Monitoring summary report for Shantou Wanye Technology Co., Ltd
MONITORING ID: 25-0337897

amfori
Trade with purpose

Monitored Party	amfori ID	Address
Shantou Wanye Technology Co., Ltd	**156-005675-000**	**Wanwei Road (No. 104), Wanwei Ding Area, Nanwan Village, Lianxia Town, Chenghai District, Shantou, Guangdong Sheng, China**
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	**Full Monitoring**	**ELEVATE**
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
31/07/2025	**31/07/2025**	**04/08/2025**
Expiration Date	Announcement Type	
04/08/2026	**Semi Announced**	
Site	Site amfori ID	
Shantou Wanye Technology Co., Ltd	**156-005675-002**	

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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: William Zhou, APSCA membership number: CSCA 21701088.
Name of team auditor (if applicable): N/A
Monitoring partner name (audit company): ELEVATE.
Audit schedule details: The audit was planned for 1 auditor x 1.0 day. The full audit (Semi-announced) was conducted on July 31, 2025.

Business partner information: As per business license, Shantou Wanye Technology Co., Ltd is located at Wanwei Road (No. 104), Wanwei Ding Area, Nanwan Village, Lianxia Town, Chenghai District, Shantou, Guangdong, China as per onsite observation. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation in 2020. The factory's local name is “汕头市万业科技有限公司 (91440515MA54QP7T1J)”.

Audited location information: In view of the factory, the factory used 1-6F of one block of 8-storey production building, total 4700m2, no canteen, kitchen & dormitory were provided. 7-8F were used by Shantou Nianhua E-Commerce Co., Ltd, which had independent business and renting contract, no worker, machine & equipment were exchanged to use.

Operating shifts and hours: Payroll record from July 2024 to June 2025 and time record from July 2024 to audit day were provided for review. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; 1 shift: 8:00-12:00, 13:30-17:30. They always rested on Sundays and public holidays.

Time recording system: Factory used finger printing & facial recognition attendance system for time recording.

Salary payment details: All employees’ wages were calculated by hourly rate, the lowest basic wage was RMB 14.36 per hour which was above the local legal minimum payment requirement (RMB 1850 per month, RMB 10.63 per hour since March 1, 2025 and RMB 1720 per month, RMB 9.89 per hour before March 1, 2025); for overtime wages, 150%, 200%, 300% of normal rate for overtime hours on normal days, weekends and holidays respectively, no overtime was arranged on public holidays. Employees are paid in cash on the 20th day of the following month. Auditor has reviewed the social insurance records for recent 3 months, as per record for the latest month July 2025, 21 workers were eligible for the 5 types of social insurance (excluding 20 workers have exceeded retirement age), the main auditee only provided medical insurance, maternity insurance, pension insurance, unemployment insurance and injury insurance for 3 eligible workers (14.3% of workers covered), Remark: No waiver was obtained. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. The factory provided commercial accident insurance for all 41 workers valid from May 8, 2025 to May 7, 2026.

Worker number information: Based on the audit booking, there are total 41 employees in the factory, including 12 male employees and 29 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 19 years old. There were 34 production employees (including injection molding, assembly, inspection and packing) and 7 non-production employees (including management person, sales, production development).

Good practices: Factory calculated the living wage.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were three workers’ representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances and good practice to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7, PA13.

Living wage calculation: This audit was used Anker Methodology to collect factory’s living wage data. Factory calculated

the living wage by themselves, and auditor accepted it.

Remarks: N/A

SITE DETAILS

Site
Shantou Wanye Technology Co., Ltd

Site amfori ID
156-005675-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

Sub Industry
Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	41	Workers
Legal minimum wage in local currency	1,850	Monthly
Lowest wage paid for regular work at the site	2,499	Monthly
Calculated living wage in local currency	2,365	Monthly
Total sample	5	Workers

Other Metrics

Male workers	12	Workers
Female workers	29	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	29	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	6	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	10	Workers
Domestic migrant workers - Female	24	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	**12**	**Workers**
Workers hired directly - Female	**29**	**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: Shantou Wanye Technology Co., Ltd | Site amfori ID: 156-005675-002

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	
Based on management interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliance were noted in PA1, PA2, PA5, PA6, PA7, PA13. (In accordance with amfori BSCI Code of Conduct)	根据管理层访谈，文件审阅，员工访谈和现场走访，在此次审核过程中，工厂部分遵守了此领域要求，建立了确保BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA1, PA2, PA5, PA6, PA7, PA13领域均有缺失。（根据amfori BSCI行为准则）

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	
Based on management interview, documents review and worker interview, the main auditee partially respected this principle because the auditee had established workforce capacity procedure and assessment record kept, but finding on 6.2 reflected workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)	根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂部分遵守了此项要求，工厂有建立生产能力评估程序保留了评估记录，但是问题点PA6.2也反映出人力规划并不是有效的。（根据amfori BSCI行为准则）

PA 2: Workers Involvement and Protection

Site: Shantou Wanye Technology Co., Ltd | Site amfori ID: 156-005675-002

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	
Based on management interview, documents	根据管理层访谈，文件审阅，员工访谈和现场走

Finding	
review, worker interview and factory tour, the main auditee partially respected this principle because, though the facility had posted the BSCI Code of Conduct onsite, arranged related training, some interviewed workers were not clearly aware of BSCI values and principles. (In accordance with amfori BSCI Code of Conduct)	访，被审核方部分尊重该原则，工厂在现场张贴了BSCI行为准则，安排了相应培训，但一些受访员工并不太清楚BSCI的标准和原则.（根据amfori BSCI行为准则）

PA 5: Fair Remuneration

Site: Shantou Wanye Technology Co., Ltd | Site amfori ID: 156-005675-002

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	
Based on management interview, documents review, worker interview, the main auditee did not respect this principle because the factory did not provide social insurance for all workers as per legal requirement, according to the social insurance receipt of July 2025, 21 workers were eligible for the 5 types of social insurance (excluding 20 workers have exceeded retirement age), the main auditee only provided medical insurance, maternity insurance, pension insurance, unemployment insurance and injury insurance for 3 eligible workers (14.3% of workers covered), Remark: No waiver was obtained. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. The factory provided commercial accident insurance for all 41 workers valid from May 8, 2025 to May 7, 2026. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4)	根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂没有达到此项要求，没有按照法律要求为所有员工购买社保。根据工厂提供的2025年7月社保缴费记录查看，工厂21人符合参保资格(另有20人已退休)，其中3名符合参保条件的参加了医疗保险，生育保险，养老保险，工伤保险和失业保险（14.3%员工参保）。备注：工厂没有社保批文。其他员工不愿意支付社保费，不想购买社保。工厂为所有41名员工购买了有效期从2025年5月8号到2026年5月7号的商业保险。(根据《中华人民共和国社会保险法》第二条和第四条)

PA 6: Decent Working Hours

Site: Shantou Wanye Technology Co., Ltd | Site amfori ID: 156-005675-002

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	
Based on management interview, documents review, worker interview, the main auditee didn't respect this principle because based on 15 sampled employees' attendance records (5 samples from the most recent month of June 2025, 5 samples from March 2025 and 5 samples from November 2024) , it was noted that the monthly overtime hours of 5 out of 5 randomly selected workers (from all sections) exceeded 36 hours in June 2025 with the highest of 72 hours; 5 out of 5 (from all sections) exceeded 36 hours in March 2025 with the highest of 82 hours; 5 out of 5 (from all sections) exceeded 36 hours in November 2024 with the highest of 82 hours. Daily overtime were 2 hours per day, at most 5 days per week. (In accordance with Article 41 of the Labor Law of the PRC)	根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂没有遵守此项要求，根据2025年6月，2025年3月和2024年11月抽样的共15名员工的考勤记录(2025年6月5名，2025年3月5名，2024年11月5名，在此次审核中，审核员发现在2025年6月随机抽取的5名工人中，有5名工人的月加班时间超过36小时(来自各个车间)，最高达到72小时；在2025年3月随机抽取的5名工人中，有5名工人月加班时间超过36小时(来自各个车间)，最高达到82小时；在2024年11月随机抽取的5名工人中，有5名工人月加班时间超过36小时(来自各个车间)，最高达到82小时。日加班每天2小时，每周最多5天。(根据中华人民共和国劳动法第41条)

PA 7: Occupational Health and Safety

Site: Shantou Wanye Technology Co., Ltd | Site amfori ID: 156-005675-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. However, one health issue was identified during the audit. (In accordance with amfori BSCI Code of Conduct)	根据管理层访谈，文件审阅，员工访谈和现场走访，工厂部分达到此项要求。工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但在审核过程中依旧存在着一个健康问题。（根据amfori BSCI行为准则）

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	
Based on management interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because it	根据管理层访谈，文件审阅，员工访谈，现场走访，在此次审核过程中，审核员发现工厂部分达到此项要求，工厂没有在厕所提供基本备品，例如纸

Finding	
was noted that the factory did not provide basic supplies in toilets, such as toilet paper and soap. (In accordance with amfori BSCI Code of Conduct)	巾和肥皂。（根据amfori BSCI行为准则）

PA 13: Ethical Business Behaviour

Site: Shantou Wanye Technology Co., Ltd | Site amfori ID: 156-005675-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on documents review, worker interview and management interview, the main auditee partially respected this principle because the factory had established procedures against any act of corruption, training of this part was provided to workers. However, some interviewed workers did not know the anti-bribery and anti-corruption regulation. (In accordance with amfori BSCI Code of Conduct)	根据文件审阅，工人访谈和管理层访谈，工厂部分达到此项要求,工厂虽然有建立处理腐败行为的程序，给员工提供此部分的培训，但访谈的一些工人不知道反贿赂反腐败规定。（根据amfori BSCI行为准则）