

**Monitoring summary report for Guangzhou City Panyu District Donghuan
Fu Fengtai Arts & Crafts Factory**
MONITORING ID: 25-0372019



Monitored Party	amfori ID	Address
Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory	156-052185-000	Room 201 2/F, Building one, No.312, Qiaoxing Avenue, Donghuan Street, Panyu District , 511400 Guangzhou, Guangdong Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	TUV Rheinland
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
15/01/2026	16/01/2026	20/01/2026
Expiration Date	Announcement Type	
20/01/2027	Semi Announced	
Site	Site amfori ID	
Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory	156-052185-001	

This is an extract of the online Monitoring Result, generated on 24/01/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.© amfori, 2021

OVERALL RATING



SECTION RATING

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

Name of lead auditor: Sam Wu; APSCA membership number: CSCA 21701844

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Audit start time: 8:30, end time: 17:30 on the first day; start time: 8:30, end time: 12:30 on the second day.

Announcement Type: Semi-Announced.

Business partner information: Based on business license, the auditee was established on 30 September 2019 and located at Room 201 2/F, Building one, No.312, Qiaoxing Avenue, Donghuan Street, Panyu District, Guangzhou City, Guangdong Province, China (中国广东省广州市番禺区东环街桥兴大道312号1栋201房). The auditee was specialized in manufacturing silver & gold fashion Jewelry. During the factory tour, the main production processes included wax setting, grinding, griding, cleaning, polishing, hand setting, QC and packing. Electroplating process was subcontracted if necessary.

Audited location information: The auditee only rented and used the 2F of one 4-storey building, with around 1629 square meters in the jewelry processing industrial park. No dormitory or canteen was provided by the auditee. The other areas in the compound were used by many other jewelry processing companies or factories. The auditee provided independent business license and lease contract for audit. Per onsite observation, management and workers interview, no production business relation, co-mingle management and workers with other companies or factories were found. This audit scope did not include other companies or factories in the compound.

Operating shifts and hours: Attendance records from December 2024 to audit date were provided and 15 samples were randomly selected for review. Regular working hours were 8 hours per day and 5 days per week. One shift was arranged for all workers, as 8:30-12:30, 13:30-17:30. If needed, 2 hours overtime from 18:30 to 20:30 on weekdays or 8 hours worked overtime on Saturdays. Maximum overtime was 14 hours per week and at least 1 day off after 6 consecutive working days was guaranteed.

Time recording system: IC card attendance machine.

Salary payment details: The legal minimum wage was RMB2500 per month equivalent to RMB14.37 per hour since 1 March 2025 and RMB2300 per month equivalent to RMB13.22 per hour before. Payrolls from December 2024 to November 2025 were provided for review, 15 sampled workers were elected randomly from the payrolls. Workers were paid by hourly rate via cash on or before the 30th of following month. The minimum wage of workers for regular working time paid in the auditee was at least RMB22.5 per hour, which more than local legal minimum wage. 150%, 200%, 300% of normal rate would be compensated for overtime on normal working days, weekends and holidays. The factory provided annual leave and statutory holidays for workers. Pay slip was provided to the workers before the paid date. No illegal deduction from wage was identified.

Worker number information: There were total 94 employees in the auditee, included 76 production workers (32 male and 44 female workers) and 18 non-production workers. There were 49 domestic migrant workers (20 male and 29 female workers). All employees were hired by the factory directly. No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based worker in the factory.

Good practices: Nil

Worker organization details: Freedom association procedure was established; there was no trade union in the factory. The factory respects workers' right to bargain freely. 2 workers representatives were elected by workers randomly.

Circumstances: The auditee management was cooperative with this audit and gave full access to auditor for factory tour, documents review and worker interview. And the auditee management promised to improve all findings. There was no special circumstance during the audit.

Summary of findings:

PA1: Insufficient implementation in management system and capacity planning.

PA2: Insufficient long term goals management to protect workers.

PA5: Insufficient social insurance coverage.

PA6: Excessive monthly OT.

PA7: no safety production administrator certificate or hire part-time safety management personnel; some workers did not wear proper PPEs; No occupational hazardous factors testing and occupational health check accordingly; no building construction safety acceptance or fire safety record.

PA12: No boundary noise monitoring report.

#Living wage calculation: 1) No anchor wage available for the producers location, so we used the data provided by auditing company. 2) The calculation methodology refers to anchor living wage structure. 3) The data comes from the local bureau of statistics for the current year.

Attachment:

1) The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

2) No collective bargaining agreement was reviewed as no collective bargaining was used. Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver.

SITE DETAILS

Site

Guangzhou City Panyu District
Donghuan Fu Fengtai Arts &
Crafts Factory

Site amfori ID

156-052185-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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	94	Workers
Legal minimum wage in local currency	2,500	Monthly
Lowest wage paid for regular work at the site	3,900	Monthly
Calculated living wage in local currency	3,548.81	Monthly
Total sample	15	Workers

Other Metrics

Male workers	35	Workers
Female workers	59	Workers
Non-binary workers	0	Workers
Permanent workers - Male	35	Workers
Permanent workers - Female	59	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	3	Workers
Management - Female	4	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	20	Workers
Domestic migrant workers - Female	29	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	35	Workers
Workers hired directly - Female	59	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	5	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory | Site amfori ID: 156-052185-001

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	
The auditee partially respects this principle. Based on documents review, onsite observation, management and workers interview, it was noted that the factory had established management policies and procedures to implement amfori BSCI Code of Conduct, but there were still gaps between its implementation and amfori BSCI COC or legal requirements. For example, the factory did not provide social insurance for part of employees and failed to effectively control workers' working hours that resulted in workers' excessive monthly overtime work, details refer to findings on the PA1, PA2, PA5, PA6, PA7 and PA12. The management stated that the implementation was lacking and they would continue to improve these issues. Refer to amfori BSCI System Manual requirements.	被审核方部分遵守该原则。通过文件审核，现场审核，管理层和工人访谈，工厂已建立管理制度和政策以实施amfori BSCI行为守则，但是工厂在实际执行方面与amfori BSCI行为准则和法律要求之间仍存在差距，比如工厂没有为部分员工提供社保，工厂没有有效的控制工人的工作时间以至于工人的月加班超时，具体查看执行领域PA1，PA2，PA5，PA6，PA7和PA12中的问题点。工厂管理层表示是执行方面缺失，将持续改善这些问题。参考amfori BSCI系统手册中的要求。

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	
The auditee partially respects this principle. Based on documents review, onsite observation, management and workers interview, the factory established capacity and cost management procedure, but the procedure was not carried out effectively resulted in workers' excessive monthly overtime working hours in the past 12 months. The management stated that the production capacity was based on order planning, work force, and machinery, etc., but they were still difficult to control monthly overtime within 36 hours currently. Refer to amfori BSCI System Manual requirements.	被审核方部分遵守该原则。通过文件审核，现场审核，管理层和工人访谈，被审核方有建立产能和成本的管理程序，但该程序没有有效执行以致于员工在过去12个月有月加班超时。工厂管理层表示生产产能都是基于订单安排、劳动力和机器等情况来确定的，但是他们目前依然很难控制月加班在36小时以内。参考amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site: Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory | Site amfori ID:

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

The auditee partially respects this principle. Based on documents review and management interview, the factory established long-term goals of protecting employees, such as overtime control, welfare system and working condition. However, the workers or workers' representatives were not involved in the development of goals, the factory did not track and monitor status of goals attainment regularly either. The management stated that they would track and monitor monthly from now on. Refer to amfori BSCI System Manual requirements.

被审核方部分遵守该原则。通过文件审核和管理层访谈，工厂建立了保护员工的长期目标，例如加班控制，福利制度和工作环境。然而工厂员工或员工代表没有参与目标保护的制定。工厂也没有定期追踪监控目标达成情况。工厂管理层表示以后会每月进行追踪监控。参考amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

Site: Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory | Site amfori ID: 156-052185-001

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

The auditee does not respect this principle. Based on document review, management and workers interview, it was noted insufficient social insurance coverage. there were 94 workers in the factory currently including 7 retired recruited workers and no new workers within one month. Therefore, the auditee should provide social insurance for 87 workers. However, based on social insurance records, the factory did not provide all 5 types of social insurance including retirement, medical, injury, maternity and unemployment insurance to 47 workers by January 2026. Some workers stated that they had participated in new rural insurance, so they were not willing to participate in social insurance, but no summary record was collected and provided by the factory. The workers who did not participate in social insurance were formal workers, and there was no casual employee etc. Reference Law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: the

被审核方未遵守该原则。根据文件审核、管理层和工人访谈，社保参保不足。工厂现有94名员工，包含7名退休返聘的员工和没有新入职一个月内的员工，因此工厂应为87人提供社保。但根据社保记录，到2026年1月仍有47名员工没有提供包括养老、医疗、工伤、生育和失业保险的五险社保。部分工人表示有参加了新农保，所以不愿意参加社保，但工厂未能收集和提供汇总记录。没有参保的员工都是正式工，没有临时工等。参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：工厂有给所有未参保的员工提供商业意外保险，有效期从2025年1月21日到2026年1月20日。

Finding

factory provided with commercial accident insurance for all other workers who did not participate in social insurance, which is valid from 21 January 2025 to 20 January 2026.

PA 6: Decent Working Hours

Site: Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory | Site amfori ID: 156-052185-001

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

Finding

The auditee does not respect this principle. Based on onsite observation, documents review, management and workers interview, monthly overtime exceeded legal requirements. Sampled three months of 15 workers attendance records from December 2025 to audit day to be reviewed, it was noted that excessive monthly overtime work observed. All 15 workers monthly OT exceeded 36 hours, up to 54 hours, 58 hours and 46 hours in November 2025, August 2025 and April 2025 respectively. Current monthly OT in January 2026 did not exceed 36 hours. The management stated that the factory arranged the overtime according to the production order, and they didn't have effective system to control its monthly overtime work compliance. Workers confirmed that they took the OT hours voluntarily. Reference law: China Labor Law, Article 41.

被审核方未遵守该原则。根据现场审核，文件审核，管理层和工人访谈，月加班超出法规要求。根据2025年12月到审核当天抽样的15名员工3个月的考勤记录显示，有月加班超时的情况：所有15名员工在2025年11月，2025年8月和2025年4月的月加班超过36小时，最大分别达到54小时，58小时和46小时。工厂目前2026年1月的月加班没有超过36小时。工厂管理层表示工厂根据生产订单安排加班，工厂没有有效的系统去控制月加班，工人确认他们均自愿加班。参考法律法规：中华人民共和国劳动法第四十一条。

PA 7: Occupational Health and Safety

Site: Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory | Site amfori ID: 156-052185-001

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respects this principle. Based on documents review and management interview,

被审核方部分遵守该原则。根据文件审核和管理层访谈，被审核方没有人员取得安全生产管理员证

Finding	
the auditee had no personnel to obtain the safety production administrator certificate, also did not hire part-time safety management personnel. The management stated they had the plan that arrange the personnel to attend the external trainings. Reference law: Work Safety Law of the People's Republic of China, Article 24.	书，也没有聘请兼职的安全管理人员。管理人员表示已计划安排人员参加外部培训。参考法律法规：《中华人民共和国安全生产法》第24条。

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	
The auditee partially respects this principle. Based on documents review, onsite observation, management and workers interview, the factory provided related workers with proper PPEs, but the workers in griding, grinding and polishing workshops did not wear dust proof mask, but only common medical mask. The management stated that it was lacking on the supervision. Reference law: Safety Law of the People's Republic of China, Article 45.	被审核方部分遵守该原则。根据文件审核，现场审核，管理层和工人访谈，工厂有为相关工人提供了恰当的劳保用品，但执模、研磨和么打车间的工人工作时没有佩戴防尘口罩，只佩戴了普通医用口罩。管理人员表示是监督缺失。参考法律法规：中华人民共和国安全生产法 第四十五条。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respects this principle. Based on documents review, onsite observation, management and workers interview, the factory did not conduct the occupational hazardous factors testing for the production processes and working environment (such as griding, grinding, cleaning, polishing etc.) and arrange the relevant workers for pre-job, on-job and post-employment occupational health examination accordingly. The management stated that it was due to the cost reasons. The workers stated that no occupational disease was occurred. Reference law: Provisions on the Administration of Occupational Health at Work	被审核方部分遵守该原则。根据文件审核，现场审核，管理层和工人访谈，工厂未对其生产工序及工作环境（如执模，研磨，清洗，么打等）进行职业危害因素检测并据此安排相应员工进行岗前、岗中及离岗的职业健康体检。管理层表示因成本原因。工人表示没有发生过职业病。参考法律法规：工作场所职业卫生管理规定，第20条；中华人民共和国职业病防治法，第三十五条。

Finding	
Sites, Article 20 & Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.	

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	
The auditee partially respects this principle. Based on documents review, the factory did not provide the building construction safety acceptance and fire safety record of one 4-storey production building (construction area of around 6500 square meters). Based on onsite observation and management interview, no obvious crack or sedimentation, firefighting facilities equipped with sufficiently, there were no obvious hidden dangers in the building. The management stated that the landlord could not provide these documents and they did not know the year of building. Reference law: Article 13 of the Fire Protection Law of the People's Republic of China and Article 61 of the Construction Law of the People's Republic of China.	被审核方部分遵守该原则。通过文件审核，工厂未能提供一栋4层厂房（建筑面积大约为6500平方米）的建筑竣工验收和消防安全证明。基于现场检查和管理层访谈，没有明显裂缝或沉降，消防设施配置足够，厂房没有明显的安全隐患。工厂表示房东未能提供这些文件，他们也不清楚建筑年份。参考法规：中华人民共和国消防法第十三条和中华人民共和国建筑法第六十一条。

PA 12: Protection of the Environment

Site: Guangzhou City Panyu District Donghuan Fu Fengtai Arts & Crafts Factory | Site amfori ID: 156-052185-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respects this principle. Based on document review, onsite observation and management interview, the factory did not provide environmental protection monitoring report of boundary noise in the past year. The management stated that the environmental protection facilities and monitoring reports were provided by the industrial park, they did not know the requirements. Reference law: Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise, Article 23.	被审核方部分遵守该原则。根据文件审核，现场审核和管理层访谈，工厂未能提供过去一年的边界噪音的环保监测报告。管理层表示环保设施和监测报告是工业园提供，不清楚要求。参考法律法规：中华人民共和国环境噪声污染防治法第23条。