

MONITORING ID: [REDACTED]

Monitored Party

[REDACTED]

amfori ID

[REDACTED]

Address

[REDACTED]

Monitoring Activity

**amfori Social Audit -
Manufacturing**

Monitoring Type

Full Monitoring

Monitoring Partner

SGS

Monitoring Start Date

29/08/2024

Closing Meeting Finished Date

29/08/2024

Submission Date

04/09/2024

Expiration Date

04/09/2025

Announcement Type

Fully Announced

Site

[REDACTED]

Site amfori ID

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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

[Audit Information]:

Name of lead auditor: Forrest Jiang; APSCA membership number (CSCA 21704067)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit was planned for 1 auditor within 1.0 onsite day. The full audit (Fully Announced) was conducted on Aug.29, 2024.

[Business partner information]:

"[REDACTED]" was located at [REDACTED]
[REDACTED] The factory name on business license was [REDACTED]
[REDACTED]
[REDACTED] The business license address and the actual address were the same place. The business license number was [REDACTED] and the valid time was from Feb.22, 2011 to Feb.21, 2031. The factory specialized Reflective vest, safety jacket and safety Long sleeve T-shirt. Mainly processes were cutting, sewing, inspection and packing. The production capacity was about 12000000pcs per year.

[Audited location information]:

The factory rented one 5-storey building#9(6194.4 SQ.M) and 4F of another one 5-storey building#10(6194.4 SQ.M) as warehouse, workshop and office. The details were as below:

One 5-storey building#9:

1F was used as cutting and raw material storage areas.

2F was used as raw material warehouse.

3F was used as raw material storage area and cutting workshop.

4F was used as warehouse, sewing, inspection and packing workshop.

5F was used as office, warehouse, sample making room.

On 5-storey building#10:

1F, 2F, 3F and 5F were used by landlord as workshop.

4F was used by audited factory as warehouse.

The kitchen and canteen, the dormitory and transportation were not available for its employees.

There was a clear physical division between the audited factory and other factories. No worker mixing found. The factory provided the lease contract and business license for review. Thus, the scope of this audit only covered the areas rented by audited factory.

[Operating shifts and hours]:

Through review the attendance records from July 1, 2023 to August 29, 2024(The day of the audit), all employees worked 8 hours per day and 5 days per week, all employees were arranged with 1 shift, the working time was from 7:30 to 17:00 with 1.5 hours for break from 11:30 to 13:00. All employees were recorded by fingerprint attendance system. Based on attendance record review and randomly sampled 5 workers' attendance records from 3 months and it was noted that: The 1st sampled month(July 2024-Currently month), the standard hours was 184 hours, the max monthly overtime hours were 50 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours, the most consecutive working days were 6 days;

The 2nd sampled month(March 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 58 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours, the most consecutive working days were 6 days;

The 3rd sampled month(July 2023-Random month), the standard hours was 168 hours, the max monthly overtime hours were 58 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours, the most consecutive working days were 6 days.

[Salary payment details]:

Through review the payroll records from July 2023 to June 2024, all workers in this factory were based on monthly-rate wage and the minimum wage was guaranteed, for example, workers were provided with at least RMB 4000 per month, which above the legal requirement (RMB 2260 per month and 12.99 per hour). The wages were calculated from the first day of the natural month to the last day of the natural month and paid on the end of next month by bank transfer, most of the workers knew the wages structures and the payment of wages had never been delayed. Based on reviewing attendance records and payroll records, the OT premium was paid by 150%, 200% and 300% of regular rate for overtime working on weekdays, Saturdays and Statutory Holidays respectively. Workers had right to choose working overtime or not, and the factory ensured workers rest on every Sunday and statutory holidays.

[Worker number information]:

- Total 45 employees (10 males and 35 females) covered 7 non-production employees (2 males and 5 females) and 38 production workers (8 males and 30 females).
- 36 employees (7 males and 29 females) were the domestic migrant workers, 9 employees (3 males and 6 females) were the local people.
- No disabled workers, child labour, young worker, lactating employees, pregnant worker, internship staff, apprentice, subcontract staff found. And there was no information about forced labour found.
- 5 workers (2 males and 3 females) were sampled for verification, 5 sampled workers were the domestic migrant workers and no sampled worker was the local people.

[Good practices]:

Nil.

[Worker organization details]:

Labour union was not established. 1 worker representative was elected freely. Collective bargaining was not held and the agreement was not available.

[Circumstances]:

The auditee showed a cooperative and enthusiastic attitude to this audit.

[The special circumstances can be classified as followed]:

Auditor did not find any special abnormal situation by viewing of IPE, but it was noted that the factory was fined RMB 5000 on Jan.18, 2024 due to "The fire fighting facilities/equipment, fire safety configuration/Settings did not meet the standards" by viewing Credit China website. There was no specific control requirement for COVID-19 in China.

[Summary of findings]:

PA 1: The amfori BSCI Code management was not perfect (PA 1.1), the calculation of production capacity was not reasonable (PA 1.4).

PA 2: Some workers did not know the content of amfori BSCI Code (PA 2.4).

PA 5: The factory didn't provide social insurance to all workers (PA 5.5).

PA 6: The monthly overtime hours exceeded 36h (PA 6.2).

PA 7: HS management was not perfect and some goods were stored close to the wall (PA 7.1), some employees had neither injury insurance nor commercial accident insurance (PA 7.2), some electric boxes were not locked (PA 7.13), some workers didn't use safety eye-shields while operating over-locking sewing machines (PA 7.17).

PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12 and 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.

[Personal Information protection law]:

The Personal Information Protection Law of the People's Republic of China was promulgated on Aug.20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent.

[Attachments]:

1. There was no Consolidated Working Hours System Approval obtained by the auditee, which made documented valid authorisation to make exemptions not applicable.
2. The audit was not SPA, which made self-declaration of producer not applicable.
3. According to the regulations require of "Classified management directory of environmental impact Assessment of construction projects" which updated in the year of 2021. The factory is exempted from Environmental Impact Assessment.

SITE DETAILS

Site	Site amfori ID
<div></div>	<div></div>

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	5	Workers

Other Metrics

Male workers	10	Workers
Female workers	35	Workers
Non-binary workers	0	Workers
Permanent workers - Male	10	Workers
Permanent workers - Female	35	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	2	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	7	Workers
Domestic migrant workers - Female	29	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	10	Workers
Workers hired directly - Female	35	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: [REDACTED]

Site amfori ID: [REDACTED]

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 The main auditee partially respected this principle because the factory had established management system according to amfori BSCI requirement and the factory had performed internal audit of CSR management system on Jan.19, 2024. They appointed Ms. Hu Jinghong / General Manager 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 did not fully understand amfori BSCI Code of Conduct and requirements and did not provide adequate training to all workers.
It violated the requirement of question 1.1 in amfori BSCI system manual.

主要被审核方部分遵循该准则。原因是工厂有根据 amfori BSCI 的要求建立了管理体系，并于2024年1月19日进行了社会责任管理体系的内部审核。工厂任命了胡景红女士/总经理负责体系，但是部分程序没有有效的执行，如在健康安全方面不足等。工厂管理层解释他们未充分理解 amfori BSCI 行为准则和要求，且对员工培训不到位。
违反了 amfori BSCI 管理手册中问题1.1的要求。

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 The main auditee partially respected this principle. The factory established production capacity evaluation procedure, and evaluated its workforce capacity, but the production management staff could not establish adjusting program to handle the inadequate in capacity caused by rapid rise of production order, they could not ensure workers' overtime hours in accordance with amfori BSCI Code of Conduct and legal requirements when the production capacity meet the requirements of the client orders continually, which caused the workers overtime working hour systematic exceed 36 hours per month in past months. The facility management declared that delivery time of order was relatively short and number of production workers was relatively small. It violated the requirement of question 1.4 in amfori

主要被审核方（生产商）部分遵循该原则。工厂建立了产能评估程序，并且对其产能进行了评估但是生产管理人员未制定针对订单增多而造成产能不足情况下的调节方案，工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合 amfori BSCI 行为准则和法规要求，以至于员工的月加班时间在过去月份中系统性超过36小时。工厂管理层解释是由于订单时间比较紧张和生产员工比较少导致的。
违反了 amfori BSCI 管理手册中问题1.4的要求。

Finding

BSCI system manual.

PA 2: Workers Involvement and Protection

Site: [REDACTED] | Site amfori ID: [REDACTED]

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

2.4 The main auditee partially respected this principle because the auditee had conducted relevant training of amfori BSCI code to employees and posted amfori BSCI code onsite, but most interviewed workers did not know the content of amfori BSCI Code, the auditee did not check the effect of training. The management explained that they did not verify the effectiveness of the training and did not strengthen the training. It violated the requirement of question 2.4 in amfori BSCI system manual.

主要被审核方部分遵循该准则。被审核方对员工进行了amfori BSCI相关内容的培训，现场张贴的amfori BSCI行为准则，但是大部分访谈的员工不了解amfori BSCI的内容，工厂没有验证培训的效果。管理层解释他们的确没有验证培训效果，也没有加强培训力度。违反了amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: [REDACTED] | Site amfori ID: [REDACTED]

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 The factory did not respect this principle. Because the number for social insurance was insufficient. There was a total of 45 employees hired in this factory during this audit, 4 employees were the retired workers and 1 employee was the new hired in the recently one month. The auditee should buy social insurances for 40 employees in July 2024. Through review the payroll records and social insurance enrolment list, auditor noted that the factory only provided the pension insurance, maternity insurance and medical insurance to 16 employees(40%), provided and unemployment

被审核工厂未遵循该准则。因为工厂参保人数不足。工厂在审核期间共45名员工，其中退休员工4人，最近一个月内新入职的员工1名，工厂在2024年7月应该给40名员工提供社保。通过查看工厂提供的工资记录以及社保缴费凭证，审核员发现工厂在2024年7月仅给16名员工（40%）提供了养老险，生育险和医疗险，给14名员工（35%）提供了失业险，给36名员工（81.82%）提供了工伤险，工厂未提供商业险给员工。员工访谈工人表示自己有在自己老家购买了新农保。管理层访谈解释称社保不足的原因是工人流动性大且部分工人已自行在老家购买新农保。

Finding

insurance to 14 employees(35%), and provided injury insurance to 36 employees(81.82%) in July 2024, the factory didn't provide commercial insurance to its employees. Based on worker interview and stated that they had bought the new rural social pension insurance in their hometowns by themselves. Based on management interview and stated that the reason for poor social insurance coverage rate was high turnover rate and some workers had bought the new rural social pension insurance in their own hometowns by themselves. It violated the requirement of question 5.5 in amfori BSCI system manual and Labor Law of the People's Republic of China (2018 Amendment), Article 72, and Social Insurance Law of the People's Republic of China (2018 Amendment).

违反了amfori BSCI管理手册中问题5.5的要求和中华人民共和国劳动法（2018修正）第七十二条，中华人民共和国社会保险法（2018修正）。

PA 6: Decent Working Hours

Site: [REDACTED] | Site amfori ID: [REDACTED]

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 The factory did not respect this principle because workers' monthly overtime hours exceeded legal requirement.

Through reviewing workers' attendance records from July 1, 2023 to August 29, 2024(The day of the audit) provided by factory, all employees worked 5 days per week and 8 hours per day, during this audit, auditor randomly sampled 5 workers' attendance records from 3 months and it was noted that:

The 1st sampled month(July 2024-Currently month), the standard hours was 184 hours, the max monthly overtime hours were 50 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours;

The 2nd sampled month(March 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 58 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours;

The 3rd sampled month(July 2023-Random month), the standard hours was 168 hours, the

被审核工厂未遵循该原则，因为员工的月加班时间超过法规要求。

通过查看工厂提供的工人从2023年7月1日至2024年8月29日(审核当天)的考勤记录，所有工人正常上班时间为每周5天和每天8小时，此次审核期间，审核员随机抽取5名员工三个月的考勤记录发现：

第一个抽样月（2024年7月-当前月），标准工时184小时，最大月加班为50小时，最大日加班为2小时，最大周工作时间为52小时；

第二个抽样月（2024年3月-随机月），标准工时168小时，最大月加班为58小时，最大日加班为2小时，最大周工作时间为52小时；

第三个抽样月（2023年7月-随机月），标准工时168小时，最大月加班为58小时，最大日加班为2小时，最大周工作时间为52小时。

工厂解释是由于订单时间比较紧张和生产员工比较少导致的。

违反了amfori BSCI管理手册中问题6.2的要求以及《中华人民共和国劳动法（2018修正）第四十一条》。

Finding

max monthly overtime hours were 58 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours.

The facility management declared that delivery time of order was relatively short and number of production workers was relatively small.

It violated the requirement of question 6.2 in amfori BSCI system manual and Labor Law of the People's Republic of China (2018 Amendment), Article 41.

PA 7: Occupational Health and Safety

Site: [REDACTED] | Site amfori ID: [REDACTED]

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 The main auditee partially respected this principle. The auditee had established management system on health and safety, included the identifying and awareness of the related legal regulation, health and safety checking, training, etc., but the auditee did not follow the requirement of amfori BSCI for health and safety fully. Based on onsite tour, auditor noted that some goods in warehouse were stored close to the wall. The factory management explained that it was caused by management negligence and will strengthen management and training in the future.

It violated the requirement of question 7.1 in amfori BSCI system manual and Regulations on Fire Prevention of Warehouse (1990), Article 18.

被审核方部分遵循该准则。被审核方建立了健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是被审核方未完全执行amfori BSCI对健康安全的要求；通过现场走访，审核员发现仓库部分货物靠墙堆放。工厂管理层解释其是由于管理疏忽导致，今后会加强管理和培训。

违反了amfori BSCI管理手册中问题7.1的要求以及仓库防火安全管理规则（1990）第十八条。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH

LOCAL LANGUAGE

Finding

7.2 The main auditee did not respect this principle. During this audit, auditor noted that there was a total of 45 employees worked in this factory, 4 employees were the retire workers and 1 employee

主要被审核方（生产商）未遵循该准则。在此次审核期间，审核员发现工厂共有45名员工，其中退休员工4名，最近一个月内新入职的员工1名，工厂应该给44名员工提供工伤险或商业意外险，但是工厂

Finding	
was the new hired in this recently one month, the factory should provide injury insurance or commercial insurance to 44 employees, but the factory only provided the injury insurance to 36 employees and other employees had neither injury insurance nor commercial accident insurance. The management explained that they were planning to provide commercial insurance to employees. It violated the requirement of question 7.2 in amfori BSCI system manual.	仅给36名员工购买了工伤险，而其他员工既没有工伤险也没有商业意外险。工厂管理层解释他们正准备给员工购买商业意外险。 违反了amfori BSCI管理手册中问题7.2的要求。

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 The main auditee partially respected this principle. The auditee established the management program on electrical facilities, but based on onsite tour, it was noted that a total of 3 electric boxes in workshop were not locked. The factory management explained that it was caused by management negligence and will strengthen management and training in the future. It violated the requirement of question 7.13 in amfori BSCI system manual and General Guide for Safety of Electric User (GB/T 13869-2017).	被审核方部分遵循该准则。被审核方建立了电气设施管理程序，但通过现场走访，审核员发现车间内共有3个电箱未上锁。工厂管理层解释其是由于管理疏忽导致，今后会加强管理和培训。 违反了amfori BSCI管理手册中问题7.13的要求以及用电安全导则（GB/T 13869-2017）。

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	
7.17 The main auditee partially respected this principle because the factory established the procedure on equipment management and appointed the person to maintain, but the management system need improve. For example, based on onsite tour, it was noted that 3 workers in sewing workshop at 4F of one 5-storey production building didn't use safety eye-shields while operating over-locking sewing machines. The factory management explained that it was caused by management negligence and will strengthen management and training in the future.	主要被审核方（生产商）部分遵循该准则，因为工厂建立了设备管理制度和任命人员去维护保养，但管理系统需要提升。例如，通过现场走访，审核员发现工厂一栋五层厂房缝纫车间有3名员工在操作锁定时未使用护眼挡板。 工厂管理层解释其是由于管理疏忽导致，今后会加强管理和培训。 违反了amfori BSCI管理手册中问题7.17的要求和生产设备安全卫生设计总则（GB 5083-1999）6.1.6。

Finding

It violated the requirement of question 7.17 in amfori BSCI system manual and General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), 6.1.6.