

Monitored Party <b>CHUNGHOP ELECTRONICS IND CO., LTD</b>	amfori ID <b>156-048053-000</b>	Address <b>No.1 Jiangcun Road, Jiangcun Industrial Park, Licheng Street, Zengcheng District, 511300 Guangzhou, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>12/06/2025</b>	Closing Meeting Finished Date <b>13/06/2025</b>	Submission Date <b>21/06/2025</b>
Expiration Date <b>21/06/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>CHUNGHOP ELECTRONICS IND CO., LTD</b>	Site amfori ID <b>156-048053-001</b>	

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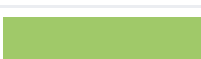

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## OVERALL RATING



## 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	A	

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

## GENERAL DESCRIPTION

Name of lead auditor: Vincent Xie; APSCA membership number: CSCA21702075

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit was planned for 1 auditor x 1.5 days.

Announcement Type: Semi-Announced

Business partner information:

The auditee was established in 1996 and located at No.1 Jiangcun Road, Jiangcun Industrial Park, Licheng Street, Zengcheng District, Guangzhou City, Guangdong Province, China (中国广东省广州市增城区荔城街蒋村工业园蒋村路1号).

The auditee specialized in manufacturing of Remote Control, Motion sensor LED light. The main production processes included: injection, refining/silicone forming, silk-screen, SMT, soldering, assembly and packing. No subcontractor was used by the auditee. No obvious low or peak production in the past year.

Audited location information:

The auditee used 9 buildings, details as following:

One 1-storey building: office and warehouse. One 1-storey building: soldering and SMT. One 1-storey building: silk-screen and injection. One 1-storey building: assembly and packing. One 1-storey building: canteen and kitchen. One 1-storey building: warehouse. One 1-storey building: refining/silicone forming. Two 2-storey building: dormitory. Total building areas of the auditee covered about 6406 square meters; no other factories located at the same boundary.

Operating shifts and hours:

During the audit, the attendance records from 1 May 2024 to the audit day were provided and 14 samples were randomly selected for analysis; One shift was arranged for production/office workers 8:00-12:00, 13:30-17:30, overtime was conducted for 2 hours from 18:30 to 20:30, which depending on the production needs; workers rested on Sunday and statutory holiday; one shift was arranged for kitchen worker: 9:00-13:00; 15:00-19:00. The maximum daily, weekly and monthly overtime was 2/18/78 hours respectively. The regular overtime and rest day overtime were paid at 150% and 200% of the normal wage, respectively.

Time recording system: The auditee used the face identifying machine to record the working hours.

Salary payment details:

Workers were paid by hourly rate; the wage was issued at the end of the following month by bank transfer. The payrolls from May 2024 to Apr. 2025 were provided during this audit, 14 workers were randomly selected from various sections for wage analysis. The minimum wage for workers was at least RMB14.37/hour (equal to RMB2500/month) since 1 Mar. 2025, RMB13.22/hour (equal to RMB2300/month) before 1 Mar. 2025, which met the local legal minimum wage: RMB14.37/hour (equal to RMB2500/month) since 1 Mar. 2025, RMB13.22/hour (equal to RMB2300/month) since Dec. 1, 2021. Legal benefits included statutory leaves, paid annual leave, etc., were provided

Worker number information:

There were total 95 employees worked in the factory, included 39 male and 56 female employees; 61 of them were production workers (included 20 male workers and 41 female workers) and 34 supporting and management employees; and 16 employees were domestic migrant workers (11 male and 5 female workers); no young, seasonal, temporary, disabled, student, home-based workers engaged.

Good practice: The auditee provided the free dormitory and foods for workers.

Worker organization details:

No trade union was available, 2 worker representatives were elected in 2025 and available in the factory.

Circumstances: The auditee management was cooperative during the audit; the findings were discussed with the management in the close meeting and the management representative promised to take the improvement action for the findings. There was no special circumstance during the audit.

Summary of findings:

There were findings identified in PA1/2/5/6/7/12

PA1: Insufficient management system implementation and production capacity planning

PA2: Insufficient worker protection goals management.

PA5: Insufficient social insurance provided.

PA6: Excessive monthly overtime.

PA7: Insufficient occupational health examination management, PPE not properly used, insufficient chemical management, no completion inspection reports/certificates for the plant buildings provided, the brackets of two air compressed tanks not fixed with bolts, insufficient hygiene management of the kitchen.

For PA12: No environmental impact assessment report (EIA) form, EIA approval, and EPCA provided, fugitive waste gas

and cooking fume were not monitored/cooking fume directly discharged.

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.

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. No labor agency, subcontractor was used by the auditee; and no collective bargaining agreement occurred, no government wavier was obtained; so there was no labor agency contract, subcontractor contract, collective bargaining agreements, government wavier attached into amfori BSCI platform.

SITE DETAILS

Site

CHUNGHOP ELECTRONICS IND  
CO., LTD

Site amfori ID

156-048053-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Consumer Electronics		

amfori Process Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	2,500	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	3,548.81	Monthly
Total sample	14	Workers

### Other Metrics

Male workers	39	Workers
Female workers	56	Workers
Non-binary workers	0	Workers
Permanent workers - Male	39	Workers
Permanent workers - Female	56	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	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	11	Workers
Domestic migrant workers - Female	5	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	39	Workers
Workers hired directly - Female	56	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	6	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: CHUNGHOP ELECTRONICS IND CO., LTD | Site amfori ID: 156-048053-001

**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
<b>Finding</b>	
The auditee partially respected this principle because per site observation, management and worker interview, documents review, the auditee set up the social responsibility management policy and procedures and implemented; however, there were gaps during the implementation, such as the monthly OT hours exceeded legal requirements systematically, findings were identified in EHS sections; the management was aware of the gaps and stated that they improve the social responsibility performance continuously. It violated the requirement of the amfori BSCI system manual.	受审核方部分遵守了这一原则，因为通过现场观察、管理层和工人访谈、文件审核，受审核方制定了社会责任管理政策及程序并实施；但在实施过程中存在差距，例如月加班工时系统性地超出了法律要求，在环境/健康安全部分存在发现点；管理层了解其存在的差距并表示会持续改善其社会责任绩效。这违反了 amfori BSCI 系统手册的要求。

**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
<b>Finding</b>	
The auditee partially respected this principle because per management interview and documents review, the auditee had set up the production capacity planning procedure and production plan; however, the monthly OT hours of workers were not well controlled during the capacity planning stage, the monthly OT hours of workers exceeded the legal requirements; the management stated that the OT hours were arranged based on the production needs. It violated the requirement of the amfori BSCI system manual.	受审核方部分遵守了这一原则，因为根据管理层访谈和文件审查，受审核方建立了产能规划程序及生产计划；但是在产能规划阶段没有良好控制工人的月加班时间，工人的月加班时间超过了法定要求；管理层表示加班时间根据生产需求进行安排。这违反了 amfori BSCI 系统手册的要求。

### PA 2: Workers Involvement and Protection

Site: CHUNGHOP ELECTRONICS IND CO., LTD | Site amfori ID: 156-048053-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?



ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The auditee partially respected this principle because per management/worker interview and documents review, the auditee established the worker protection goals; however, the worker representatives/workers were not engaged into the goals setting and the goals (such as OT hours) were not tracked and improved regularly; the management stated they would enhance the goals management. It violated the requirement of the amfori BSCI system manual.	受审核方部分遵守了这一原则，因为根据管理层/员工访谈和文件审查，受审核方制定了工人保护目标；但是员工代表/员工没有参与目标制定，没有对目标(如加班工时)进行定期跟踪改善。管理层表示将会加强目标管理。这违反了 amfori BSCI 系统手册的要求。

## PA 5: Fair Remuneration

Site: CHUNGHOP ELECTRONICS IND CO., LTD | Site amfori ID: 156-048053-001

**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
<b>Finding</b>	
The auditee partially respected this principle because the auditee provided the social insurance payment records for the past year for review; per the latest insurance payment records (May 2025) review and management/worker interview, there were 18 out of 92 eligible employees not provided with retirement/unemployment/medical/maternity/injury insurance. There were total 95 employees in the factory; 2 of them were retired worker and one was new worker (entered into to the factory less than 1 month). Per management and worker interview, workers joined the social insurance voluntarily; parts of them participated into the new cooperative medical system (NCMS) in their hometown, but the auditee did not collect and provide the information of NCMS for the related workers. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: The auditee purchased one commercial injury insurance covering all workers in the factory, which would be valid till 25 Jul. 2025.	被审核方部分遵循该原则因为受审核方提供了过去一年的社保购买记录查阅，据最新的社保购买记录（2025年5月）及管理层/员工访谈，受审核方92名符合条件的员工中18人未提供养老、失业保险、医疗、生育、工伤保险。受审核方总计95名员工；其中2名员工为退休员工，1名为新员工（进入工厂时间少于一个月）。据管理层及员工访谈，员工自愿参保；部分员工在老家购买了新农村医疗合作保险，但是受审核方没有收集及提供新农合医保的信息。参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注，受审核方购买了一份商业意外保险，涵盖了工厂的所有工人，有效期至2025年7月25日。

## PA 6: Decent Working Hours

Site: CHUNGHOP ELECTRONICS IND CO., LTD | Site amfori ID: 156-048053-001

**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**

The auditee did not respect this principle because based on management and worker interview, attendance records review, the OT hours of workers systematically exceeded 36 hours per month. The auditee provided the attendance records from 1 May 2024 to the audit day for review, 14 workers' attendance records were sampled for analysis; the workers' OT hours exceeded 36 hours per month, the max. OT hours reached to 78 hours/month. The detailed OT hours of sampled months as below: 13 out of 14 sampled workers had monthly overtime work of 68 hours in Apr. 2025; 14 out of 14 sampled workers had monthly overtime work of 40-78/40-76 hours in Nov. 2024/Aug. 2024 respectively; the max. Monthly OT hours from 1 to 12 Jun. 2025 were 20 hours. Per document review and management interview, the working hour system could not alert the excessive OT hours, and the OT hours were arranged as per the production needs; workers took the OT hours voluntarily. Reference law: China Labour Law, Article 41.

受审核方没有遵守这一原则，因为根据管理层和工人访谈以及对考勤查阅，工人的加班时间系统地超过了每月 36 小时。受审核方提供了 2024 年 5 月 1 日至审核日的考勤记录审查，抽查了 14 名工人的考勤记录进行分析；工人的加班时数超过每月 36 小时，最长加班时数达到每月 78 小时。抽查月份的详细加班时数如下：2025 年 4 月，14 名被抽样工人中有 13 名工人的月加班为 68 小时；2024 年 11 月/2024 年 8 月，14 名被抽样工人中有 14 名工人的月加班分别为 40-78/40-76 小时；2025 年 6 月 1 日至 12 日的最大月加班时数为 20 小时。根据文件审查和管理层访谈，工时系统无法对超时加班进行预警，加班时间根据生产需要安排，工人加班都是自愿的。参考法规：中国劳动法，第 41 条。

**PA 7: Occupational Health and Safety**

Site: CHUNGHOP ELECTRONICS IND CO., LTD | Site amfori ID: 156-048053-001

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

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee partially respected this principle because per document review, worker/ management interview, the auditee set up the occupational health management regulation, conducted the occupational hazardous factors testing and provided on-job occupational health examination for the workers engaged into occupational hazards(such as the silicone forming/ crushing workers engaged into noise/dust hazards, silk-screen workers/workers using the cleaning agents engaged into chemical hazards), but there

受审核方部分遵守了这一原则，因为根据文件审查、工人/管理层访谈，受审核方建立了职业健康管理制度并进行了职业危害因素检测，对接触职业危害因素的员工（如硅胶成型/碎料工人触噪音/粉尘危害，丝印工人/使用清洁溶剂的工人接触化学品危害）提供了在岗职业健康体检，但未为相关工人提供岗前/离岗时职业健康体检，管理层表示这是由于成本原因。参考法律法规：中华人民共和国职业病防治法，第35条。

Finding	
was no pre-job/off-job occupational health examination for relevant workers, the management stated that it was due to cost reasons. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.	

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle because based on management/worker interview and site observation, 3 soldering workers did not wear dust-proof mask during working, one operator work in silicone forming process did not wear earplugs (large noise engaged into silicone forming process); per management and worker interview, proper PPE was provided, but parts of the workers did not use the proper PPE consciously. Reference law: Safety Law of the People's Republic of China (2021), Article 45.	受审核方部分遵守了这一原则，因为根据管理层/工人访谈和现场观察，3名焊锡工人工作时未佩戴防尘口罩，1名在硅胶成型工序工作的工人未佩戴耳塞（硅胶成型存在较大噪音）；根据管理层和工人访谈，工厂提供了适当的个人防护设备，但部分工人没有自觉使用适当的个人防护设备。参考法律：中华人民共和国安全生产法（2021年）第45条。

**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	
The auditee partially respected this principle because per site observation and management interview, there were parts of the silk-screen inks (30%) stored in the chemical cabinet missed the safety label; the management stated the supplier did not post the safety label. Reference Law: Regulation of Chemical Safety Usage in Workplace, Article 12.	受审核方部分遵守了这一原则，因为根据现场观察和管理层的访谈，化学品柜存放的丝印油墨（30%）未张贴安全标签，管理层表示供应商未张贴安全标签。参考法律法规：工作场所化学品安全使用条例，第12条。

**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
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Finding	
<p>The auditee partially respected this principle because based on management and document reviews, onsite observation, the auditee used one single-storey office building (864 square meters), three single-storey production buildings (with a total floor area of 2,592 square meters, each building exceeded 500 square meters), two 1-storey warehouses (520 square meters and 740 square meters respectively), and two 2-storey dormitory buildings (both 620 square meters), which were built in 2004, but the auditee could not provide the completion inspection reports/certificates of these buildings for review. The management stated that the buildings were old and the relevant files were hard to find. Remark: 1. These buildings did not have obvious cracks, subsidence, inclination and other phenomena affecting the safety of building structure. 2. There was one 1-storey restaurant with an area of about 450 square meters, which could be exempted from completion acceptance. Reference law: Article 61 of construction law of the People's Republic of China.</p>	<p>被审核方部分遵守该原则因为基于管理人员及文件评审，现场观察，被审核方使用1栋单层办公楼（864平方米），3栋单层生产楼（总建筑面积为2592平方米，每栋面积均超过500平方），2栋单层仓库（分别为520平方米以及740平方米），2栋2层宿舍楼（均为620平方米），这些建筑建于2004年，但被审核方并没有提供这些建筑的竣工验收报告/证书以供查看。管理层表示这些建筑较旧，很难找到相关文件。备注：1. 这些建筑无明显的裂隙，下沉和倾斜等影响建筑结构安全的现象。2. 另外有1栋单层的餐厅，面积约450平方米，可以豁免竣工验收。参考法规：《中华人民共和国建筑法》第61条。</p>

**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	
<p>The auditee partially respected this principle, because based on management interview, onsite observation, the brackets of the two air compressed tanks in the air compressor room were not fixed with bolts. The management stated it was installed by the equipment supplier. Reference laws: Articles 9.1 of safety rules and operating procedures for fixed air compressors.</p>	<p>被审核方部分遵守该原则，因为基于管理人员访谈及现场审核，空压机房的2个储气罐的支架未用螺栓固定，管理层表示是由设备供应商安装的。参考法规：《固定的空气压缩机安全规则和操作规程》第9.1条</p>

**Question: 7.21** Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle</p>	<p>被审核方部分遵守该原则，因为基于管理人员访</p>

### Finding

because based on management interview and onsite observation, there were some shortcomings in the hygiene management of the kitchen, such as there was no fly screens for the open doors or windows, no fly-killer lamp. The management stated they would enhanced the kitchen management. Reference laws: Article 3.3.4 of the General Hygienic Standards for Catering Services

谈，现场审核发现，厨房的卫生管理存在一些不足，如开放的门窗无防蝇网，无灭蝇灯。管理层表示将会加强厨房管理。参考法规：《餐饮服务通用卫生规范》第3.3.4条。

## PA 12: Protection of the Environment

Site: CHUNGHOP ELECTRONICS IND CO., LTD | Site amfori ID: 156-048053-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

### ENGLISH

### LOCAL LANGUAGE

### Finding

The auditee partially respected this principle, because based on management interview, document reviews, onsite observation, there was injection/silicone forming process in place, the auditee had set up the environment protection policy and regulations, but the auditee could not provide the corresponding environmental impact assessment report (EIA) form, EIA approval, and EPCA for review; the auditee stated it was due to the historical reasons, they would complete EIA process. Reference laws: Articles 16 and 22 of the Environmental Assessment Law of the People's Republic of China and Article 7 of the Provisional Measures for Environmental Protection Acceptance of Completed Construction Projects.

被审核方部分遵守该原则因为基于管理层访谈，文件评审和现场观察，被审核方存在注塑/硅胶成型工序，被审核方建立了环保政策及制度，但未能提供相应的环评报告表、环评批复和环保设施验收报告供查阅。工厂表示由于历史原因导致，他们会完善环评流程。参考法规：《中华人民共和国环境影响评价法》第16和22条和《建设项目竣工环境保护验收暂行办法》第7条。

**Question:** 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

### ENGLISH

### LOCAL LANGUAGE

### Finding

The auditee partially respected this principle, because based on management interview, document review, onsite observation, the auditee had conducted the organized waste gas/boundary noise monitoring, but the fugitive waste gas and

被审核方部分遵守该原则，因为基于管理层访谈，文件评审和现场观察发现，被审核方已经进行了有组织废气及厂界噪音监测，但无组织排放废气及食堂油烟的未进行检测，此外，厨房的油烟未经处理直接排放。管理层表示会尽快完善环境排放监测。

### Finding

cooking fume were not monitored. In addition, the cooking fume was directly discharged in kitchen without treatment. The management stated that they would complete the environment emissions monitoring as soon as possible. Reference law: Technical Guidelines for Self-Monitoring by Polluting Units - General Provisions, Article 5.4, Food industry cooking fume emission standard, article 5.1

参考法规：《排污单位自行监测技术指南-总则》第5.4条和《饮食业油烟排放标准》第5.1条。