

Monitored Party Dongguan Yuan Mei Clothing Co., Ltd	amfori ID 156-065610-000	Address Room 101, Building 1, No. 19, Huwu Road, Liuwu Village, Shijie Town, Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner APCER
Monitoring Start Date 21/10/2025	Closing Meeting Finished Date 21/10/2025	Submission Date 28/10/2025
Expiration Date 28/10/2026	Announcement Type Semi Announced	
Site Dongguan Yuan Mei Clothing Co., Ltd	Site amfori ID 156-065610-001	

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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

Name of Lead auditor: Winnie Li; APSCA membership number: CSCA 21705669

Monitoring partner name: APCER (Monitoring firm APSCA #: 11600046)

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

Announcement Type: Semi-announced Full Monitoring

Business partner information:

Dongguan Yuan Mei Clothing Co., Ltd (Local Name: 东莞市媛美服饰有限公司, Uniform Code of Social Credit: 91441900MADL46796Y) is currently located at 1F and 6F of Building 1 (office location) and 5F of Building 2 (production site), No.19, Huwu Road, Liuwu Village, Shijie Town, Dongguan City, Guangdong Province, China (Local address : 中国广东省东莞市石碣镇刘屋村胡屋路19号1栋1楼和6楼 (办公地址) 和2栋5楼 (生产地址)). The address registered in the business license and shown in BSCI platform was "Room 101, Building 1, No.19, Huwu Road, Liuwu Village, Shijie Town, Dongguan City, Guangdong Province, China", which only covers part of the office area. The auditee had another business license named "东莞市源美服饰有限公司", whose registration address was "Room 501, Building 2, No.19, Huwu Road, Liuwu Village", which actually covers the production site of the auditee. The owner of the auditee explained that they could only register with specific room number in the business license because of the rules from the local Administration of Industry and Commerce. According to management interview, documents review and onsite observation, it was proved that the two business licenses were registered under the names of the auditee's owner and his spouse respectively, while they actually operate as a single entity. In daily operations, they primarily used "东莞市媛美服饰有限公司" (as it was used in current audit) for external business activities. And for the address in BSCI platform, factory would also like to use the same address as it's registered in the business license of "东莞市媛美服饰有限公司". Therefore, based on the above situation, the scope of this audit actually covered both business licenses.

The factory is specialized in the manufacturing of underwear.

Main production activities include cutting, sewing, inspection and packing. No production process or service was subcontracted.

As per management interview, peak season was not obvious in the factory.

Audited location information:

There were 3 main buildings located in the factory boundary, including one 7-storey office building (Building 1), one 5-storey production building (Building 2) and one 6-storey dormitory building (Building 3), and all buildings were belonged to "Dongguan Shijie Yinyi Trade Co., Ltd (Local name: 东莞市石碣银益贸易有限公司)". The auditee only rented and used 1F and 6F of Building 1 as office and 5F of Building 2 as production site. The total area used by the auditee was about 1,900 square meters.

The layout of the 5-storey production building (6750 square meters) as below:

1F- Rented by a plastic company;

2F- Rented by "Dongguan Shuofeng Electronics Co., Ltd (Local name: 东莞市硕丰电子有限公司)";

3F- Rented by "Dongguan Jichuang Electromechanical Technology Co., Ltd (Local name: 东莞积创机电科技有限公司)";

4F- Rented by "Dongguan Juyeda Intelligent Technology Co., Ltd/Dongguan Jinguan Automation Equipment Co., Ltd (Local name: 东莞市炬烨达智能科技有限公司/东莞市劲冠自动化设备有限公司)";

5F- Workshop and warehouse of the auditee.

There was no shared worker or work place identified between the auditee and the other factories. All of the mentioned factories had independent business licenses and management systems, and also produced different products.

The auditee didn't provide meal, dormitory or transportation for its workers.

Operating shifts and hours:

During the current audit, attendance records from Sept 2024 to the audit date were provided for review. All employees worked in one shift, the regular working hours for the office and production workers were from 8:00 to 17:30 with 1.5-hours lunch break of 12:00-13:30. Overtime working was arranged for 2 hours a day on weekdays from 18:30 to 20:30 and for 8-10 hours a day on Saturdays if needed. Normal working days are from Monday to Friday. At least one day off per week was guaranteed.

Time recording system:

The factory used face scanning combined with finger print recording system to record workers' working hours including

regular working hours and overtimes.

Salary payment details:

Payroll records from Sept 2024 to Aug 2025 were provided for review, all employees were paid by hourly rate. Wages were paid by cash at the end of each month for the preceding month. The lowest basic wage among samples was RMB 2080 per month, which was in line with the legal minimum wage standard of RMB 2080 per month. For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

Worker number information:

On the audit day, there were total 48 employees (including 7 males and 41 females) in the factory, of which 32 employees were production workers. 36 employees were migrants and all employees were hired by the factory directly. There was no vulnerable worker (such as pregnant, foreign migrant, young, disabled, temporary, seasonal, home-based worker) in the factory. The youngest employee was over 18 years old and was born on Dec 15, 2006 and started working in the factory on Feb 10, 2025. No special group worker (such as interns, apprentices, contractor workers etc.) was found in this factory. During this audit, 6 production employees (including 2 males and 4 females) and 1 female management were interviewed.

Good practices:

The factory provided local living wage prior to the audit.

Worker organization details:

There was no union available in the factory, but there were 2 worker's representatives elected by workers in Jan 2025.

Circumstances:

The management agreed auditor to visit the whole areas of the factory and kept an open attitude during the audit. During the onsite tour, no obvious gap identified between the workforce and production capacity, and all production processes were running normally. There was no special circumstance during the audit.

Summary of findings:

The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, auditor communicated the findings in details to factory and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report. The performance areas needed improvements were as follows: PA 1-2 and PA 5-7. No other serious issue was noted in this audit.

Living wage calculation:

Due to the limit of the character here, for details, please refer to summary of PA5.

Personal data protection:

As Personal Information Protection Law implemented in China since Nov 1, 2021, so workers' faces, names, ID numbers, contact information, brand names and logos etc. taken in the photos are protected in the sake of privacy.

Additional remark:

1. There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.
2. The owner (Dongguan Shijie Yinyi Trade Co., Ltd/东莞市石碣银益贸易有限公司) of the buildings entrusted the management of the building to one individual person (Tang Bojiang/唐柏江). The rental agreement of the building was signed with the individual person. But the title of some official documents, such as building construction acceptance report/record and fire acceptance certificate/record were all under the name of the building owner.

SITE DETAILS

Site Site amfori ID
Dongguan Yuan Mei Clothing Co., Ltd **156-065610-001**

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	3,029.9	Monthly
Total sample	6	Workers

Other Metrics

Male workers	7	Workers
Female workers	41	Workers
Non-binary workers	0	Workers
Permanent workers - Male	7	Workers
Permanent workers - Female	41	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	6	Workers
Domestic migrant workers - Female	30	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	7 Workers
Workers hired directly - Female	41 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	2 Workers
Sample - Female	4 Workers
Sample - Non-binary	0 Workers

FINDINGS

PA1: Social Management System

Site: Dongguan Yuan Mei Clothing Co., Ltd | Site amfori ID: 156-065610-001

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	
By interviewing with management, worker representative and workers as well as documents review, factory already established the social responsibility management manual and procedures based on amfori BSCI principles and local legal requirements. Relevant laws and regulations had been collected and updated by assigned person periodically. The factory management also conducted regular internal audits and provided related training for workers. However, the management system was not operated effectively as there were findings identified in PA2 and PA5-7, such as monthly overtime not controlled well. This question is rated as partially because the general condition in the factory is acceptable and no serious issue was found.	通过与管理层、工人代表和工人的面谈以及文件审查，工厂已经根据amfori BSCI原则和当地法律要求建立了社会责任管理手册和程序。相关法律法规由专人定期收集和更新。工厂管理层还定期进行内部审核，并为工人提供相关培训。但是，由于PA2和PA5-7中发现存在如每月加班控制不佳等问题，管理系统没有有效运行。这个问题被评为部分符合，因为工厂的总体情况是可以接受的，没有发现严重的问题。

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	
According to interviewing with management as well as documents review, it was noted that the factory had established the workforce planning and cost accounting procedures, while they did not conduct workforce capacity evaluation, which leaded to employees' monthly overtime exceeded legal limits systematically. This question is rated as partially because corresponding procedures has been established but not effectively implemented.	通过与管理层的访谈以及文件查看，审核发现工厂有建立产能规划和成本核算的程序，但没有进行产能评估，导致员工出现系统性月加班超时情况。这个问题被评为部分符合的原因是工厂已经建立相应程序，但并未有效的执行。

PA 2: Workers Involvement and Protection

Site: Dongguan Yuan Mei Clothing Co., Ltd | Site amfori ID: 156-065610-001

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 management and workers interview, document review and onsite observation, 4 out of 6 interviewed workers were not aware of the social responsibility requirements, such as the values and principles of amfori BSCI Code of Conduct and their jobs in implementing amfori requirement. This question is rated as partially because the factory had posted amfori BSCI COC on site and provided related training to workers while they didn't evaluate the effectiveness of the training.	根据管理层和员工访谈,文件审查以及现场观察,4/6名被访谈的工人不了解社会责任的相关要求,比如amfori BSCI行为准则的价值和准则以及他们在执行amfori BSCI要求中的职责。此问题被评为部分符合,因为工厂已将amfori BSCI行为守则张贴在现场并且给员工提供了相关的培训,但是没有验证培训效果。

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
By on-site observation, interviewing with management, worker representative and workers as well as documents review, it was noted that the suggestion box was installed at the entrance of the workshop which was not good for workers to raise grievance. Also, the auditee had not set up the indicators of satisfaction on their grievance mechanism, no regular satisfaction level survey record of recent 12 months was provided for review. This question is rated as partially because the factory had established grievance mechanism, but not operated very well.	基于现场观察,管理层,员工代表,员工访谈,以及文件审核,发现意见箱设置在车间出入口,不利于员工提出申诉。且被审核方没有建立对其申诉机制的满意指标,也没有提供最近12个月的满意度的调查报告供查看。这个问题被评为部分符合,是因为工厂建立了申诉机制,只是未很好的运行。

PA 5: Fair Remuneration

Site: Dongguan Yuan Mei Clothing Co., Ltd | Site amfori ID: 156-065610-001

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	
Insufficient social insurance was provided in the facility.	工厂社保参保不足。 审核当天工厂提供了从2024年10月至2025年9月的

Finding

The factory provided social insurance receipts from Oct 2024 to Sept 2025 for review during the audit. According to the latest insurance receipt of Sept 2025 and management interview, it was noted that there were total 48 employees(including 16 rehired retirees, no new recruit, temporary or dispatched worker) in the auditee, 15 workers(47%) were provided with injury insurance, pension insurance, maternity insurance, unemployment insurance and medical insurance. The factory didn't provide commercial insurance for any employee. The facility did not obtain waiver about social insurance from the local government. This question is rated as no because the social insurance coverage less than 80% in the factory. (Labor Law of the People's Republic of China (2018 Amendment) Article 72 and Article 73)

Remark: The reason that the employees did not purchase social insurance was that they wanted to make more money and were not willing to take part of their wage to purchase social insurance.

社保缴费凭证供审核。根据最近的2025年9月的社保缴费凭证记录和管理层访谈，工厂共有员工48人（含16名退休返聘的员工，无新入职员工，临时工或派遣工），有15名员工(47%)被提供了工伤保险，养老保险，生育保险，失业保险和医疗保险。工厂没有为员工提供商业意外险。工厂没有取得当地政府颁发的有关社保的批文。此问题被评为不符合，因为工厂社保参保比例低于80%。(中华人民共和国劳动法(2018修正)第七十二条和第七十三条)
备注：部分员工不参加社会保险的原因是他们不想拿出一部分工资购买社会保险以取得更多的当期收入。

PA 6: Decent Working Hours

Site: Dongguan Yuan Mei Clothing Co., Ltd | Site amfori ID: 156-065610-001

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
<p>Finding</p> <p>Based on 6 sampled workers' attendance records from three sampled months (Dec 2024, Apr 2025 and Aug 2025) provided by factory, it was noted that 5 out of 5 randomly selected workers' monthly overtime hours were 72-76 hours in Dec 2024, 6 out of 6 randomly selected workers' monthly overtime hours were 66-68 hours in Apr 2025, 6 out of 6 randomly selected workers' monthly overtime hours were 86-88 hours in Aug 2025, exceeded legal overtime limit: 36 hours per month. And the max. monthly overtime was 88 hours. According to interview with management and workers, overtime work in the factory was voluntary and they preferred to work overtime to earn more. This question is rated as no because employees' monthly overtime exceeds legal limits systematically in the factory. (Labor Law of the</p>	<p>基于抽样的6名员工2024年12月，2025年4月和2025年8月的考勤记录发现，5名员工中5人在2024年12月加班时间为72-76小时，6名员工中6人在2025年4月加班时间为66-68小时，6名员工中6人在2025年8月加班时间为86-88小时，超过法规要求的36小时。最大月加班时间为88小时。根据管理层和员工访谈，工厂加班自愿，他们希望通过加班来争取更多的工资。这个问题被评为不符合的原因是员工的月加班时间存在系统性超出法规要求的情况。(《中华人民共和国劳动法》第四十一条) 备注：一名抽样员工在2025年2月入职，故没有2024年12月的记录。</p>

Finding

People's Republic of China, Article 41)

Remark: One sampled worker joined the factory in Feb 2025, so no related records of Dec 2024.

PA 7: Occupational Health and Safety

Site: Dongguan Yuan Mei Clothing Co., Ltd | Site amfori ID: 156-065610-001

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

ENGLISH**LOCAL LANGUAGE****Finding**

According to interviewing with management, employees' representative and employees, documents review as well as site tour, it was noted that the factory had established a complete occupational health management system, but it did not operate effectively, which resulted in the discovery of occupational health and safety issues in violation of laws or Codes in PA7. This question is rated as partially because the general condition of health and safety in the factory is acceptable and no serious issue is found.

通过与管理层、工人代表和工人的访谈，文件查看以及现场走访，审核发现工厂已经建立了完整的职业健康管理体，但并未有效的运行，导致在PA7发现存在违反法规要求或BSCI行为准则要求的职业健康安全问题。这个问题被评为部分符合的原因是工厂健康安全的总体状况尚可接受，没有发现严重问题。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH**LOCAL LANGUAGE****Finding**

According to interviewing with management, employees' representative and employees as well as document review, it was noted that factory did not provide commercial accident insurance or accident insurance for 33 out of 48 employees. This question is rated as no because only few workers were provided with work-related injury insurance.

通过与管理层、工人代表和工人的访谈以及文件查看，审核发现工厂没有给48名员工中的33名员工提供商业意外险或者工伤险。这个问题被评为不符合的原因是工厂只为少数员工提供了工伤险。

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 site observation, interviewing with management, worker representative and workers as well as documents review, it was noted that there was no chemical label posted for machine oils used in the workshop. This question is rated as partially because chemical was stored in the secondary containment, MSDS was provided in the used area and all related employees were trained how to use chemicals. (Regulation of Chemical Safety Usage in Workplace, Article 12)

基于现场观察，管理层，员工代表，员工访谈，以及文件审核，审核员发现厂区里使用的机油没有张贴化学品标签。这个问题被评为部分符合，因为化学品配置了二次容器，安全技术说明书有提供在使用区域，另外，所有的相关人员有培训如何使用化学品。（《工作场所安全使用化学品规定》第12条）

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH**Finding**

According to interviewing with management and employees, document review as well as site tour, it was noted that one sampled electric panel was not installed with outer protective cover and without warning sign in the workshop. This question is rated as partially because the factory has established the electrical safety management procedures and provided regular training for employees. Moreover, the electrical boxes were inspected by qualified electrician monthly. (General Guide for Safety of Electric User GBT 13869-2017 Article 5.1.2 and Law of the PRC on Work Safety Article 35)

LOCAL LANGUAGE

通过与管理层和员工的访谈，文件查看以及现场走访，审核发现工厂车间一个抽样电开关未安装外保护罩且未张贴警示标识。这个问题被评为部分符合的原因是工厂有建立电气安全管理程序，并为员工提供定期的培训，且每月有有资质的电工定期检查。（《用电安全导则》GBT 13869-2017 第 5.1.2 条和《中华人民共和国安全生产法》第三十五条）