

Monitored Party ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD	amfori ID 156-052424-000	Address The 3rd Card, No.18, Baosheng 1st Street, Xincheng Village, Xiaolan Town, Zhongshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 16/05/2025	Closing Meeting Finished Date 16/05/2025	Submission Date 22/05/2025
Expiration Date 22/05/2026	Announcement Type Semi Announced	
Site ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD	Site amfori ID 156-052424-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
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

General Summary:

Name of lead auditor: Joy Fu, APSCA membership number: CSCA21701892.

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: ALGI HOLDING COMPANY LLC

APSCA membership number : 11600033

Audit schedule details: The audit is planned for 1 auditor x 1 onsite person day on May 16, 2025.

Announcement Type: Semi-Announced full audit.

Business partner information:

ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD (Local Name: 中山市金澜日用制品有限公司, Uniform Code of Social Credit: 91442000MA524Y504F) located at The 3rd Card, No.18, Baosheng 1st Street, Xinsheng Village, Xiaolan Town, Zhongshan, Guangdong Province, China. The factory was established on August 14, 2018 and was specialized in manufacturing of safety gate. Main production processes included assembly and packing. No production process is subcontracted.

Audited location information:

The factory rented one 1-storey production building as office, warehouse and production building. The total area was about 2500 square meters.

No dormitory, meal and transportation service were provided to employees.

Operating shifts and hours:

During the current audit, payroll records from April 2024 to March 2025 and attendance records from April 01, 2024 to audit date were provided for review. Peak or non-peak month was not obvious. The auditor randomly selected 6 samples from each of March 2025 (last paid month), November 2024 (Random month) and June 2024 (Random month) for verification.

Normal working days were from Monday to Friday.

1 shift was arranged to all employees, the regular working hours were 08:00-12:00&13:30-17:30.

Employees worked with overtime voluntarily for up to 2 hours during the working day and for up to 8 hours on Saturday if necessary.

The maximum weekly working hours in March 2025 were 54 hours(including 40 hours regular working hours and 14 hours overtime).

The maximum weekly working hours in November 2024 were 54 hours(including 40 hours regular working hours and 14 hours overtime).

The maximum weekly working hours in June 2024 were 54 hours(including 40 hours regular working hours and 14 hours overtime).

Time recording system:

The factory used fingerprint recognition attendance system to record employees working hours.

Salary payment details:

All employees were paid by hourly rate. The wages for the preceding month were paid by cash before the end of the following month.

Worker number information:

On the audit day, there were total 45 employees, including 31 production related employees and 14 non-production employees(office staffs and security guard); of the 31 production employees, 7 were males and 24 were females. 36 out of 45 employees were domestic migrant workers, no other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Good practices:

Nil

Worker organization details:

No labor union was available. 2 worker representatives were available.

Circumstances:

Mr. Lingling Zhang/HR Manager, Ms. Xiwei Ke/HR staff and Ms. Qiaoping He/Worker representative participated in the opening and closing meeting; The opening meeting started at 08:00 of May 16, 2025 and the closing meeting ended at 17:30 of May 16, 2025. The auditor communicated the findings in detail to them and allowed them to raise questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

The special circumstances can be classified as followed:

Nil

Summary of findings:

PA1: Social Management System:

PA1.1: The social management systems still needed to be improved.

PA1.4: The factory failed to control the overtime of workers effectively.

PA2: Workers Involvement and Protection

PA2.2: The factory didn't review the implementation of the long term goals regularly.

PA2.5: The factory did not establish an operational-level communication and grievance mechanism for communities.

PA5: Fair Remuneration

PA5.5: Not all employees participated in legal social insurances.

PA6: Decent Working Hours

PA 6.2: Monthly overtime exceeded 36 hours.

PA7: Occupational Health and Safety

PA 7.1: Non-compliances with Health and Safety local laws and regulations and some goods were stored against the walls and pillars.

PA7.6: 2 workers who operated riveting machines and exposed to noise didn't wore the provided protective earplugs

PA7.17: No safety covers were installed for power pedals of 2 riveting machines to prevent cargo falling on the power pedal and causing mis-operating.

Living wage calculation:

The local legal minimum wage standard was CNY1900 per month or equivalent to CNY 10.92 per hour before March 01, 2025 and CNY2080 per month or equivalent to CNY11.96 per hour since March 01, 2025.

#LivingWage: [The audited factory located in Zhongshan City, which cannot be found on the GLWC website. Therefore, the auditor used the basic living wage CNY2691.3, which was manually collected and calculated by the auditor through Anker's methodology.

The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.]

Remark:

1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable.
2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, GDPR and the requirements of amfori BSCI.
3. The building was constructed by local community, so name on building construction safety certificate and fire safety certificate were local community name, the factory didn't change building construction and fire risk of the building, it was acceptable by the legal laws.

SITE DETAILS

Site

ZHONGSHAN JINLANG DAILY
PRODUCTS CO.,LTD

Site amfori ID

156-052424-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	3,080	Monthly
Calculated living wage in local currency	2,691.3	Monthly
Total sample	6	Workers

Other Metrics

Male workers	12	Workers
Female workers	33	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	33	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	4	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	10	Workers
Domestic migrant workers - Female	26	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	33	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	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD | Site amfori ID: 156-052424-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on documents review, onsite observation, management and worker interviews, it was noted that the factory did not have an effective management system regarding Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health & Safety. (For details, please refer to Performance Area 1, 2, 5, 6, 7); The factory management claimed that they will improve the whole management system. This question is rated as partially due to the factory establishing the social responsibility procedures or management systems, but the non-conformances only noted in above performance areas. This is partially in compliance with the requirements of amfori BSCI CoC.	根据现场审核,文件查看,管理层和员工访谈发现工厂在社会管理体系和级联效应、工人参与和保护、公平报酬、体面的工作时间和职业健康与安全方面缺少有效的管理(详细分别见第1、2、5、6、7部分);工厂管理层表示他们讲改进整个管理体系。该问题被评为局部符合,因为工厂有建立社会责任管理体系,但仅在上述绩效区域中存在不符合项。 这局部符合BSCI CoC。

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 document review, management and workers interviews, it was noted that the factory conducted production capacity assessment and made production plans for each order, but the production schedule was not effectively planned and monthly overtime working hours exceeded the legal limit 36 hours per month, please refer to principle 6.2 for details. The factory explained that some orders were urgent and workers want to have adequate overtime to earn more wage and it was helpful to deliver the goods on time. The question was rated as partially as the factory had established capacity planning procedure and held capacity discussing meeting. This was partially in compliance with the	根据文件查看,管理层和员工访谈,得知工厂有进行产能评估,并且有对每个订单制定生产计划,但没有正确地对生产排期进行有效的规划,并且工人的月加班时间超过了法规的要求36小时/月,详情请参考条款6.2。工厂解释说,一些订单是紧急的,而且工人们希望有足够的加班时间来赚取更多的工资,这有助于按时交货。该问题被评为局部符合,因为工厂已建立了产能规划程序,并每月召开产能的讨论会议。 这仅局部符合《中华人民共和国劳动法》第41条的要求。

Finding

requirements of PRC Labor Law article 41.

PA 2: Workers Involvement and Protection

Site: ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD | Site amfori ID: 156-052424-001

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

Finding

Based on document review, management and workers interviews, it was noted that the long term goals for protecting workers were established, but the factory didn't review the implementation of the long term goals regularly.

The question is rated as partially because the factory had defined long term goals for protecting workers, worker and worker representatives got involved into defining the long-term goals, the goals were approved by management representative, step-by-step approach toward sustainable improvements was established as well, however, the factory didn't review the implementation of the long term goals regularly.

This is partially in compliance with requirements of amfori BSCI CoC.

根据文件查看，管理层和员工访谈，发现工厂制定了保护员工的长期目标，但未对目标的实施情况进行定期的评审。

该问题被评为局部符合，因为工厂已制定保护员工的长期目标，员工和员工代表有参与制定长期目标之中，目标得到管理者代表批准，且制定了可持续改进方法，但工厂未对目标的实施情况进行定期的评审。

这仅局部符合amfori BSCI CoC。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, document review, management and workers interviews, it was noted that the factory did not establish an operational-level communication and grievance mechanism for communities.

The question is rated as partially because the factory had established an operational-level communication and grievance mechanism for individuals. For instance, the factory had relevant documented communication and grievance procedure, provided training in communication and grievance to workers, suggestion box was set, and

根据现场审核，文件查看，管理层和员工访谈，发现工厂未建立社区的沟通和申诉机制。

该问题被评为局部符合，因为工厂方已为个人建立了运营层面沟通和申诉机制。例如，有建立相应的沟通和申诉程序，有为员工提供沟通和申诉的培训，有设置了意见箱，同时管理人员定期开启意见箱收集员工的意见和申诉。但发现工厂未建立社区的沟通和申诉机制。

这仅局部符合amfori BSCI CoC。

Finding

the factory management opened suggestion box and collected workers' suggestions and complaint regularly. However, the factory did not establish an operational-level communication and grievance mechanism for communities.
This is partially in compliance with requirements of amfori BSCI CoC.

PA 5: Fair Remuneration

Site: ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD | Site amfori ID: 156-052424-001

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

Finding

Based on the document review, management and workers interviews, not all employees were provided with social insurance. There were 45 employees in the factory including 10 re-employed workers after retirement. 35 employees should participate in social insurance. However, the factory only provided legal social insurance including pension insurance, medical insurance, work-related injury insurance, maternity insurance and unemployment insurance to 22 out of 35 (62.9%) employees.
This question is rated as no because less than 80% employee participated in pension, work-related injury, medical, unemployment and maternity insurance. This is not in compliance with the requirements of Articles 72 and 73 of the Labor Law of the People's Republic of China.
Remark: 1. The management said they would not refuse workers to participate social insurance. All interviewed workers said they would not like to bear the deduction of social insurance.
2. The factory did not have temporary worker or dispatched worker.
3. The factory provided group commercial accident insurance to all employees, the valid period was from March 25, 2025 to March 24, 2026.
4. The factory did not obtain any social insurance waiver.

根据文件审核，管理层及员工访谈发现，社保没有覆盖到所有员工。工厂目前共有45人(含10名退休返聘工)。应参加社保的人数为35人，工厂只给22名(62.9%)员工提供了法定社保包括养老保险，医疗保险，工伤保险，生育保险和失业保险。
该问题被评为不符合，因为不足80%的员工参加养老、医疗、工伤、失业和生育保险。
这不符合《中华人民共和国劳动法》第72、73条的要求。
备注：1. 管理层表示他们不会拒绝工人参加社保。所有的访谈的工人表示不想负担社保扣费。
2. 工厂没有临时工或派遣工。
3. 工厂给所有员工购买团体意外险，有效期为2025年3月25日至2026年3月24日。
4. 工厂没有获得任何社保批文。

PA 6: Decent Working Hours

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, it was noted the monthly overtime of employees exceeded legal requirement. Peak and non-peak month were not obvious. The monthly overtime for all 6 randomly sampled employees exceeded 36 hours and up to 68 hours in March 2025 (the last paid month), the monthly overtime for all 6 randomly sampled employees exceeded 36 hours and up to 68 hours in November 2024 (random month) and the monthly overtime for all 6 randomly sampled employees exceeded 36 hours and up to 64 hours in June 2024 (random month). The management representative declared that the factory did not establish a contingency plan in case something slows down or interrupts production. Remark: The workers' overtime work was voluntary. The question is rated as no because workers' overtime exceeded legal limits systematically. This is not in compliance with requirements of the PRC Labor Law article 41.	根据文件审核,管理层和员工访谈发现工厂的月加班工时超过法定要求。工厂无明显的旺季和淡季。在2025年3月(当前发薪月),6名被抽查员工的月加班工时均超过36小时并达到68小时;在2024年11月(随机月),6名被抽查员工的月加班工时均超过36小时并达到68小时;在2024年6月(随机月),6名被抽查员工的月加班工时均超过36小时并达到64小时。工厂管理人员表示工厂没有建立应对减缓或干扰生产时的应急计划。 备注:员工均为自愿加班。 该问题被评为不符合,因为员工的加班时间系统性超过法规要求。 这不符合《中华人民共和国劳动法》第41条的要求。

PA 7: Occupational Health and Safety

Site: ZHONGSHAN JINLANG DAILY PRODUCTS CO.,LTD | Site amfori ID: 156-052424-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on onsite observation, document review, management and worker interviews, it was noted that : a. The factory had set up the occupational health and safety regulations and procedures; however, the actual implementations throughout the factory were not fully in compliance with requirements of legal law regarding goods storage, PPE and machine safety, This is partially in compliance with requirements of relevant legal health and safety	根据现场审核、文件查阅、管理层访谈和员工访谈,评估发现: a.工厂虽然建立了职业健康安全方面的程序和相关制度,但是工厂在实际的执行过程中仍存在一些未能遵循国家法规要求的问题,例如货物的摆放、个人劳保用品和机器安全部分;这局部符合国家健康安全方面的法规的要求(详细参考PA7.1, PA7.6和PA7.17)。 b.工厂成品仓和原料仓存放的5%货物靠墙和柱摆放。这局部符合《仓库防火安全管理规划》第18

Finding	
laws (For details, please refer to PA7.1, PA7.6 and PA7.17); b. 5% goods in finished goods warehouse and raw material warehouse were stored against the walls and pillars. This is partially in compliance with requirements of Rules Concerning Warehouse Safety and Fire Control article 18. The question is rated as partially because the factory complied with local regulations in most areas of health and safety. The management representative declared that they would take the initiative to learn the relevant legal health and safety laws, conduct more Health and safety patrols and inspections in workshop and warehouse and keep continuous improvement about these issues.	条。 此问题点判定为局部符合。原因在于工厂在绝大多数的健康安全领域符合当地法规的要求。工厂管理层表示会主动学习相关的健康安全法规，增加车间和仓库的安全巡检并进行持续改善。

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	
Based on onsite observation, document review, management and worker interviews, it was found 2 workers who operated riveting machines and exposed to noise didn't wore the provided protective earplugs. The management representative declared that due to production supervisor's insufficient inspection, they failed to notice the worker not wearing correct PPE timely. The question is rated as partially because the factory had conducted health and safety risk assessment, provided regular and annual health and safety training and provided adequate PPE to workers according to risk assessment results, however, the factory did not supervise all workers to wear PPE while they exposing to hazardous factors. This is partially in compliance with the requirements of Law of PRC on Work Safety article 45.	根据现场审核、文件查阅、管理层访谈和员工访谈，评估发现工厂2名操作铆接机接触噪音的员工在工作中未佩戴提供的防护耳塞。管理层代表表示，由于车间主管检查不够，他们没有及时发现该工人没有佩戴正确的PPE。 该问题被评为局部符合，因为工厂有进行健康安全风险评估，并依据评估结果为工人提供了定期和年度健康安全培训以及个人防护用品，但没有监督所有工人暴露在危险因素时佩戴个人防护装备。这仅局部符合《中华人民共和国安全生产法》第四十五条的要求。

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
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Finding

Based on onsite observation, document review, management and worker interviews, it was noted that no safety covers were installed for power pedals of 2 riveting machines to prevent cargo falling on the power pedal and causing mis-operating.

The question is rated as partially because the factory established OHS management policies and conducted regular health and safety inspection in workshops. However, it was found that insufficient management on machine safety.

This is partially in compliance with General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1.2.

根据现场审核，文件查看，管理层和员工访谈，发现工厂2台铆接机的脚踏开关未安装保护盖防止因物品掉落至脚踏开关造成误操作。

该问题被评为局部符合，因为工厂有建立职业健康安全管理制度，并进行了定期的健康安全檢查。但仍然发现存在机器防护不足的问题。

这仅局部符合《生产设备安全卫生设计总则（GB 5083-1999）》6.1.2。