

Monitored Party <b>HUIZHOU CITY HONGLI APPAREL CO., LTD</b>	amfori ID <b>156-043110-000</b>	Address <b>NO. 578 XIU LI ROAD, SHANG NAN VILLAGE, YUANZHOU TOWN, BOLUO COUNTY, 516123 Huizhou City, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>29/10/2025</b>	Closing Meeting Finished Date <b>29/10/2025</b>	Submission Date <b>03/11/2025</b>
Expiration Date <b>02/12/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>HUIZHOU CITY HONGLI APPAREL CO., LTD</b>	Site amfori ID <b>156-043110-001</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>	
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: Flora Wang; APSCA membership number: CSCA 21700615

Monitoring partner name: TUV Rheinland

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

Announcement Type: Semi Announced

This was follow-up audit, so this audit scope only covered PA1, PA2, PA5, PA6 and PA7. The rate and evidence for the questions in PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA 13 were kept the same as the previous audit.

Business partner information:

The factory was established in Jun. 2022 and located at NO. 578 XIU LI ROAD, SHANG NAN VILLAGE, YUANZHOU TOWN, BOLUO COUNTY, HUIZHOU, CITY, GUGANGDONG, CHINA (中国广东省惠州市博罗县园洲镇上南秀丽路段578号). The auditee mainly produced swimsuits, yoga pants, beach pants, sweatshirt, Hoodie/hoody. The main production processes were cutting, sewing, ironing, inspection and packing. No process was subcontracted for outside factory. No peak month or low month in the past year.

Audited location information:

Within the industrial park, there were 3 buildings, two 4-storey production buildings and one 5-storey dormitory building. The auditee only rented the 3F and 4F of one 4-storey production building for production, warehouse and office with total about 2600 square meters (3F was sewing, ironing, inspection, packing and warehouse; 4F was cutting, warehouse, sample room and office). 1F and 2F were rented by another one gift factory. Another one 4-storey production building and one 5-storey dormitory building were rented by one energy company as production and dormitory. As per onsite observation and interviews, there was no business related or sharing workers between the auditee and other factories. Therefore, this audit scope was only covering the auditee area. The auditee did not provide dormitory or canteen to employees.

Operating shifts and hours:

The standard working hours were 8 hours per day and 5 days per week. The working hours for office and production employees were from 8:00 to 12:00 and 13:30 to 17:30. The regular overtime was conducted from 18:30 to 20:30 from Monday to Friday. 8 hours overtime on Saturday, rest on Sunday. The attendance records from October 1, 2024 (for cross check the payroll record of October and November 2024) to the day of the audit were provided for review, 10 workers were randomly selected from various sections for working time analysis within March 2025, May 2025 and August 2025, the maximum weekly overtime for the employees were 14 hours. At least one day off in every seven days were guaranteed. All overtime was conducted on a voluntary basis.

Time recording system: Fingerprinting and face recognition recording system

Salary payment details:

Workers were paid on hourly rate by bank transfer on or before the 30th of the following month. The payroll from October 2024 to August 2025 was reviewed during this audit, 10 workers were randomly selected from various sections for wage analysis within March 2025, May 2025 and August 2025. The minimum wage for workers was meet or above the RMB 12.07 per hour, which was higher than the local legal minimum wage standard: RMB1850 per month (equal to RMB 10.63 per hour), the previous minimum wage was RMB 1720 per month. Workers could receive 150%, 200% and 300% of their normal hourly wage for overtime work on weekdays, weekends and holidays. Pay slip was provided.

Worker number information:

- Total worker number: 79
- Production worker number: 67 (male 24 and female 43 )
- Domestic migrant workers number: 53 (male 24 and female 29 )
- No young workers, child workers, disabled workers, breastfeeding employees, pregnant women employees, no other special group workers (interns, apprentices, etc.)

Good practices: The auditee had provided full-attendance allowance, food and accommodation subsidies to workers.

Worker organization details:

No labor union was established. Two worker representatives were freely elected by workers themselves. The management held meetings with worker representatives regularly.

Circumstances:

The auditee management provided full support to the auditor so that the audit was carried out in good co-operation status. During the closing meeting, both the compliance parts and non-compliance parts were communicated among the management and worker representative. The management agreed the non-compliances and stated that they would take immediate actions. There was no special circumstance during the audit.

Summary of findings:

Findings were raised in PA1, PA5, PA6 and PA7 during this audit. PA1: Insufficient CSR management, insufficient capacity planning; PA5: Insufficient social insurance; PA6: Excessive monthly overtime hours; PA7: No labels and did not place the needle eye guard in the correct position during the operation.

#LivingWage:

1. No anker wage available for the producer's location, so we used the data provided by auditing company.
2. The calculation methodology refers to anker 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. 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. No collective bargaining agreement was applied.
3. The auditee had not got any government waiver.
4. PA12 Protection of the Environment was not follow up in this audit, so no any EIA documents upload.

## SITE DETAILS

Site  
**HUIZHOU CITY HONGLI APPAREL CO., LTD**

Site amfori ID  
**156-043110-001**

### 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.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	79	Workers
Legal minimum wage in local currency	1,850	Monthly
Lowest wage paid for regular work at the site	2,100	Monthly
Calculated living wage in local currency	2,378.36	Monthly
Total sample	10	Workers

### Other Metrics

Male workers	30	Workers
Female workers	49	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	49	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	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	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	24	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	30	Workers
Workers hired directly - Female	49	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	6	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: HUIZHOU CITY HONGLI APPAREL CO., LTD | Site amfori ID: 156-043110-001

**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>The auditee partially respected this principle because based on management, worker and worker representative interviews, document review and onsite observation, the factory had established management system procedures in accordance with amfori BSCI code of conduct and local laws and regulations, but it had not been effectively implemented. 1) The factory has established working hour management and capacity planning procedures, but the monthly overtime exceeded the legal limit. The factory management stated that it was difficult to control monthly overtime within 36 hours. The employees stated that they were willing to work overtime more. 2) The coverage social insurance was insufficient. Management stated that employees stated that they had participated in rural insurance, so they did not want to buy social insurance. Reference to the requirement of amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层、工人和工人代表访谈、文件审查和现场观察，工厂按照 amfori BSCI 行为准则和当地法律法规建立了管理体系程序，但是没有有效的执行。1) 工厂制定了工时管理和产能规划程序，但是月加班超出法定限值。工厂管理表示很难控制月加班控制在36小时内。员工表示他们愿意多加班。2) 社保覆盖不足。工厂管理称员工表示他们参加了农保，所以不想买社保。参考 amfori BSCI 系统手册的要求。</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>The auditee partially respected this principle because based on management and document review, the factory has established production planning procedure. However, in the production arrangement, the factory did not have a reasonable production plan, resulting in employees working overtime for over 36 hours per month in sampled months. The factory management reported that the factory mainly arranged production according to order requirements, the factory failed to control monthly overtime within legal limit while meeting order requirements. Reference to the requirement of amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层和文件审查，工厂有制定生产规划程序。但是，在生产安排中，工厂没有合理的生产计划，导致了员工在抽样月份月加班超36小时。工厂管理汇报，工厂主要按订单需求来安排生产，工厂未能在满足订单需求的同时控制月加班在法定限值内。参考 amfori BSCI 系统手册的要求。</p>

## PA 5: Fair Remuneration

Site: HUIZHOU CITY HONGLI APPAREL CO., LTD | Site amfori ID: 156-043110-001

**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 did not respect this principle because based on interviews with management and workers, and social insurance records review, insufficient social insurance was detected. The factory has 79 employees, of which there was including 17 retired and rehired employees and 2 new hired employees. As per the latest social insurance record of October 2025, the factory did not purchase retirement, unemployment, work-related injury, medical and maternity insurance for 30 out of 60 employees who should have been covered by social insurance. The management and interviewed workers reported that some workers had purchased rural insurance in their hometown and did not want to purchase social insurance. But the factory did not collect rural insurance information. Some other workers claim that purchasing social security will reduce their income and are reluctant to do so. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: the factory provided with commercial accident insurance for all other employees who did not participate in social insurance, which is valid from 20 December 2024 to 19 December 2025.

被审核方未遵守该原则，因为基于管理层和工人访谈和社保记录查看，社保购买不足。工厂有79名员工，包括17名退休返聘员工，2名新进员工。根据最近2025年10月社保记录，工厂没有给60名应购买社保员工中30名员工购买养老、失业、工伤、医疗和生育保险。管理和受访工人汇报，一些工人在家乡购买了农村保险，不想购买社会保险。但工厂没有收集农村保险信息。另一些工人称购买社保会减少他们的收入不愿意购买。参考法规：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：工厂有给所有未购买社保的员工提供商业意外保险，有效期从2024年12月20日到2025年12月19日。

## PA 6: Decent Working Hours

Site: HUIZHOU CITY HONGLI APPAREL CO., LTD | Site amfori ID: 156-043110-001

**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 did not respect this principle because based on interviews with management and workers, and time records review, all 10 sampled employees worked excessive monthly overtime for up to 66, 48 and 64 hours in March, May and

被审核方未遵守该原则，因为基于管理层和工人访谈和工时记录查看，所有10名抽样员工在2025年3月，5月和8月月加班超时，分别高达66，48和64小时。工厂没有对加班进行管控。考勤记录系统中没有加班警告功能。工厂管理层表示，工厂主要依据

## Finding

August 2025, respectively. The factory did not control overtime. There was no overtime warning function in the attendance record system. The factory management stated that the factory mainly arranged overtime based on production requirements, it was difficult to control monthly overtime within 36 hours. The interviewed employees stated that overtime was voluntary. Reference law: Article 41 of the Labor Law of the People's Republic of China. Remark: The maximum monthly overtime in October 2025 (till to audit day) was 46 hours.

生产需求来安排加班，很难控制每月加班在36小时内。受访的员工表示加班是自愿的。参考法规：《中华人民共和国劳动法》第41条。备注：2025年10月（截止审核当天）最高月加班达46小时。

## PA 7: Occupational Health and Safety

Site: HUIZHOU CITY HONGLI APPAREL CO., LTD | Site amfori ID: 156-043110-001

**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 respected this principle because based on management and workers interview and onsite observation, Lubricating oil and cleaning agent were stored in workshop, but no relevant safety label posted. Management said they were aware of it and would work to improve it as soon as possible. Reference law: Regulation on chemical safe handling in workplace, Article 12.

被审核方部分遵守该原则，因为基于管理层和工人访谈、和现场观察，车间有存放润滑油及枪水，但没有张贴相应的安全标识。管理层表示他们已经意识到该问题，后续将尽快改善。参考法规：《工作场所安全使用化学品规定》，第12条。

**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

The auditee partially respected this principle because based on onsite observation, management and workers interview, it was noted that around 30% workers did not place the needle eye guard in the correct position during the operation, the management said that using the needle eye guard was inconvenient to operate, so they did not use it. Reference law: General rules of

被审核方部分遵守该原则，因为根据现场观察，管理层访谈和工人访谈，发现约30%的工人在作业期间没有将挡针板放在正确的位置，管理表示使用挡针板不便于操作，所以没有使用。参考法规：生产设备安全卫生设计总则(GB5083-1999)第6.1.2条。

**Finding**

design on health and safety of production facility  
(GB5083-1999) Article 6.1.2.