

**MONITORING ID: 25-0320377**

Monitored Party <b>FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD</b>	amfori ID <b>156-062331-000</b>	Address <b>3F, Phase II, No.13A, JunYi Middle Road, ShiLong Industrial Zone, LunJiao Town, Shunde District, Foshan, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>29/04/2025</b>	Closing Meeting Finished Date <b>29/04/2025</b>	Submission Date <b>09/05/2025</b>
Expiration Date <b>09/05/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD</b>	Site amfori ID <b>156-062331-001</b>	

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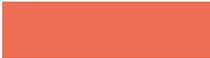
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>C</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: Simon Chen; APSCA membership number: CSCA 21701674

Name of team auditor (if applicable): NIL; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): Matther Feng (observer).

Monitoring partner name: Bureau Veritas Consumer Products Service; APSCA Number: 11600002

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

Business partner information: FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD (佛山市顺德区卓优纺织品有限公司, 914406065608512927) was established on August 20, 2010. And the address was 3F, Phase II, No.13A, JunYi Middle Road, ShiLong Industrial Zone, LunJiao Town, Shunde District, Foshan, China (广东省佛山市顺德区伦教街道新塘村世龙工业区世龙大道13号A (佛山市顺德区力王织带有限公司厂房二期第三层)). The factory specialized in manufacturing of socks. And the main production processes included sewing and packing.

Audited location information: The factory occupied the 3rd floor of one 4-storey production building. The total construction area was about 1700 square meters.

The building layout: 1F/occupied by other factory as workshop, warehouse and office; 2F/occupied by other factory as warehouse, 3F/occupied by the auditee as sewing, packing workshop and warehouse, 4F/occupied other factory as workshop, warehouse and office.

The buildings were rental. Neither dormitory nor canteen was provided. Per factory tour, there were the other three factories sharing the building with the auditee. Per factory management representatives and employee interview, all factories had separated business licenses and they did not share any equipment or employee. As a result, auditor did not include the other factories into the audit scope.

Operating shifts and hours: Per management interview and document review, all employees worked in 1 shift: 8:00-12:00 and 13:30-17:30. The normal working day was from Monday to Friday.

Time recording system: The factory adopted finger & face scan system to record employees' working hours.

Salary payment details: Employees' wages were paid by 30th day of the following month by cash with employees' signature on the payroll records. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

During the audit, time records and wage records were sampled as follows for working hour and wage testing: 5 samples from February 2025 as the most recent paid month, 5 samples from January 2025 and 5 samples from August 2024.

According to the sampled payroll records, it was noted that all employees were paid at least CNY 16.09 per hour during the tested period, which was higher than the local minimum wage CNY 1900 per month or CNY 10.92 per hour.

Employees' overtime hours worked on weekdays and weekends were paid with 150% and 200% of employee's normal wage respectively, which was compliance with legal requirement. No one worked on statutory holidays.

According to the sampled time records, it was noted that the maximum overtime hours was 2 hour per day, and 84 hours per month. Employees worked consecutive 6 days at most. The maximum weekly working hour was 58 hours.

Worker number information:

Total of 17 employees with 10 production staffs and 7 non-production staffs

Total 10 production workers with 0 male and 10 females

Total 1 domestic migrant employee with 0 male and 1 female, no foreign migrant, young, women pregnant, seasonal, temporary, disabled, home-based workers

No other special group workers (interns, apprentices, contractor workers etc.)

The youngest employee in the factory was 27 years old.

Good practices: Nil.

Worker organization details: Worker committee was established in the factory. There were 2 worker representatives (2 female) selected in 2024.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Some non-compliances were raised in the PA1, PA2, PA5, PA6, PA7.

Living wage calculation: Living Wage please refer to BNW in attachment. BV had used the methodology which was similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involved adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV did not use Anker benchmark is no data in GLWC for the area where the factory was located. The data source: onsite audit information collection (BV BNW).

Minimum Content MEMO (MEMO (AC's 2018/06 1) There was a personal data protection law/requirement in China. Therefore, all attachments were involved in employees' personal data would be hidden during this audit.

Remarks:

1. There was no contractors or agencies used by the auditee, which made the contractor license/permit and agency labour contract not applicable. No Government waivers or Collective bargaining agreements was available.
2. As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope. Thus, no environmental impact appraisal documents were needed.

## SITE DETAILS

Site	Site amfori ID
<b>FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD</b>	<b>156-062331-001</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry		
<b>Textiles</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	17	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	2,800	Monthly
Calculated living wage in local currency	2,359.44	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	1	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1	Workers
Permanent workers - Female	16	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	1	Workers
Workers hired directly - Female	16	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	0	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD | Site amfori ID: 156-062331-001

**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>Based on factory tour, document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory had set up management system to compliance with the BSCI Code of Conduct. However, some policies were improperly implemented and the factory did not monitor the management system accurately. This question was rated as partially non-compliance because there were only some gaps between the factory in some performance areas and the requirement of Amfori BSCI.</p> <p>Please refer to BSCI PA1.1</p>	<p>基于现场观察，文件查阅，管理层访谈，员工代表访谈和员工访谈，审核发现工厂已经建立了社会责任管理体系以符合BSCI行为准则，但部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。因为工厂仅仅只是在某些执行领域和Amfori BSCI的要求之间存在某些差距，所以这个问题点判为部分不符合。</p> <p>请参看BSCI PA1.1</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>Based on document review, management interview, the factory had established procedures to evaluate the production capacity to ensure the overtime hours would not exceed the legal requirement. However, the procedures were not implemented perfectly as some of the worker's overtime hours in sampled months had exceeded the legal requirement. Therefore, auditor concluded this finding as partial non-compliance.</p> <p>Please refer to BSCI PA1.4.</p>	<p>基于文件查阅和管理层访谈，工厂已制定了评估生产能力的程序，以确保加班时间不超过法律要求。然而，这些程序并没有完全执行，因为一些工人在抽样月的加班时间超过了法律要求，因此该问题点判为部分不符合项。</p> <p>请参看BSCI PA1.4</p>

### PA 2: Workers Involvement and Protection

Site: FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD | Site amfori ID: 156-062331-001

**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>Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory provided the commitment that they would implement the social responsibility according to the local law and BSCI Code of Conduct and the factory had a long-term goal. This question was rated as partially non-compliance because the factory did not follow the trail of the long-term goals.</p> <p>Please refer to BSCI PA 2.2</p>	<p>基于文件查阅、管理层访谈、员工代表访谈和员工访谈，审核发现工厂有承诺根据BSCI的行为准则执行社会责任且有建立长期目标。因为工厂没有对长期目标进行追踪，所以这个问题点判定为部分不符合。</p> <p>请参看BSCI PA2.2</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>Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the auditee did not establish the grievance mechanism for communities, such as stakeholders, and also not conduct regular survey and set up the indicators of satisfaction on the grievance mechanism for internal individuals. The factory did not establish effective grievance mechanism; therefore, auditor concluded this finding as non-compliance. Please refer to BSCI PA 2.5</p>	<p>基于文件查阅、管理层访谈、员工代表访谈和员工访谈，审核员发现工厂未建立针对社区（如利益相关方）的申诉机制，也未进行内部申诉机制的定期满意度调查并设立满意度指标。工厂没有建立有效申诉机制，因此，该问题点判为不符合项。请参看BSCI的要求2.5</p>

## PA 5: Fair Remuneration

Site: FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD | Site amfori ID: 156-062331-001

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory's social insurance coverage was insufficient. According to the social insurance payment receipt provided by factory management, it was noted that</p>	<p>基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核员发现工厂的社会保险覆盖不足。根据厂方提供的2025年4月社会保险缴费单据显示工厂仅为6/17名（35.3%）员工提供养老、医疗、生育、失业、工伤保险。备由于工厂没有有效的措施保证员工参加社保，且投保率未到达80%，审核员对此判</p>

Finding	
<p>only 6 out of 17 employees (35.3%) were provided with pension, medical, maternity, unemployment and accident insurance in April 2025. The factory did not have effective measure to ensure workers participate the social insurance. This question is rated as non-compliance as the coverage did not reach 80%.</p> <p>Please refer to Article 73 of the Labor Law of the People's Republic of China</p>	<p>定为不符合。 请参看《中华人民共和国劳动法》第73条</p>

## PA 6: Decent Working Hours

Site: FOSHAN SHUNDE ZHUOYOU TEXTILE CO., LTD | Site amfori ID: 156-062331-001

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

ENGLISH	LOCAL LANGUAGE
<p><b>Finding</b></p>	
<p>Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits.</p> <p>A review of 15 sample population employees' time records (5 samples from February 2025 as the most recent paid month, 5 samples from January 2025 and 5 samples from August 2024) yielded the following:</p> <p>1) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 56 hours) in February 2025.</p> <p>2) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 46 to 48 hours) in January 2025.</p> <p>3) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 84 hours) in August 2024, which was not in compliance with the legal requirement.</p> <p>Factory management stated that employees volunteered to work overtime hours in case for urgent production needs. Since the factory failed to control employees' overtime hours well, this issue was defined as non-compliance finding. Please refer to Article 41 of the Labor Law of the PRC</p>	<p>基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(从2025年2月/2025年1月/2024年8月各抽取5个)，发现共有15个样本加班时间超出了法定标准，具体为：</p> <p>1) 5/5名员工在2025年2月的加班时间56小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>2) 5/5名员工在2025年1月的加班时间46-48小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>3) 5/5名员工在2024年8月的加班时间84小时，超过每月加班时间不能超过36小时的法律规定。</p> <p>工厂表示员工自愿加班工作满足紧急生产需求。由于工厂未能合理控制员工加班时间，此问题点判定为不符合项。请参看《中华人民共和国劳动法》第41条</p>

## PA 7: Occupational Health and Safety

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

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on document review and management representative, it was noted that the safety training for the Principal Responsible Person of production and business units in the factory was not carried out in accordance with the safety training outline formulated by the work safety supervision and supervision department. The factory did not have relevant policy and did not require the relevant person to participate the safety training. Therefore, auditor concluded this finding as non-compliance. Please refer to Article 21 of Law of the People's Republic of China on Production Safety, Article 10 and 12 of Provisions on safety training for production and business units</p>	<p>基于文件查阅和管理层访谈，审核员发现厂方的生产经营单位主要负责人并未参加相关的安全培训并获得培训合格证书。工厂没有建立相应的政策，也没有要求相关的人员去参加培训，因此此问题审核员判定为不符合。 请参看《中华人民共和国安全生产法》第二十一条，《生产经营单位安全培训规定》第十条，第十二条</p>

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory's accident-related insurance coverage was insufficient. According to the social insurance payment receipt provided by factory management, it was noted that only 6 out of 17 employees were provided with accident insurance in April 2025. No commercial insurance was provided. Since accident insurance didn't cover all employees, auditor concluded this finding as non-compliance. Please refer to Article 73 of the Labor Law of the People's Republic of China</p>	<p>基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核员发现工厂的工伤类型保险覆盖不足。根据厂方提供的2025年4月社会保险缴费单据显示工厂仅为6/17名员工提供了工伤保险。无商业保险。由于工厂的工伤保险没有覆盖全体员工，该问题点判为不符合。 请参看《中华人民共和国劳动法》第73条</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
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### Finding

Per document review, it was noted that the factory conducted the health and safety risk assessment, but the risk assessment did not cover the key positions (e.g. sewing, packing process, etc.). The factory had established a procedure which required to make sure EHS risk assessment conducted once a year. The factory had EHS team to in charge of this part. However, the risk assessment was not completed. Therefore, auditor concluded this as partial non-compliance. Please refer to BSCI PA7.3.

基于文件查阅，审核发现工厂进行了健康安全风险评估，但是风险评估没有覆盖关键岗位（如车缝、包装等）。工厂已建立了程序要求确保每12个月进行一次风险评估，工厂有EHS指定人员负责此部分。但是评估内容不完善。因此此问题审核员判定为部分不符合。  
请参看BSCI PA7.3

**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

Based on factory tour, it was noted that 3 out of 3 sampled sewing machines were not installed with finger guard. The factory had established machine safety policy. However, the factory did not conduct effective risk assessment and maintenance for the equipment. Therefore, auditor concluded this finding as non-compliance.  
Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.

基于现场观察，审核发现3/3台抽样的针车没有安装护指环。工厂有建建设备安全政策，但是工厂没有对设备进行有效的风险评估和维护，所以这个问题点判定为不符合。  
请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条

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

### ENGLISH

### Finding

Remarks: No canteen was provided.

**Question:** 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

### ENGLISH

### Finding

Remarks: No transportation was provided.

**Question:** 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

**ENGLISH**

**Finding**

Remarks: No dormitory was provided.