

**MONITORING ID: 25-0364379**

Monitored Party <b>Jurong Jiasheng Knitting &amp; Clothing Co., Ltd</b>	amfori ID <b>156-002929-000</b>	Address <b>No.1 South of Industrial Avenue, Xingxiang Town, 212402 Jurong City, Jiangsu Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>16/12/2025</b>	Closing Meeting Finished Date <b>16/12/2025</b>	Submission Date <b>22/12/2025</b>
Expiration Date <b>22/12/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Jurong Jiasheng Knitting &amp; Clothing Co., Ltd</b>	Site amfori ID <b>156-002929-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
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>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Shimaro Zhu (APSCA Member No.: CSCA 21701925)

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: SGS (Monitoring Firm APSCA #: 11600006)

Audit schedule details: The monitoring audit was planned for 1 auditor x 1 onsite man-day. The full monitoring audit (Semi Announced) was conducted on Dec.16, 2025 (arrival time: 8:40am, departure time: 16:40pm).

Business partner information: The main auditee "Jurong Jiasheng Knitting & Clothing Co., Ltd" (句容市佳盛针织服装有限公司) was located at No.1 South of Industrial Avenue, Xingxiang Town, Jurong City, Jiangsu Province, China (中国江苏省句容市行香镇工业园区工业大道南侧1号). The factory was founded on Feb.21, 2003 based on business license review. The business license No. was 91321183745599425B and it was valid from Feb.21, 2003 to Feb.19, 2053. The legal status was ltd company.

The main products manufactured by the factory were bandana, headband, hat, gloves, scarf, shawl, arm sleeves and other accessories, and the annual production volume were about 3,000,000 pcs. The main production processes in the factory included knitting, digital printing, thermal transfer printing, cutting, sewing, ironing, inspecting and packing.

Audited location information: The main buildings used by the auditee included one 2-storey building and two 3-storey buildings. Neither dormitory nor meals were provided for workers. The auditee rented one 1-storey building, one 2-storey building and one 4-storey building out to the local government and other factory, and the relevant rental agreement was provided for review, so this audit did not cover these areas. Detailed as below:

One 2-storey building (about 792.12 square meters in total): 1/F: warehouse, sewing and knitting workshops; 2/F: warehouse.

One 3-storey building (about 1397.25 square meters in total): 1/F: warehouse, inspecting and packing workshops; 2/F: office and warehouse; 3/F: idle.

One 3-storey building (about 1305.71 square meters in total): 1/F: warehouse, cutting, ironing, digital printing and thermal transfer printing workshops; 2-3/F: idle.

Operating shifts and hours: The normal working hour system of 8 hours per day and 40 hours per week was carried out in the factory. One shift was arranged for all workers. Based on reviewing the electronic time records from Dec.1, 2024 to the audit date and interview with workers and management, it was noted that in general, workers were arranged to work overtime 2 hours on regular weekdays per day and 3-5 times per week, work overtime 8 hours on Saturdays and rest on Sundays. Workers could have at least one day off per seven days. The maximum daily overtime hours were 2 hours, the maximum monthly overtime hours were 66 hours, and the maximum weekly working hours were 54 hours. The workers' monthly overtime hours had exceeded the legal requirements.

Detailed weekly overtime hours in three sampled months as below:

Nov. 2025 (current month): standard hours (40 hours) + maximum weekly overtime hours (14 hours).

Aug. 2025 (random month): standard hours (40 hours) + maximum weekly overtime hours (14 hours).

Mar. 2025 (random month): standard hours (40 hours) + maximum weekly overtime hours (14 hours).

Time recording system: The factory recorded all workers' working hours including overtime through electronic attendance recording system (i.e. fingerprint recognition).

Salary payment details:

- 1). The factory provided all workers' payroll records from Dec. 2024 to Nov. 2025 for review, all workers were paid by hourly-rate wages, they were paid on 10th of each following month by cash without delay and the minimum wages paid for workers were higher than the local legal minimum wages.
- 2). The factory paid all workers at a legal mandated rate for their overtime hours, i.e. 150%, 200% and 300% of regular pay for overtime work on regular weekdays, rest days and statutory holidays respectively. The factory provided paid statutory holidays and annual leaves for workers as per the legal requirements.
- 3). The factory only provided social insurance for one applicable worker. The factory had provided commercial injury insurance for other all workers without accident insurance.

Worker number information: There were total 19 employees including 16 production employees and 3 non-production

employees, 16 production employees included 4 male employees and 12 female employees, and no temporary worker, labour-dispatched worker, young worker, child labour, foreign migrant worker, pregnant worker or nursing mother were in the factory. There was 1 female domestic migrant employee in the factory.

Good practices: None

Worker organization details: No trade union was established, while two workers' representatives were freely elected in the factory.

Circumstances: The audit was conducted in good professional working environment and the auditee was very supportive and cooperative throughout the audit activities. The audit findings were agreed by the factory and one copy of finding report was also given to the factory.

Special circumstances: No negative evidence was identified during the past one year through browsing local government website such as Credit China.

Summary of findings:

PA1: Social responsibility policies and procedures were not implemented effectively; workforce capacity was not organized properly.

PA2: Most interviewed workers did not know the contents of the amfori BSCI Code of Conduct clearly.

PA5: The factory did not conduct the assessment for the remuneration of decent standard of living correctly; The factory did not provide social insurance for all applicable employees as per the legal requirements.

PA6: Workers' monthly overtime hours exceeded the legal requirements.

PA7: The factory did not follow the laws, regulations and amfori BSCI's requirements for occupational health and safety fully; some incoming materials were stored against the wall or the pillar; one sewing machine was not installed with belt safeguard, and three overlock machines were not installed with eye safeguards in the sewing workshop; the factory did not provide soap and toilet paper in the toilets.

No findings were detected in PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13.

Living wage calculation: The living wage data was provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the factory ensured that relevant personal data and information provided to SGS auditor had been obtained the individual's consent during the audit.

Attachments: The factory didn't have consolidated working hour system approval and collective bargaining agreement, which made the aforementioned documents were not applicable. Neither labor contractors nor labor agencies were used by the factory.

## SITE DETAILS

Site  
**Jurong Jiasheng Knitting & Clothing Co., Ltd**

Site amfori ID  
**156-002929-002**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	19	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	3,609	Monthly
Total sample	6	Workers

### Other Metrics

Male workers	5	Workers
Female workers	14	Workers
Non-binary workers	0	Workers
Permanent workers - Male	5	Workers
Permanent workers - Female	14	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	1	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	0	Workers
Domestic migrant workers - Female	1	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	5	Workers
Workers hired directly - Female	14	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: Jurong Jiasheng Knitting & Clothing Co., Ltd | Site amfori ID: 156-002929-002

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

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>1.1 Finding: The main auditee partially respects this principle, because based on document review, site observation and interview with workers and management, it was noted that the factory had established social responsibility management systems including written policies and procedures according to the amfori BSCI Code of Conduct and local laws &amp; regulations, however, some social responsibility policies and procedures were not implemented effectively by the factory, the findings on social insurance, monthly overtime hours and occupational health &amp; safety etc. were identified during this audit. For example, the sampled workers' monthly overtime hours had exceeded the legal requirements.</p> <p>Reference: The requirement of question 1.1 in amfori BSCI system manual</p>	<p>1.1 发现点：被审核方部分遵循该准则，因为根据文件查看、现场观察以及工人和管理层访谈发现，尽管工厂已经根据amfori BSCI行为守则和当地的法律法规建立了社会责任管理体系包括书面的政策和程序，然而工厂的部分社会责任政策和程序未得到有效地执行，在本次审核中发现工厂在社会保险、月加班时间以及职业健康与安全等方面存在不符合项。例如，抽样工人的月加班时间超出了法规的要求。</p> <p>参考标准：amfori BSCI管理手册中问题1.1的要求</p>

**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>	
<p>1.4 Finding: The main auditee partially respects this principle, because based on document review and interview with workers and management, it was noted that the workforce capacity of the audited factory was not organized properly to meet the expectations of the delivery orders and/or contracts, so that the workers' monthly overtime hours had exceeded the legal requirements. Details refer to PA 6.2.</p> <p>Reference: The requirement of question 1.4 in amfori BSCI system manual</p>	<p>1.4 发现点：被审核方部分遵循该准则，因为根据文件查看以及与工人和管理层访谈发现，被审核工厂没有合理地组织劳动力以按预期交付订单和/或完成合同，从而导致工人的月加班时间超出了法规的要求。详情参照PA 6.2。</p> <p>参考标准：amfori BSCI管理手册中问题1.4的要求</p>



## PA 2: Workers Involvement and Protection

Site: Jurong Jiasheng Knitting & Clothing Co., Ltd | Site amfori ID: 156-002929-002

**Question:** 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>2.4 Finding: The main auditee partially respects this principle, because based on site observation, document review and interview with workers and management, it was noted that the factory had arranged relevant training regarding the amfori BSCI Code of Conduct for all workers regularly and displayed the amfori BSCI Code of Conduct in the workshop for workers' reference, but most interviewed workers did not know the contents of the amfori BSCI Code of Conduct clearly, the factory did not check the training effectiveness properly.</p> <p>Reference: The requirement of question 2.4 in amfori BSCI system manual</p>	<p>2.4 发现点：被审核方部分遵循该准则，因为根据现场观察、文件查看以及工人和管理层访谈发现，尽管工厂已经定期给所有工人提供了 amfori BSCI 行为守则的培训并且在车间内展示了 amfori BSCI 行为守则给工人参考，但是大部分访谈的工人不能够清楚地了解 amfori BSCI 行为守则的相关内容，工厂没有妥善地验证培训的效果。</p> <p>参考标准：amfori BSCI 管理手册中问题 2.4 的要求</p>

## PA 5: Fair Remuneration

Site: Jurong Jiasheng Knitting & Clothing Co., Ltd | Site amfori ID: 156-002929-002

**Question:** 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>5.4 Finding: The main auditee partially respects this principle, because based on document review and interview with workers and management, it was noted that the factory had collected the datum as per the amfori BSCI requirements, but the factory did not conduct the assessment for the remuneration of decent standard of living correctly. The factory management stated that they did not know this requirement clearly and would take corrective actions for this issue.</p> <p>Reference: The requirement of question 5.4 in amfori BSCI system manual</p>	<p>5.4 发现点：被审核方部分遵循该准则，因为根据文件查看以及工人和管理层访谈发现，尽管工厂已经按照 amfori BSCI 的要求收集了相关数据，但是工厂未正确地对当地体面的生活工资标准进行评估。工厂管理层表示不是很清楚此要求，将对此问题进行整改。</p> <p>参考标准：amfori BSCI 管理手册中问题 5.4 的要求</p>

**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
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## Finding

5.5 Finding: The main auditee does not respect this principle, because the factory did not provide social insurance for all applicable employees as per the legal requirements. There were totally 19 employees currently in the factory, 17 employees had reached the retirement ages, and no new employees were employed for less than one month, so the factory should provide social insurance for 2 employees. Based on the social insurance payment records review and interview with workers and management, it was noted that the factory had only provided retirement, unemployment, accident, medical and maternity insurances for one employee. Moreover, the factory had provided commercial injury insurance for other all employees without accident insurance, and the commercial injury insurance was valid from Aug. 16, 2025 to Aug. 15, 2026. The factory management stated that they would provide social insurance for their employees, but they would also respect their will.

Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 72 and Article 73

5.5 发现点：被审核方未遵循该准则，因为工厂未按照法规要求给所有适用的员工缴纳社会保险。工厂目前合计共有19名员工，其中有17名已经到达退休年龄的员工，没有入职不满一个月的新员工，因此工厂应给2名员工缴纳社会保险。根据查看工厂提供的社保缴费记录以及工人和管理层访谈发现，工厂只给1名员工缴纳了养老、失业、工伤、医疗和生育保险。此外，工厂给其他所有没有工伤保险的员工提供了商业意外险，商业意外险的有效期限是从2025年8月16日到2026年8月15日。工厂管理层表示工厂会给员工缴纳社会保险，但也会尊重员工的意愿。

参考标准：中华人民共和国劳动法（2018修正）第七十二条和第七十三条

## PA 6: Decent Working Hours

Site: Jurong Jiasheng Knitting & Clothing Co., Ltd | Site amfori ID: 156-002929-002

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

### ENGLISH

### LOCAL LANGUAGE

## Finding

6.2 Finding: The main auditee does not respect this principle, because the workers' monthly overtime hours had exceeded 36 hours, which was not in accordance with the legal requirements. The workers' electronic attendance records from Dec. 1, 2024 to the audit date were available for review. Based on reviewing 6 sampled workers' attendance records in the months of Nov. 2025 (current month), Aug. 2025 (random month) and Mar. 2025 (random month) and interview with workers and management, it was noted that in general, workers were arranged to work overtime 2 hours on regular weekdays per day and 3-5 times per week, work overtime 8 hours on Saturdays and rest on Sundays. The sampled workers' maximum monthly

6.2 发现点：被审核方未遵循该准则，因为工人的月加班时间超过了36小时，不符合法规的要求。工厂提供了工人从2024年12月1日到审核期间的电子考勤记录。根据查看抽样的6名工人在2025年11月（当前月）、2025年8月（随机月）和2025年3月（随机月）的考勤记录以及与工人和管理层访谈发现，通常情况下，工人会被安排在正常工作日每天加班2小时，每周加班3-5次，被安排在星期六加班8小时，星期日安排休息。抽样工人的最大月加班时间为66小时（包括正常工作日加班的26小时和休息日加班的40小时），发生在2025年3月和8月。抽样工人的最大周工作时间为54小时。具体情况如下：2025年11月（当前月）：标准工时（160小时）+最大月加班工时（64小时）。2025年8月（随机月）：标准工时（168小时）+最

Finding	
<p>overtime hours were 66 hours (including 26 overtime hours on regular weekdays and 40 overtime hours on rest days) occurred in Mar. and Aug. 2025. The sampled workers' maximum weekly working hours were 54 hours. Details as below:  Nov. 2025 (current month): standard hours (160 hours) + maximum monthly overtime hours (64 hours).  Aug. 2025 (random month): standard hours (168 hours) + maximum monthly overtime hours (66 hours).  Mar. 2025 (random month): standard hours (168 hours) + maximum monthly overtime hours (66 hours).  Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41</p>	<p>大月加班工时 (66小时)。  2025年3月 (随机月) = 标准工时 (168小时) + 最大月加班工时 (66小时)。  参考标准: 中华人民共和国劳动法 (2018修正) 第四十一条</p>

**PA 7: Occupational Health and Safety**

Site: Jurong Jiasheng Knitting & Clothing Co., Ltd | Site amfori ID: 156-002929-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 Finding: The main auditee partially respects this principle, because based on site observation, document review and interview with workers and management, it was noted that the factory did not follow the laws, regulations and amfori BSCI's requirements for occupational health and safety fully, and there were some non-compliance findings regarding occupational health and safety identified during this audit.  Reference: The requirement of question 7.1 in amfori BSCI system manual</p>	<p>7.1 发现点: 被审核方部分遵守该准则, 因为根据现场观察、文件查看以及工人和管理层访谈发现, 工厂未完全遵循法律法规和amfori BSCI对职业健康与安全的要求, 在此次审核中发现工厂有存在部分职业健康与安全的问题。  参考标准: amfori BSCI管理手册中问题7.1的要求</p>

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
Finding	
<p>7.11 Finding: The main auditee partially respects this principle, because based on site observation</p>	<p>7.11 发现点: 被审核方部分遵守该准则, 因为根据现场观察以及工人与管理层访谈发现, 工厂内存储</p>

Finding	
and interview with workers and management, it was identified that some incoming materials in the factory were stored against the wall or the pillar. Reference: Regulations on Fire Prevention of Warehouse (1990), Article 18	的部分 物料靠墙或靠柱摆放。 参考标准：仓库防火安全管理规则（1990）第十八条

**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	
7.17 Finding: The main auditee partially respects this principle, because based on site observation and interview with workers and management, it was identified that one sewing machine was not installed with belt safeguard, and three overlock machines were not installed with eye safeguards in the sewing workshop. Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), Article 6.1	7.17 发现点：被审核方部分遵循该准则，因为根据现场观察以及工人和管理层访谈发现，工厂缝纫车间有一台缝纫机未安装皮带轮保护罩，有三台拷边机未安装护眼挡板。 参考标准：生产设备安全卫生设计总则（GB 5083-1999）第6.1条

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
7.22 Finding: The main auditee partially respects this principle, because based on site observation and interview with workers and management, it was found that the sanitary condition of toilets at the production areas was acceptable, but the factory did not provide soap and toilet paper in the toilets. Reference: The requirement of question 7.22 in amfori BSCI system manual	7.22 发现点：被审核方部分遵循该准则，因为根据现场观察以及工人和管理层访谈发现，工厂生产区域的厕所卫生状态可接受，但是工厂未在厕所提供肥皂和厕纸。 参考标准：amfori BSCI管理手册中问题7.22的要求