

Monitored Party xxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxx	amfori ID 156-044197-000	Address xxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxx China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 13/04/2026	Closing Meeting Finished Date 13/04/2026	Submission Date 20/04/2026
Expiration Date 20/04/2027	Announcement Type Semi Announced	
Site xxxxxxxxxxxxxxxxxxxxxx	Site amfori ID 156-044197-001	

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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

Name of lead auditor: Lisa Shen; APSCA membership number: CSCA 21702490

Monitoring partner name: TÜV Rheinland

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

Start Time: 7:40; End Time: 17:00

Announcement Type: Semi-announced

Business partner information:

The facility was founded in 2020 and located at No. xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
 (xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx). The main products of the facility were Bamboo and wooden craft gifts, daily necessities, the main processes were assembly and packing. No subcontractor was used by the facility. All employees were hired by the facility directly. No obvious peak season or low season was found in the facility.

Audited location information:

In the compound, there were two flat buildings, these buildings were rented and used by the audited facility. One flat building was used as office, and the other flat building was used as workshop and warehouse. The total areas were around 250 square meters. No dormitory or canteen was provided by the facility.

Operating shifts and hours:

The time records from March 2025 to the audit date were provided for review, the months of March 2025, November 2025 and January 2026 were sampled for 5 employees. It was noted that all employees conducted in one shift, 7:30-11:30, 13:00-17:00, the regular overtime was from 18:00-20:00 if needed. There was Saturday overtime in the facility, 8 hours per time. But no Sunday overtime was arranged. As per the time records, the maximum daily overtime was 2 hours, the maximum weekly overtime was 16 hours, the maximum monthly overtime was 60 hours. One rest day per week was provided.

Time recording system: The facility used scanning finger time recording system to record the working hour.

Salary payment details:

The wage records from March 2025 to February 2026 were provided for review, the months of March 2025, November 2025 and January 2026 were sampled for 5 employees. It was noted that all employees were paid with hourly rate in cash, at around 30th of the following month on time. No delay paid was found. The local minimum wage was RMB 2260 per month or RMB 11.9 per hour since January 2024 and RMB 2430 per month or RMB 12.99 per hour since January 2026. The lowest hourly rate paid was RMB 17. The employees were paid with sufficient overtime wage, 150% and 200% of the normal wage for regular overtime and Saturday overtime respectively.

Worker number information:

- Total worker number: 11; production workers: 7; non-production workers: 4
- In the 7 production worker, there were 0 male worker and 7 female workers.
- In the total 11 workers, 3 workers were from other provinces (1 male worker and 2 female workers), and 8 workers were the local employees.
- No young worker, pregnant worker or dispatching worker was used.

Good practices: Nil

Worker organization details: One worker representative was voted by the employees in 2025. There was no labor union in the facility.

Circumstances: The facility management was cooperative during the audit. The finding report was signed during the closing meeting and the facility management agreed the findings. There was no other special circumstance during the audit.

Summary of findings:

Findings were found in PA 1, PA2, PA5, PA6, PA7 in the current audit.

PA1: insufficient management system and not effective capacity planning;

PA2: improper location of suggestion box;

PA5: paid lower than the local living wage;

PA6: excessive monthly overtime;

PA7: electrical control panel installed on the wooden board, no hand sanitizer or soap.

Living wage calculation:

#LivingWage

a. No anker wage available for the producer location, so we used the data provided by auditing company;

b. The calculation methodology refers to anker living wage structure;

c. The data comes from the local bureau of statistics for the current year. Please refer to the uploaded attachment in platform for the details;

Attachment:

1-The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

2-There was no agencies used by the auditee, which made the agency labour contract not applicable. There was no contractor used by factory, which made contractor license/permit not applicable. Factory was not required to obtain government waiver, which made government waiver not applicable. Workers did not have collective bargaining which made collective bargaining agreements not applicable.

Remark:

There was Spring Festival in February 2026, the facility arranged annual leave and production down time in February 2026 as well. Due to these reasons, January 2026 was taken as sample of the most recent paid month. The wages and attendance records of February 2026 also were used to verify the paid annual leave, production down time wage, holiday wage, living wage, overtime hours and so on mainly. No relevant violation was found.

SITE DETAILS

Site
xxxxxxxxxxxxxxxxxxxxxxxx

Site amfori ID
156-044197-001

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Paper & Forest Products
Sub Industry		
Forest Products		

amfori Process Classifications

N.A.

NACE Classification

Manufacture of veneer sheets and wood-based panels

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	11	Workers
Legal minimum wage in local currency	2,430	Monthly
Lowest wage paid for regular work at the site	2,958	Monthly
Calculated living wage in local currency	3,006.49	Monthly
Total sample	5	Workers

Other Metrics

Male workers	1	Workers
Female workers	10	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1	Workers
Permanent workers - Female	10	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	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	1	Workers
Workers hired directly - Female	10	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	0	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-044197-001

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	
The auditee partially complied with this principle due to the below reasons: As per the document review, onsite observation and interview from the facility management and the employees: The facility had established the social responsibility management manual and procedures based on amfori BSCI principle and local legal requirement, such as the working hours control procedure, wages and benefit management procedure and occupational health and safety management procedure, but they did not have the practice to ensure the internal procedure to integrate the amfori BSCI code into day-to-day business practices. Partial findings had been identified due to lack of continuous improvement approach and experience, such as monthly overtime hour exceeding 36 hours (PA6). Per management interview, the operation on social responsibility was mainly based on past experience, and lacked of continuous improvement approach and experience, but the facility did not have a systematic planning on observing and supervision and did not implement amfori BSCI requirement effectively. The employees stated that they were satisfied with the facility. Refer to the requirements in the amfori BSCI manual.	由于以下原因，被审核方部分遵守该原则： 根据文件查看，现场观察和管理人员及员工访谈： 工厂基于amfori BSCI原则和当地法律法规，建立了社会责任管理手册和程序文件，例如，工作时间控制程序，工资 福利程序和职业健康与安全管理程序，但未能采取实践来确保将amfori BSCI行为守则的要求与日常运作相融合。由于缺少持续改善的方法和经验存在部分问题，例如员工 月加班超过36小时(PA6)。通过管理层面了解到，社会责任实践主要是根据以往的经验，缺乏 持续改进的方法和经验。在遵守和监督方面没有系统的规划，未有效执行amfori BSCI要求。员工说他们对工厂满意。 参考amfori BSCI系统手册中的要求。

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	
The auditee partially complied with this principle due to the below reasons: As per the document review, onsite observation and interview from the facility management and the	由于以下原因，被审核方部分遵守该原则： 根据文件查看，现场观察和管理人员及员工访谈： 工厂有产能计划的程序，但是工厂没有按照产能计划程序来操作，工厂没有计算生产成本，人力成

Finding

employees:

The facility had the capacity planning procedure, but the facility did not do as the capacity planning procedure, the facility did not calculate the production cost, labor cost, and the facility did not do the capacity analysis. The facility arranged the overtime based on the order, which led to the monthly overtime exceed 36 hours. The facility management stated that they paid sufficient overtime wage. The employees stated that they were willing to do overtime.

Refer to the requirements in the amfori BSCI manual.

本，并且工厂没有做产能分析。工厂根据订单来安排加班，这导致加班超过36小时。工厂管理人员说他们支付了足额的加班费。员工说他们愿意加班。参考amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-044197-001

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

The auditee partially complied with this principle due to the below reasons:

As per the document review, onsite observation and interview from the facility management and the employees:

The facility established the grievance procedure, the related procedure document was provided for review. The facility used suggestion box as one channel of grievance mechanism. However, the suggestion box was set in the open area (near office area), which could not ensure the privacy of employee who is using it could be protected properly. Besides, the facility did not receive any grievance record from the suggestion box in past one year. The facility management stated that the employees could communicate with the worker representative and the facility management directly. The employees stated that they knew how to use the suggestion box, but they did not use the suggestion box.

Refer to the requirements in the amfori BSCI manual.

由于以下原因，被审核方部分遵守该原则：根据文件查看，现场观察和管理人员及员工访谈：工厂有建立申诉程序，相关的程序文件提供了查看。工厂采用了意见箱作为员工的申诉渠道之一，但意见箱设置在公共区域（办公室附近），不能确保员工私下申诉时得到合理的保护。且过去一年工厂没有通过意见箱收集到任何申诉记录。工厂管理人员说员工可以和员工代表和管理人员之间沟通。员工说他们知道如何使用意见箱，但是他们没有用过意见箱。

参考amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

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	
The auditee did not comply with this principle due to the below reasons: As per the document review and interview from the facility management and the employees: The facility did not ensure the remuneration for all employees met the local living wage. As per the audit company, the local living wage was RMB 3006.49 per month since January 2026. In the months of January 2026, the remuneration for the 5 sampled employees was lower than the local living wage. The remuneration for the 5 sampled employees was RMB 2958, no other bonus was provided. The facility management stated that they would correct it later. Refer to the requirements in the amfori BSCI manual.	由于以下原因，被审核方未遵守该原则： 根据文件查看和管理人员及员工访谈： 工厂没有确保所有员工报酬符合当地生活工资。根据审核公司，从2026年1月，当地的生活工资是人民币3006.49元每月。在2026年1月，有5名抽样员工的报酬低于当地生活工资。这5名抽样员工的报酬是人民币2958元，没有其他补贴。工厂管理人员说他们之后会改善的。 参考amfori BSCI系统手册中的要求。

PA 6: Decent Working Hours

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 due to the below reasons: As per the document review and interview from the facility management and the employees: The facility set up the working hour control procedure, which required the monthly overtime within 36 hours. However, the facility did not arrange overtime as per the working hour control procedure, and the employees conducted excessive monthly overtime. The interviewed employees stated that they were satisfied with the current overtime arrangement. The time records of March 2025, November 2025 and January 2026 were sampled for 5 employees, it was noted that: all the 5 sampled employees	由于以下原因，被审核方未遵守该原则： 根据文件查看和管理人员及员工访谈： 工厂有设立工时控制程序，要求月加班在36小时内。但是工厂没有根据工时控制程序安排加班，并且员工有超时月加班。访谈的员工说他们对目前的加班安排满意。 2025年3月，2025年11月，2026年1月有5名员工被抽样，发现：所有抽样的5名员工有超时月加班，分别达到60小时，54小时和50小时。 备注：在2026年4月（1号到12号）的月加班是18小时。 参考法规：《中华人民共和国劳动法》第41条。

Finding

conducted excessive monthly overtime, up to 60 hours, 54 hours and 50 hours respectively.
Remark: The monthly overtime in April 2026 (1st to 12th) was 18 hours.
Reference laws: Labor Law of the P.R.C, Article 41.

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxx | Site amfori ID: 156-044197-001

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

The auditee partially complied with this principle due to the below reasons:
As per the document review, onsite observation and interview from the facility management:
The facility had the electrical safety procedure and the facility provided electrical safety training to the employees. But the facility did not maintain the electrical control panels well. There were at least 2 electrical control panels installed on the wooden boards, instead of the insulation boards. The facility management stated that they would correct it later.
Reference law: Code for Design Of low Voltage Electrical Installations, Article 5.1.1.

由于以下原因，被审核方部分遵守该原则：
根据文件查看，现场观察和管理人员访谈：
工厂有用电安全程序，并且工厂提供了用电安全培训给员工。但是工厂没有维护好电控箱。有至少2个电控箱安装在木板上，而不是绝缘板。工厂管理人员说他们之后会改的。
参考法规：《低压配电设计规范》第5.1.1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

The auditee partially complied with this principle due to the below reasons:
As per the onsite observation and interview from the facility management:
No hand sanitizer or soap was available in toilet of the production areas. The facility management stated that the privacy doors were installed, but the soap was run out and they did not supply in time.
Refer to the requirements in the amfori BSCI manual.

由于以下原因，被审核方部分遵守该原则：
根据现场观察和管理人员访谈：
生产区域的厕所没有洗手液或肥皂。工厂管理人员申明厕所安装了隐私门，但是肥皂用完了未及时补充。
参考amfori BSCI系统手册中的要求。