

Monitored Party Yiwu Sola Craft Co., Ltd.	amfori ID 156-057942-000	Address 4th Floor, Building 2, No. 438 Chengdian Road, Choujiang Street, Yiwu City, China (Zhejiang) Pilot Free Trade Zone, Jinhua City, 322000 jinhua, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 14/10/2025	Closing Meeting Finished Date 14/10/2025	Submission Date 21/10/2025
Expiration Date 21/10/2026	Announcement Type Semi Announced	
Site Yiwu Sola Craft Co., Ltd.	Site amfori ID 156-057942-001	

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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

[Audit Information]

Name of Lead Auditor: Kelsey Wu (APSCA member No. CSCA 32200247)

Name of Team Auditor: Nil

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 auditor x 1 day. The Full Audit (Semi-Announced) was conducted on Oct 14, 2025.

[Business partner information] Yiwu Sola Craft Co., Ltd. (义乌市曲拉工艺品有限公司) (Registered in Market Supervision Administration of Yiwu City, having unified social credit code 91330782MA28E1WR1L date on Jul 07, 2016 with operation term from Jul 07, 2016 to Jul 06, 2066) is located at 4th Floor, Building 2, No. 438 Chengdian Road, Choujiang Street, Yiwu City, China (Zhejiang) Pilot Free Trade Zone, Jinhua City, 322000 jinhua, China (中国(浙江)自由贸易试验区金华市义乌市稠江街道城店路438号2栋4楼).

The factory specialized in manufacturing Plastic product. The main processes were Assembling and Packing. Production capacity is about 50000000 pcs per year.

[Audited location information] The factory rented 4F of one 5-storey production building as production, warehouse and office area from Yiwu Zhongtian Art & Crafts Co., Ltd, with total construction area about 1000 square meters. No canteen, no dormitory or transportation was provided in factory.

Building 2, 4837 square meters

(1F-3F and 5F was leased to other factories by landlord, 4F was used as Assembling and Packing workshop, warehouse and office room.)

During the audit day, the factory provided the valid leasing contract and business license of other for review. This audit physical scope only covered above mentioned rented area. Based on onsite observation, the rest area was leased to other factories by landlords or used landlord self, which has independent business licenses, and no mixing use of employee case was identified during the audit.

[Operating shifts and hours] The main auditee used fingerprint recognition attendance machine to record workers' working time. During the audit, the main auditee had provided the attendance records from Oct 01, 2024 to Oct 14, 2025 and the payrolls from Oct 2024 to Sep 2025 for review. Based on worker interviews and document review, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day. All workers worked with 1 shift: 08:00-12:00 & 13:00-17:00, overtime 2 hours from 18:00-20:00 on weekdays, 0-2 times per week and OT 8 hours on Saturday usually. The maximum amount of daily / monthly overtime hours were 2 hours / 56 hours, the max weekly working hours were 52 hours. All workers rest on every Sunday and statutory holidays. The main auditee guaranteed workers have at least one day off per seven days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal law.

The highest number of weekly hours of the 6 sampled workers as follow:

1st sampled month Mar 2025 – standard hours (40) + maximum weekly OT (12)

2nd sampled month Aug 2025 – standard hours (40) + maximum weekly OT (12)

3rd sampled month Sep 2025 – standard hours (40) + maximum weekly OT (12)

[Salary payment details] The main auditee had established wage and benefits procedure, workers minimum wage, statutory holidays, annual leave etc. were defined in the procedure. During the audit, the main auditee had provided the attendance records from Oct 01, 2024 to Oct 14, 2025 and the payrolls from Oct 2024 to Sep 2025 for review. Based on worker interviews and document review, workers were paid by monthly salary, their minimum wage was RMB 4300 per month, which was above the minimum wage standard local city (RMB 2260 per month or RMB 12.99 per hour since Jan 01, 2024.). No any fee was deducted from workers' wage, the main auditee would not punish workers with fines. The wages were paid by cash at the 5th of next month and never delayed. The main auditee had provided social insurance for some workers.

[Worker number information]

Total worker number: 11 (9 production and 2 non-production workers)

Production worker number: 9 (2 male and 7 female workers)

Vulnerable worker number (11 domestic migrant workers: 3 male and 8 female workers, no younger worker, Child Labor, Disabilities, Parental leave, Pregnant or Foreign migrant worker)

Any other special group workers (no interns, apprentices, contractor worker etc.)

[Good practices] Nil.

[Worker organization details] There was one worker representative which was elected on Jan 08, 2025.

[Circumstances] No abnormal circumstances.

[The special circumstances can be classified as followed] No special circumstances.

[Summary of findings]

PA1 1.1 Some defects of the amfori BSCI management system effectiveness were identified, 1.4 The factory did not provide the detailed records on capacity planning for review and overtime was not controlled effectively.

PA2 2.2 The factory did not regularly evaluate the achievement of the target. 2.4 Some interviewed workers did not understand the content of the amfori BSCI.

PA3 Nil

PA4 Nil

PA5 5.5 The factory did not provide with social insurance to all employees.

PA6 6.2 Workers monthly overtime working hours exceeded legal requirement.

PA7 7.1 HS management system was not perfect; 7.11 Some materials were stored against the walls.

PA8 Nil

PA9 Nil

PA10 Nil

PA11 Nil

PA12 Nil

PA13 Nil

[Living wage calculation] #LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[Personal Information protection law] The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments: During document review it was evidence that some of required documents were not applicable in organization like EIA, Agency Labor Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

SITE DETAILS

Site

Yiwu Sola Craft Co., Ltd.

Site amfori ID

156-057942-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	11	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	4,300	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	6	Workers

Other Metrics

Male workers	3	Workers
Female workers	8	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	8	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	1	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	3	Workers
Domestic migrant workers - Female	8	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	3	Workers
Workers hired directly - Female	8	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	1	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Yiwu Sola Craft Co., Ltd. | Site amfori ID: 156-057942-001

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

The main auditee partially respects this principle. Based on management interview, worker interview and document review, some defects of the amfori BSCI management system effectiveness were identified during the audit, such as:

- 1) The factory did not provide all workers with social insurance, and the working time was not strictly controlled.
- 2) The management was not in place in the aspects of Occupational Health and Safety, resulting in the violation of regulations and amfori BSCI code of conduct in these aspects.

The facility management declared that their management is not in placed.

Reference: the requirement of question 1.1 in amfori BSCI system manual.

主要被审核方部分遵守该原则，因为依照管理层访谈，工人访谈以及文件审核，审核中发现了一些 amfori BSCI 管理有效性的问题，

例如：

- 1) 工厂未给所有工人提供社保，工作时间管控不严格。
- 2) 工厂在职业健康安全方面管理不到位，导致在这些方面依然出现违反法规要求和BSCI行为守则的问题点。

工厂管理层表示他们管理不到位。

参考标准：amfori BSCI管理手册中问题1.1的要求。

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

The main auditee partially respected this principle because the main auditee had realistically calculated the capacity of production and delivery times. But the main auditee did not provide the related detailed records on capacity planning for review. In addition, based on attendance records review, workers' monthly overtime hours exceeded the legal requirement, the max were 56 hours. The facility management declared that it's hard to control the overtime working hours.

Reference: the requirement of question 1.4 in amfori BSCI system manual.

主要被审核方部分遵守该准则。原因是被审核方了解如何计算生产产能和订单周期，但工厂未提供具体的产能规划计算记录。另外根据被审核方提供的考勤记录显示，员工的月加班时间超法规要求，最大达到56小时。工厂管理层称很难去控制加班时间。

参考标准：amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Yiwu Sola Craft Co., Ltd. | Site amfori ID: 156-057942-001

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

The main auditee partially respected this principle because based on document review, workers interview and management interview, the main auditee defined long-term goals for protecting workers, however, the factory did not regularly evaluate the achievement of the target. The facility management declared that they did not know the requirement.
Reference: the requirement of question 2.2 in amfori BSCI system manual.

被审核方部分遵守该准则。原因是根据文件审核，员工访谈及管理层访谈确认，工厂制定保护工人的长期目标，但没有定期评估目标的达成情况。工厂管理层称他们不清楚要求。
参考标准：amfori BSCI管理手册中问题2.2的要求。

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

The main auditee partially respected this principle because based on onsite observation, the factory had posted the amfori BSCI Code in the workshop, but based on worker interviews, 50% workers did not understand the content of the amfori BSCI. The facility management declared that the training systems were not very perfect.
Reference: the requirement of question 2.4 in amfori BSCI system manual.

被审核方部分遵守该准则。原因是根据现场审核，工厂车间有张贴amfori BSCI行为准则，但是根据员工访谈，50%的工人不了解amfori BSCI的内容。工厂管理层解释培训体系做的不是很完善。
参考标准：amfori BSCI管理手册中问题2.4的要求

PA 5: Fair Remuneration

Site: Yiwu Sola Craft Co., Ltd. | Site amfori ID: 156-057942-001

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 main auditee did not respect this principle because during the audit, the factory had total 11 employees, including 2 retirees and 1 newly hired employee. Based on insurance payment voucher in Aug 2025, the factory provided 4 employees with

主要被审核方未遵守该准则。原因是审核期间，工厂共有员工11人，其中包含达到退休年龄员工2名，新进员工1名。根据工厂2025年08月份的社保缴费凭证显示，工厂给4名员工提供了养老保险，医疗保险，生育保险，失业保险及工伤保险。工厂给所有

Finding	
retirement insurance, medical insurance, maternity insurance, unemployment insurance and injury insurance. The factory provided all employees with commercial injury insurance, which was valid from Apr 17, 2025 to Apr 16, 2026. Interviewed workers who were not provided with social insurance claimed they abandoned social insurance voluntarily, and part of them had purchased rural insurance before entry. However, they could not provide relevant receipt for review during the audit. The facility management declared that some of workers did not want to participate in social insurance. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.	员工提供了商业意外险，有效期从2025年04月17日至2026年04月16日。访谈中未参保的工人们确认他们自愿放弃社保，并且部分人在入职前已经购买了农保，但审核中他们无法提供相关的凭证以供审核。工厂管理层称部分员工不愿参加社保保险。 参考法规：中华人民共和国劳动法（2018修正）第七十二条，第七十三条。

PA 6: Decent Working Hours

Site: Yiwu Sola Craft Co., Ltd. | Site amfori ID: 156-057942-001

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 main auditee did not respect this principle because based on document review, according to the attendance records from Oct 01, 2024 to the audit day provided by the factory, 6 sampled worker's monthly overtime working hours from Mar 2025 (Random month), Aug 2025 (Random month) and Sep 2025 (Current month) were found: 6 sampled workers standard working hours were 168 hours and overtime were 52 hours in Mar 2025, 6 sampled workers standard working hours were 168 hours and overtime were 56 hours in Aug 2025, 6 sampled workers standard working hours were 176 hours and overtime were 50 hours in Sep 2025, Based on sampled attendance records, all sampled workers monthly overtime exceeded 36 hours of legal requirement. The facility management declared that it's hard to control the overtime working hours. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	被审核方未遵循该准则。原因是根据工厂提供的2024年10月01日至审核当日的考勤显示，其中从2025年03月（随机月），2025年08月（随机月）和2025年09月（当前月）各抽取6名员工样本发现： 6名员工在2025年03月的正班工时为168小时，月加班为52小时； 6名员工在2025年08月的正班工时为168小时，月加班为56小时； 6名员工在2025年09月的正班工时为176小时，月加班为50小时； 根据抽样考勤记录，所有员工月加班均超过法规要求的36小时。工厂管理层称很难去控制加班时间。 参考法规：中华人民共和国劳动法（2018修正）第四十一条。



PA 7: Occupational Health and Safety

Site: Yiwu Sola Craft Co., Ltd. | Site amfori ID: 156-057942-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
The main auditee partially respected this principle because based on onsite observation, document review and management interview, the factory had established complete management system on health and safety on Jan 07, 2025, included the identification and awareness of related legal regulation, health and safety check, training, etc, but there were still findings issued due to management negligence. Reference: the requirement of question 7.1 in amfori BSCI system manual.	被审核方部分遵守该准则。原因是根据现场审核，文件审核及管理层访谈确认，工厂于2025年01月07日已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是由于管理疏忽，导致仍然有问题发生。 参考标准：amfori BSCI管理手册中问题7.1的要求。

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	
The main auditee partially respected this principle because based on onsite observation, it was noted that 40% raw materials and finished products in the warehouse were stored against the walls, the distance was less than 0.5 meter. The facility management declared that their warehouse space was limited. Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.	被审核方部分遵守该准则。原因是根据现场审核发现仓库约40%原料和成品靠墙堆放，距离小于0.5米。工厂管理层称他们仓库面积有限。 参考法规：仓储场所消防安全管理通则（XF 1131-2014）6.8。