

Monitored Party <b>XIAMEN ZHENGYUN INDUSTRY AND TRADE CO., LTD</b>	amfori ID <b>156-066940-000</b>	Address <b>3rd Floor, No.618 Tongfu Road, Xike Street, Tong'an, Xiamen, Fujian Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>04/12/2025</b>	Closing Meeting Finished Date <b>11/12/2025</b>	Submission Date <b>11/12/2025</b>
Expiration Date <b>11/12/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>XIAMEN ZHENGYUN INDUSTRY AND TRADE CO., LTD</b>	Site amfori ID <b>156-066940-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</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>A</b>	
PA 6: Decent Working Hours	<b>A</b>	

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: Bruce Wang/ APSCA membership number: CSCA 21700016

Monitoring partner name: Intertek

Audit schedule details: 1 auditor x 1.5 day.

Day 1: Time in/ 9:00, time out/17:30.

Day 2: time in/ 9:00, time out/14:00.

Announcement Type: Semi-Announced

This audit is an initial audit. Site tour, document review, employee and management interview, etc. are done during this initial audit.

Business partner information:

Xiamen Zhengyun Industry And Trade Co, Ltd / 厦门正允工贸有限公司. (Uniform Social Credit Number: 91350212MA8U1C3D2G) is located at 3rd Floor ,No.618 Tongfu Road, Xike Street, Tong'an, Xiamen City, Fujian Province, China. The total structure area occupied by the facility is 3301 square meters. The facility was established in September 2021 and moved at the current address in November 2023.

The main products manufactured by the facility were bags.

The main production processes were listed as follows: Cutting, Die-cutting, Sewing, Hand working, Inspection and packing.

The main machines used are cutting machines, die-cutting machines, sewing machines, etc.

Audited location information: The facility occupied of the whole 3/F of one 8-storey building as production, warehouse and office. No dormitory, kitchen or canteen was available in the facility. The workshop was rented by the facility. The other floors of the same production building were occupied by other facilities which had separated business licenses. According to employees' interview, they said that they did not go to other facilities to work and did not see the employees from other facilities working in the audited facility. Furthermore, the operation address of the auditee was same as the one of business license and lease contract, so only the audited facility was covered in the audit scope.

Operating shifts and hours: Attendance records from November 1, 2024 to December 5, 2025 (the last audit date) were reviewed in this audit. All employees work for 5 days a week from Monday to Friday in one shift. The normal working hour for all employee is from 8:00-12:00 and from 13:00-17:00. All employees could enjoy at least one day off after six consecutive working days. As per facility management interview, no obvious peak season is in the facility.

Time recording system: Fingerprint attendance recording system.

Salary payment details: Payroll records from November 2024 to October 2025 (most current month) were reviewed in this audit. All employees' wages were calculated on an hourly rate basis. The lowest basic wages were set at RMB 2600 per month as equivalent to RMB 14.94 per hour (2600/21.75/8). The local legal minimum wage was set at RMB 2030 per month as equivalent to RMB 11.67 per hour (2030/21.75/8) before April 1, 2025 and RMB 2265 per month as equivalent to RMB 13.02 per hour (2265/21.75/8) since April 1, 2025. For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime on public holidays was found. Employees were paid by bank auto pay on or before the 30th of each month after the previous wage calculation cycle.

Worker number information:

A total of 93 employees including 81 production employees (33 males and 48 females) and 12 non-production employees (5 males and 7 females). 38 employees were local workers from Guangdong, 55 employees were domestic migrant workers mainly from Sichuan, Chongqing, Jiangxi, Guizhou and Yunnan provinces in China. No young, pregnant, seasonal, temporary, disabled or home-based worker, and no foreign migrant worker, contractor or agency was used in the facility.

Good practices: None

Worker organization details: No labor union was established in the facility, but one committee with worker representative was available in the facility. The worker representative was elected by all employees freely.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1:

1.1 The social management system was established however it was not implemented effectively.

PA2:

2.2 The facility did not define long term goals to protect workers according to the BSCI Code of Conduct.

2.4 Some interviewed workers were not clear BSCI requirements.

PA5:

5.4 The facility management did not know or calculate the Living Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent living standard.

PA7:

7.1 The facility did not fully comply with the health and safety legal requirement.

7.17 1 out of 10 high head sewing machines in the sewing workshop was not installed with belt safety guard.

Living wage calculation:

#LivingWage: Anker methodology is used for Living Wage calculation by auditing company.

Remark:

For uploading document:

- 1) Contractor license/permit is not applicable because no contractor is used by the auditee.
- 2) Agency labor contract is not applicable because no agency is used by the auditee.
- 3) Government waivers are not applicable because no waivers are obtained by the auditee.
- 4) Collective bargaining agreements are not available because no collective bargaining agreements have been signed.
- 5) According to Classified management directory of environmental impact assessment of construction projects (2021), the facility was released from obtain Environment document includes EIA document and EIA approval.

## SITE DETAILS

Site  
**XIAMEN ZHENGYUN INDUSTRY  
AND TRADE CO., LTD**

Site amfori ID  
**156-066940-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</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	93	Workers
Legal minimum wage in local currency	2,265	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,448.47	Monthly
Total sample	15	Workers

## Other Metrics

Male workers	38	Workers
Female workers	55	Workers
Non-binary workers	0	Workers
Permanent workers - Male	38	Workers
Permanent workers - Female	55	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	2	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	21	Workers
Domestic migrant workers - Female	34	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	38	Workers
Workers hired directly - Female	55	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	6	Workers
Sample - Female	9	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: XIAMEN ZHENGYUN INDUSTRY AND TRADE CO., LTD | Site amfori ID: 156-066940-001

**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

1.1 Finding: Through document review, onsite observation and employees' interview, auditor found that the facility had established social management system, however it did not effectively implement the BSCI Code of Conduct due to some findings were raised on Performance Area 2, 5, 7. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System. Remark: This checkpoint was rated partially because all other Performance areas were compliance with the BSCI requirement.

问题点：通过文件审阅，现场查看和员工面谈，审核员发现企业有建立BSCI行为准则的管理体系，但没有有效执行，因为在执行领域2, 5, 7提出了一些审核发现。这个问题点违反了amfori BSCI行为守则的社会责任管理体系原则。备注：此问题点打 partially，因为其它PA均符合BSCI的要求。

### PA 2: Workers Involvement and Protection

Site: XIAMEN ZHENGYUN INDUSTRY AND TRADE CO., LTD | Site amfori ID: 156-066940-001

**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

#### Finding

2.2 Finding: The facility did not define long term goals to protect workers according to the BSCI Code of Conduct. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection. Remark: This checkpoint was rated No because this was a systemic issue.

问题点：企业没有按照BSCI行为守则明确长期目标以保护工人。此问题点违反了BSCI行为准则，工人参与和保护法则。所以此检查点为“不符合”。备注：这是个系统性问题，所以选NO.

**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	
<p>2.4 Finding: Though BSCI training was provided to workers and relevant BSCI standards were posted in workshops, through workers' interview, it was noted that 5 out of 15 interviewed workers still did not have sufficient understanding of BSCI standards. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection. Remark: The checkpoint was rated Partially because BSCI training was provided to workers and relevant BSCI standards were posted in workshops, through workers' interview, it was noted that most of interviewed workers had sufficient understanding of BSCI standards.</p>	<p>问题点：企业虽然有给员工提供BSCI培训，相关的BSCI标准也有张贴在车间，但经面谈发现，15个面谈员工中的5个员工对于BSCI标准的了解仍然不足。这个问题点违反了amfori BSCI行为守则的工人参与和保护。备注：此问题点打PARTIALLY,是因为企业有给员工提供BSCI培训，相关的BSCI标准也有张贴在车间，并且经面谈发现，大部分的面谈员工对于BSCI标准有一定的了解。</p>

## PA 5: Fair Remuneration

Site: XIAMEN ZHENGYUN INDUSTRY AND TRADE CO., LTD | Site amfori ID: 156-066940-001

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
Finding	
<p>5.4 Finding: The facility management did not know or calculate the Living Wage, and the facility management did not know that they should provide sufficient remuneration that allows workers to meet a decent living standard. However, based on the provided payroll records, the facility paid employees as minimum RMB2600 per month for the basic wage which was higher than the local Living Wage of calculated by auditor. So the checkpoint was scored partially. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.</p>	<p>问题点：企业不了解也没有计算生活工资，并且企业也不知道他们应该按照BSCI的要求提供足够的待遇让员工过上体面的生活。不过，基于企业提供的工资表，工厂给员工的基本工资最低每月人民币2600元，高于审核员计算的当地的生活工资。所以此检查点为“部分符合”。此问题点违反了BSCI行为准则，公平报酬法则。</p>

## PA 7: Occupational Health and Safety

Site: XIAMEN ZHENGYUN INDUSTRY AND TRADE CO., LTD | Site amfori ID: 156-066940-001

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 Finding: During this audit, the facility did not fully comply with the health and safety legal requirement. Please refer to relevant checkpoints for details. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.</p> <p>Remark: The question was scored Partially because the performance was well in most check points of PA7, only some gaps were found in several check points of PA7.</p>	<p>问题点: 本次审核, 审核员发现企业没有完全符合安全健康的法规要求。详情请参考相关检查点。该问题点违反了BSCI行为守则, 职业安全健康。</p> <p>备注: 因为执行领域7的大部分检查点运行状况良好, 只有部分检查点存在差距。该问题点视为部分符合。</p>

**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	
<p>7.17 Finding: During facility tour, auditor found that 1 out of 10 high head sewing machines in the sewing workshop was not installed with belt safety guards, which may cause safety risk. Remark: This checkpoint was rated Partially because most high head sewing machines had been installed with belt safety guards.</p> <p>Requirement: In accordance with National Safety Technical Code for Electric Equipments-GB19517-2023</p> <p>Article 5.3 Protection from dangerous machinery The requirements for mechanical hazard protection include the following aspects.</p> <p>a) The product should have sufficient mechanical strength, good shell protection and corresponding stability, as well as a structure suitable for transportation.</p> <p>b) The product should not have the following situations:</p> <ol style="list-style-type: none"> <li>1) Sharp corners, edges and rough surfaces;</li> <li>2) Contact or approach hazardous moving parts during normal use;</li> <li>3) Flying of metal shavings and dust;</li> <li>4) Gas overflow;</li> <li>5) The shell is scorching heat or extreme low temperature.</li> </ol>	<p>问题点: 在现场巡查时, 审核员发现车缝车间有10台高头缝纫机, 其中1台的皮带轮没有安装防护罩, 存在安全隐患。备注: 因为大部分高头缝纫机的防护罩有安装防护罩, 所以选Partially.</p> <p>要求: 依据《国家电气设备安全技术规范》GB19517-2023,</p> <p>5.3 机械危险防护</p> <p>机械危险防护的要求包括以下方面。</p> <p>a) 产品应具有足够的机械强度、良好的外壳防护和相应的稳定性, 以及适应运输的结构。</p> <p>b) 产品不应出现以下情况:</p> <ol style="list-style-type: none"> <li>1) 尖角、棱以及粗糙的表面;</li> <li>2) 正常使用时接触或接近危险的运动部件;</li> <li>3) 金属屑、粉尘的飞溅;</li> <li>4) 气体的溢出;</li> <li>5) 外壳灼热或低温。</li> </ol>