

Monitored Party <b>ALFRESCO MANUFACTURING LTD</b>	amfori ID <b>156-043707-000</b>	Address <b>Qianjiang Southroad, Dayang Industry Area, Linhai City, Taizhou, Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>13/02/2025</b>	Closing Meeting Finished Date <b>13/02/2025</b>	Submission Date <b>20/02/2025</b>
Expiration Date <b>28/02/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>ALFRESCO MANUFACTURING LTD</b>	Site amfori ID <b>156-043707-001</b>	

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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	<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: Yolanda Hu; APSCA membership number (CSCA 21705387)

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 audit was planned for 1 auditor x 1 day. The follow up audit (semi-announced) was conducted on Feb 13, 2025.

Business partner information: ALFRESCO MANUFACTURING LTD 台州市海暄工艺品有限公司 was located at Qianjiang Southroad, Dayang Industry Area, Linhai City, Taizhou, Zhejiang, China 浙江省台州市临海市大洋前江南路. The factory registered in Market Supervision Administration of Linhai, having unified social credit code 91331082689147917K dated on May 25, 2009 with long operational term. The product of the auditee was outdoor furniture, the main production activities included cutting, sewing, metal working, polishing, welding, powder coating, weaving, assembly and packing.

Audited location information: The factory rented two 2-storey production buildings (No.1 and No.2) for office, workshop and warehouse, total area around 13,500 square meters.

1# building: 1F used as metal working workshop, polishing, welding, sewing and cutting workshop, 2F used as office, sample showing room, weaving, total around 6,750 square meters.

2# building: 1F used as powder coating, raw material warehouse and finished product warehouse, 2F used as finished product warehouse, assembly and packing workshop, total around 6,750 square meters.

No canteen or dormitory was provided to workers by the auditee. Leased contract and business license were provided for reviewing. According to onsite observation, there was one another building used by landlord. They did not share management, facilities or workers. So this audit only covered the area used by the auditee.

Operating shifts and hours and time recording system: The auditee had a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when he entered the factory. Factory ensured all workers rest on Sundays. The auditee ensured normal working hours comply with legal requirement and the use of overtime was voluntary and paid at adequate premium rate. The auditee supported the right to resting breaks including short breaks during working hours, meal break. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Factory used face recognize attendance recorder to record the working hours, during the audit, factory provided the attendance records from Mar 2024 to the audited day for reviewing. All production workers worked one shift: 7:30-11:30, 13:00-17:00, 0~2 overtime hours (18:00-20:00) at night if busy. The normal working hours was 8 hours per day, 5 days per week for all workers. Based on the 5 sampled workers' electronic attendance records in Jun. 2024, Oct 2024 and Jan. 2025, 1st sampled month(Jun. 2024) – standard hours (i.e. 40) + maximum weekly OT (i.e. 14) ; 2nd sampled month (Oct. 2024) – standard hours (i.e. 40) + maximum weekly OT (i.e. 14) ; 3rd sampled month (Jan. 2025) – standard hours (i.e. 40) + maximum weekly OT (i.e. 14). The maximum overtime work were 2 hours per day, 62 hours per month including 22 hours overtime on weekdays and 40 hours overtime on rest days.

Salary payment details: The factory established salary and remuneration procedure according to amfori BSCI Code and local law. All employees were guaranteed with minimum wage. The local minimum wage was RMB 2260/month (RMB 12.99/hour) since Jan. 1, 2024. Factory provided the payroll records from Mar 2024 to Dec 2024 for review. The workers were paid by hourly rate (at least RMB 3000/month). The payment cycle was natural month. The wage was paid on the 30th of the following month by bank, and pay slip was also provided each month. The wage was made up of basic wage and OT compensation. No monetary fines or other illegal deductions were detected in payroll records. Paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers.

Worker number information: On the day of audit, there were 48 employees present which included 7 non-production employees and 41 production employees. There were 27 male production employees and 14 female production employees. And 15 employees (10 male employees and 5 female employees )were from other provinces in China, such as Henan, Guizhou, Jiangxi. The youngest labor was 22 year old who entered the factory on Feb 3, 2023. No child labor, young labor, disable labor, lactating labor, pregnant labor in the factory. No interns, apprentices, contractor workers in the factory.

Good practices: Nil

Worker organization details: 2 worker representatives were elected on Oct 24, 2024.

Circumstances: Nil

The special circumstances can be classified as followed: According to IPE and the app of Qichacha, no negative information was noted.

Summary of findings:

PA1: 1.1 amfori BSCI Code management implemented not completely; 1.4 working hours' management system was not perfect.

PA 2: 2.4 workers did not fully understand the requirements social responsibility of amfori BSCI Code; 2.5 no survey reports on the user satisfaction with its grievance procedure

PA5: 5.4 some workers' paid wage was less than calculated local decent living wage; 5.5 insufficient social insurance

PA6: 6.2 OT exceed law requirement;

PA 7: 7.13 electrical box was not locked or installed with inner cover; 7.17 no needle guards; 7.22 no private doors, soap or tissues in toilet

The follow up audit only covered PA1, PA2, PA5, PA6, PA7, PA9

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

Precautions taken about #COVID-19 in the facility: Nil

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. The follow up audit only covered PA1, PA2, PA5, PA6, PA7, PA 9, so only documents of mentioned PA were needed and showed, other documents were not reviewed.

SITE DETAILS

Site	Site amfori ID
ALFRESCO MANUFACTURING LTD	156-043707-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Housewares & Specialties		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of other fabricated metal products

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	48	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	5	Workers

### Other Metrics

Male workers	30	Workers
Female workers	18	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	18	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	10	Workers
Domestic migrant workers - Female	5	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	30	Workers
Workers hired directly - Female	18	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	4	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: ALFRESCO MANUFACTURING LTD | Site amfori ID: 156-043707-001

**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 Follow-up audit result on Feb 13, 2025: Open. The main auditee partially respected this principle because the factory established a management system to implement the amfori BSCI Code of Conduct, the procedures were provided for review, but there still had gap to respect this principle, such as factory did not control the overtime hours caused monthly overtime systematic exceeded 36 hours, not provided sufficient social insurance to employees as per legal requirement, etc. The facility management declared that the management system was not perfect enough, they would promote step by step. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>2025年2月13日的跟进审核结果：打开。被审核方部分遵循该准则。原因是工厂有建立管理系统去执行amfori BSCI的行为准则，其程序文件已提供查阅，但是对于遵守本条原则仍然有差距，如工厂没有对加班时间进行控制导致月加班系统性超出36小时，没有按法规要求提供足够的社保给员工。工厂管理层表示管理体系还未完善，他们正在逐步完善。</p> <p>违反了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 Follow-up audit result on Feb 13, 2025: Open. The main auditee partially respected this principle because the factory had realistically calculated the costs of production and delivery times. Written records of calculating the production capacity and the costs of production were not kept, workers' working hour was not considered confirmed by designated person, the overtime working hours exceeded local law's requirements. Based on the attendance records from Mar 1, 2024 to the audited day for review, it was noted the max. monthly OT hour was 62 hours happened in Jun 2024. The human resources manager of the enterprise stated that the guidance documents had been issued, but currently, production capacity planning and labor accounting were based on production experience and there was no written calculation process kept.</p>	<p>2025年2月13日的跟进审核结果：打开。被审核方部分遵循该准则。原因是工厂了解如何计算生产产能和订单周期。工厂未保留计算方法和记录。工厂排单的时候未考虑到工人的工作时间，导致工人的加班时间超出了法规要求。根据2024年3月1日至审核当天的考勤记录显示最大月加班时间为62小时，发生在2024年6月。企业的人力资源负责人表示指导文件有下达，但是目前产能规划和劳动力核算都基于生产经验，没有保留书面的计算过程。</p> <p>违反了amfori BSCI管理手册中问题1.4的要求</p>



### Finding

It violated the requirement of question 1.4 in amfori BSCI system manual.

## PA 2: Workers Involvement and Protection

Site: ALFRESCO MANUFACTURING LTD | Site amfori ID: 156-043707-001

**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

### Finding

2.4 Follow-up audit result on Feb 13, 2025: Open. The main auditee partially respected this principle because according to worker interview, all interviewed workers did not fully understand the requirements social responsibility of amfori BSCI Code. Although the factory provided the training of amfori BSCI system to all workers and posted the amfori BSCI code in workshop, the employees were not well educated, the training effect was not obvious. It violated the requirement of question 2.4 in amfori BSCI system manual.

2025年2月13日的跟进审核结果：打开。被审核方部分遵守该原则，原因是根据员工访谈，所有被访谈工人不了解amfori BSCI行为准则和社会责任要求。虽然工厂给所有工人提供了amfori BSCI体系培训，并且在车间张贴了amfori BSCI行为准则，但是员工文化程度不高，培训效果不明显。违反了amfori BSCI管理手册中问题2.4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 Follow-up audit result on Feb 13, 2025: Open. The main auditee partially respected this principle because based on document review, onsite observation, workers and management interview, the factory had established grievance procedure and provided appealing channels (workers' representative and suggestion boxes) for employees, but the auditee had not yet provided the survey reports on the user satisfaction with its grievance procedure. It violated the requirement of question 2.5 in amfori BSCI system manual.

2025年2月13日的跟进审核结果：打开。工厂未完全遵守该原则，通过文件审阅、现场走访、员工及管理层访谈，工厂有制定申诉的程序文件，并且给员工提供了申诉渠道（员工代表、意见箱），但是未提供关于其申诉程序的满意度调查报告。违反了amfori BSCI管理手册中问题2.5的要求。

## PA 5: Fair Remuneration

**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 Follow-up audit result on Feb 13, 2025: New finding.</p> <p>The main auditee partially respected this principle. Based on payroll records review, the minimum wage paid for workers by factory above the local minimum wage standard (RMB2260/month), but some workers' paid wage was less than calculated local decent living wage (RMB3887/month). It violated the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>2025年2月13日的跟进审核结果：新问题。工厂未完全遵守该原则，原因：根据工资表查看，工厂支付工人的最低工资高于当地最低工资水平（RMB2260/月），但部分员工的工资低于当地体面生活工资（RMB3887/月）。违反了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
<b>Finding</b>	
<p>5.5 Follow-up audit result on Feb 13, 2025: Open.</p> <p>The main auditee did not respect this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 48 employees, 11 retired workers, no newly recruited employee. Based on social insurance payments invoice and confirmed with management interview, the factory only provided retirement, maternity, unemployment, illness, injury insurance for 25 employees. The factory provided commercial insurance for all other employees, it valid from Nov 11, 2024 to oct 31, 2025. The management and employees of the factory expressed their unwillingness to participate in the factory's social security due to the purchase of new agricultural insurance.</p> <p>It violated Social Insurance Law of the People's Republic of China (2018 Amendment), Article 10, 23, 33,44 and 53.</p>	<p>2025年2月13日的跟进审核结果：打开。被审核方未遵循该准则，原因是工厂未按法规要求给工人提供社保，工厂共有48名员工，11名退休员工，没有新进员工，根据社保凭证及管理层访谈确认，工厂为其中25名员工缴纳了养老，生育，失业，医疗和工伤保险。工厂为其余所有员工提供了商业意外险，有效期为2024年11月1日至2025年10月31日。工厂管理层和员工表示因为购买了新农保，不愿意参加工厂的社保。</p> <p>违反了中华人民共和国社会保险法（2018修正）第十，二十三，三十三，四十四，五十三条。</p>

**PA 6: Decent Working Hours**

Site: ALFRESCO MANUFACTURING LTD | Site amfori ID: 156-043707-001

**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 Follow-up audit result on Feb 13, 2025: Open.  
The main auditee did not respect this principle.  
Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from Mar 1, 2024 to the audit day for review, 5 sampled workers were from all positions, based on the 5 sampled workers' electronic attendance records in Jun. 2024, Oct 2024 and Jan 2025, 5 out of 5 sampled workers' monthly overtime hours exceeded the legal requirement:

1st sampled month (Jun. 2024)– standard hours (152 hours) + maximum monthly OT (62 hours),  
2nd sampled month (Oct. 2024)– standard hours (160 hours) + maximum monthly OT (56 hours),  
3rd sampled month (Jan. 2025)–standard hours (152 hours) + maximum monthly OT (38 hours).

It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

2025年2月13日的跟进审核结果：打开。被审核方未遵守该准则。根据员工访谈，员工代表访谈，管理层访谈和文件审核，工厂提供了2024年3月1日至审核当天的考勤记录，抽样5名员工来自所有岗位，根据5名抽样工人在2024年6月，2024年10月和2025年1月的考勤记录发现，5名抽样员工的月加班均超过法规要求：

第一个抽样月（2024年6月）-标准工时（152小时）-最大月加班（62小时），  
第二个抽样月（2024年10月）-标准工时（160小时）-最大月加班（56小时），  
第三个抽样月（2025年1月）-标准工时（152小时）-最大月加班（38小时）。

违反了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: ALFRESCO MANUFACTURING LTD | Site amfori ID: 156-043707-001

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

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

7.1 Follow-up audit result on Feb 13, 2025: Closed.  
The main auditee fully respected this principle because based on interviews, factory tour and document review it was noted that the factory provided the occupational health checks to employees in metalworking section, polishing section, welding section and powder coating section who were in contact with hazardous materials such as noise and dust in Nov 2024, including the occupational health checks before the workers take the posts.

2025年2月13日的跟进审核结果：关闭。被审核方完全遵循该准则。通过访谈，现场走访和文件审核，审核员发现厂方在2024年11月为在金工车间，打磨车间，焊接车间和喷塑车间接触有毒有害物质的员工提供职业病体检，包括上岗前的职业病体检。

**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
<b>Finding</b>	
7.3 Follow-up audit result on Feb 13, 2025: Closed. The main auditee fully respected this principle because based on interviews, factory tour and document review it was noted that the risk assessment for safe, healthy and hygienic working conditions was conducted sufficiently. The risk assessment covered all production activities, workplaces, machinery, equipment, chemicals, tools and processes and regular monitoring and testing.	2025年2月13日的跟进审核结果：关闭。被审核方完全遵循该准则。原因是通过访谈，现场走访和文件审核，审核员发现工厂已经进行了充分的健康安全卫生的风险评估，涵盖到所有的生产活动、生产车间、机器、设备、化学品、工具和过程，并且包括定期监控和检测。

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
7.13 Follow-up audit result on Feb 13, 2025: Open. The main auditee partially respected this principle. Because based on document review, the factory had established policy for electrical safety, and provided relevant training, but based on onsite observation, 2 sampled electric boxes were not locked and not installed with inner cover. It violated the requirement of National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2	2025年2月13日的跟进审核结果：打开。被审核方未完全遵循该准则。原因是根据文件审核，工厂已经建立了用电安全管理程序，并提供了相关培训，但是根据现场观察，工厂现场2个抽样电箱没有上锁且没有内盖。违反了国家电气设备安全技术规范（GB 19517-2009）2.2

**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
<b>Finding</b>	
7.17 Follow-up audit result on Feb 13, 2025: Open. The main auditee partially respected this principle. Because based on onsite observation, 3 sewing machines in sewing workshop were not installed with finger guards. The factory had not installed the safeguard timely. It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999).	2025年2月13日的跟进审核结果：打开。被审核方部分遵循该准则。根据现场观察，工厂缝纫车间全部3台缝纫机没有安装针挡。工厂未及时安装防护设施。违反了生产设备安全卫生设计总则（GB 5083-1999）。

**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 Follow-up audit result on Feb 13, 2025: Open.  
The main auditee partially respected this principle. Because based on onsite observation, no privacy door was equipped with part of stalls in toilets. No soap, toilet paper was available in the toilet either. The factory explained they did not know the requirement.  
It violated the requirement of question 7.22 in amfori BSCI system manual.

2025年2月13日的跟进审核结果：打开。被审核方部分遵循该准则。原因是根据现场观察，工厂厕所部分厕格没有安装隐私门。厕所没有配备肥皂和厕纸。工厂解释称不清楚该要求。  
违反了amfori BSCI管理手册中问题7.22的要求。