

Monitored Party	amfori ID	Address
[REDACTED] [REDACTED] Co.,Ltd.	156-[REDACTED]000	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED], China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Follow-up Monitoring	QIMA Limited
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
20/12/2024	27/12/2024	27/12/2024
Expiration Date	Announcement Type	
02/01/2026	Semi Announced	
Site	Site amfori ID	
[REDACTED] [REDACTED] Co.,Ltd.	156-[REDACTED]001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	[REDACTED]
PA 2: Workers Involvement and Protection	A	[REDACTED]
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	[REDACTED]
PA 4: No Discrimination, Violence or Harassment	A	[REDACTED]
PA 5: Fair Remuneration	B	[REDACTED]

PA 6: Decent Working Hours	D	
PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Joanna Mu; APSCA registered number: CSCA21702172.

Monitoring partner name: QIMA LIMITED. APSCA Membership Number: 11600049.

Audit schedule details: The semi-announced full audit is planned 1.5 MD. The audit is planned for 1 auditor * 1 day. 1 day on site and 0.5 days for reporting.

Business partner information:

██████████ Co.,Ltd.

Business license registration number: ██████████

██████████ China

The auditee established on ██████████.

The factory specialized in the manufacturing of Bags.

The main production activities in the factory were cutting, sewing, assembling, inspection and packing.

The production capacity was 500000 pieces per year.

Audited location information:

The factory used 2F to 5F of one 6-storey building and one flat building. No dormitory, canteen or transportation was provided for workers. The total area was 5852 square meters.

Building details as below:

One 6-storey building:

2F used as warehouse and office. About 1170 square meters.

3F used as sewing workshop. About 1170 square meters.

4F used as cutting workshop, assembling workshop, packing workshop. About 1170 square meters.

5F used as packing workshop and warehouse. About 1170 square meters.

One flat building used as warehouse about 295 square meters.

The other floors were used by the landlord, no worker change was noted.

Operating shifts and hours:

All employees worked for 8 hours per day and 5 days a week from Monday to Friday, sometimes had overtime on Saturdays and had rest on Sundays and Holidays. The employees worked in one shift from 8:00-12:00, 14:00-18:00. The peak months were not obvious. The attendance records from Nov 2023 to the audit day were reviewed in the audit. 5 sampled workers' records from Oct/2024 (current month), Mar/2024 (random month) and Dec/2023 (random month) were selected for checking.

According to the provided attendance records and workers interviews, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hour was 12 hours per week and the maximum monthly overtime hour was 56 hours.

Time recording system:

The auditee used electronic system to record workers' working time.

Salary payment details:

The local minimum wage was RMB 1960/month(RMB 11.2/hour) since Jan 01, 2022. Payroll records from Nov 2023 to Oct 2024 were provided for review. 5 sampled workers' records from Oct/2024 (current month), Mar/2024 (random month) and Dec/2023 (random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB 1960/month(RMB 11.2/hour), which was meet the legal requirement. Wage was released by bank transfer on the 30th of the next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on Sundays and holidays. Some employees had participated in social insurance.

Worker number information:

Total worker number: 49.
Non-production workers:15
Production worker number: 34, including 18 males and 16 females.
Domestic migrant workers: 23, including 12 males and 11 females.

Worker organization details:

There was no labor union in the auditee currently, 1 worker representative had been elected by employees, and the auditee had conducted internal communication meetings with the worker representative regarding workplace-related issues regularly.

Circumstances:

The production and workforce were operated in normal level.

Summary of findings:

Performance area 1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Some non-compliances were noted in several performance areas. Monthly overtime hours exceeded the legal requirement was noted in this audit.

Performance area 2:

The main auditee did not define long term goals to protect workers according to the BSCI Code of Conduct. The workers representative and some interviewed workers were not quite aware of BSCI values and principles.

Performance area 5:

The facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. Social insurance was provided to partial employees and commercial injury insurance provided for all employees.

Performance area 6:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Monthly overtime hours exceeded the legal requirement.

Performance area 7:

The health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations were identified during the audit .The workers and their representative were not involved in health and safety risk assessment. The facility had not visually displayed emergency procedures to exposed workers and first-aid personnel. Sewing machines being used in the sewing workshop were not equipped with plexi-shields. No soap or toilet tissues was provided for the employees in the toilet.

Performance area 12:

Environment manual, the auditee did not have proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual action plan focusing on sanitary water waste reduction and saving water was established.

Living wage calculation:

The facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage.

Remark:

1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.
2. Below documents were not uploaded because:
 - 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
 - 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 - 3). There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.
 - 4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site

Site amfori ID

156- [REDACTED] 001

Co.,Ltd.

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	49	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	1,960	Monthly
Calculated living wage in local currency	1,980	Monthly
Total sample	5	Workers

Other Metrics

Male workers	24	Workers
Female workers	25	Workers
Non-binary workers	0	Workers
Permanent workers - Male	24	Workers
Permanent workers - Female	25	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	3	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	12	Workers
Domestic migrant workers - Female	11	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	24	Workers
Workers hired directly - Female	25	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	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: [REDACTED] Co.,Ltd. | Site amfori ID: 156-[REDACTED]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	
Follow-up audit (2024-12-20): The previous finding had not been corrected. Through document review, facility tour and employee interview, the facility had not fully set up an effective BSCI management system. Please refer to the below PA for finding details. In accordance with amfori BSCI Code of Conduct, Principle on Social Management System.	跟进审核（2024年12月20日）：上一次的问题点没有改善。 通过文件查阅、现场走访和员工面谈，企业没有建立起有效的BSCI社会责任管理体系。请参考以下PA的问题点。依据Amfori BSCI行为准则，社会管理系统条款。

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	
Follow-up audit (2024-12-20): The previous finding had not been corrected. Through document review and management interview, auditor found that the facility did not properly organize its workforce to meet the expectations of the delivery order and/or contracts because employees' monthly overtime hours exceeded the legal requirement was noted in this audit. In accordance with amfori BSCI requirement 1.4.	跟进审核（2024年12月20日）：上一次的问题点没有改善。 通过文件查阅和管理人员访谈，发现企业没有提供证据证明企业有有效组织其劳工来达成交付订单和/或合同的预期，因为发现员工的月加班超过法律的要求。



PA 2: Workers Involvement and Protection

Site: [REDACTED] Co.,Ltd. | Site amfori ID: 156-[REDACTED]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	
Follow-up audit (2024-12-20): The previous finding	跟进审核（2024年12月20日）：上一次的问题点没

Finding	
<p>had not been corrected.</p> <p>The facility had established an effective grievance mechanism for workers, however, the grievance mechanism for communities was not available. The question was scored partially because the facility had established an effective grievance mechanism for employees. In accordance with amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.</p>	<p>有改善。</p> <p>企业建立了有效的厂内员工的申诉机制，然而，企业没有建立社区申诉机制。这个问题的评级是部分符合，原因是企业有建立了有效的厂内员工的申诉机制。依据Amfori BSCI行为准则，员工参与和保护条款。</p>

PA 5: Fair Remuneration

Site: [REDACTED] Co.,Ltd. | Site amfori ID: 156-[REDACTED]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	
<p>Follow-up audit (2024-12-20): The previous finding had not been corrected. Through workers' interview, the minimum wage that the factory paid were enough to cover the basic needs of its employees living, but during management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. In accordance with amfori BSCI social requirement 5.4.</p>	<p>跟进审核（2024年12月20日）：上一次的问题点没有改善。</p> <p>通过员工访谈确认工厂支付的最低工资可以满足员工的基本生活需求，但通过管理层面访谈发现企业不了解当地的生活工资，不清楚如何评估计算生活工资。</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
Finding	
<p>Follow-up audit (2024-12-20): The previous finding had not been corrected. Through document review, management interview and employees' interview, it was noted that total 49 employees in the factory include 17 retired and rehired personnel and no new employees, only 13 employees had participated in basic endowment insurance, injure insurance, unemployment insurance, 11 employees had participated in maternity insurance and medical insurance. All the employees had participated in</p>	<p>跟进审核（2024年12月20日）：上一次的问题点没有改善。</p> <p>通过文件审核，管理层访谈及员工访谈发现，49名员工中有17名退休返聘人员，没有新进员工，只有13名员工参加养老保险，工伤保险，失业保险，11名员工缴纳了生育保险和医疗保险。企业为所有员工提供了商业保险。根据《中华人民共和国社会保险法》第 条、第 三条、第三 三条、第四 四条、第五 三条的规定。</p>

Finding	
commercial insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 , Article 23 , Article33 , Article 44 and Article 53.	

PA 6: Decent Working Hours

Site: [REDACTED] Co.,Ltd. | Site amfori ID: 156-[REDACTED]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	
<p>Follow-up audit (2024-12-20): The previous finding had not been corrected.</p> <p>Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours for 5 out of 5 randomly selected employees were 48 hours in Oct 2024 (current month), 56 hours in Mar 2024 (random month) and 56 hours in Dec 2023 (random month). In accordance with the PRC Labour Law article 41.</p>	<p>跟进审核（2024年12月20日）：上一次的问题点没有改善。</p> <p>加班时间超过法规要求。通过文件审核，审核员发现在抽取5名员工中的5人在2024年10月（当前月）的考勤中的月加班时间为48小时，2024年3月份（随机月）的考勤中的月加班时间为56小时，2023年12月份（随机月）的考勤中的月加班时间为56小时。依据《中华人民共和国劳动法》第41条。</p>

PA 7: Occupational Health and Safety

Site: [REDACTED] Co.,Ltd. | Site amfori ID: 156-[REDACTED]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	
<p>Follow-up audit (2024-12-20): The previous finding had not been corrected.</p> <p>Based on the limited evidence, the main auditee partially does not respect this principle because it was noted that the health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations were identified during the audit.</p>	<p>跟进审核（2024年12月20日）：上一次的问题点没有改善。</p> <p>在评估中发现,工厂的健康安全管理体系没有有效运行，导致在PA7发现关 违反法定的职业健康安全问 题。</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Follow-up audit (2024-12-20): The previous finding had not been corrected. It was noted that there was no cooperation between management and worker representative and employees when developing and implementing system towards ensuring OHS, for example, through worker representative interview and employee interview, it was noted that the workers and their representative were not involved in health and safety risk assessment. In accordance with amfori BSCI Social Requirement 7.4.	跟进审核（2024年12月20日）：上一次的问题点没有改善。 审核发现被审核方在制定和推行健康安全系统时，管理层与员工代表和员工之间缺乏合作，例如，通过对工人代表及工人的访谈，得知工人和工人代表没有参与职业健康安全风险的评估。

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
Follow-up audit (2024-12-20): The previous finding had not been corrected. Through on site observation, auditor found that the facility had not visually displayed emergency procedures to exposed workers and first-aid personnel. Remark: This question was scored partial because emergency procedure was established in the facility. In accordance with amfori BSCI Code of Conduct, Principle on Occupational Health And Safety.	跟进审核（2024年12月20日）：上一次的问题点没有改善。 通过现场走访，审核员发现工厂的事故应急处理程序没有张贴以供员工和急救人员使用。备注：由企业已建立了事故应急处理程序，所以这个问题判定为部分符合。依据Amfori BSCI行为准则，职业健康安全条款。

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	
Follow-up audit (2024-12-20): The previous finding had not been corrected. It was noted that about 20% of the sewing machines being used in the sewing workshop were not equipped with plexi-shields. In accordance with the Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.	跟进审核（2024年12月20日）：上一次的问题点没有改善。 审核员发现针车车间约20%的针车没有安装完整的护目挡板。依据《生产设备安全卫生设计规范》第6.1.6条。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Follow-up audit (2024-12-20): The previous finding had not been corrected.
It was noted the factory did not provide the soap or toilet tissues for the employees. In accordance with Hygienic standards for the design of industrial enterprises (GBZ 1-2010), 7.3.4

跟进审核（2024年12月20日）：上一次的问题点没有改善。
现场审核发现工厂没有给员工提供肥皂和厕纸。依据《工业企业设计卫生标准》(gbz1 -2010)，7.3.4

PA 12: Protection of the Environment

Site: [REDACTED] Co.,Ltd. | Site amfori ID: 156-[REDACTED]001

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

Follow-up audit (2024-12-20): The previous finding had not been corrected.
Although the auditee had set up its own environment manual, the auditee did not have proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual action plan focusing on sanitary water waste reduction and saving water was established.
Remark: This question was scored partial because the facility had set up its own environment manual but no action plan for reducing sanitary water waste. In accordance with amfori BSCI Code of Conduct, Principle on Protection of the Environment.

跟进审核（2024年12月20日）：上一次的问题点没有改善。
尽管工厂有建立环境手册，但被审核方未正确识别该区域的水资源、河流、湖泊和其他水域生态系统，同时未针对降低生活污水的排放以及节约用水建立实际的改善计划。备注：因为企业建立了环境手册但没有降低生活污水排放的改善计划，所以这个问题部分符合。依据Amfori BSCI行为准则，环境保护条款。