

Monitored Party Weiliheng Electronics (Shenzhen) Co., Ltd.	amfori ID 344-000065-000	Address No. 32 Chang Long East Road, FuChengAo Village, Pinghu Street, Longgang District,, 518111 Shenzhen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 16/06/2026	Closing Meeting Finished Date 17/06/2026	Submission Date 24/06/2026
Expiration Date 24/06/2027	Announcement Type Semi Announced	
Site Weiliheng Electronics (Shenzhen) Co., Ltd.	Site amfori ID 344-000065-002	

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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

【Audit team's information】

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006)

Leader Auditor: Kelvin Wang; APSCA Number: CSCA 21701932

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

【Audit schedule details】: The audit was planned for 1 auditor in 1.5 days. The full audit(Semi Announced) was conducted from 13:30 to 17:10 on Jun 16, 2026 and 8:40 to 17:00 on Jun 17, 2026.

【Business partner information】:

Weiliheng Electronics (Shenzhen) Co., Ltd. (伟利恒电子(深圳)有限公司) is located at No. 32 Chang Long East Road, FuChengAo Village, Pinghu Street, Longgang District, Shenzhen, Guangdong, China (中国广东省深圳市龙岗区平湖街道辅城坳村长龙东路32号). Business license No.: 91440300619292780M valid from Dec 12, 1994 to long term. The main products were Clock Radio、DAB Radio. Production Capacity is about 350000 pcs per year.

The parent company name of the audited factory is Wai Hang Electronic Co., Ltd.

The main production activities included injection molding, spray painting, silk-screen printing and pad printing, SMT, soldering, assembly and packing.

【Audited location information】:

Audited location information: In the factory zone there was total one 5-storey production building A(total area 7500 square meters), one 4-storey production building B(total area 1800 square meters), and one 6-storey dormitory building(total area 3000 square meters). Detail floor distribution as below: 1F of production building A: injection molding, office; 2F of production building A: material warehouse, finished goods warehouse; 3F of production building A: soldering, assembly and packing; 4F of production building A: DIP 5F of production building A: warehouse; 1F of production building B: SMT; 2F of production building B: warehouse; 3F of production building B: spray painting, silk-screen printing and pad printing; 4F of production building B: spray painting, silk-screen printing and pad printing; 1F of dormitory building: canteen and kitchen; 2F-6F of dormitory building: bedrooms.

【Operating shifts and hours and time recording system】: During the audit, the main auditee provided attendance records from May 1, 2025 to audit day and wage records from May 2025 to Apr 2026 for review. All employees used finger printing or face scanning attendance recorder to keep working time. The normal working time was 5 days per week and 8 hours per day. One shift was arranged in the factory, 8:00-12:00, 12:30-16:30 for injection molding and SMT departments, 8:00-12:00, 13:30-17:30 for other departments, 0-3 hours 18:30-21:30 overtime on weekdays and 8 hours overtime worked on Saturdays were arranged, no overtime was arranged on Sundays and holidays. The maximum daily overtime was 3 hours, the maximum monthly overtime was 55 hours and maximum weekly working time was 60 hours. The main auditee guaranteed workers have at least 1 day off per 7 days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal requirements.

1st sampled month(Apr 2026) – standard hours (40) + maximum weekly OT (8)

2nd sampled month(Nov 2025) – standard hours (40) + maximum weekly OT (20)

3rd sampled month(Aug 2025) – standard hours (40) + maximum weekly OT (9)

【Salary payment details】: The main auditee set up wages paying and benefit policy. The wages paying policy show all workers' wages were paid by hourly rate wages, and wages were paid before 22nd of the following month by cash. their minimum wage was RMB2520 per month, that was equal with the minimum wage standard of local city (RMB2520 per month). Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law. Other benefits such as paid annual leaves, statutory holidays etc. were provided to all employees according to legal laws.

【Worker number information】:

- Total worker number (production and management workers): Total 72 (60 production workers and 12 non-production workers).

- Production worker number (male and female number details should be given) : Total 60 (Male 30; Female 30)

- Vulnerable worker number (male and female number details should be given) : 18 domestic migrant male worker and 18

domestic migrant female workers, no young worker/child labor/disabilities/ Pregnant/Breastfeeding worker in the factory.

• Any other special group workers (interns, apprentices, contractor workers etc.) : 3 subcontracted security guards

【Good practices】 : Nil

【Worker organization details】 : No union was formed in the main auditee, and workers elected five worker representatives.

【Circumstances】 : Nil

【The special circumstances can be classified as followed】 :

No special precaution was taken for COVID-19 in China now.

Based on search the information through “CreditChina” and QICHACHA website, no abnormal circumstances was identified.

【Summary of findings】 :

The non-compliances were as below 1.1 inadequate internal audit, 1.4 improper production capacity, 2.2 no monitoring for achievement of the objectives, 2.5 no communication channel for external communities, 5.4 inadequate net living wage, 6.2 monthly OT working hour working exceeded legal requirement, 7.1 imperfect H&S system, 7.11 10% goods in the warehouse were stacked against the wall, 7.22, no soap and tissue in the toilet.

No non-compliance was identified for other performance areas(PA3,4,8,9,10,11,12,13).

【Living wage calculation】 : The living wage data was obtained from GLWC website.

[Personal Information protection law]

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

【Attachments】 During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

SITE DETAILS

Site

Weiliheng Electronics (Shenzhen) Co., Ltd.

Site amfori ID

344-000065-002

GICS Classification

Sector	Industry Group	Industry
Industrials	Capital Goods	Electrical Equipment
Sub Industry		
Electrical Components & Equipment		

amfori Process Classifications

Assembly (general)

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	72	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,520	Monthly
Calculated living wage in local currency	4,005	Monthly
Total sample	10	Workers

Other Metrics

Male workers	40	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	40	Workers
Permanent workers - Female	32	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	9	Workers
Management - Female	6	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	18	Workers
Domestic migrant workers - Female	18	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	37	Workers
Workers hired directly - Female	32	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	3	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Weiliheng Electronics (Shenzhen) Co., Ltd. | Site amfori ID: 344-000065-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
1.1 Finding: The main auditee partially respects this principle because based on management and worker interviews and internal audit records in Aug 2025 review it was identified that the factory established completed amfori BSCI management system including plan-do-check-action cycle, but the root cause analysis of internal audit conducted by the factory was not so effective that it cannot avoid the same issue of working hour and H&S etc happening again. The facility management declared that they did not know the requirement. Reference: the requirement of question 1.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则。原因是经管理层和员工访谈和查看2025年8月的内审记录发现工厂已建立完整的amfori BSCI管理系统，其中也包括计划-执行-检查-改善循环，但由于工厂的内审原因分析并不仔细导致工时，健康安全等问题等无法避免再次发生。工厂管理层称他们不清楚要求。参考标准：amfori BSCI管理手册中问题1.1的要求。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
1.4 Finding: The main auditee partially respects this principle because based on management and worker interviews and production capacity records in 2026 review it was identified that the factory had realistically calculated the production capacity and delivery times. But calculation basis of production capacity is 8-11 hours per day, 6 days per week, 12 months per year which will lead to the things that monthly overtime exceeds 36 hours required by local law. The facility management declared that it's hard to control the overtime working hours. Reference: the requirement of question 1.4 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则。原因是经管理层和员工访谈和查看2026年的产能记录发现工厂了解如何计算生产产能和订单周期。但工厂产能规划的计算基准为每天8-11小时，6天每周，12月每年，这导致工厂员工月加班时间超过法律规定的36小时。工厂管理层称很难去控制加班时间。参考标准：amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Weiliheng Electronics (Shenzhen) Co., Ltd. | Site amfori ID: 344-000065-002

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

2.2 Finding: The main auditee partially respects this principle because based on management and worker interviews and long-term objectives records in 2026 review it was identified that long-term objectives were established to protect workers. But there was no monitoring for achievement of the objectives, also long term goals do not take into account the different needs of women and vulnerable groups in the workplace. The facility management declared that they did not know the requirement. Reference: the requirement of question 2.2 in amfori BSCI system manual.

被审核方（生产商）部分遵守该准则，原因是经管理层和员工访谈和查看2026年的长期目标记录发现工厂建立了保护工人长期目标。但是未按照程序对目标达成情况进行监控，且长期目标未考虑到工作场所中女性和弱势群体的不同需求。工厂管理层称他们不清楚要求。参考标准：amfori BSCI管理手册中问题2.2的要求。

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

2.5 Finding: The main auditee partially respects this principle based on management and worker interviews and grievance policy review it was identified that the factory had established grievance mechanism for internal workers, for example the worker could communicate with worker representative or manager directly, and there was a suggestion box to collect workers' complaint, but there was no communication channel for external communities. The facility management declared that they did not know the requirement. Reference: the requirement of question 2.5 in amfori BSCI system manual.

被审核方部分符合该原则，原因是经管理层和员工访谈和查看申诉政策发现工厂为内部员工建立了申诉机制，如员工可以跟员工代表或经理直接沟通，且现场有意见箱收集员工投诉，但工厂未建立与当地社区的沟通渠道。工厂管理层称他们不清楚要求。参考标准：amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Weiliheng Electronics (Shenzhen) Co., Ltd. | Site amfori ID: 344-000065-002

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

Finding

5.4 Finding: The main auditee does not respect this principle because based on the provided payroll records, the factory provides most employees with a basic salary starting at RMB 2520 per month. After adding fixed allowances and deducting social insurance contributions, their net income is lower than Shenzhen's net living wage standard of RMB 4,005 per month. (collected by GLWC website). The factory management told they it hard to meet the requirement. Reference: the requirement of question 5.4 in amfori BSCI system manual.

被审核方未符合该原则，原因是基于企业提供的工资表，工厂给大部分员工提供的基本工资为最低每月人民币2520元，加上固定补贴再减去社保之后，低于深圳市的净体面生活工资每月人民币4005元（由GLWC网站收集）。工厂管理层称很难满足要求。参考标准：amfori BSCI管理手册中问题5.4的要求。

PA 6: Decent Working Hours

Site: Weiliheng Electronics (Shenzhen) Co., Ltd. | Site amfori ID: 344-000065-002

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 monthly OT hours exceeded legal requirement. Based on provided attendance records from May 1, 2025 to the audit day, all sample workers' monthly OT hours exceed legal requirement (36 hours per month).
1st sampled month(Apr 2026) – standard hours (168) + maximum monthly OT (8)
2nd sampled month(Nov 2025) – standard hours (160) + maximum monthly OT (55)
3rd sampled month(Aug 2025) – standard hours (168) + maximum monthly OT (38)
The facility management declared that it's hard to control the overtime working hours.
Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

被审核方（生产商）因员工月加班超过法规按要求而未遵循该准则。根据工厂提供的自2025年5月1日至审核当日的考勤记录，所有抽样员工的加班均超过法规要求的36小时每月。
第一个抽样月（2026年4月）-标准工时（168小时）+最大月加班（8小时）
第二个抽样月（2025年11月）-标准工时（160小时）+最大月加班（55小时）
第三个抽样月（2025年8月）-标准工时（168小时）+最大月加班（38小时）
工厂管理层称很难去控制加班时间。参考法规：中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: Weiliheng Electronics (Shenzhen) Co., Ltd. | Site amfori ID: 344-000065-002

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

ENGLISH

LOCAL LANGUAGE

Finding	
7.1 Finding: The main auditee partially respects this principle because based on management interview and document interview, the auditee had established management system on health and safety, identified and collected of related legal regulation. But there were still health safety findings issued due to management negligence. Reference: the requirement of question 7.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则，原因是通过管理层访谈及文件查看，被审核方已建立健康安全管理体系，识别并收集了相关法规。但是由于管理疏忽，导致审核期间仍然有部分健康安全问题发生。参考标准：amfori BSCI管理手册中问题7.1的要求。

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	
7.11 Finding: The main auditee partially respects this principle, because 10% goods in the warehouse were stacked against the wall. The factory management explained that they ignored this. Reference: Regulations on Fire Prevention of Warehouse (1990) Article 18.	被审核方部分遵守该原则，原因是工厂仓库有约10%的货物靠墙堆放。工厂代表称他们忽略了这点。参考法规：仓库防火安全管理规则（1990）第十八条。

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 does not respect this principle because no tissue and soap was equipped in the toilet. The factory management explained they did not know the requirement. Reference: the requirement of question 7.22 in amfori BSCI system manual.	被审核方（生产商）未遵循该准则，原因是工厂未在洗手间提供纸巾和洗手液。工厂代表称不清楚该要求。参考：amfori BSCI管理手册中问题7.22的要求。