Monitoring summary report for xxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd
MONITORING ID: 24-0289604-1

amfori
Trade with purpose

Monitored Party
xxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd

amfori ID
156-030438-000

Address
xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxx China

Monitoring Partner
Intertek

Monitoring Activity
amfori Social Audit - Manufacturing

Monitoring Type
Follow-up Monitoring

Submission Date
19/12/2025

Monitoring Start Date
11/12/2025

Closing Meeting Finished Date
11/12/2025

Expiration Date
13/01/2027

Announcement Type
Semi Announced

Site
xxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd

Site amfori ID
156-030438-001

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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	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	**B**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

1. Name of lead auditor: Martin Zhu; APSCA membership number: CSCA 21700259; Name of team auditor (if applicable): N/A; APSCA membership number: 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 on December 11, 2025. Day 1: time in/ 9:00, time out/ 17:10
4. Announcement Type: Semi Announced. In view of the findings raised in previous audit, areas of PA1, PA2, PA5, PA6, PA7 and PA12 needed to be improved. The following Performance Areas PA3, PA4, PA8, PA9, PA10, PA11 and PA13 were not audited at this follow up audit since no finding was raised in previous audit and rated ‘Yes’ following amfori’s instruction since no ‘Not rated’ option was available. Document review, auditee tour, management interview, worker representative interview and employee interview were conducted during the follow up audit.
5. Business partner information: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd (xxxxxxxxxxxxxxxxxxxxxxxxxxx) was located at xxxxxxxxxxxxxxxxxxxxxxxxxx China (中国xxxxxxxxxxxxxxxxxxxxxxxxxxx). The auditee was established on December 14, 2001. Business license number is 9133028xxxxxxxxxxx. The main products were pens and the main production processes were injection, coating (subcontracted outside of the auditee), assembly (automatically and manually), inspection and packing.
6. Audited location information: The auditee used one flat building, one 2-storey building, partial 1/F and the whole 2/F of one 3-storey building used as workshop, warehouse and office. No kitchen, canteen or dormitory was provided by the auditee for employees currently.
The total used construction area was about 2780 square meters and the total used land area was about 5052 square meters.
All the buildings in the same compound belonged to the auditee. Besides the buildings used by the audited, there were another one flat building, one 2-storey building and one 3-storey building. All these three buildings and the rest areas of the 3-storey building used by the auditee had been rented to xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd. as production areas for Stationery. The lease contract and business license of xxxxxxxxxxxxxxxxxxxxxxxxxx had been provided for review. The auditee management stated that these two facilities were independent with their own separate business licenses, management systems, areas and employees. No employee was shared between them. The above situation was also confirmed through auditee tour, document review and employee interview.
#1 one flat building: warehouse
#2 one 2-storey building: injection, assembly (automatically and manually), inspection, packing and warehouse
#3 one 3-storey building: 1F warehouse of the auditee and warehouse of Ningbo Shifeng, 2F office of the auditee, 3F office of Ningbo Shifeng
7. Operating shifts and hours: All employees worked for 5 days a week from Monday to Friday in one shift from 7:30 to 11:00 and 12:00 to 16:30. The peak month was not obvious in the auditee. Attendance records from December 1, 2024 to December 10, 2025 were provided for review. 8 samples were randomly selected from October 2025 (current month), June 2025 (random month) and March 2025 (random month) respectively. Based on the attendance records provided, 1) In October 2025 (current month), the maximum weekly working hours were 52 hours (all 8 samples)-standard hours (40 hours) + maximum weekly OT (12 hours). 2) In June 2025 (random month), the maximum weekly working hours were 50 hours (all 8 samples)-standard hours (40 hours) + maximum weekly OT (10 hours). 3) In March 2025 (random month), the maximum weekly working hours were 50 hours (all 8 samples)-standard hours (40 hours) + maximum weekly OT (10 hours).
8. Time recording system: Fingerprint and facial ID attendance system.
9. Salary payment details: The local minimum wage standard set at RMB 2260 per month equivalent to RMB 12.99 (2260/ 21.75/8) per hour since January 1, 2024. Payroll records from December 2024 to October 2025 were provided for review. Employees’ wages were calculated based on hourly rate basis and were paid to employees by bank transfer before the 30th of each month after the wage calculation period.
10. Worker number information: There were 35 employees including 3 management employees (2 males and 1 female), 3 office employees (2 males and 1 female) and 29 production employees (10 males and 19 females). 32 employees (13 males and 19 females) were local from Zhejiang province and other 3 employees (1 male and 2 females) were domestic migrant from other provinces of China including Anhui, Sichuan and Yunnan. No foreign migrant employee was hired in the auditee. No young, pregnant, seasonal, temporary, disabled or home-based worker was used by the auditee. And not any other special group workers such as interns, apprentices, contractor workers and etc. was used by the auditee. All employees were on duty on the audit day.

11. Good practices: None observed.
12. Worker organization details: There was no union in the auditee. There was one worker committee with 2 worker representatives who were elected by employees in March 2025 in the auditee. The meetings between the management and worker committee were conducted quarterly. The last meeting was conducted on September 25, 2025 with the topic of EHS.
13. Circumstances: There was no special circumstance during the audit.
14. Summary of findings:
PA1: 1.1 Not corrected. Partial procedures were not properly implemented.
1.4 Not corrected. The written records of calculating the production capacity or the costs of production were not available. In addition, the auditee did not have a good capacity planning to meet the expectations of the delivery order.
PA2: 2.5 New finding. The auditee did not survey the grievance mechanism regularly.
PA5: 5.4 Not corrected. The auditee has no idea of evaluation the local living wage, and they had not done any survey or calculating of the local living wage.
5.5 Not corrected. Insufficient social insurance participated.
PA6: 6.2 Not corrected. Overtime hours exceeded the legal requirement.
PA7: 7.1 Not corrected. Due to ineffective implementation caused the findings in the performance area.
7.7-1 Not corrected. No occupational health examination was provided to employees engaged in post with occupational disease hazards.
7.7-2 Not corrected. Safety facilities for chemicals were not compliant with legal requirement.
7.7-3 Not corrected. No safety label for chemicals.
7.11 Not corrected. Partial goods were directly leaned against the wall and post.
7.13 Not corrected. Electric boxes were at risk of electric shock.
PA12: 12.2 Not corrected. The auditee had not fully implemented procedure documents to ensure compliance with environment protection law and regulations.
12.3 New finding. No environmental protection acceptance checks report for the noise and solid wastes of completed construction project.
15. Living wage calculation: #LivingWage: Anker methodology is used for Living Wage calculation by auditing company.
16. Report attachments: There was no contractor used by the auditee, which made the contractor license/permit not applicable. There was no agency used by the auditee, which made the agency labour contract not applicable. There was no government waiver obtained by the auditee, which made the government waiver not applicable. There was no collective bargaining agreement used by the auditee, which made the collective bargaining agreements not applicable.
17. Fire drills: Fire drills were conducted twice a year. The recent two were conducted on September 17, 2025 and March 26, 2025.
18. Remark for ‘not applicable’ points in the report: 7.21 No kitchen or canteen was provided by the auditee for employees currently. 7.23 No transportation was provided for employees by the auditee currently.

SITE DETAILS

Site
xxxxxxxxxxxxxxxxxxxxxxxxxxxxe Co., Ltd

Site amfori ID
156-030438-001

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

N.A.

METRICS

Key Metrics

Total workforce	35	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	4,500	Monthly
Calculated living wage in local currency	2,704.94	Monthly
Total sample	8	Workers

Other Metrics

Male workers	14	Workers
Female workers	21	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	Workers
Permanent workers - Female	21	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	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	1	Workers
Domestic migrant workers - Female	2	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	**14**	**Workers**
Workers hired directly - Female	**21**	**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	**5**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd | Site amfori ID: 156-030438-001

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	
1.1 Not corrected. The auditee had set up a social responsibility management system and established a series of procedures to implement amfori BSCI Code of Conduct. However, partial procedures were not properly implemented. During this audit findings such as overtime hours exceeded the legal requirement, partial goods were directly leaned against the wall and post and etc. were found. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	1.1 未整改。被审核方建立了社会责任管理体系和一系列的程序去执行amfori BSCI的行为守则。但是，部分程序没有得到适当执行。在此次审核过程发现如月加班时间超过法规 要求、部分货物靠墙靠柱堆放等问题。所以这个问题评级为部分违反。部分违反amfori BSCI行为守则，社会管理体系及级联效应原则。

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
Finding	
1.4 Not corrected. The auditee had established procedure regarding cost calculation and production planning. And the auditee had realistically calculated the costs of production and delivery times, but the written records of calculating the production capacity or the costs of production were not available. In addition, the auditee did not have a good capacity planning to meet the expectations of the delivery order, which led to employees' monthly overtime hours exceeded legal requirement. Through employee interview, the employees were voluntary to work overtime. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	1.4 未整改。被审核方建立了书面的生产成本核算及产能规划程序。并且了解如何计算生产产能和订单周期 ，但没有保留计算方法和记录查看。此外，被审核方没有一个完善的产能计划去完成订单交货的预期，导致员工的月加班时间超过法规要求。根据员工访谈，员工是自愿加班的。所以这个问题评级为部分违 反。部分违反amfori BSCI行为守则，社会管理体系及级联效应原则。

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd | Site amfori ID: 156-030438-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?	
ENGLISH	**LOCAL LANGUAGE**
Finding	
2.5 New finding. The auditee had established a grievance procedure, and installed suggestion box, provided the training for the employees about their grievance system, but the auditee did not survey the grievance mechanism regularly. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.	2.5 新发现。被审核方建立了文件化的申诉制度，也安装了意见箱，提供了关于申诉系统方面的知识培训给 员工，但是被审核方没有定期对投诉机制进行评价。所以这个问题评级为部分违反。部分违反 amfo ri BSCI行为守则，员工参与和保护原则。

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd | Site amfori ID: 156-030438-001

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	
5.4 Not corrected. The auditee has no idea of evaluation the local living wage, and they had not done any survey or calculating of the local living wage. However, the actual payment paid by the auditee for employees was higher than local living wages. So this question is rated as partially. It is partially against amfori BSCI Code of Conduct, Principle on Fair Remuneration.	5.4 未整改。被审核方没有意识去评估当地的最低生活需求工资，也没有完成最低生活需求工资的调查和计 算。但是被审核方实际支付给员工的工资高于当地的体面生活工资水平。所以这个问题评级为部分违反 。部分违反amfori BSCI行为守则，公平报酬原则。

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	
5.5 Not corrected. Insufficient social insurance participated. The social insurance receipts from December 2024 to November 2025 were provided to review, and according to the latest social insurance receipt of November 2025, auditor found that there was total 35 employees in the auditee (23 retirees, no newly joined employees, temporary employees or dispatch employees), 12 employees needed to participate in social insurance, 7	5.5 未整改。社会保险参保不足。通过文件审核，被审核方提供了2024年12月到2025年11月的 社保收据。依据最近月2025年11月社会保险缴费收据，企业目前所有35名员工中（23名退休 人员，无新进员工、临时工和劳务派遣工），12名需要参加社保，7名（58.33%）参加了养老 保险，生育保险，医疗保险，失业保险和工伤保险。被审核方表示他们已经尝试说服员工参加社会保险 ，但是员工不愿意参加。此外，企业给所有35名员工购买了从2024年4

Finding	
employees (58.33%) had participated in basic endowment insurance, maternity insurance, basic medical insurance, unemployment insurance and employment injury insurance. The auditee explained that they had tried to persuade the employees to participate in social insurance, but the employees did not want to participate. In addition, the auditee purchased commercial group accident insurance for all 35 employees from April 10, 2024 to April 9, 2026. So this question is rated as No. It is against amfori BSCI Code of Conduct, Principle on Fair Remuneration, and did not comply with Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance. Article 23 Employees shall participate in the basic medical insurance for employees. Article 33 Employees shall participate in the employment injury insurance. Article 44 Employees shall participate in unemployment insurance. Article 53 Employees shall participate in maternity insurance.	月10日到2026年4 月9日的商业团体意外伤害保险。所以这个问题评级为违反。违反amfori BSCI行为守则，公平报酬原则，且不符合《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: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd | Site amfori ID: 156-030438-001

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	
6.2 Not corrected. Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of all 8 randomly selected employees were 40 hours in October 2025 (current month), the monthly overtime hours of all 8 randomly selected employees were 48 hours in June 2025 (random month) and the monthly overtime hours of all 8 randomly selected employees were 48 hours in March 2025 (random month). The auditee had established working hour control policy but was not implemented effectively. During employee interview, all interviewed employees stated that they were voluntary to work overtime. So this question is rated as No. It is against amfori BSCI Code of Conduct, Principle on Decent Working Hours, and did not comply with PRC Labour Law	6.2 未整改。加班超过法律规定。通过文件审核，审核员发现在抽取的2025年10月份（当前月）的考 勤中，所有8名随机抽取的员工月加班时间为40小时，在抽取的2025年6月份（随机月）的考勤 中，所有8名随机抽取的员工月加班时间为48小时以及2025年3月份（随机月）的考勤中，所有 8名随机抽取的员工月加班时间为48小时。被审核方制定了工时控制政策，但是没有有效实施。根据 员工访谈，员工是自愿加班的。所以这个问题评级为违反。违反amfori BSCI行为守则，体面劳动时间原则，且不符合《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。

Finding	
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.	

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd | Site amfori ID: 156-030438-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 Not corrected. The auditee had established a management system on health and safety. But due to ineffective implementation caused the findings in the performance area, such as partial goods were directly leaned against the wall and post. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.	7.1 未整改。被审核方建立了健康安全管理体系，但由于未能有效的执行导致本章节还有问题出现，如部分 货物靠墙靠柱堆放。所以这个问题评级为部分违反。部分违反amfori BSCI行为守则，职业健康与安全原则。

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	
7.7-1 Not corrected. No occupational health examination was provided to employees engaged in post with occupational disease hazards. Through auditee tour, document review and management interview, auditor found that there were 16 employees working with noise and dust in the auditee. However, no periodic occupational health examination reports which required by law for these 16 employees were provided for review. The auditee management stated that they knew the	7.7-1 未整改。被审核方没有为从事职业性危害作业的员工提供职业健康检查。通过现场走访、文件审核和管 理人员访谈，审核员发现被审核方有16名员工在工作中接触噪声和粉尘。但是被审核方未能提供这1 6名员工按法规要求的定期职业健康检查报告供审阅。被审核方管理人员表示他们了解相关要求并且正 在计划给相关员工提供职业健康检查。此外，被审核方给所有相关员工提供了劳保用品如耳塞和口罩。 所以这个问题评级为部分违反。部分违反amfori BSCI行为守则，职业健康与安全原则，且

Finding	
requirement and they were planning to provide occupational health examination for the relevant employees. PPE such as earplugs and masks had been provided for all the relevant employees. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with PRC Law of Prevention and Control of Occupational Diseases Article 35 7.7-2 Not corrected. Safety facilities for chemicals were not compliant with legal requirement. During auditee tour, auditor found that there was no secondary containment for about 20% chemicals such as ink used and stored in the auditee. The auditee had posted MSDS of the chemicals onsite and provided chemical training to employees. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with Regulations on the Safety Management of Dangerous Chemicals article 20 7.7-3 Not corrected. No safety label for chemicals. During auditee tour, auditor found that there were no safety labels for about 30% chemicals such as ink used and stored in the auditee. The auditee had posted MSDS of the chemicals onsite and provided chemical training to employees. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with requirement of Regulations on the Safe Use of Chemicals in Workplace, Article 12	不符合《中华人民共和国职业病防治法》第三十五条，对从事接触职业病危害的作业的劳动者，用人单位应当按照国务院卫生行政部门的规定组 织上岗前、在岗期间和离岗时的职业健康检查，并将检查结果书面告知劳动者。职业健康检查费用由用 人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业；不得安 排有职业禁忌的劳动者从事其所禁忌的作业；对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者，应当调离原工作岗位，并妥善安置；对未进行离岗前职业健康检查的劳动者不得解除或者 终止与其订立的劳动合同。职业健康检查应当由取得《医疗机构执业许可证》的医疗卫生机构承担。卫 生行政部门应当加强对职业健康检查工作的规范管理，具体管理办法由国务院卫生行政部门制定。 7.7-2 未整改。化学品储存的安全设施不符合要求。在现场巡查时，审核员发现约20%被审核方使用和存放 的化学品如墨水没有设置二次容器。被审核方有在现场张贴化学品的物质安全资料表并且给员工提供了 化学品的培训。所以这个问题评级为部分违反。部分违反amfori BSCI行为守则，职业健康与安全原则，且不符合危险化学品安全管理条例第二十条，生产、储存危 险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测 、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防 泄漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安 全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。 生产、储存危险化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。 7.7-3 未整改。化学品没有安全标识。在现场巡查时，审核员发现约30%被审核方使用和存放的化学品如墨 水没有安全标识。被审核方有在现场张贴化学品的物质安全资料表并且给员工提供了化学品的培训。所 以这个问题评级为部分违反。部分违反amfori BSCI行为守则，职业健康与安全原则，且不符合《工作场所安全使用化学品规定》第十二条，使用 单位使用的化学品应有标识，危险化学品应有安全标签，并向操作人员提供安全技术说明书。

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 Not corrected. Partial goods were directly leaned against the wall and post. During auditee tour, auditor found that about 10% goods in warehouses were directly leaned against the wall and post. The other goods were stored normally. The auditee had established warehouse management procedure. The auditee management knew about the requirement. Parts of products were not properly stored due to space save. So this question is rated as Partially. It is 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 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.	7.11 未整改。被审核方部分货物靠墙靠柱堆放。在现场巡查时，审核员发现被审核方仓库内约10%的货物 挨墙靠柱存放。其余货物摆放合理。被审核方建立了仓库管理程序，管理人员了解要求。部分产品没妥 善存放是因为节省空间导致。所以这个问题评级为部分违反。部分违反amfori BSCI行为守则，职业健康与安全原则，且不符合仓储场所消防安全管理通则 XF1131-2014 第6.8条 库房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。

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	
7.13 Not corrected. Electric boxes were at risk of electric shock. During auditee tour, auditor noted that the auditee allowed employees to operate the electric boxes. However, no necessary protective measures (such as protective covers, lock the distribution box, etc.) to prevent employees from accidentally touching live parts for about 20% electric boxes in the auditee. The rest electronic boxes were locked or installed with protective covers. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety, and did not comply with requirement of National Safety Technical Code for Electric Equipments-GB19517-2023, Article 5.2 Preventive measure	7.13 未整改。配电箱有电击的风险。在现场巡查时，审核员发现被审核方允许由一般人员操作配电箱，但是 被审核方约20%的配电箱没有设置必要的防护措施（如保护屏障，配电箱上锁等）来防止人员无意的 触碰带电部分。其它电箱均上锁或装有保护屏障。所以这个问题评级为部分违反。部分违反amfor i BSCI行为守则，职业健康与安全原则，且不符合《国家电气设备安全技术规范》GB19517-2023，5.2电击危险保护电击危险防护的要求包括以下方面。 b）应采用绝缘保护技术、直接接触技术、间接接触技术等对产品按设计用途使用时由于电能直接作用 而造成的危险提供足够的保护。 c）产品应满足绝缘电阻、介质强度、耐热能力、防潮湿、防污秽、阻燃性、抗漏电起痕性等电气绝缘 性能的要求，附加绝缘或加强绝缘应单独考核，并保证基

Finding	
against the hazard of electric shock.The requirements for protecting against electric shock hazards include the following aspects. b) Insulation protection technology, direct contact technology, indirect contact technology, etc. should be used to provide sufficient protection against the hazards caused by the direct action of electrical energy when the product is used according to its designed purpose. c) The product should meet the requirements of electrical insulation performance such as insulation resistance, dielectric strength, heat resistance, moisture resistance, pollution prevention, flame retardancy, resistance to electric leakage and marking. Additional insulation or reinforced insulation should be assessed separately, and it should be ensured that the fault contact voltage does not cause harm in the event of basic insulation failure or arc. d) The structure, shell or cover of the product, when it is in a closed electrical workplace, will not pose a risk of accidental contact with live parts. The shell, cover and other components are only allowed to be disassembled or opened with tools.	本绝缘发生故障或出现电弧时故障接触电压不 产生危害。 d）产品的结构、外壳或护罩等，或其在封闭的电气作业场中时，均不会产生意外接触带电部分的危险 。外壳、护罩等部件只允许用工具拆卸或打开。

PA 12: Protection of the Environment

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxx Co., Ltd | Site amfori ID: 156-030438-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH	LOCAL LANGUAGE
Finding	
12.2 Not corrected. The auditee had established environmental protection procedures according to environmental laws and regulations. However, the auditee had not fully implemented procedure documents to ensure compliance with environment protection law and regulations. For example, finding that no environmental protection acceptance checks report for the noise and solid wastes of completed construction project was noted in this audit. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Protection of the Environment.	12.2 未整改。被审核方根据环境相关法律法规建立了环境保护程序，但是被审核方在实际执行过程中未完全 符合环境相关法律法规的要求。如在本次审核中发现了被审核方没有建设项目噪声和固废的环境保护竣 工验收的问题。所以这个问题评级为部分违反。部分违反amfori BSCI行为守则，环境保护原则。

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
12.3 New finding. No environmental protection acceptance checks report for the noise and solid wastes of completed construction project. During document review, the auditee could not provide the environmental protection acceptance check approval for the noise and solids wastes of their construction project for review. The auditee had obtained environmental Impact Assessment (EIA) approval and pollutant discharge registration. And the auditee had obtained the environmental protection acceptance checks report for the waste gas and wastewater of completed construction project. So this question is rated as Partially. It is partially against amfori BSCI Code of Conduct, Principle on Protection of the Environment, and did not comply with Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.	12.3 新发现。被审核方没有建设项目噪声和固废的环境保护竣工验收。在文件审阅中，被审核方无法提供该 建设项目噪声和固废的环境保护竣工验收报告供审阅。被审核方已经取得了建设项目环境影响审查批复 和固定污染源排污登记。并且被审核方已经取得了废气和废水的环境保护竣工验收报告。所以这个问题 评级为部分违反。部分违反amfori BSCI行为守则，环境保护原则，且不符合《建设项目环境保护管理条例》第十七条，编制环境影响 报告书、环境影响报告表的建设项目竣工后，建设单位应当按照国务院环境保护行政主管部门规定的标 准和程序，对配套建设的环境保护设施进行验收，编制验收报告。建设单位在环境保护设施验收过程中，应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况，不得弄虚作假。除按照国家规 定需要保密的情形外，建设单位应当依法向社会公开验收报告。