

Monitored Party <b>Jinhua Huali Textile Technology Co.,Ltd</b>	amfori ID <b>156-067197-000</b>	Address <b>No 135 PuXin Road, DiTian Functional Area of Xiaoshun Town, Jindong District, Jinhua, Zhejiang 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>24/12/2025</b>	Closing Meeting Finished Date <b>28/12/2025</b>	Submission Date <b>05/01/2026</b>
Expiration Date <b>05/01/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Jinhua Huali Textile Technology Co.,Ltd</b>	Site amfori ID <b>156-067197-001</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>	

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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

### [Audit Information]:

Name of lead auditor: Forrest Jiang; APSCA membership number (CSCA 21704067)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

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

Audit schedule details: The audit was scheduled 2.5 onsite MD for 1 auditor. The full audit (Semi Announced) was conducted on Dec 24-26, 2025. For example,

Dec 24, 2025(Arriving at 13:30 and ending at 21:30)

Dec 25, 2025(Arriving at 09:05 and ending at 16:30)

Dec 26, 2025(Arriving at 09:10 and ending at 12:15)

### [Business partner information]:

“Jinhua Huali Textile Technology Co.,Ltd” was actually located at No 135 PuXin Road, DiTian Functional Area of Xiaoshun Town, Jindong District, Jinhua City, Zhejiang Province, China. The factory name on business license was “金华市华力纺织科技有限公司” “Jinhua Huali Textile Technology Co.,Ltd”, the address on business license was “浙江省金华市金东区孝顺镇低田功能区” “DiTian Functional Area of Xiaoshun Town, Jindong District, Jinhua City, Zhejiang Province”. It was confirmed that the actual address and the business license address were the same one place. The business license number was 91330703MA29QH9129 and the valid time was from Nov 29, 2017 to long-term. The factory specialized Knitted Underwear. The mainly processes were yarn doubling, weaving, cutting, sewing, ironing, inspection/trimming and packing. The dyeing process would be subcontracted if needed. The production capacity was about 12000000 pcs per year.

### [Audited location information]:

The factory was the landlord and owned 3 buildings, which covered one 6-storey comprehensive building and two 7-storey production building. The details were as below:

One 6-storey comprehensive building(6641.89 SQ.m):

1F: Office and canteen, but the canteen was not used anymore.

2F to 3F: Dormitory.

4F to 5F: Rented out to “Jinhua Yueli Textile Co.,Ltd” as dormitory.

6F: In idle.

One 7-storey production building#1(21485.71 SQ.m):

1F: Warehouse and packing workshop.

2F: Cutting, sewing, ironing, inspection/trimming and packing workshop.

3F: Cutting, sewing, ironing, inspection/trimming and packing workshop.

4F: Weaving workshop

5F: Weaving workshop

6F: Yarn doubling workshop

7F: Warehouse

One 7-storey production building#2(8941.22 SQ.m):

1F to 7F: Rented out to a factory named “Jinhua Yueli Textile Co.,Ltd” as warehouse and workshop.

The transportation, kitchen and canteen were not available. The dormitory was provided to workers freely. There was a clear physical division between the audited factory and other factories. The scope of this audit only covered the areas used by audited factory.

### [Operating shifts and hours]:

Through review the attendance records from Nov 1, 2024 to Nov 24, 2025, all employees worked 8 hours per day and 5 days per week, the Yarn doubling and weaving workshop were arranged with 2 shifts(7:30-15:30 or 15:30-23:30), other employees were arranged with 1 shift(8:00-11:30, 12:30-17:00). All employees were recorded by fingerprint attendance system. Based on attendance record review and randomly sampled 16 workers' attendance records from 3 months and it

was noted that:

The 1st sampled month(Oct 2025-Currently month), the standard hours was 152 hours, the max monthly overtime hours were 78 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 58 hours, the most consecutive working days were 6 days.

The 2nd sampled month(Mar 2025-Random month), the standard hours was 168 hours, the max monthly overtime hours were 72 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 58 hours, the most consecutive working days were 6 days.

The 3rd sampled month(Nov 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 80 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 58 hours, the most consecutive working days were 6 days.

[Salary payment details]:

Through review the payroll records from Nov 2024 to Oct 2025, all workers were based on hourly-rate wage and the minimum wage was guaranteed, for example, workers were provided with at least RMB 3000 per month(RMB 17.24 per hour), which above the legal requirement(RMB 2260 per month and 12.99 per hour). The wages were calculated from the 1st day to the last day of the natural month and paid on the end of next month by bank transfer, the workers knew the wages structures and the payment of wages had never been delayed. Based on reviewing attendance records and payroll records, the OT premium was paid by 150%, 200% and 300% of regular rate for overtime working on weekdays, Saturdays and Statutory Holidays respectively. Workers had right to choose working overtime or not, and the factory ensured workers rest on every Sunday and statutory holidays.

[Worker number information]:

- Total 223 employees (98 males and 125 females) covered 5 non-production employees (2 males and 3 females) and 218 production workers (96 males and 122 females).
- 201 employees (96 males and 105 females) were the domestic migrant employee, 22 employees (2 males and 20 females) were the local people.
- No disabled workers, child labour, young worker, lactating employees, pregnant worker, internship staff, apprentice, subcontract staff found. And there was no information about forced labour found.
- 16 workers (8 males and 8 females) were sampled for verification, 16 sampled workers were the domestic migrant workers and no sampled worker was the local people. 5 out of 16 sampled workers were interviewed during the night shift and 11 sampled workers were interviewed during the day shift.

[Good practices]:

The factory provided dormitory to workers freely.

[Worker organization details]:

Labour union was not established. 7 worker representatives were elected freely. Collective bargaining was not held and the agreement was not available.

[Circumstances]:

The auditee showed a cooperative and enthusiastic attitude to this audit.

[The special circumstances can be classified as followed]:

There was no specific control requirement for COVID-19 in China.

By viewing of IPE and Credit China website: No special abnormal situation found.

[Summary of findings]:

PA 1: The amfori BSCI Code management was not perfect(PA 1.1), the calculation of production capacity was not reasonable(PA 1.4).

PA 2: Some workers did not know worker representative, the responsibility of the worker representative or the content of amfori BSCI(PA 2.4).

PA 5: The wages (not including the overtime wage) paid to some employees were less than the local decent living wage standard(PA 5.4), the social insurance didn't cover all employees(PA 5.5).

PA 6: The monthly overtime hours exceeded 36h(PA 6.2).

PA 7: HS management was not perfect(PA 7.1), The emergency accident procedure was not posted onsite(PA 7.8), Some goods were stored close to the wall(PA 7.11).

PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12 and PA 13: Nil

[Living wage calculation]: The living wage data is provided by the auditing company and please refer to the PA 5 summary to find the details of calculation method of living wage.

[Personal Information protection law]:

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

[Attachments]:

1. There was no Consolidated Working Hours System Approval obtained by the auditee, which made documented valid authorisation to make exemptions not applicable.
2. The audit was not SPA, which made self-declaration of producer not applicable.
3. According to the regulations require of "Classified management directory of environmental impact Assessment of construction projects" which updated in the year of 2021. The factory is exempted from Environmental Impact Assessment.

[Remark]:

The audit had performed night shift audit on Dec 24, 2025.

## SITE DETAILS

Site	Site amfori ID
<b>Jinhua Huali Textile Technology Co.,Ltd</b>	<b>156-067197-001</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	223	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	16	Workers

### Other Metrics

Male workers	98	Workers
Female workers	125	Workers
Non-binary workers	0	Workers
Permanent workers - Male	98	Workers
Permanent workers - Female	125	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	2	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	14	Workers
Workers with night shift - Female	14	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	96	Workers
Domestic migrant workers - Female	105	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	98	Workers
Workers hired directly - Female	125	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	8	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Jinhua Huali Textile Technology Co.,Ltd | Site amfori ID: 156-067197-001

**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>1.1 The main auditee partially respected this principle. Based on onsite tour, worker interview, management interview and document review, it was noted that the factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement and some EHS issues were found. The facility management declared that they did not fully understand amfori BSCI Code of Conduct and requirements and did not provide adequate training to all workers. Reference: Question 1.1 in amfori BSCI system manual.</p>	<p>主要被审核方部分遵循该准则。基于现场走访，员工访谈，管理层访谈以及文件审核发现，工厂已经建立了BSCI管理系统，但是没有有效地被执行，比如工人加班工作超过法规要求，部分健康安全的问题被发现。工厂管理层解释他们未充分理解amfori BSCI行为准则和要求，且对员工培训不到位。 参考标准：amfori BSCI管理手册中问题1.1。</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>1.4 The main auditee partially respected this principle. The factory established production capacity evaluation procedure, and evaluated its workforce capacity, but the production management staff could not establish adjusting program to handle the inadequate in capacity caused by rapid rise of production order, they could not ensure workers' overtime hours in accordance with amfori BSCI Code of Conduct and legal requirements when the production capacity meet the requirements of the client orders continually, which caused the workers overtime working hour systematic exceed 36 hours per month in past months. The facility management declared that delivery time of order was relatively short and number of production workers was relatively small. Reference: Question 1.4 in amfori BSCI system manual.</p>	<p>主要被审核方（生产商）部分遵循该原则。工厂建立了产能评估程序，并且对其产能进行了评估但是生产管理人员未制定针对订单增多而造成产能不足情况下的调节方案，工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合amfori BSCI行为准则和法规要求，以至于员工的月加班时间在过去月份中系统性超过36小时。工厂管理层解释是由于订单时间比较紧张和生产员工比较少导致的。 参考标准：amfori BSCI管理手册中问题1.4。</p>

## PA 2: Workers Involvement and Protection

Site: Jinhua Huali Textile Technology Co.,Ltd | Site amfori ID: 156-067197-001

**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>	
2.4 The main auditee partially respected this principle because the auditee had conducted relevant training of amfori BSCI code to employees and posted amfori BSCI code onsite, but most interviewed workers did not know the content of amfori BSCI Code, the auditee did not check the effect of training. The management explained that they did not know about relative requirement. Reference: Question 2.4 in amfori BSCI system manual.	主要被审核方部分遵循该准则。被审核方对员工进行了amfori BSCI相关内容的培训，现场张贴的amfori BSCI行为准则，但是大部分访谈的员工不了解amfori BSCI的内容，工厂没有验证培训的效果。管理层解释不清楚相关要求。参考标准：amfori BSCI管理手册中问题2.4。

## PA 5: Fair Remuneration

Site: Jinhua Huali Textile Technology Co.,Ltd | Site amfori ID: 156-067197-001

**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>	
5.4 The main auditee partially respected this principle because based on the wage records provided by the factory, the minimum wage paid for workers by factory above the local minimum wage standard, but the wages (not including the overtime wage) paid to some employees by the factory were less than the local decent living wage standard (RMB3887 / month). The factory explained that they didn't know about the relative requirements. Reference: Question 5.4 in amfori BSCI system manual.	主要被审核方部分遵守该准则。原因是根据工厂提供的工资记录显示，工厂支付工人的最低工资高于当地最低工资水平，但部分员工获得的工资报酬（不包含加班费）低于当地体面的生活工资标准（3887元/月）。工厂解释称不清楚相关要求。参考标准：amfori BSCI管理手册中问题5.4。

**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 The factory did not respect this principle. Because the number for social insurance was insufficient. There was a total of 223 employees hired in this factory during this audit, 47 employees were the retired workers and 1 employee was the new hired in the recently one month. The auditee should buy social insurances for 175 employees in Nov 2025. Through review the payroll records and social insurance enrolment list, auditor noted that the factory only provided the pension insurance, unemployment insurance, injury insurance, maternity insurance and medical insurance to 24 employees(13.71%) in Nov 2025. In addition, the factory had bought commercial insurance to 271 employees and the valid time was from Nov 14, 2025 to Nov 13, 2026. Based on worker interview and stated that they had bought the new rural social pension insurance in their hometowns by themselves. Based on management interview and stated that the reason for poor social insurance coverage rate was high turnover rate and some workers had bought the new rural social pension insurance in their own hometowns by themselves. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.

被审核工厂未遵循该准则。因为工厂参保人数不足。工厂在审核期间共223名员工，其中退休员工47人，最近一个月内新入职的员工1人，工厂在2025年11月应该给175名员工提供社保。通过查看工厂提供的工资记录以及社保缴费凭证，审核员发现工厂在2025年11月仅给24名员工（13.71%）提供了养老金，失业险，工伤险，生育险和医疗险。除此之外，工厂还购买了商业险给271名员工，有效日期从2025年11月14日至2026年11月13日。员工访谈工人表示自己 有在自己老家购买了新农保。管理层访谈解释称社保不足的原因是工人流动性大且部分工人已自行在老家购买新农保。参考标准：中华人民共和国劳动法（2018修正）第七十二条，第七十三条。

## PA 6: Decent Working Hours

Site: Jinhua Huali Textile Technology Co.,Ltd | Site amfori ID: 156-067197-001

**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

6.2 The factory did not respect this principle because workers' monthly overtime hours exceeded legal requirement. Through reviewing workers' attendance records from Nov 1, 2024 to Dec 24, 2025(The 1st day of the audit) provided by factory, all employees worked 5 days per week and 8 hours per day, during this audit, auditor randomly sampled 16 workers' attendance records from 3 months and it was noted that: The 1st sampled month(Oct 2025-Currently month), the standard hours was 152 hours, the max monthly overtime hours were 78 hours, the

被审核工厂未遵循该原则，因为员工的月加班时间超过法规要求。通过查看工厂提供的工人从2024年11月1日至2025年12月24日(审核第一天)的考勤记录，所有工人正常上班时间为每周5天和每天8小时，此次审核期间，审核员随机抽取16名员工三个月的考勤记录发现：第一个抽样月（2025年10月-当前月），标准工时152小时，最大月加班为78小时，最大日加班为2.0小时，最大周工作时间为58小时；第二个抽样月（2025年3月-随机月），标准工时168小时，最大月加班为72小时，最大日加班为2.0小时，最大周工作时间为58小时；

Finding	
<p>max daily overtime hours were 2.0 hours, the max weekly working hours were 58 hours; The 2nd sampled month(Mar 2025-Random month), the standard hours was 168 hours, the max monthly overtime hours were 72 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 58 hours; The 3rd sampled month(Nov 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 80 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 58 hours. The facility management declared that delivery time of order was relatively short and number of production workers was relatively small. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>第三个抽样月（2024年11月-随机月），标准工时168小时，最大月加班为80小时，最大日加班为2.0小时，最大周工作时间为58小时。 工厂解释是由于订单时间比较紧张和生产员工比较少导致的。 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: Jinhua Huali Textile Technology Co.,Ltd | Site amfori ID: 156-067197-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 The main auditee partially respected this principle. The auditee had established management system on health and safety, included the identifying and awareness of the related legal regulation, health and safety checking, training, etc., but the auditee did not follow amfori BSCI's requirements for health and safety fully. The factory management explained that it was caused by management negligence and will strengthen management and training in the future. Reference: Question 7.1 in amfori BSCI system manual.</p>	<p>被审核方部分遵循该准则。被审核方建立了健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是被审核方未完全执行amfori BSCI对健康安全的要求。 工厂管理层解释其是由于管理疏忽导致，今后会加强管理和培训。 参考标准：amfori BSCI管理手册中问题7.1。</p>

**Question:** 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>7.8 The main auditee partially respected this principle because no emergency accident procedure was posted onsite. The factory explained that they did not know about the requirement.</p> <p>Reference: Question 7.8 in amfori BSCI system manual.</p>	<p>被审核方部分遵循该准则，因为被审核方未在车间张贴应急程序。工厂解释不清楚相关要求。</p> <p>参考标准：amfori BSCI管理手册中问题7.8。</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 The main auditee partially respected this principle. Based on onsite observation, auditor noted that some goods were stored close to the wall. The factory explained that they didn't know well about this requirement.</p> <p>Reference: Regulations on Fire Prevention of Warehouse (1990), Article 18.</p>	<p>主要被审核方（生产商）部分遵循该准则。基于现场观察，审核员发现工厂有部分货物靠墙堆放。工厂解释称对此要求不是很了解。</p> <p>参考标准：仓库防火安全管理规则（1990）第十八条。</p>