

|                                                       |                               |                                                                                                                  |
|-------------------------------------------------------|-------------------------------|------------------------------------------------------------------------------------------------------------------|
| Monitored Party                                       | amfori ID                     | Address                                                                                                          |
| Realcraft (Cambodia) Home Storage Industrial Co., Ltd | 116-000576-000                | Thmei Village, Roleang Chak Commune, Samraong Tong District, Kampong Speu, Kampong Speu (Kampong Speu), Cambodia |
| Monitoring Activity                                   | Monitoring Type               | Monitoring Partner                                                                                               |
| amfori Social Audit - Manufacturing                   | Full Monitoring               | Intertek                                                                                                         |
| Monitoring Start Date                                 | Closing Meeting Finished Date | Submission Date                                                                                                  |
| 27/04/2026                                            | 06/05/2026                    | 06/05/2026                                                                                                       |
| Expiration Date                                       | Announcement Type             |                                                                                                                  |
| 06/05/2027                                            | Semi Announced                |                                                                                                                  |
| Site                                                  | Site amfori ID                |                                                                                                                  |
| Realcraft (Cambodia) Home Storage Industrial Co., Ltd | 116-000576-001                |                                                                                                                  |

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## OVERALL RATING



## SECTION RATING

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

|                                                      |          |                                                                                     |
|------------------------------------------------------|----------|-------------------------------------------------------------------------------------|
| PA 6: Decent Working Hours                           | <b>A</b> |  |
| PA 7: Occupational Health and Safety                 | <b>D</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>A</b> |  |
| PA 13: Ethical Business Behaviour                    | <b>A</b> |  |

## GENERAL DESCRIPTION

This is semi-announced amfori BSCI full monitoring audit was conducted by Intertek Testing Services (Cambodia) Company Limited. One lead Auditor (Ms. Kalyan Toeur / APSCA Status: CSCA 21704502) and two team members (Mr. A.Z.M. Zakaria/ APSCA Status: CSCA 21700578 and Ms. Nichrachna Than/ APSCA Status: CSCA 21705164) assessed and verified the facility's operations against BSCI code of conduct and local legislation on April 27-28, 2026, for 3.5 man-days onsite and 0.5 man-day was for report writing, 02 auditors performed in day one and two. -On the day one of the audits, the auditors arrived at the factory at 09:00 am and departed at 05:00 pm. -On day two of the audit, the auditors arrived at the factory at 08:30 am and departed at 04:30 pm. "Realcraft (Cambodia) Home Storage Industrial Co., Ltd" is located at Thmei Village, Roleang Chak Commune, Samraong Tong District, Kampong Speu, Cambodia. The owner of this facility is Chinese nationality. The facility started its operation under the original business registration number No: 1000354364, registered on 23 January 2024. (No expiration date for new business license). The main product manufactured by the factory is Sewn and glued home storage containers and jewelry boxes manufacturing. The facility's land size is approximately 31,000 square meters, and the building size is 22,000 square meters in view of the site.

The facility consists of three main buildings in this premises:

- Building#1: single building and it is used for management office and meeting room at the mezzanine floor, and ground floor used for administrative officer, raw material storage, cutting, sewing, gluing, welding, assembly, inspection and finishing, finished goods warehouse.

- Building#2: three-story building: first and second floor used as dormitory for expat management staff and ground floor used for kitchen and eating area.

- Building#3: single building: this is small building used for cutting section.

- Other smaller 03 outer sheds are used for production support activities such as infirmary room, toilet, chemical storage areas, canteen for workers and waste storage area, air compressor, generator, security booth, childcare and breast-feeding room etc.

The current production capacity of the facility is about 100,000 per month. The standard working hours of the facility are eight (8) hours per day and six (6) days per week from Monday to Saturday and Sunday is the rest day. The shift starts from 7:00 am to 4:00 pm with one (1) hour lunch break from 11: 00 am to 12:00 noon daily. (there is no short break/s given aside from the one-hour lunch break).

There were about 679 employees including 299 male and 380 female employees currently working in the facility. There were 641 production employees and 38 nonproduction employees. There were 21 expatriate employees working as management level ( 18 males and 3 females from China). There were 8 employees or security guards recruited from the outsourced company name: KSRC Security Co., Ltd. The interview process was carried out in a confidential room. The interview process was carried out in a confidential room. There were 30 workers interviewed, of which 09 were male and 21 are female employees. 15 employees were interviewed individually, and three groups of 10 female employees and 05 male employees were interviewed as a group. The 30 samples were randomly selected production/ non-production permanent employee's wages and in-out of April 2025 – March 2026 were provided for review, 03 months' time records were reviewed, records for the months of March 2026 (the most recent month), January 2026 (random month) and October 2025 (random month) were reviewed.

The highest number of overtime hours were:

- 1st sample month (March 2026)- Standard working hours 48 hours per week + maximum overtime 10 hours per week.

- 2nd sample month (January 2026)- Standard working hours 48 hours per week + maximum overtime 10 hours per week.

- 3rd sample month (October 2025)- Standard working hours 48 hours per week + maximum overtime 10 hours per week.

The most continuous days without rest were 6 days with the average continuous days without rest being 5.

A finger scan system is used to record the time in and time out of the employees. Employees' wages are regularly paid twice per month as per the law by bank. The workers earned a take-home monthly wage ranging from USD 267 to USD 389, with the average being USD328. There is no child or young worker found onsite. The youngest employee was found to be 19 years old, based on site observation and document check. Workers' representative election for first mandate on February 15, 2025, and valid till February 15, 2027. There was one trade union formed in the facility name: Workers Union of Realcraft (Cambodia) Home Storage Industrial Co., Ltd. There was no special circumstance during the audit.

Remark: -There is a different Workforce in "Day of audit" and "General" because there were 37 employees absent during the day of audit. - As per updated 2025, Living wage calculation was \$242 selected Living Wage Reference Value – Urban Cambodia - Global Living Wage Coalition. -There were 228 domestic migrant workers come from Kandal, Siem Reap and Batambong province. There were 06 disabilities workers and 15 pregnant workers. -Good Practice: -The facility pays USD10 per month for lunch allowance while local law requires USD 10 per month while there is no local law required to

pays the lunch allowance.

-Non-compliance was found under PA 1, 2, 4, 7, and 13 Such as:

PA1: -Some non-compliances were identified under the different performance areas including Performance Areas 1, 2, 4, 7, 10 and 13.-The factory was not aware that the security guard service subcontractor was their major business partner as it was not monitored social management system yet.

PA2: - The term of long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct requirements has not been defined in such written policies and procedures. -The facility has not yet organized a session to deliver the training to workers about Gender Equality and Zero-Tolerance for Violence and Harassment in the Workplace. -There is no survey system to verify effectiveness of grievance mechanism and keep any records of grievance solution from workers or external parties.

PA4: The factory has not conducted a discrimination survey to verify that workers are free from any form of discrimination in the workplace.

PA7: -8 out of 30 employees do not have health check. -It was not fully in compliance with requirements of local law in relevant areas (Please refer to question points 7.3, 7.6, 7.17 and 7.18 for specific health and safety regulations.) -Risk assessments for workers and areas but in the facility, fire risk, environmental risk, but vulnerable workers such as pregnant workers, new mother, breast feeding workers were not covered yet. - It was noted that facility provided dust protection mask to all employees worked at gluing section instead of chemical protection mask during working hours at gluing section. -There was machine inspection certificate and operator certificate for generator, air compressor and forklift was maintained onsite for review. However it was expired since February 17, 2026. - The facility has not installed emergency eyewash station to flush away accidental chemical exposures that can cause injury at gluing area.

PA10: It was noted that 22 out of 30 selected employees had no employment book/card as per local law requirement.

PA13: It was noted that the facility did not identify where and how the major risks of corruption could occur including to business partner.

SITE DETAILS

Site

Realcraft (Cambodia) Home Storage Industrial Co., Ltd

Site amfori ID

116-000576-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

# METRICS

## Key Metrics

|                                               |     |         |
|-----------------------------------------------|-----|---------|
| Total workforce                               | 642 | Workers |
| Legal minimum wage in local currency          | 210 | Monthly |
| Lowest wage paid for regular work at the site | 267 | Monthly |
| Calculated living wage in local currency      | 242 | Monthly |
| Total sample                                  | 30  | Workers |

## Other Metrics

|                                        |     |         |
|----------------------------------------|-----|---------|
| Male workers                           | 279 | Workers |
| Female workers                         | 363 | Workers |
| Non-binary workers                     | 0   | Workers |
| Permanent workers - Male               | 299 | Workers |
| Permanent workers - Female             | 380 | 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                      | 2   | Workers |
| Management - Female                    | 7   | Workers |
| Management - Non-binary                | 0   | Workers |
| Apprentices - Male                     | 0   | Workers |
| Apprentices - Female                   | 0   | Workers |
| Apprentices - Non-binary               | 0   | Workers |
| Workers on probation - Male            | 47  | Workers |
| Workers on probation - Female          | 44  | 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       | 2   | Workers |
| Workers with disabilities - Female     | 4   | Workers |
| Workers with disabilities - Non-binary | 0   | Workers |
| Domestic migrant workers - Male        | 126 | Workers |
| Domestic migrant workers - Female      | 102 | Workers |
| Domestic migrant workers - Non-binary  | 0   | Workers |
| Foreign migrant workers - Male         | 18  | Workers |

|                                        |     |         |
|----------------------------------------|-----|---------|
| Foreign migrant workers - Female       | 3   | Workers |
| Foreign migrant workers - Non-binary   | 0   | Workers |
| Workers hired directly - Male          | 291 | Workers |
| Workers hired directly - Female        | 380 | Workers |
| Workers hired directly - Non-binary    | 0   | Workers |
| Workers hired indirectly - Male        | 8   | Workers |
| Workers hired indirectly - Female      | 0   | Workers |
| Workers hired indirectly - Non-binary  | 0   | Workers |
| Unionised workers - Male               | 180 | Workers |
| Unionised workers - Female             | 314 | 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                       | 15  | 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                          | 9   | Workers |
| Sample - Female                        | 21  | Workers |
| Sample - Non-binary                    | 0   | Workers |

## FINDINGS



### PA1: Social Management System

Site: Realcraft (Cambodia) Home Storage Industrial Co., Ltd | Site amfori ID: 116-000576-001

**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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                 |
| <p>In accordance with BSCI code of conduct requirement 1.1: the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.</p> <p>Finding: From documents review, interview of management, interview of employees/workers and site tour, it was noted that the facility has established management system for the implement of amfori BSCI requirements, consistently. But, some non-compliances were identified under the different performance areas including Performance Areas 1, 2, 4, 7, 10 and 13. Since the factory has fulfilled the requirement of other performance area, therefore a partial rating is given for this questionnaire.</p> | <p>បានកត់សម្គាល់ថា រោងចក្របានបង្កើតប្រព័ន្ធគ្រប់គ្រង ្រុងសម្រាប់ការអនុវត្តតម្រូវការ amfori BSCI COC ជាប់លាប់។ ប៉ុន្តែ ការមិនអនុលោមតាមច្បាប់មួយចំនួនត្រូវបានកំណត់នៅក្នុង មេរៀនផ្នែកប្រតិបត្តិការផ្សេងៗគ្នា រួមមានតំបន់ប្រតិបត្តិការ 1, 2, 4, 5, 7 10 និង 13។</p> |

**Question:** 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

| ENGLISH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | LOCAL LANGUAGE                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                          |
| <p>In accordance with BSCI code of conduct requirement 1.3: the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct.</p> <p>Finding: Facility performed social compliance external audit to verify effectiveness of social management system to all significant business partners and communicated BSCI COC and TOI with all business partners, however the factory has not aware that the security guard service subcontractor was their major business partner as there is not monitored social management system yet, thus a partial rating is given for this questionnaire.</p> | <p>រោងចក្រមិនបានដឹងថាអ្នកម៉ៅការងារសេវាកម្មសន្តិសុខ គឺជាដៃគូអាជីវកម្មសំខាន់របស់ពួកគេទេ។ ដូច្នេះពួកគេមិនបានតាមដាន ប្រសិទ្ធភាពនៃប្រព័ន្ធគ្រប់គ្រងសង្គម។</p> |



### PA 2: Workers Involvement and Protection

Site: Realcraft (Cambodia) Home Storage Industrial Co., Ltd | Site amfori ID: 116-000576-001

**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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                              |
| <p>In accordance with BSCI Code of conduct requirement 2.2: The facility should define a long-term goal for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct. Finding: It was noted through site observation, interview of management, sample workers and workers' representatives and documents review that facility has established the written policies and procedures on social compliance and other social audit programs, however, the term of long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct requirements has not been defined in such written policies and procedures, yet.</p> | <p>គោលដៅរយៈពេលវែងសម្រាប់ការការពារកម្មករស្របតាមសេចក្តីប្រាថ្នានៃតម្រូវការនៃក្រមសីលធម៌ amfori BSCI មិនទាន់ត្រូវបានកំណត់នៅក្នុងគោលការណ៍ និងនីតិវិធីជាលាយលក្ខណ៍អក្សរនៅឡើយទេ។</p> |

**Question: 2.3 CRUCIAL:** Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

| ENGLISH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | LOCAL LANGUAGE                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                |
| <p>In according to amfori BSCI Code of Conduct requirement 2.3: the auditee takes specific steps to make workers aware of their rights and responsibilities. Finding: The facility has not yet organized a session to deliver the training to workers about Gender Equality and Zero-Tolerance for Violence and Harassment in the Workplace. Since the facility provide orientation and refresh training to new and existing employees and all sample workers are aware on their rights and responsibilities, the partial rating is given for this questionnaire.</p> | <p>រោងចក្រមិនទាន់បានរៀបចំវគ្គបណ្តុះបណ្តាលដើម្បីផ្តល់ការបណ្តុះបណ្តាលដល់កម្មករអំពីសមភាពយេនឌ័រ និងការអត់ឱនចំពោះអំពើហិង្សា និងការបៀតបៀននៅកន្លែងធ្វើការនៅឡើយទេ។</p> |

**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                                                   |
|------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <b>Finding</b>                                                                                       |                                                                  |
| <p>In accordance to amfori BSCI Code of Conduct requirement 2.5: the auditee has established, or</p> | <p>មានការកត់សម្គាល់ថា រោងចក្រមិនទាន់មានឯកសារបញ្ជាក់ពីការតវ៉ា</p> |

| Finding                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <p>participates in, an effective operational-level grievance mechanism for individuals and communities.</p> <p>Finding: There is no survey system to verify effectiveness of grievance mechanism and keep any records of grievance solution from workers or external parties. Since they have established grievance mechanism, the partially rating is given to this question.</p> | <p>ឬស្មើបង្កើតរក្សាទុកនៅក្នុងរោងចក្រ និងពីភាគីខាងក្រៅនៅឡើយ។</p> <p>លើសពីនេះទៀត មិនទាន់មានការអង្កេតលើយន្តការដោះស្រាយបណ្តឹងនៅឡើយទេ។</p> |

## PA 4: No Discrimination, Violence or Harassment

Site: Realcraft (Cambodia) Home Storage Industrial Co., Ltd | Site amfori ID: 116-000576-001

**Question:** 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed, harassed or otherwise discriminated against because of their complaints against infringements of their rights?

| ENGLISH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | LOCAL LANGUAGE                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                            |
| <p>In accordance with BSCI code of conduct requirement 4.2: the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights</p> <p>Finding: From document review and interviews with management, workers, and the workers' representative, it was noted that the factory has not conducted a discrimination survey to verify that workers are free from any form of discrimination in the workplace. Since the facility has developed a procedure regarding this, so partial rating is given for this questionnaire.</p> | <p>រោងចក្រមិនធ្វើប្រព័ន្ធស្ទង់មតិ ដើម្បីធានាថាកម្មករនិយោជិតមិនរើសអើងនៅកន្លែងធ្វើការទេ។</p> |

## PA 7: Occupational Health and Safety

Site: Realcraft (Cambodia) Home Storage Industrial Co., Ltd | Site amfori ID: 116-000576-001

**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>In accordance with BSCI code of conduct</p> | <p>ពីប្រវត្តិបុគ្គលិកកម្មករដែលបានត្រួតពិនិត្យ បុគ្គលិក 8</p> |

| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>requirement 7.1: the auditee observes occupational health and safety regulations applicable for its activities.</p> <p>Finding:</p> <p>-From sample worker profile checked, 8 out of 30 employees do not have health check as per legal requirement and as per management interview.</p> <p>-It was noted that the factory had set up occupational health and safety regulations and procedures. However, from actual practice throughout the factory it was not fully in compliance with requirements of local law in relevant areas (Please refer to question points 7.3, 7.6, 7.17 and 7.18 for specific health and safety regulations.)</p> <p>Since the factory has fulfilled the requirements of other checkpoint, therefore a partial rating is given for this questionnaire.</p> | <p>នៅក្នុងចំណោម 30 នាក់មិនបានពិនិត្យសុខភាពតាមតម្រូវការផ្នែកច្បាប់ និងតាមការសម្ភាសន៍ថ្នាក់គ្រប់គ្រងទេ។</p> <p>រោងចក្របានបង្កើតបទប្បញ្ញត្តិ និងនីតិវិធីនៃសុខភាព និងសុវត្ថិភាពការងារ។ ទោះជាយ៉ាងណាក៏ដោយ ពីការអនុវត្តជាក់ស្តែងនៅទូទាំងរោងចក្រគឺមិនអនុលោមតាមតម្រូវការនៃច្បាប់មូលដ្ឋាននៅក្នុងតំបន់ដែល ពាក់ព័ន្ធ (សូមមើលចំណុចសំណួរ 7.3, 7.6, 7.17 និង 7.18 សម្រាប់បទបញ្ជាសុខភាព និងសុវត្ថិភាពជាក់លាក់។ )</p> |

**Question: 7.3** Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

| ENGLISH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | LOCAL LANGUAGE                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                             |
| <p>In accordance with the BSCI code of conduct 7.3: auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions.</p> <p>Finding: It was noted that facility had conducted risk assessments for workers and areas but in the facility, fire risk, environmental risk, and vulnerable workers such as pregnant workers, new mother, breast feeding workers were not cover yet. Since they have conducted a risk assessment, thus partial rating is given for this questionnaire.</p> | <p>មានការកត់សម្គាល់ថា រោងចក្របានធ្វើការវាយតម្លៃហានិភ័យសម្រាប់កម្មករ និងតំបន់នានា ប៉ុន្តែនៅក្នុងរោងចក្រ ហានិភ័យបរិស្ថាន ប៉ុន្តែកម្មករដែលងាយរងគ្រោះដូចជាកម្មករមានផ្ទៃពោះ ម្តាយថ្មីថ្មោង កម្មករបំបៅដោះកូនមិនទាន់ត្រូវបានគ្របដណ្តប់នៅឡើយទេ។</p> |

**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                                                                                                                                                                                                                                                                  |                                                                                                                                                                  |
| <p>In accordance with Cambodian local law, Article 229: All establishments and workplaces must always be kept clean and must maintain standards of hygiene and sanitation or generally must maintain the working conditions necessary for the health of the workers.</p> | <p>មានការកត់សម្គាល់ថា រោងចក្របានផ្តល់ម៉ាស់ការពារឆ្លងដល់បុគ្គលិកទាំងអស់ដែលធ្វើការនៅផ្នែកការ ជំនួសឱ្យម៉ាស់ការពារសារធាតុគីមីក្នុងអំឡុងពេលម៉ោងធ្វើការនៅផ្នែកការ។</p> |

| Finding                                                                                                                                                                                                                                                                                                                                                  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Finding: It was noted that facility provided dust protection mask to all employees who worked at gluing section instead of chemical protection mask during working hours at gluing section. Since facility established a PPE policy and procedure and trained its employees on January 13, 2026, thus the partial rating is given to this questionnaire. |  |

**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>In according with Prakas No 152 MIH article 11 issue by Ministry of Industrial and Handicraft on May 17, 2017: In the prior operation, the enterprise must apply for heavy machine inspection and obtain the certificate issued by the Ministry of industry and handicraft. This certificate issue for the machine which complies with technical standards only.</p> <p>Finding: From document check it was noted that there was machine inspection certificate and operator certificate for generator, air compressor and forklift was maintained onsite for review. However it was expired since February 17, 2026, the facility was already submitted for renewal since February 2, 2026. However it was on the processing. The partial rating is given because factory had established the written health and safety policies included machinery safety procedures and provided training to relevant employees/workers.</p> | <p>ពីការត្រួតពិនិត្យឯកសារ<br/>គេបានកត់សម្គាល់ថាមានវិញ្ញាបនបត្រត្រួតពិនិត្យម៉ាស៊ីន និងវិញ្ញាបនបត្រប្រតិបត្តិការសម្រាប់ម៉ាស៊ីនភ្លើង ម៉ាស៊ីនបង្ហាប់ខ្យល់ និងរថយន្តសម្រាប់លើកដាក់ឥវ៉ាន់ត្រូវបានរក្សាទុក នៅនឹងកន្លែងសម្រាប់ការពិនិត្យ។ ទោះជាយ៉ាងណាក៏ដោយ វាបានផុតកំណត់ចាប់តាំងពីថ្ងៃទី 17 ខែកុម្ភៈ ឆ្នាំ 2026 ហើយកន្លែងនេះត្រូវបានដាក់ស្នើសុំបន្តរួចហើយចាប់ តាំងពីថ្ងៃទី 2 ខែកុម្ភៈ ឆ្នាំ 2026។ ទោះជាយ៉ាងណាក៏ដោយ វាកំពុងស្ថិតក្នុងដំណើរការ</p> |

**Question: 7.18 CRUCIAL:** Is there satisfactory evidence that the auditee ensures qualified first-aid is available at all times?

| ENGLISH                                                                                                                                                                                                                                                                                                   | LOCAL LANGUAGE                                                                                                                                                                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Finding                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                            |
| <p>In accordance with Cambodian Labor law Prakas 307 article 4 and Cambodia law sub decree No 180 articles15: Employer of enterprise shall ensure that employee who work with chemicals shall be provided with adequate and effective personal protective equipment and first-aid facility to protect</p> | <p>មានការកត់សម្គាល់ឃើញថា រោងចក្រនេះមិនបានដំឡើងស្ថានីយ៍លាងភ្នែកសង្គ្រោះ បន្ទាន់ ដើម្បីលាងសម្អាតការប៉ះពាល់នឹងសារធាតុគីមីដោយចៃដន្យ ដែលអាចបណ្តាលឱ្យមានរបួសនៅកន្លែងបិទភ្ជាប់នោះទេ។ មានការកត់សម្គាល់បន្ថែមទៀតថា មានបុគ្គលិកប្រហែល 20 នាក់កំពុងឈរជើងនៅទីនោះ។ ទោះជាយ៉ាងណាក៏ដោយ</p> |

### Finding

employees' health and safety.

Finding: It was noted that the facility has not installed emergency eyewash station to flush away accidental chemical exposures that can cause injury at gluing area. It was further noted that approximately 20 employees are stationed there. However, the facility has provided eyewash stations outside of the production building which is approximately 50 meters away from those mentioned areas, therefore a partial rating is given to this questionnaire.

រោងចក្រនេះបានផ្តល់ស្ថានីយ៍លាងភ្នែកនៅខាងក្រៅអគារផលិតកម្ម ដែលមានចម្ងាយប្រហែល 50 ម៉ែត្រពីតំបន់ដែលបានរៀបរាប់ខាងលើ។

## PA 10: No Precarious Employment

Site: Realcraft (Cambodia) Home Storage Industrial Co., Ltd | Site amfori ID: 116-000576-001

**Question:** 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

### ENGLISH

### LOCAL LANGUAGE

### Finding

In accordance with Article 32: Every person of Cambodian nationality working as a worker for any employer is required to possess an employment card. No one can keep a worker in his service who does not comply with the provision of the above paragraph.

Finding: From sample worker profile checked, it was noted that 22 out of 30 selected employees had no employment book/card as per local law requirement. Since factory had employment book/ card for 50% workers, so partial rating is given for this questionnaire.

បុគ្គលិកចំនួន 22 នាក់ក្នុងចំណោម 30 នាក់ដែលត្រូវបានជ្រើសរើសមិនមានសៀវភៅ/កាតការងារតាមតម្រូវការច្បាប់ក្នុងស្រុកទេ។

## PA 13: Ethical Business Behaviour

Site: Realcraft (Cambodia) Home Storage Industrial Co., Ltd | Site amfori ID: 116-000576-001

**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

In accordance with BSCI code of conduct requirement 13.1: the auditee actively opposes any

ដោយផ្អែកលើការពិនិត្យឯកសារ ការសម្ភាសន៍កម្មករ និងការសម្ភាសន៍ថ្នាក់គ្រប់គ្រង

| Finding                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise.</p> <p>Finding: It was noted that the facility did not identify where and how the major risks of corruption could occur including business partner. Since the facility has established policy of corruption, extortion or embezzlement and provided training on this policy for all employees, thus a partial rating is given for this questionnaire.</p> | <p>រោងចក្រនេះបានបង្កើតគោលនយោបាយប្រឆាំងអំពើពុករលួយ យករំលឹកទារប្រាក់ ឬការកាត់ប្រាក់ និងបានផ្តល់ការបណ្តុះបណ្តាលលើគោលនយោបាយនេះសម្រាប់បុគ្គលិកទាំងអស់។</p> |