

Monitored Party Yiwu Hanmei Jewelry Co.,Ltd	amfori ID 156-014875-000	Address 7th Floor, B Block, No.233 Qihang Road, Houzhai Street, , Yiwu, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 11/07/2025	Closing Meeting Finished Date 11/07/2025	Submission Date 18/07/2025
Expiration Date 18/07/2026	Announcement Type Semi Announced	
Site Yiwu Hanmei Jewelry Co., Ltd	Site amfori ID 156-014875-003	

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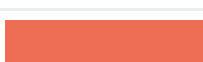

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OVERALL RATING



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	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: Tony Shi; APSCA membership number: CSCA21701141

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Audit schedule details: e.g. The audit is planned for 1 auditor x 1 day.

Factory name: Yiwu Hanmei Jewelry Co., Ltd / 义乌市瀚美饰品有限公司

Factory address: 7th Floor, B Block, No.233 Qihang Road, Houzhai Street, Yiwu City, Zhejiang Province, China / 中国浙江省义乌市后宅街道起航路233号B座7楼

Business license number: 91330782307425898U

According to the Business License, the registered address was 7th Floor, B Block, No.233 Qihang Road, Houzhai Street, Yiwu City, Zhejiang Province, China (inside Zhejiang Weilong Packaging Tape Co., Ltd.) / 中国浙江省义乌市后宅街道起航路233号B座7楼 (浙江伟龙胶带有限公司内). The auditee management stated that they would use the address without the name of the building owner.

The factory was established on June 19, 2014, it was specialized in manufacturing of Jewelries and the main production processes were assembling, inspection and packing. Per the factory management representation, no obvious peak season was noted in the factory.

Audited location information: Based on document review, management interview and on-site observation, the auditee rented the 7th floor of one 14-storey building as their office, production workshops and warehouse. The landlord was named as Zhejiang Weilong Packaging Tape Co., Ltd. And the landlord entrusts the property management to Yiwu Baihui Enterprise Management Consulting Co., Ltd., so the entities of application for fire license and building construction certificate was Zhejiang Weilong Packaging Tape Co., Ltd. The auditee provided the lease for review. The rest area of this building was rented by about 12 factories and 1 supermarket(1F: Ganfeng Supermarket; 2F: Yiwu Maoyue Trading Co., Ltd; 3F: Yiwu Huayan Household Products Co., Ltd; 4: Yiwu Sanyue E-commerce Co.,Ltd; 5F Yiwu Zhongshan E-commerce Co.,Ltd; 6F: Yiwu Peizu Trade Co.,Ltd; 7F: audit factory; 8F: Yiwu Jialeji Technology; 9F: Yiwu Weichuan Trade Co.,Ltd; 10F: Yiwu Xingnianxingshi Jewelry Co.,Ltd; 11F: Yiwu Fucai Jewelry Co.,Ltd; 12F: Yiwu Chunying Jewelry Co.,Ltd; 13F:Yiwu Nanqiao E-commerce Co.,Ltd; 14F: Yiwu Yongrong Internet Technology Co.,Ltd). According to onsite observation, management and employees' interview, the audited factory did not share materials, production line, workforce with other factories in the campus. No canteen, dormitory or transportation was provided to employees.

Operating shifts and hours:

The normal working days were from Monday to Friday and rested on Saturday to Sunday, the regular working time was arranged to all employees from 08:0 to 17:30 with break time from 12:00 to 13:30.

Time recording system: Production workers' working hours were recorded by biometric attendance record machine with detailed time in and time out information.

Salary payment details: Production workers were paid at monthly rate on or before 30th of the following month by cash.

Worker number information: There were total 36 employees in the factory, including 8 non-production employees and 28 production employees. There were 10 male employees and 18 female employees in the production employees. There were 33 domestic migrant employees in the factory, including 14 male employees and 19 female employees. No young worker, women pregnant, seasonal, temporary, disabled, home-based workers was noted in the factory. No interns, apprentices, contractor workers was noted in the factory.

Good practices: Nil

Worker organization details: The workers freely elected 2 worker representatives on 13 January 2025. The factory encouraged to enforce the communication between worker representatives and workers.

The special circumstances can be classified as followed:Nil

Summary of findings: The non-compliances were noted in PA1, PA2, PA5, PA6, PA7, PA12, PA13 in this audit. And the details refer to the relevant PA in the report.

Living wage calculation: BV has used the methodology which is 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 involves 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 does not use Anker benchmark is [no data in GLWC for area where the factory is located]. The data source: onsite audit information collection (BV BNW).

The attendance records were cross-checked against production records and confidential interviews were conducted with 5 employees from different departments. No inconsistency regarding working hours was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Mr. Li Jun/General Manager agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles)

Mr. Li Jun/General Manager

Ms. Chi Panpan/Worker Representative

Executive summary of audit report

1. There was no contractor used by the auditee, which made the Contractor license not applicable;
2. There were no agencies used by the auditee, which made the Agency labour contract not applicable;
3. There was no government waiver obtained by the auditee, which made the Government waivers not applicable;
4. There were no Collective bargaining agreements used by the auditee, which made the Collective bargaining agreements not applicable.

SITE DETAILS

Site
Yiwu Hanmei Jewelry Co., Ltd

Site amfori ID
156-014875-003

GICS Classification

Sector Consumer Staples	Industry Group Household & Personal Products	Industry Personal Care Products
Sub Industry Personal Care Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	36	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,400	Monthly
Calculated living wage in local currency	2,377.24	Monthly
Total sample	5	Workers

Other Metrics

Male workers	16	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	16	Workers
Permanent workers - Female	20	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	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	14	Workers
Domestic migrant workers - Female	19	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	16	Workers
Workers hired directly - Female	20	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

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	
<p>According to the management and employees interview and documents review as well as factory tour, the factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement, partial EHS issues were found. The auditee was partially respect this principle.</p> <p>This violated Performance Area 1: Social Management System and Cascade Effect 1.1</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂已经建立了BSCI管理系统，但是没有有效的被执行，比如工人加班工作超法规要求，部分环境健康安全的问题被发现。被审核方部分遵守该原则。</p> <p>根据执行领域1：社会管理体系和级联效应 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
Finding	
<p>According to the management and employees interview and documents review as well as factory tour, the factory had established the production capacity assessment procedure, but they had not assessed production capacity. The auditee was partially respect this principle.</p> <p>This violated Performance Area 1: Social Management System and Cascade Effect 1.4</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂已建立生产能力评估程序，但还未进行生产能力评估。被审核方部分遵守该原则。</p> <p>根据执行领域1：社会管理体系和级联效应 1.4</p>



PA 2: Workers Involvement and Protection

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

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
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Finding	
<p>The auditee was partially respect this principle: According to the management and employees interview and documents review, the factory provided the records of communication about requirements of social responsibility between the management and workers, however, the sampled worker did not know the requirements of social responsibility or the BSCI Code per employee interview.</p> <p>This violated Performance Area 2: Workers Involvement and Protection 2.4.</p>	<p>被审核方部分遵守该原则: 根据管理层, 员工访谈, 文件查看, 工厂有提供进行管理层与员工之间关于社会责任的沟通的记录, 但是根据员工访谈员工并不知道社会责任的要求和BSCI的要求。</p> <p>根据执行领域2: 工人参与和保护2.4</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
Finding	
<p>According to the management and employees interview and documents review, the established grievance mechanism was not including all interested parties, only for internal part. The auditee was partially respect this principle.</p> <p>In accordance with Performance Area 2: Workers Involvement and Protection 2.5.</p>	<p>根据管理层, 员工访谈, 文件查看, 工厂建立的申诉机制没有包含所有利益相关方, 只是对工厂内部适用。被审核方部分遵守该原则。</p> <p>根据执行领域2: 工人参与和保护2.5</p>

PA 5: Fair Remuneration

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

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	
<p>According to the management and employees interview and documents review, there were 36 employees in during the audit day, including 4 retired employees and 0 new hired employees. Totally 32 employees shall be provided with social insurance. According to the social insurance payment receipt provided by factory management, it was noted that only 11 out of 32(34.38%) employees were provided with pension, unemployment, medical, maternity insurance and 13 out of 32(40.63%) employees were provided</p>	<p>根据管理层, 员工访谈, 文件查看, 工厂审核当天共有36人, 其中包含4人退休和0名新入职员工, 共需要为32名员工缴社保。根据厂方提供的2025年5月的社会保险缴费单据显示工厂为11/32(34.38%) 名员工提供了养老, 失业, 医疗, 生育保险和工厂为13/32(40.63%)名员工提供了工伤保险。该问题判断为不符合。</p> <p>根据《中华人民共和国劳动法》第73条</p>

Finding

with accident insurance in May 2025. Thus, this finding was raised as non-compliance. This violated Article 73 of the Labor Law of the People's Republic of China.

PA 6: Decent Working Hours

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

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

Based on management and worker interviews and according to the payroll and attendance records of 5 sample employees from May 2025, 5 sample employees from January 2025, 5 sample employees from October 2024:

5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 64 hours) in May 2025, which was not in compliance with the legal requirement;

5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 48 hours) in January 2025, which was not in compliance with the legal requirement;

5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 72 hours) in October 2024, which was not in compliance with the legal requirement.

The Production Manager was appointed to control the overtime hours. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement. All employees interviewed represented that they were voluntarily to work overtime and they confirmed that they overtime worked more than 36 hours per month. Thus, this finding was raised as non-compliance.

This Violated Article 41 of the Labor Law of the PRC

根据管理层和员工访谈以及工厂提供的工资考勤记录，抽样2025年5月5名员工，2025年1月5员工和2024年10月5名员工，显示

5/5名员工在2025年5月的加班时间为64时，超过每月加班时间不能超过36小时的法律规定；

5/5名员工在2025年1月的加班时间为48时，超过每月加班时间不能超过36小时的法律规定；

5/5名员工在2024年10月的加班时间为72小时，超过每月加班时间不能超过36小时的法律规定。

工厂生产经理负责管控加班时间。目前工厂暂无减少加班时间的计划。访谈员工表示自愿加班，每月加班时间超过36小时。该问题判断为完全不符合。

根据《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Through document review and management interview, it was noted that no specific full-time or part-time safety production management personnel was assigned in the factory, which with 36 employees for production. This violated Article 21 of Law of the People's Republic of China on Production Safety.

被审核方部分遵守该原则: 通过文件审核和管理层访谈, 工厂的员工人数为36人, 并未配备专职或者兼职的安全生产管理人员。根据《中华人民共和国安全生产法》第二十一条

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

Finding

Based on management interview, worker and worker representative interviews and document evidence, it was noted that only 13 out of 36(36.11%) employees were provided with accident insurance. The factory planned to provide the accident insurance for all employees, but no actual action was taken yet. Thus, this question was rated as partial. This violated Performance Area 7: Occupational Health and Safety 7.2.

根据管理层访谈, 员工访谈和文件查看, 工厂为13/36(36.11%)名员工提供了工伤保险。工厂计划为所有员工提供意外保险, 但是尚未采取实际行动。因此, 该问题判为部分符合。根据执行领域7: 职业健康和安全 7.2.

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and worker interviews, factory tour and document review, it was noted that no warning sign was marked on 1 out of 6 electrical switch boxes in the factory workshop. Factory management knew the requirement and all other electricity connection boxes were posted with warning signs. Thus, this finding was rated as partially non-compliance. This Violated Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.

根据管理层和员工访谈, 现场查看以及文件审核, 工厂车间的1/6个电箱没有张贴警示标志。工厂管理层清楚相关要求, 并且所有其他配电箱都张贴了警示标志。因此, 该问题点为部分不符合。根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7。

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

The auditee partially respected this principle. According to the management and employees interview and factory tour, auditor noted that the overall toilet sanitary was under good condition, but no soap and towel was provided in the toilet in the factory. This violated Performance Area 7: Occupational Health and Safety 7.22.

被审核方部分遵守该原则: 根据管理层, 员工访谈和现场查看, 审核员发现洗手间卫生整体处于良好安全状态, 但是工厂厕所没有肥皂和毛巾。根据执行领域7: 职业健康和安全 7.22.

PA 12: Protection of the Environment

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

It was noted that the factory had identified the significant impacts and environmental implications associated to its activity, but there was no grievance mechanism in place to address the environmental concerns of surrounding communities. In accordance with the requirement of Performance Area 12.1, the auditee shall continuously identifies the significant impacts and environmental implications associated to its activity. Based on management interview, worker and worker representative interviews, document evidence, the factory had established environmental protecting procedures. Thus, this question was rated as partially.

审核员发现工厂识别了其商业活动的重大影响以及对环境造成的后果, 但工厂没有建立有关周围社区环境问题的申诉机制。根据执行领域12.1, 被审核方(生产商)持续识别其商业活动的主要影响和环境影响。根据管理层访谈, 员工及员工代表访谈, 文件查看, 工厂已建立环境保护的相关程序。因此, 该问题判为部分符合。

PA 13: Ethical Business Behaviour

Site: Yiwu Hanmei Jewelry Co., Ltd | Site amfori ID: 156-014875-003

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on management and worker interviews and document review, it was noted that the factory established policy and procedure regarding personal privacy protection and information security in the facility, but did not provide training to employees. Thus, this finding was rated as partially non-compliance.</p> <p>In accordance with Performance Area 13.4, the auditee shall collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.</p>	<p>根据管理层和员工访谈以及文件查看，审核员发现工厂建立了有关个人信息隐私保护和信息安全的政策和程序，但是没有给员工提供培训。因此，该问题点为部分不符合。</p> <p>根据执行领域13.4，被审核方（生产商）应以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。</p>