

Monitored Party Ningbo Junsheng Commodity Co., Ltd.	amfori ID 156-054480-000	Address 1-2,Building 20,Wanchuang Xiaowei Yuan,Dajiahe Town,Ninghai County, 315600 Ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 17/12/2025	Closing Meeting Finished Date 24/12/2025	Submission Date 24/12/2025
Expiration Date 24/12/2026	Announcement Type Semi Announced	
Site Ningbo Junsheng Commodity Co., Ltd.	Site amfori ID 156-054480-001	

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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	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Information:

Name of lead auditor: Eva Xin; (APSCA member No.: CSCA 32201009).

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 was planned for 1 auditor x 1 day. The full initial audit (semi-announced) was conducted on Dec 17, 2025.

Audit time details: Dec 17, 2025: arrived at 9:10 AM, leaved at 5:10 PM.

Business partner information:

Ningbo Junsheng Commodity Co., Ltd. 宁波君盛日用品有限公司 was located at 1-2, Building 20, Wanchuang Xiaowei Yuan, Dajiahe Town, Ninghai County, Ningbo, Zhejiang, China 浙江省宁波市宁海县大佳何镇万创小微园 20 幢 1-2. The factory registered in Market Supervision Administration of Ninghai, having unified social credit code 91330226MAD80CML25 dated on Jan 4, 2024 with long operational term. The product of the auditee was silicone products, the main production activities included rubber mixing, compounding, vulcanization, cleaning, assembling, inspection and packing. The factory did not use any sub-contractor. There was no obvious season.

Audited location information:

The factory rented half of one 5-storey building as workshop, warehouse, and office. The construction area by the audited factory around 3900 square meters. The factory provided leased contract and business license for review. The remaining portion is leased by the landlord to other factories for use, according to document review, management interview, workers interview and factory tour, they were all managed independently, and no personnel mixing and cooperation with the audited factory.

Half of 1F: used as vulcanization and rubber mixing workshop by the auditee/total 780 square meters.

Half of 2F: used as compounding and cleaning workshop by the auditee/total 780 square meters.

Half of 3F: used as warehouse by the auditee/total 780 square meters.

Half of 4F: used as assembly, inspection and packing workshop by the auditee/total 780 square meters.

Half of 5F: used as office and warehouse by the auditee/total 780 square meters.

Operating shifts and hours and time recording system:

The auditee had a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when they entered the factory. The auditee ensured normal working hours comply with legal requirement and the use of overtime was voluntary and paid at adequate premium rate. The auditee supported the right to resting breaks including short breaks during working hours, meal break. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. The audited factory used face recognition attendance recorder to record the working hours.

All departments run in one shift from Monday to Friday, five days a week. Daily working hours were as follows:

All production and office employees operated with one shift: 08:00-11:30, 12:30-17:00.

Based on document review, the factory provided attendance records from November 1, 2024 to the audit day for review, 5 sampled workers' (from all positions) attendance records in Mar 2025, Aug 2025 and Oct 2025, the details of their weekly overtime hours were as below:

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

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

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

Salary payment details:

The factory established salary and remuneration procedure according to amfori BSCI Code and local law. All employees were guaranteed with minimum wage. The local minimum wage was RMB 2070/month (RMB 11.90/hour) since Aug. 1, 2021, RMB 2260/month (RMB 12.99/hour) since Jan. 1, 2024. Factory provided the payroll records from Nov 2024 to Oct 2025 for review. The workers were paid by monthly rate (at least RMB 4000/month). The payment cycle was natural month. The wage was paid on 20th of the following month by cash, and pay slip was also provided each month. The wage was made up of basic wage and OT compensation. No monetary fines or other illegal deductions were detected in payroll

records. Paid annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave were defined and provided to workers.

Worker number information:

On the day of audit, there were 36 employees present which included 5 non-production employees and 31 production employees. There were 11 male production employees and 20 female production employees. And 21 employees (9 male employees and 12 female employees)were from other provinces in China, such as Guizhou, Anhui, Jiangxi, etc. No child labor, young labor, disable labor, lactating labor, pregnant labor in the factory. No interns, apprentices, contractor workers in the factory.

Good practices: Nil

Worker organization details: There was no union in the factory. There were two worker representatives elected on Jan 10, 2025.

Circumstances: Nil

The special circumstances can be classified as followed: According to IPE and the app of Qichacha, no negative information was noted.

Summary of findings:

PA1: 1.1 amfori BSCI Code management implemented not completely; 1.4 working hours' management system was not perfect.

PA2: 2.2 insufficient long-term goal; 2.4 interviewed workers did not understand the requirements social responsibility of amfori BSCI Code

PA5: 5.4 insufficient living wage 5.5 insufficient social insurance was provided for workers;

PA6: 6.2 OT exceed law requirement;

PA7: 7.1 HS management was not perfect; 7.7 some chemicals without secondary container; 7.11 some goods against the wall;

PA12: 12.3 no EIA report, EIA approval and environmental facility inspection acceptance approval.

PA 3, PA4, PA8, PA9, PA10, PA11, PA 13: Nil

Living wage calculation: 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.

Precautions taken about #COVID-19 in the facility: Nil

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 evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. The factory did not obtain EIA report, EIA approval and environmental facility inspection acceptance approval. All of above documents were not involved in document report.

SITE DETAILS

Site

Ningbo Junsheng Commodity Co., Ltd.

Site amfori ID

156-054480-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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	36	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	4,198	Monthly
Total sample	5	Workers

Other Metrics

Male workers	15	Workers
Female workers	21	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	21	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	4	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	9	Workers
Domestic migrant workers - Female	12	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	15	Workers
Workers hired directly - Female	21	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	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Ningbo Junsheng Commodity Co., Ltd. | Site amfori ID: 156-054480-001

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	
<p>1.1 Finding: The main auditee partially respected this principle, because based on onsite observation, document review and management interview it was identified that, the factory had set up management system to comply with amfori BSCI Code of Conduct, but not all policies were properly implemented, such as, findings were raised in the following Performance areas: Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety. The factory management stated that the main reason for the above situation was insufficient of internal audit.</p> <p>Reference: The requirement of question 1.1 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵循该准则，原因是根据现场观察，文件审核和管理层访谈，工厂有建立了社会责任管理体系以符合amfori BSCI行为准则，但不是所有制度都得以有效实施，比如，在如下绩效领域：工人参与度与保护、公平报酬、体面的工作时间、职业健康与安全存在审核发现点。工厂管理层申明主要原因还是内审不充分引起上述情况。</p> <p>参考标准：amfori BSCI管理手册中问题1.1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>1.4 Finding: The main auditee partially respected this principle, because as per management interview and documents review, the management was aware of the workforce planning and cost accounting, and the workforce planning and cost accounting procedure were established. But the auditee did not evaluate its workforce capacity to meet the expectations of deliver order or contracts. According to attendance and payroll records review, the workers' overtime exceeded the law requirement.</p> <p>Reference: The requirement of question 1.4 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵循该准则，原因是根据管理层访谈及文件审核，管理层有了解产能规划和成本核算，且工厂建立产能规划和成本核算程序。但被审核方没有评估其生产能力是否可以满足其生产订单要求。根据考勤和工资记录查阅，员工的加班时间超出法规的要求。</p> <p>参考标准：amfori BSCI管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

Site: Ningbo Junsheng Commodity Co., Ltd. | Site amfori ID: 156-054480-001

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	
2.2 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 it was negligent and did not conduct regular evaluations. Reference: the requirement of question 2.2 in amfori BSCI system manual.	被审核方（生产商）部分遵循该原则，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。工厂管理层表示工作疏忽而未进行定期评估。 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	
2.4 Finding: The main auditee partially respected this principle, because based on workers interview and document interview it was identified that, the factory had provided amfori BSCI code training to employees in March 2025, but 4 out of 5 sampled workers did not have a good understanding of amfori BSCI Code of Conduct. Reference: The requirement of question 2.4 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则，因为根据员工访谈审核和文件审核，工厂在2025年3月给员工提供了amfori BSCI行为准则的相关培训，但是5名抽样员工中的4名对amfori BSCI的要求没有良好的理解。 参考标准：amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: Ningbo Junsheng Commodity Co., Ltd. | Site amfori ID: 156-054480-001

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	
5.4 Finding: The main auditee partially respected with this guideline. Through document review and interviews with management and employees, it was found that the factory has established procedures for calculating the basic living wage, understands	被审核方（生产商）部分遵守该准则，原因通过文件审核，管理层及员工访谈发现，工厂制定了计算基本生活保障工资的程序，工厂也清楚基本生活保障工资的概念，且有实际去计算当地的基本生活保障工资。根据工厂提供的工资记录（从2024年11月到

Finding	
<p>the concept of the basic living wage, and has actually calculated the local basic living wage. Based on the wage records provided by the factory (from November 2024 to October 2025), the wages of the five sampled employees (including basic wages and fixed allowances, excluding overtime pay, etc.) were lower than the GLWC website living wage (RMB 4,198/month). (The workers' wages were RMB 4,000~6,000/Month.)</p> <p>Reference: The requirement of question 5.4 in amfori BSCI system manual.</p>	<p>2025 年10月），5名抽样员工的工资（包括基本工资和固定津贴等，不包括加班费等）低于GLWC website上的生活工资（RMB 4198/月）。(工人的工资为RMB 4000~6000/月。)</p> <p>参考标准：amfori BSCI管理手册中问题5.4的要求。</p>

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>5.5 Finding: The main auditee did not respect this principle, because the factory did not provide social insurance for all employees as per legal requirement. The factory employs 36 workers, including 0 new hires and 12 retirees. Based on the factory's October 2025 social insurance payment records and management interviews, the factory purchased work injury, pension, unemployment, medical, and maternity insurance for 7 employees (29.17%) who met the eligibility criteria. Additionally, the factory purchased a commercial insurance policy for 29 employees, valid from September 1, 2025, to August 30, 2026. Employee interviews and management confirmation revealed that workers not enrolled in social insurance primarily declined participation voluntarily. Some workers claimed to have rural social insurance in their hometowns but failed to provide supporting documentation.</p> <p>Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 72&73.</p>	<p>被审核方（生产商）未遵循该准则，原因是工厂没有按照按法规要求给所有工人提供社保。工厂共36名员工，其中包括0名新入职员工和12名退休员工。根据工厂提供的2025年10月社保缴费记录及管理层的访谈确认，工厂为7名符合参保条件的员工(29.17%)购买了工伤、养老、失业、医疗和生育保险。此外，工厂为29名员工购买了一份商业险，有效期为2025年9月1日至2026年8月30日。根据员工访谈和管理层确认，没有提供社保的工人主要是工人不愿意参加社保，部分工人在农村有新农保，但没有提供相关证据。</p> <p>参考法规：中华人民共和国劳动法（2018修正）第七十二条和第七十三条。</p>

PA 6: Decent Working Hours

Site: Ningbo Junsheng Commodity Co., Ltd. | Site amfori ID: 156-054480-001

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	
<p>6.2 Finding: The main auditee did not respect this principle. Based on document review, the factory provided attendance records from Nov 1, 2024 to the audit day for review, 5 sampled workers' (from all positions) attendance records in Mar 2025, Aug 2025 and Oct 2025:</p> <p>1st sampled month (Mar 2025), 5 sampled workers' monthly overtime hours exceeded the legal requirement – standard hours (168 hours) + maximum monthly OT (56 hours);</p> <p>2nd sampled month (Aug 2025), 5 sampled workers' monthly overtime hours exceeded the legal requirement– standard hours (168 hours) + maximum monthly OT (54 hours);</p> <p>3rd sampled month (Oct 2025), 5 sampled workers' monthly overtime hours exceeded the legal requirement– standard hours (152 hours) + maximum monthly OT (38 hours).</p> <p>Based on worker interview and management interview, the factory arranged for workers to work overtime to complete orders, and workers were also willing to work overtime to increase income.</p> <p>Reference : Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>被审核方（生产商）未遵循该准则。根据文件审核，工厂提供了2024年11月1日至审核当天的考勤记录，抽样5名员工（来自所有岗位）在2025年3月，2025年8月和2025年10月的考勤记录发现：第一个抽样月（2025年3月），5名抽样员工的月加班均超过法规要求-标准工时（168小时）-最大月加班（56小时）；</p> <p>第二个抽样月（2025年8月），5名抽样员工的月加班均超过法规要求-标准工时（168小时）-最大月加班（54小时）；</p> <p>第三个抽样月（2025年10月），5名抽样员工的月加班均超过法规要求-标准工时（152小时）-最大月加班（38小时）。</p> <p>根据员工访谈和管理层访谈，工厂为了完成订单会安排工人加班，同时工人为了增加收入也愿意加班。</p> <p>参考法规：中华人民共和国劳动法（2018修正）第四十一条</p>

PA 7: Occupational Health and Safety

Site: Ningbo Junsheng Commodity Co., Ltd. | Site amfori ID: 156-054480-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>7.1 Finding: The main auditee partially respected this principle, because based on onsite observation and document review it was identified that, although the factory has established the occupational health and safety regulations and procedures, but the actual implementation is insufficient.</p> <p>Reference: The requirement of question 7.1 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵循该准则，原因是根据现场观察和文件审核，虽然工厂建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在不足。</p> <p>参考标准：amfori BSCI管理手册中问题7.1的要求。</p>

<p>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?</p>
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ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.7 Finding: The main auditee partially respected this principle, because based on management and worker interviews and onsite observation, it was identified that the factory established chemical management procedure and provided relevant training to workers, but the factory did not manage the chemicals adequately. E.g., there are no secondary containers for silicone vulcanizing agents used in the workshop. There were deficiencies in the management of occupational health and safety in the factory.</p> <p>Reference: Regulations on Safety Use of Chemicals in Workplaces (1996), Article 12& Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20.</p>	<p>被审核方（生产商）部分遵循该准则，原因是根据管理层和员工访谈以及现场观察发现，工厂虽建立了化学品管理规定，且给员工提供了相关的培训，但对化学品管理不到位，如未配备二次容器给车间使用的硅胶硫化剂等。工厂对职业健康安全方面的管理存在不足。</p> <p>参考法规：工作场所安全使用化学品规定（1996）第十二条和危险化学品安全管理条例（2013 修订）第二十条。</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>7.11 Finding: The main auditee partially respected this principle, because based onsite observation and workers interview, the factory's hygiene working conditions (such as lighting and space) are satisfactory, and workers are also satisfied with the hygiene conditions, but it was found on site that some goods were stacked against the wall at a distance of less than 0.5 meters. The factory's management of occupational health and safety is inadequate.</p> <p>Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014) Article 6.8.</p>	<p>被审核方（生产商）部分遵守该准则，原因是根据现场观察和员工访谈，工厂卫生工作条件（如光照度和空间）令人满意，工人也均满意卫生状况，但现场发现部分货物靠墙堆放，距离小于0.5米。工厂对职业健康安全方面的管理存在不足。</p> <p>参考法规：仓储场所消防安全管理通则（XF 1131-2014）第6.8条。</p>

PA 12: Protection of the Environment

Site: Ningbo Junsheng Commodity Co., Ltd. | Site amfori ID: 156-054480-001

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
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Finding

12.3 Finding: The main auditee did not respect this principle because based on management interview, workers' interview and worker representative's interview, on-site observation and documents/ records review, the factory failed to obtain EIA report, EIA approval or environmental facilities inspection and acceptance approval. The facility management declared that, the documents were under processed.

Reference: Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment), Article 16.

被审核方（生产商）未遵循该准则，因为通过管理层、员工及员工代表访谈，现场查看和文件/记录查看，工厂未获得环评报告、环评批复以及环保设施三同时验收报告。工厂管理层声明，这些文件正在办理中。

参考法规：中华人民共和国环境影响评价法（2018修正）第十六条。