

MONITORING ID: 24-0260706-1

Monitored Party Xiamen Feeling Textile And Garment Co., Ltd.	amfori ID 156-001850-000	Address No 14,16, Xingmei Road, Xinglin, Jimei District, 361022 Xiamen, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 15/07/2025	Closing Meeting Finished Date 15/07/2025	Submission Date 23/07/2025
Expiration Date 26/07/2026	Announcement Type Semi Announced	
Site Xiamen Feeling Textile And Garment Co., Ltd.	Site amfori ID 156-001850-002	

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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	A	
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: Alvin Xie; APSCA membership number (CSCA 21701838)

Monitoring partner name: TUV Rheinland

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

Announcement Type: This was a Semi-Announced follow-up audit based on a full audit on the amfori BSCI platform. No finding was raised in PA3, PA4, PA5, PA8, PA9, PA10, PA11, PA12, and PA13 in the previous full audit. This audit scope had covered PA1, PA5, PA6, and PA7. Although no findings were reported in PA5 of the previous audit. PA5 was also included for due diligence audit in this audit. As a result, the performance areas PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13 were kept the same as in the previous full audit.

Business partner information: The auditee was founded in 1994. The auditee was located at No 14,16, Xingmei Road, Xinglin, Jimei District, Xiamen, Fujian, China(中国福建省厦门市集美区杏林杏美路14、16号). The auditee specialized in the manufacture of garments. The main production process included cutting, hot transfer printing, sewing, ironing, inspection, and packing. Most of the production processes were finished in the auditee except embroidery and silk-printing production process. The embroidery and silk-printing production processes would be subcontracted to outsource when requirement of products. No obvious peak season was presented in the past year.

Audited location information: The auditee owned 4 buildings including one 4-storey office building, two 5-storey production buildings (No.1 and No.2 production buildings), and one 6-storey dormitory building in the same factory boundary. The detailed layout of 4-storey office building covering around 850 s.q. meters was listed as follows: 1F and 4F used as office, 2F used as development room, 3F used as showroom. Layout of No.1 5-storey production building covering 6441 s.q. meters was listed as follows: 1F used as finishing, ironing, packing workshop, 2F used as hot transfer printing workshop, 3F used as sewing workshop, 4F used as cutting workshop, 5/F used as warehouse. The layout of No.2 5-storey production building covering 5753 s.q. meter was listed as follows: 1F used as warehouse, 2F used as warehouse, 3F used as sewing workshop, 4F used as warehouse 5F used as warehouse. The canteen area and administration office were located at 1F of the dormitory building and 2F to 6F of dormitory building were workers' room. The auditee did not provide the transportation facility for workers. No shared building case was identified during the audit. As a result, this audit scope covered all buildings in the factory boundary.

Operating shifts and hours: The Working Hours Management Procedure defined that the workers' regular working hours were 8 hours a day and 40 hours a week and the workers' daily overtime working hours were less than 3 hours and monthly overtime-working hours were less than 36 hours. All workers were arranged for one shift only. The regular working schedule of one shift workers was 4 hours from 08:00 to 12:00, 4 hours from 13:00 to 17:00. Overtime work was from 18:00 to 20:00 for two hours. 10 sampled workers' working hours from July 2024 to the audit date indicated that the workers' maximum daily overtime working hours was 2 hours and the workers' maximum weekly working hours were 54 hours. Workers had provided a one-hour lunch breaks and a one-hour dinner break was arranged. One day off every seven days had been guaranteed.

Time recording system: Workers' working hours were recorded by IC card scanning attendance recording system.

Salary payment details: The local legal minimum wage was CNY2030 per month before 1 April 2025, and CNY2265 per month since 1 April 2025. Payrolls from July 2024 and May 2025 were provided and reviewed during the audit. The minimum wage paid by the auditee was CNY15 per hour for regular working hours before 1 April 2025 and CNY19 per hour for regular working hours since 1 April 2025, the minimum wages paid of the auditee had exceeded the legally required minimum wages standard. Worker's wages were calculated by hourly rate, and worker's wages were paid by bank transfer. Workers' wages were paid on or before the 20th of each following month. Workers' wages included hourly rate wages, overtime premiums, paid leaves, hot temperature allowance in Summer Season (June, July, August, September of 2024), etc. Workers' hourly rates wages were different depending on the job position, skill, experience, etc. The calculation standards of workers' overtime premium were followed with the local legal requirements; The auditee had issued the payment slip to workers for well understanding of their detailed wages prior to the wage payment date. The auditee had provided the legally required retirement insurance, unemployment insurance, accident insurance, basic medical insurance, and childbearing insurance to all eligible workers. The auditee also provided commercial accident insurance to all the workers who exceeded retired ages and valid until 25 October 2025. No disciplinary deduction was charged to worker wages except the social insurance and tax.

Worker number information: On the day of audit, there were 297 employees present which included 46 non-production workers (included 44 directly employed workers and 2 in-direct workers-kitchen staffs) and 251 production worker (40 male and 211 female workers); And there were 158 domestic migrant workers (34 male and 124 female workers). No young workers, child workers, disabilities, or lactating workers, pregnant, interns, apprentices, contractor workers were

available in the auditee.

Good practices: The auditee provided free meals and dormitory for workers.

Worker organization details: There was a trade union available in the auditee. The auditee also elected four workers' representative by workers in 2024.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1: Management system to implement the amfori BSCI Code of Conduct was not implemented effectively; The calculation of production capacity was not considered the legal required working time.

PA2: The performance of long-term goals to protect workers was not tracked and evaluated.

PA6: Excessive monthly overtime working.

PA7. No hot temperature warning sign was posted for one steam fabric shrinking machine; No building safety inspection report and fire safety inspection report for one 4-storey office building after they extended 4/F on the original 3-storey building. Food sample information of the containers of the food samples was not labeled.

Living Wage: No Anker wage was available for the producer's location, so we used the data provided by the auditing company. The calculation methodology refers to Anker's living wage structure. 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 had been obtained the individual's consent during the audit.
2. There was no agency used by the auditee, which made the agency labor contract not applicable. There was no contractor used by the auditee, which made the contractor's license or permits not applicable. There was no collective bargaining conducted between the employees and the employer, which made the collective bargaining agreement not applicable. There were no government waivers obtained by the auditee, which made the government waivers not applicable. The environmental documents and license were not provided due to no finding being identified in PA12 in the previous audit.

SITE DETAILS

Site
**Xiamen Feeling Textile And
Garment Co., Ltd.**

Site amfori ID
156-001850-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

Packaging / wrapping / shipping

Sewing / Stitching

Finishing / Coating

Cutting

GS1 Classifications

N.A.

NACE Classification

Manufacture of knitted and crocheted apparel

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	297	Workers
Legal minimum wage in local currency	2.265	Monthly
Lowest wage paid for regular work at the site	3.306	Monthly
Calculated living wage in local currency	3.289,46	Monthly
Total sample	10	Workers

Other Metrics

Male workers	74	Workers
Female workers	223	Workers
Non-binary workers	0	Workers
Permanent workers - Male	74	Workers
Permanent workers - Female	223	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	12	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	4	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	34	Workers
Domestic migrant workers - Female	124	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	73	Workers
Workers hired directly - Female	222	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	1	Workers
Workers hired indirectly - Female	1	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	73	Workers
Unionised workers - Female	222	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	3	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Xiamen Feeling Textile And Garment Co., Ltd. | Site amfori ID: 156-001850-002

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>The auditee respected this principle partially based on the management interview, workers interview, workers representative interview, documents review and site observation. The auditee had taken corrective action to close the partial findings of PA2 and PA7 identified in the previous full audit. However, the auditee did not implement social accountability management system effectively to ensure the amfori BSCI Code of Conduct and local legal law requirements. For example, performance of long-term goals to protect workers was not tracked and evaluated. workers' monthly overtime working hours exceeded legal requirements systematically without a suitable monitoring mechanism and control procedure; Several findings were identified on occupational health and safety. According to workers' and workers' representative interview, workers' monthly overtime working hours exceeded the legal requirement in the past 10 out of 12 months from July 2024 to June 2025. The management representative stated that the current management operation had followed their original management experience and amfori BSCI Code of Conduct in their production activities. However, the management stated they still needed to take a corrective action plan to close the non-conformance findings for PA1, PA2, PA6, and PA7 identified during the audit. It violated the requirement of amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、员工代表访谈，文件评审和现场观察。被审核方采取了改善措施去关闭上次全面审核在绩效领域2和绩效领域7中发现的部分问题点。然而，被审核方未能有效的执行社会责任管理体系来确保amfori BSCI行为准则和当地法律法规的要求已经有效地实施。例如，员工长期保护计划的表现未进行跟踪和评估；员工的月加班工作时间系统性超过法规要求且无适当的监督机制和控制措施；在职业健康安全方面仍存在若干问题。根据员工和员工代表的访谈，员工自2024年7月至2025年6月的12个月中有10个月的月加班工作时间超过法规要求。根据管理层访谈，目前的管理运作按以往的管理经验也按照amfori BSCI行为准则在其生产活动中实施。然而，管理层表示他们在涉及绩效领域1, 绩效领域2, 绩效领域6、和绩效领域7中识别的不符合项仍需要采取改善措施关闭。违反了amfori BSCI系统手册中的要求。</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
Finding	
<p>The auditee respected this principle partially based on the management interview, workers interview, workers representative interview, documents</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、员工代表访谈，文件评审和现场观察。被审核方未采取有效的改善行动去确保员工的月加</p>

Finding

review and site observation. The auditee did not take effective corrective evidence to ensure workers' monthly overtime working hours meet the legal requirement. The production capacity planning did not consider the compliance of workers' overtime-working hours although the auditee established the production capacity development plan procedure and prepared the production capacity planning for their production order and delivery time had been established by the auditee. According to the workers' attendance records from July 2024 to the audit date, 10 sampled worker's working hours records indicated 10 out of 12 months' overtime working hours from July 2024 to June 2025 had exceeded 36 hours, which required by the local law systematically. The maximum monthly overtime working hours was 58 hours. (Refer to 6.2). It violated the requirement of amfori BSCI System Manual.

班工作时间符合法规要求。在产能规划期间未考虑员工加班工作时间的合规性, 尽管被审核方建立了产能规划程序且为生产订单和发货时间制定了产能规划。根据对员工2024年7月至审核当日的考勤记录检查, 10名抽样员工的工作时间记录显示在2024年7月至2025年6月的12个月中有10个月的月加班工作时间系统性的超过法规要求的36小时, 最大的月加班工作时间为58小时。(见6.2) 违反了amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site: Xiamen Feeling Textile And Garment Co., Ltd. | Site amfori ID: 156-001850-002

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

The auditee respected this principle partially based on the management interview, workers interview, workers' representative interview, and documents review. The auditee had defined the long-term goals for protecting workers. Workers' representatives had been invited to participate in the definition of the long-term goals for protecting workers. However, the auditee did not track and evaluate the performance of the implementation of the long-term goals for protecting workers. As per management interview, the management representative confirmed the findings, and they would take corrective action to close the finding as soon as possible. The interviewed workers stated no tracking, and evaluation was conducted for long-term goals to protect workers. It violated the requirement of amfori BSCI System Manual.

被审核方部分遵守该原则, 因为基于管理层访谈、员工访谈、员工代表访谈和文件评审。被审核方已经定义了员工长期保护计划。员工代表受邀参加了员工长期保护计划的定义。然而, 被审核方未跟踪和评价员工长期保护计划实施的表现。根据管理层访谈, 管理层代表确认了发现点, 他们将采取纠正措施以尽快关闭发现点。受访的员工声明员工长期保护计划未进行跟踪和评价。违反了amfori BSCI系统手册中的要求。

PA 6: Decent Working Hours

Site: Xiamen Feeling Textile And Garment Co., Ltd. | Site amfori ID: 156-001850-002

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 based on management and workers interview, site observation and working time records review. Workers monthly overtime working hours exceeded the legal requirement. Workers' working time records from July 2024 to the audit date indicated that workers' daily overtime working hours were controlled within 3 hours and up to 2 hours a day in a regular workday. However, 10 out of 12 months' monthly overtime hours of 10 sampled workers from July 2024 to June 2025 exceeded 36 hours and up to 58 hours. 10 sampled workers' attendance records in three sampled months (October 2024, March 2025 and May 2025) reviewed show that 1) In October 2024, 10 sampled workers monthly overtime working hours exceeded 36 hours and workers' maximum monthly overtime working hours were 40 hours. 2) In March 2025, 10 sampled workers' monthly overtime working hours exceeded 36 hours and workers' maximum monthly overtime working hours were 58 hours. 3) In May 2025, 10 sampled workers monthly overtime working hours exceeded 36 hours and workers' maximum monthly overtime working hours were 50 hours. The interviewed management representative stated that their monthly overtime working hours exceeded the legal requirement due to the cost of materials and workforce shortage. The interviewed workers stated that their monthly overtime working hours always exceeded the legal requirement, but they would like to participate in the overtime working arrangement to earn much more wages based on their voluntary. (Reference Law and Regulation: PRC Labour Law article 41).
Remark: The maximum monthly overtime working hours in June 2025 were 40 hours and the maximum cumulative overtime hours from 1 July 2025 to 14 July 2025 were 22 hours.

被审核方未遵守该原则，因为基于管理层和工人访谈，现场观察和工作时间记录审查。员工的月加班超过法定要求。自2024年7月至审核当日的工作时间记录显示正常工作日的日加班时间控制在3小时内且最大为2小时。然而，2024年7月至2025年6月期间，10名抽样员工在12个月中的10个月的月加班工作时间超过36小时达到58小时。10名抽样的员工3个月考勤记录（2024年10月、2025年3月和2025年5月）显示：(1)2024年10月，10名员工的月加班工作时间超过36小时且员工的最大月加班达40小时。(2)2025年3月，10名员工的月加班工作时间超过36小时且员工的最大月加班达58小时。(3)2025年5月，10名员工的月加班工作时间超过36小时且员工的最大月加班达50小时。受访的管理者代表表示，由于材料成本和劳动力短缺，他们每月的加班时间会超过了法律要求。受访员工表示，他们每月的加班时间经常超过法律规定，但他们愿意自愿参与加班安排，以赚取更多的工资。（参考法律法规：《中华人民共和国劳动法》第41条）
备注：2025年6月的月最大加班工作时间为40小时且2025年7月1日至2025年7月14日的累计加班工作时间为22小时。

PA 7: Occupational Health and Safety

Site: Xiamen Feeling Textile And Garment Co., Ltd. | Site amfori ID: 156-001850-002

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	
<p>The auditee respected this principle partially based on management interview, workers interview, site observation and documents review. The auditee did not post a hot temperature warning sign for one steam fabric shrinking machine, the interviewed workers confirmed that they knew the risk. The interviewed management representative stated that the steam fabric shrinking machine was not put in use for several weeks and they ignored posting the hot temperature warning sign on it, and they promised to post the warning sign ASAP. (Reference law and regulation: Work Safety Law of the People's Republic of China, Article 35)</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈，员工访谈，现场观察和文件审核。被审核方没有在一台蒸汽布料收缩机上张贴高温警告标志，受访工人证实他们知道这种风险。受访的管理层代表表示，蒸汽布料收缩机有几周没有投入使用，他们忽视了在上面张贴高温警告标志，并承诺尽快张贴警告标志。（参考法律法规《中华人民共和国安全生产法》第三十五条）</p>

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee respected this principle partially based on management interview, workers interview, site observation and documents review. The auditee did not re-obtain the building safety inspection report and fire safety inspection report of one 4-storey office building after they extended 4/F (floor area about 213 square meters) on the original 3-storey building with total floor area 639 square meters. The management representative explained the original building finished in 2000 and the 4/F extended in 2010, and now it was hard to obtain the formal report/ certification from local government. Onsite observed that the building was maintained well, enough fire safety facility was available onsite, no obvious building safety or fire safety problem noted. (Reference law and regulation: PRC Construction Law Article 61 and Fire Prevention Law of the People's Republic of China, article 13.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈，员工访谈，现场观察和文件审核。被审核方未能重新获得一座原始建筑面积为639平方米的3层建筑扩建了第4层（面积约213平方米）后的建筑安全验收报告和消防验收报告。管理者代表解释原来的建筑大约在2000年竣工，4楼大约在2010年扩建，现在很难从当地政府获取正式报告以及证书。现场查看，建筑维护良好，现场有足够的消防设施，没有发现明显的建筑安全以及消防安全问题。（参考法律法规：《中华人民共和国建筑法》，第六十一条和《中华人民共和国消防法》第十三条）</p>

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee respected this principle partially based on management interview, workers interview, site observation and documents review. The auditee had kept the food sample within sealed containers for the canteen. However, the auditee did not label with the food sample information of the containers of the food samples, such as food name and kept time (Month/Day/Time). The interviewed kitchen staff confirmed they forgot to label the food information on the food sample containers. The interviewed management representative stated that they would monitor the food sampling requirement in future. (Reference law and regulation: article 7.9.3 of Operating Specifications on Food Safety in Catering Services)</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈，员工访谈，现场观察和文件审核。被审核方已经在餐厅进行了食品留样并存放在密封的容器内。然而，被审核方未在食品留样容器上标识食品留样的信息，例如食品名称和留样时间（月、日、时）。受访的厨房员工证实，他们忘记在食品样本容器上标注食品信息。受访的管理代表表示，他们今后将监督食品留样的要求。(参考法律法规：《餐饮服务食品安全操作规范》第7.9.3条)</p>