

Monitored Party Hangzhou Yachty Textile Industry Co., Ltd.	amfori ID 156-042078-000	Address (Xinfawang Village)Yaqian Village, Yaqian Town, Xiaoshan District, Hangzhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 25/09/2025	Closing Meeting Finished Date 01/10/2025	Submission Date 01/10/2025
Expiration Date 01/10/2026	Announcement Type Semi Announced	
Site Hangzhou Yachty Textile Industry Co., Ltd.	Site amfori ID 156-042078-001	

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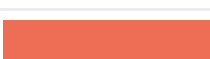
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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
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: Penny Peng, APSCA Auditor CSCA Number: 21701152

Name of team auditor: Alex Chen, APSCA Auditor CSCA Number: 21701318

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

Monitoring partner name: Eurofins CPA

Audit schedule details: The audit is planned for 2 auditors x 1.25 on-site day.

Announcement Type: Semi-announced Full Monitoring

Business partner information: Hangzhou Yachty Textile Industry Co., Ltd/杭州永前布业有限公司 (Uniform Code of Social Credit: 91330109704286887D) was located at (Xinfawang Village)Yaqian Village, Yaqian Town, Xiaoshan District, Hangzhou, China/浙江省杭州市萧山区衙前镇衙前村 (新发王村). The factory was established on August 24th, 1998 and valid until July 13th, 2047. The audit factory was a limited company and owned the plant area.

Audited location information: The legal registration address is the same as the actual production site. The main auditee specialized in the manufacturing of 100% Polyester Printing fabric, 100% Polyester Oxford fabric with PVC/PU/PE/TPE/TPU/PVB coating and other woven fabric. The main production activities included elastic, warping, weaving, paper printing, fabric printing, rolling, coating and packing. Peak season was not obvious. The production capacity was about 80,000,000 meters/year.

[Production overview/Physical audit scope]

There were totally 12 buildings in the plant area, including one 3-storey office building, one 3-storey canteen building, one 3-storey dormitory building, one 2-storey dormitory building, two 2-storey production buildings and six 1-storey production buildings.

Building No.1 was one 3-storey office building and it was totally 2754 S.Q.Meters with 918 S.Q.Meters per floor which all used as office.

Building No.2 was one 3-storey canteen building and it was totally 1308 S.Q.Meters with 436 S.Q.Meters per floor. 1F was used as kitchen and canteen, 2F-3F was empty.

Building No.3 was one 3-storey dormitory building and it was totally 1638 S.Q.Meters with 546 S.Q.Meters per floor.

Building No.4 was one 2-storey dormitory building and it was totally 1126 S.Q.Meters with 563 S.Q.Meters per floor, currently empty.

Building No.5 was one 2-storey production building and it was totally 3850 S.Q.Meters with 1925 S.Q.Meters per floor. 1F was used as testing center, finished goods warehouse, 2F part was testing center, office.

Building No.6 was one 2-storey production building and it was totally 1386 S.Q.Meters with 693 S.Q.Meters per floor. 1F was used as chemical warehouse, 2F was used as accessory warehouse.

Building No.7 was one 1-storey production building and it was 3195 S.Q.Meters which used as elastic, paper/fabric printing workshop (half area was under decoration, changing into coating workshop).

Building No.8 was one 1-storey production building and it was 4553 S.Q.Meters which used as weaving workshop.

Building No.9 was one 1-storey production building and it was 2187 S.Q.Meters which used as warping workshop.

Building No.10 was one 1-storey production building and it was 3169 S.Q.Meters: used as coating workshop (currently the workshop was relocation, ready to built new building)

Building No.11 was one 1-storey production building and it was 2100 S.Q.Meters which was used as PVC/PU coating workshop

Building No.12 was one 1-storey production building and it was 3100 S.Q.Meters which used as PE coating workshop, rolling and raw material warehouse.

Operating shifts and hours: Employees in the facility worked in one shift for all workshops, for regular working time, all employees worked for 8 hours per day and 5 days per week. The regular working hours were from 8:00 to 17:00 with lunch break from 11:00 to 12:00 for non-production employees; employees ran 2 shifts (8:00 to 20:00/20:00 to 8:00) for production employees from Monday to Friday. The attendance records showed that workers had 2 overtime hours (18:00-20:00) randomly at night at most 6 times per week. During this audit, the payroll records from September 2024 to August 2025 and attendance records from September 2024 to the audit day were provided for review. 18 payroll and attendance records from August 2025 (current month), 18 payroll and attendance records from April 2025 and 18 payroll and attendance records from December 2024 were randomly selected for verification. And the sampled employees'

maximum overtime hours were 2 hours in weekdays, 8 hours in rest days, and 92 hours per month in the testing month (August 2025 & April 2025). The maximal weekly working hours were 60 hours. The longest consecutively working days were 6 days in the testing periods. The attendance records showed that the factory arranged workers working on Saturday sometimes and workers had right to choose working overtime or not and factory ensured workers had every Sunday off per week. Workers can take a rest during the work time when they felt tired.

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

Salary payment details: According to the payroll and attendance records of 18 payroll and attendance records from August 2025 (current month), 18 payroll and attendance records from April 2025 and 18 payroll and attendance records from December 2024, it was noted that the regular wages of all sampled employees were paid RMB15.52-RMB21.84 per hour, which was no less than the local minimum wage of CNY 2490 per month or CNY14.31 per hour since January 1st, 2024. All sampled employees were paid 150% and 200% of regular wages for their work in weekdays and rest days respectively, which was not less than the statutory requirements. The wages of all employees in the facility were calculated on hourly rate basis and paid monthly by bank transfer on or before 15th of each month after the previous wage calculation cycle.

Worker number information: There were 213 employees in total in the auditee including 44 non-production employees and 169 production employees. There were 149 male employees and 64 female employees. Employees were recruited directly by the auditee. No temporary workers, agency workers or apprenticeship schemes home employees were used by the auditee. No children or young workers worked in the auditee. The youngest employee working in the factory was 21 years old.

Good practices: Nil

Worker organization details: No Trade Union available in the auditee, but there were 3 worker representatives elected by workers.

Circumstances: The attendance records were cross-checked against production records and confidential interviews were conducted with 18 employees (13 males and 5 females) from different departments. No inconsistency regarding working hours was found. No special circumstance during the audit.

Summary of findings: Opening meeting was held at 08:35 on September 25th, 2025. The closing meeting was held at 14:00 on September 26th, 2025. One worker representative attended the opening and closing meeting. Closing meeting was held with the factory representatives. All the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives Ms. Wang/Admin Manager; Mrs. Ye/Production Supervisor and Mr. Luo/Worker representative. The non-compliances were noted and needed to improve as follows: PA1 (1.1, 1.4), PA2 (2.4), PA5 (5.4), PA 6 (6.2), PA7(7.1, 7.4, 7.7, 7.22), PA12(12.1) during this audit. Details refer to the relevant PA in the report. Ms. Wang/Admin Manager and Mr. Luo/Worker representative agreed with the findings and signed the corrective action plan.

Remarks:

1. There were no agencies and contractors used by the auditee, which made the agency labor contract and contractor license not applicable.
2. The auditee did not obtain government waivers and collective bargaining agreements, which made aforesaid documents not applicable.
3. Employees' name was deleted in the uploaded documents as there is a personal data protection law.

SITE DETAILS

Site

Hangzhou Yachty Textile Industry Co., Ltd.

Site amfori ID

156-042078-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	213	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,700	Monthly
Calculated living wage in local currency	5,047	Monthly
Total sample	18	Workers

Other Metrics

Male workers	149	Workers
Female workers	64	Workers
Non-binary workers	0	Workers
Permanent workers - Male	149	Workers
Permanent workers - Female	64	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	31	Workers
Management - Female	13	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	118	Workers
Workers with night shift - Female	51	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	119	Workers
Domestic migrant workers - Female	44	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	149	Workers
Workers hired directly - Female	64	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	13	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

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

Based on the factory tour, documents review, management & worker & worker representative interview, it was noted that the factory did not effectively implement the social accountability management system. This question is rated as "Partially" because the auditee had established written management procedures to implement BSCI Code of Conduct, however the management procedures were not properly and effectively implemented. For example: non-compliance was still been identified in PA1(Social Management System), PA2(Workers Involvement and Protection), PA5(Fair Remuneration), PA6 (Decent Working Hours), PA7 (Occupational health and safety) PA12 (Environment Protection). Factory management agreed with the issue and would take corrective action as soon as possible.
(In accordance with the requirement of Performance Area 1.1 of BSCI Code of Conduct).

基于现场巡视、文件查阅、管理层访谈和员工访谈，审核发现工厂未能有效执行其社会责任管理体系。此问题点判定为部分不符合原因在于工厂建立了为满足BSCI要求所必须的管理制度程序文件，但不是所有的程序文件都得到了有效地实施，部分模块发现了不符合项，例如：在PA1(社会责任管理体系)，PA2(员工的参与及保护)，PA5(公平报酬)，PA6(体面工作时间)，PA7(职业健康安全) PA12(环境保护)。工厂同意尽快改善。
(根据BSCI行为准则执行领域1.1)

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

Based on management & worker & worker representative interview and document review it was identified that, the auditee had established the workforce capacity planning and procedure. However, the procedure had not been implemented effectively. This finding is rated as "Partially" because the auditee did not arrange workers' working hours properly, which led that the workers' monthly overtime working hours exceeded the legal requirement.
(In accordance with the requirement of Performance Area 1.4 of BSCI Code of Conduct)

基于文件审核、管理层和员工访谈，审核发现工厂建立了产能规划程序，但没有得到有效实施。被审核方未合理地安排工人的工作时间，导致工人的月加班时间超出法规要求。(根据BSCI行为准则执行领域1.4)

PA 2: Workers Involvement and Protection

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

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	
Based on factory tour, document review, management & worker & worker representative interview it was identified that, half of interviewed employees were not quite aware of the BSCI Code of Conduct information. The finding is rated as “Partially” because the auditee developed relevant social policies based on Amfori BSCI COC, the auditee posted the BSCI COC in public area and provided BSCI training with all employees. (In accordance with the requirement of Performance Area 2.4 of BSCI Code of Conduct)	基于现场巡视、文件查阅、管理层访谈和工人访谈，审核员发现抽样员工有半数并不知道BSCI行为守则信息。被审核方有提供进行关于社会责任的培训的记录，在公共区域张贴BSCI的行为准则，因此该问题点为部分不符合。(根据BSCI行为准则执行领域2.4)

PA 5: Fair Remuneration

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

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	
Based on document review, management & worker & worker representative it was identified that, auditor noted that the auditee didn't have awareness and didn't calculate the living wages. The question is rated as No because all sampled workers' regular working hour wage was paid lower than the basic living wage. The auditor used the Living wage calculation published on the GLWC website for the region, which is estimated at the amount of CNY5047 per month. As recommended, GLWC method of calculation is considered by the auditor for this audit. By reviewing all sampled workers' (18 samples respectively in August 2025, April 2025 and December 2024) wages for regular working hours, it was noted that 18 out of 18 sampled workers wages for regular working hours in all sampled months was CNY2700-3800 per month, which was lower than the local basic living	基于文件查阅、管理层访谈和工人访谈，被审核方没有评估核算最低生活保障工资的意识，也没有进行评估。此问题点判定为不符合的原因在于工厂支付给所有抽样的员工的正常时间的工资低于当地的生活工资。审核员使用了GLWC网站上公布的该地区的生活工资CNY5047元，按照建议，审核员在本次审核中考虑了GLWC的计算方法。通过查阅所有抽样的员工（2025年8月18个样本、2025年4月18个样本、2024年12月18个样本）的正班工资，发现全部抽样员工在所有抽样月份的正常工作时间的工资为CNY2700-3800元，低于当地生活工资每月CNY5047元（所有抽样员工的工资都高于当地法定的最低工资标准）工厂管理层表示他们接下来会主动学习相应的知识并进行持续整改。(根据BSCI行为准则执行领域5.4)

Finding

wage (CNY5047 per month). (All sampled worker's wage were above the local legal minimum wage standards.) The factory management stated that they would take the initiative to learn relevant knowledge and carry out continuous rectification. (In accordance with the requirement of Performance Area 5.4 of BSCI Code of Conduct)

PA 6: Decent Working Hours

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

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

Based on document review, management & worker & worker representative it was identified that, auditor checked the attendance records related to the payrolls from September 2024 to August 2025. Overtime hours is systematically out of the limits of the local regulation. According to the attendance records of 18 sample employees from current month August 2025, 18 sample employees from random month April 2025, 18 sample employees from random month December 2024, it was noted that 18 out of 18 sample employees worked in excess of 36 overtime hours per month (i. e. 60-92 hours) in August 2025; 18 out of 18 sample employees worked in excess of 36 overtime hours per month (i. e. 54-92 hours) in April 2025, 18 out of 18 sample employees worked in excess of 36 overtime hours per month (i. e. 62-89 hours) in December 2024, which was not in compliance with the legal requirement. The factory has established working hour control procedure. Currently, they did not have a plan to reduce monthly overtime hours to meet legal requirement and did not establish contingency plans in case of production slowdown or disruption based on capacity planning and order arrangement, resulting in overtime hours of employees, which did not fully comply with the requirements of the Amfori BSCI Code of conduct. Therefore, this question was rated as 'No'. (In accordance with Article 41 of the Labor Law of the PRC)

审核员查看了与工资记录相对应的一年的考勤记录，从2024年9月到2025年8月。抽样最近月2025年8月18名员工，随机抽样月2025年4月18名员工，随机抽样月2024年12月18名员工的考勤记录，显示18/18名员工在2025年8月加班60-92小时，18/18名员工在2025年4月加班54-92小时，18/18名员工在2024年12月加班62-89小时，超过每月加班时间不能超过36小时的法律规定。工厂制定了工时政策，任命生产厂长负责控制加班。但是工厂没有结合产能规划和订单安排建立应对减缓或干扰生产时的应急计划，导致员工加班时间超时。(根据《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on factory tour, document review, management & worker & worker representative interview it was identified that, due to management negligence, some health and safety issues still happened, such as the auditee did not identify and evaluate all applicable laws and regulation of occupational health and safety. This question is rated as "Partially" because the auditee had established health and safety management system, included identification and awareness of related legal regulation, regular internal assessment, regular health and safety check, meetings and training etc.
(In accordance with the requirement of Performance Area 7.1 of BSCI Code of Conduct)

根据现场巡视，文件审核，管理层和员工访谈，被审核方已建立了健康安全管理体系，包括相关法规的识别与了解，定时的内审，定期健康安全检查和会议和培训等，但是由于管理疏忽，还是导致了某些健康安全问题发生，比如被审核方没有识别和评估所有适用的职业健康安全法律法规。
(根据BSCI行为准则执行领域7.1)

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management & worker & worker representative it was identified that, the risk assessment of the auditee included regular monitoring and testing, the updated date was in December 2024. However, workers and worker representative was not involved of the risk assessment. This question is rated as "Partially" because the auditee has set up an occupational health and safety committee with one worker representative involved and held periodic meeting.
(In accordance with the requirement of Performance Area 7.4 of BSCI Code of Conduct)

基于文件查阅、管理层访谈和工人访谈，被审核方进行的风险评估包括定期监督和检测，最近更新时间在2024年12月，但是风险评估没有包含员工及员工代表参与。此问题判为部分不符合的原因是因为被审核方已经成立健康安全委员会包含1名员工代表，并且定期举行会议。
(根据BSCI行为准则执行领域7.4)

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	
Based on factory tour, document review, management & worker & worker representative it was identified that, part hazardous chemicals(e.g. printing ink, resin) stored in printing workshop and chemical warehouse were not equipped with secondary containers and not posted with safety labels. This question is rated as “Partially” because the auditee established chemical safety management procedure. Chemical safety training was provided for employees, no injury was occurred. Per employee interview, the employees were familiar with chemical emergency response methods and self-rescue measures. (In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place & article 20 of Regulation)	审核员发现工厂没有为存放在化学品仓库和印花车间的部分危险化学品（比如油墨，树脂）设置二次容器，也没有张贴安全标签。审核工厂制定了化学品安全政策，为员工提供化学品安全培训，没有发生过工伤。根据员工访谈，员工了解化学品应急处理方法和自救措施。因此，该问题点判定为部分不符合。（根据《工作场所安全使用化学品规定》第14条及《危险化学品安全管理条例》第20条

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	
Based on factory tour, document review, management & worker & worker representative it was identified that, all stalls in toilet were equipped with private device such as doors, male and female toilet were separated by gender, but no hand wash or toilet paper was provided. This question is rated as “Partially” because the factory provided sufficient number of toilets for the size of the workforce, the hygienic condition was good. (In accordance with the requirement of Performance Area 7.22 of BSCI Code of Conduct)	工厂洗手间全部厕格有安装隐私门，按性别区分，但是没有配备干手设备和洗手液厕纸。工厂为员工提供足够数量的厕所，卫生状况良好。因此，该问题点为部分不符合。工厂同意该问题并表示尽快改善。（根据BSCI行为准则执行领域7.22）

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
This question is not applicable because it is not legally required and the auditee did not provide transportation to workers.	该问题不适用，因为法律未要求工厂必须提供交通工具。工厂未向员工提供交通工具。

PA 9: Special Protection for Young Workers

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

Question: 9.6 Is there satisfactory evidence that the auditee has a good overview of all young workers engaged in its production site?

ENGLISH

LOCAL LANGUAGE

Finding

This question is not applicable because no young worker was employed in the auditee.

该问题不适用，因为工厂没有使用青年工。

PA 12: Protection of the Environment

Site: Hangzhou Yachty Textile Industry Co., Ltd. | Site amfori ID: 156-042078-001

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

Based on management and worker interview, factory tour and document review it was identified that, the auditee had identified the significant impacts and environmental implications associated to its activity, however there was no grievance mechanism in place to address the environmental concerns of surrounding communities. This question is rated as "Partially" because the auditee established plans to minimize its negative environmental impacts, and they had sound insulation and shock absorption treatment of the workshop to decrease the impacts to surrounding communities. Also the factory management had clear understanding of how surrounding communities, workers were effected by its activity. (In accordance with the requirement of Performance Area 12.1 of BSCI Code of Conduct)

基于现场巡视、文件查阅、管理层访谈和员工访谈，审核员发现被审核方已识别其商业活动的重大影响以及对环境造成的后果，但没有建立有关周围社区环境问题的申诉机制。被审核方制定相关计划，以将负面环境影响降至最低，比如厂房隔声减震处理。（根据BSCI行为准则执行领域12.1）