business license, the registered address was "xxx) -
 (xx". As confirmed by auditee, the English
 address on platform should be "xxx, China", which was the same with
 previous report. The two descriptions meant the same place. "(Inside xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx)" was omitted.

Audited location information: There were two buildings in the boundary: one 2-storey building 1 and one 5-storey building 2. The auditee was the building property owner. The auditee used part of 1F of building 1 as office and used the mezzanine of building 1 for office and show room; and used 1F (warehouse, metalworking, welding, vacuuming, washing), part of 2F (warehouse and injection, added since November 2024), 4F (polishing, paint spraying, powder spraying, silk printing, laser marking, assembly, inspecting and packing) and 5F (warehouse) of building 2. No canteen or dormitory were provided. The rest floors of building 1 was used as workshops, warehouses and offices by one powder spraying factory. The rest floors of building 2 was used as workshops, warehouses and offices by one lock factory and one power tools factory. The auditee and other units had independent business licenses and management systems. No business relationship existed between the auditee and other units. No workers were shared. Therefore, other units were not in audit scope.

Operating shifts and hours: The regular working day was from Monday to Friday. The regular working hours of all employees were: 8:00-11:30, 13:00-17:30. Regular overtime was from 18:30 to 20:30. Sunday rest was guaranteed. No apparent peak season or low season existed.

Time recording system: The workers used a face or fingerprint scanning machine to track their working hours.

Salary payment details: The wages were paid on about the 15th of each month for the previous calendar month by cash. The wage was calculated at hourly rate.

Worker number information: There were totally 72 employees (male: 40, female: 32) currently including 12 non-production employees and 60 production workers (male: 35, female: 25). 58 employees (male: 34, female: 24) were domestic migrant employees from other provinces. No foreign migrants. No pregnant, seasonal, temporary, disabled, home-based workers. No interns, apprentices, contractor workers etc.

Good practices: Nil

Worker organization details: No labor Union was founded. Two worker representatives were elected by workers themselves by voting. No collective bargaining.

Circumstances: During the whole audit, the management was cooperative, and they accepted the finding report. There was no special circumstance during the audit.

Summary of findings:

SITE DETAILS

Site

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Site amfori ID

156-018818-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

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	72	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,001.5	Monthly
Calculated living wage in local currency	2,589.73	Monthly
Total sample	10	Workers

Other Metrics

Male workers	40	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	40	Workers
Permanent workers - Female	32	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	34	Workers
Domestic migrant workers - Female	24	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-018818-002

ENGLISH

Finding

被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件查看和现场查看，工厂建立了社会责任管理体系和书面的社会责任管理程序，但发现部分程序没有有效实施，导致之前的系统性问题仍未改善，例如月加班超时和社会保险不足。管理层表示为了按时完成订单，加班难以避免。社保的购买基于自愿的原则，部分员工不想购买。这违反了amfori BSCI系统手册中的要求。

ENGLISH

Finding

被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件查看，工厂建立了产能评估的程序，但发现工厂尚未进行有效的产能评估来合理匹配订单量，导致抽样员工的月加班超过法定要求。管理层表示加班超时难以避免。这违反了 amfori BSCI 系统手册中的要求。

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-018818-002

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 did not comply with this principle because, based on management interview, employee interviews, document review, the factory had not provided written long-term goals for protecting its employees. The management stated that no long-term goals for social responsibility were defined for 2025. It violated the requirements in the amfori BSCI System Manual.

被审核方未遵守该原则，因为基于管理层访谈、员工访谈、文件查看，工厂没有提供书面的保护员工的长期目标。管理层表示2025年没有定义社会责任长期目标。这违反了amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-018818-002

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

The auditee did not comply with this principle because, based on management interview, employee interviews, and document review, the factory currently had 72 employees, including two new employees hired less than one month. 3 out of the 70 employees had reached the statutory retirement age and did not need to pay social insurance. The social insurance for the past year was reviewed. According to the social insurance of June 2025, among 67 workers who should participate in social insurance: 54 employees did not participate in retirement insurance, medical insurance, unemployment insurance or childbearing insurance; 44 employees did not participate in work-related injury insurance. The management said that most employees were from other provinces and did not want to participate in social insurance. Reference Law: Article 10, 23, 33, 44, 53 of Social Insurance Law of the PRC Remark: 1. According to the requirements of the local social insurance department, one employee who had reached retirement age was also eligible and enrolled in work-related injury insurance. 2. The factory provided group commercial accident insurance for 44 workers who did not participate in

被审核方未遵守该原则，因为基于管理层访谈、员工访谈、文件查看，工厂目前共有72名员工，包含两名入职未满一个月的新员工。70名员工中，有3名员工达到法定退休年龄，不需要交社保。过去一年的社保进行查看。根据2025年6月的社保，显示应当交社保的67名员工中：54名员工没有参加养老、医疗、失业和生育保险；44名员工没有参加工伤保险。管理层表示大部分员工来自外省，不想参加社保。参考法律：中华人民共和国社会保险法 第10条、第23条、第33条、第44条和第53条 备注：根据当地社保部门的要求，1名达到退休年龄的员工也可以并参加了工伤保险。2.工厂为44名没有参加工伤保险的员工以及2名达到退休年龄的员工提供了团体商业意外险。保险合同有效期从2024年12月21日到2025年12月20日。

Finding

work-related injury insurance and 2 workers who reached retirement age. The insurance contract was valid from 21 December 2024 to 20 December 2025.

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-018818-002

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

The auditee did not comply with this principle because, based on management interview, employee interview, document review and site observation, it was found that the overtime control procedure was not effectively implemented, resulting in employees' excessive monthly overtime. The management stated that the overtime arrangement mainly depended on the order volume. Employees report overtime work was conducted voluntarily. Auditor selected October 2024, March 2025, June 2025 as primary samples: the monthly overtime of all 10 random selected workers was over 36 hours with maximum of 48 hours in October 2024; the monthly overtime of all 10 random selected workers was over 36 hours with maximum of 58 hours in March 2025; the monthly overtime of all 10 random selected workers was over 36 hours with maximum of 46 hours in June 2025. Reference Law: PRC Labor Law article 41 Remark: The maximum daily overtime and maximum monthly overtime was 2 and 38 hours from 1 July 2025 to the audit day.

被审核方未遵守该原则，因为基于管理层访谈、员工访谈、文件查看和现场查看，发现加班管控程序没有有效实施，导致员工的月加班超时。管理层表示加班安排主要取决于订单量。员工汇报加班是自愿的。审核员选取了 2024年10月，2025年3月，2025年6月作为样本，发现：2024年10月，随机抽取的所有10名员工的月加班超过36小时，最大值为48小时；2025年3月，随机抽取的所有10名员工的月加班超过36小时，最大值为58小时；2025年6月，随机抽取的所有10名员工的月加班超过36小时，最大值为46小时。参考法律：《中华人民共和国劳动法》第41条 备注：2025年7月1日到审核当天，最大日加班和月加班为2小时和38小时。

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-018818-002

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially complied with this principle because, based on management interview, employee interviews, document review and onsite observation,

1. Employees may be exposed to occupational hazard factors during the production process, such as noise, dust and chemicals (like toluene). However, the factory did not conduct occupational hazard factor tests. The management stated that it was for cost control considerations. The factory had established an occupational disease management procedure. Reference law: Regulations on the Administration of Occupational Health in the Workplace (2021) Article 20
2. The factory did not provide pre-job, on-job and post-job occupational disease physical examinations for employees who were exposed to occupational hazard factors. The management stated that it was due to cost control and the willingness of the employees. The factory had established an occupational disease management procedure. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件审核和现场查看，

1. 员工生产过程中会接触职业危害因素，例如，噪音、粉尘和化学品（如甲苯）。然而，工厂未进行职业危害因素检测。管理层表示出于成本控制考虑。工厂建立了职业病管理程序。参考法律：《工作场所职业卫生管理规定》(2021) 第二十条

2. 工厂没有为接触职业危害因素的员工提供岗前、在岗和离岗职业病体检。管理层表示出于成本控制和员工意愿考虑。工厂建立了职业病管理程序。参考法律：《中华人民共和国职业病防治法》第三十五条

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially complied with this principle because, based on management interview, employee interviews and site observation, two employees in the metalworking workshop who were exposed to noise did not wear earplugs. A paint spraying employee was operating without wearing rubber gloves. The management stated that they provided free personal protective equipment for the employees. Most of the employees would wear it, but sometimes they neglected to do so. No work-related injuries occurred. The factory established a management procedure for personal protective equipment and provided training for its employees. Reference law: Work Safety Law of the People's Republic of China (2021) Article 45

被审核方部分遵守该原则因为，基于管理层访谈、员工访谈和现场观察，金工车间两名接触噪音的员工未佩戴耳塞；一名喷漆的员工操作时未佩戴橡胶手套。管理层表示为员工提供了免费的个人防护用品，大部分员工会佩戴，但有时员工忽视佩戴。没有发生工伤。工厂建立了个人防护用品管理程序，并为员工提供了培训。参考法律：《中华人民共和国安全生产法》（2021）第四十五条

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
<p>Finding</p> <p>The auditee partially complied with this principle because, based on management interview, document review and site observation, the factory expanded a 4-storey building into a 5-storey one to serve as a warehouse in 2022. The fire safety certificate and the completion acceptance report of this building were not provided for viewing. The expanded 5F was approximately 3,000 square meters. The building structure is stable and there is sufficient fire-fighting equipment. The management stated that they are in the process of applying. Reference law: PRC Fire Prevention Law article 13 & PRC Construction Law Article 61</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、文件查看和现场观察，工厂在2022年将一栋四层建筑扩建为5层，用作仓库。该栋建筑的消防安全证明和竣工验收报告没有提供查看。扩建的5层约有3000平米。建筑结构稳定，消防器材充足。管理层表示正在申请中。参考法律：《中华人民共和国消防法》第十三条 & 《中华人民共和国建筑法》第六十一条</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
<p>Finding</p>	
<p>The auditee did not comply with this principle because, based on management interview, employee interviews and site observation, at least six electrical control boxes in the workshop and warehouse were blocked by materials, leaving no sufficient working space. The management stated that some employees were negligent of this requirement, resulting in temporary blocking. At least 10 electrical control boxes in the workshop were not turned off or locked, and their inner covers were missing. The management stated that the employees forgot to turn off the electrical box. The factory has established an electrical safety management procedure. There was no electric shock accident. Reference law: General guide for safety of electric user (GB/T 13869-2017) Article 5.1.1 & Article 5.1.2 and Code for Design of Low Voltage Electrical Installations (GB 50054-2011) Article 5.1.1</p>	<p>被审核方未遵守该原则，因为基于管理层访谈、员工访谈和现场观察，车间和仓库至少6个电控箱被物料挡住，没有留出足够的工作空间。管理层表示部分员工疏忽了该要求，导致临时被堵。车间至少10个电控箱没有关闭或上锁，且缺失内盖。管理层表示员工忘记将电箱关闭。工厂建立了电力安全管理程序。没有发生触电事故。参考法律：《用电安全导则》(GB/T 13869-2017) 第5.1.1条&第5.1.2条 和《低压配电设计规范》(GB 50054-2011) 第5.1.1条</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>The auditee partially complied with this principle because, based on management interview, employee interviews and site observation,</p> <p>1. Five polishing machines in the polishing workshop were missing from the pulley guards. The management stated that the machines were purchased without protective covers. The factory established a machine safety management procedure and provided training for its employees. Reference law: General rules of design on health and safety of production facility (GB5083-1999) 6.1.6</p> <p>2. Three ladders in the injection molding workshop and three ladders in the paint spraying workshop were not equipped with handrails. The heights of these ladders range from 1.6 meters to 2 meters. The factory explained that these ladders were not frequently used, so they were not equipped with handrails. No fall accident occurred as a result. Reference law: Machinery Safety: Fixed installations of entering machine and industrial facility Part 3: Staircase, ladder and handrail (GB17888.3-2008), article 7.2.2</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈和现场观察，</p> <p>1. 抛光车间5台抛光机缺失皮带轮防护罩。管理层表示机器买来的时候就没有防护罩。工厂建立了机器安全管理程序，并为员工提供了培训。参考法律：生产设备安全卫生设计总则 (GB5083-1999) 6.1.6</p> <p>2. 注塑车间三个梯子和喷漆车间三个梯子没有安装扶手，这些梯子的高度从1.6米到2米。工厂解释说这些梯子不经常使用，所以没装扶手。没有因此发生坠落事故。参考法律：《进入机器和工业设备的固定设施第3部分：楼梯、阶梯和护栏》(GB17888.3-2008)，第7.2.2条</p>

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-018818-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially complied with this principle because, based on management interview, document review and site observation,</p> <p>1. Welding, polishing, injection molding, silk-screen printing and paint spraying workshops will generate waste gas. However, the factory did not monitor the waste gas to confirm whether it exceeded the standard. The management stated that it was for cost control considerations. The factory established environmental protection procedures and conducted identification of environmental impact factors. Reference law: the People's Republic of China on the Prevention and Control of</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、文件查看和现场观察，</p> <p>1. 焊接，抛光，注塑，丝印和喷漆等车间会产生废气。然而，工厂没有对废气进行监测以确认是否超标。管理层表示出于成本控制考虑。工厂建立了环保程序，并进行了环境影响因素识别。参考法律：《中华人民共和国大气污染防治法》第十八条</p> <p>2. 金工和抛光车间会产生噪音。然而，工厂没有对厂界噪音进行监测已确认是否超标。管理层表示出于成本控制考虑。工厂建立了环保程序，并进行了环境影响因素识别。参考法律：《中华人民共和国环境噪声污染防治法》第23条</p>

Finding	
<p>Atmospheric Pollution Article 18</p> <p>2. The metalworking and polishing workshops generate noise. However, the factory had not monitored the noise at the factory boundary to confirm whether it exceeds the standard. The management stated that it was for cost control considerations. The factory established environmental protection procedures and conducted identification of environmental impact factors. Reference law: Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise, Article 23</p>	

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially complied with this principle because, based on management interview, document review and site observation, the water swelling and washing processes will generate a small amount of wastewater. However, the factory did not monitor the wastewater to confirm whether it exceeds the standard. The management stated that it was for cost control considerations. The factory established environmental protection procedures and conducted identification of environmental impact factors. Reference law: Water Pollution Prevention and Control Law of the People's Republic of China, Article 10

被审核方部分遵守该原则，因为基于管理层访谈、文件查看和现场观察，水涨和清洗工序会产生少量废水。但工厂没有对废水进行监测已确认是否超标。管理层表示出于成本控制考虑。工厂建立了环保程序，并进行了环境影响因素识别。参考法律：《中华人民共和国水污染防治法》第十条