

Monitored Party	amfori ID	Address
QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd	156-073100-000	No. 629 ZHUQI ROAD, QINGKOU TOWN,GANYU DISTRICT, LIANYUNGANG CITY, JIANGSU PROVINCE., LIANYUNGANG, Jiangsu Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	QIMA Limited
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
04/09/2026	04/09/2026	08/09/2026
Expiration Date	Announcement Type	
08/09/2027	Semi Announced	
Site	Site amfori ID	
QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd	156-073100-001	

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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: Thomas Hu; APSCA membership number: CSCA 21702074.

Monitoring partner name: QIMA LIMITED

Audit schedule details: (Total md is 1.5MD) The audit is planned for 1 auditor x 1 day. 1 day on site, and 0.5 day for reporting.

Audit Start & End Time: 4-Sep-2026: started at 08:00 and ended at 16:00.

Audit type: Semi-announced full audit

Business partner information:

QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd (Business license registration number: 91320707MAK9MB781E)

青岛福合康服饰有限公司连云港市赣榆分公司

No. 629 ZHUQI ROAD, QINGKOU TOWN, GANYU DISTRICT, LIANYUNGANG CITY, JIANGSU PROVINCE, China

中国江苏省连云港市赣榆区青口镇祝其路629号

The semi-announced full audit was conducted on September 4, 2026. The auditee established on March 17, 2026. The total structure area was about 2800 square meters. The auditee was specialized in manufacture of garments, the main production processes were cutting, sewing, ironing, inspection and packing.

Audited location information:

The auditee leased the one 1-storey building as office, ironing, inspection, packing workshop and finished goods warehouse, one 1-storey building as cutting, sewing workshop and raw material warehouse form Lianyungang Ganyu Tianhe Clothing Co., Ltd. The auditee provided the lease contract for review. Therefore, the building construction certificate and fire certificate were applied for under the name of Lianyungang Ganyu Tianhe Clothing Co., Ltd. No canteen, kitchen, dormitory and transportation provided by the auditee.

Operating shifts and hours:

All employees worked for 8 hours per day and 5 days a week from Monday to Friday, sometimes had overtime on Saturdays and had rest on Sundays and Holidays. All employees worked for one shift from 8:00 to 17:00 with 1 hour for lunch time from 12:00 to 13:00 and 2 hours as overtime hour from 18:00 to 20:00 for production workers. The peak months were not obvious.

The attendance records from March 17, 2026 to the audit day were reviewed in the audit. 6 sampled workers' attendance records from July 2026(current month), June 2026(random month) and April 2026(random month) were selected for checking.

According to the provided attendance records and workers interviews, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hours were 18 hours per week and the maximum monthly overtime hours were 69 hours.

Time recording system:

The auditee used electric attendance system to record workers' working time.

Salary payment details:

The local minimum wage was RMB 2100 per month equivalent to RMB 11.55 (2100/21.75/8) per hour since January 1, 2024 and RMB 2180 per month equivalent to RMB 12.53 (2180/21.75/8) per hour since January 1, 2026. Payroll records from March 2026 to July 2026 were provided for review. 6 sampled workers' payroll records from July 2026(current month), June 2026(random month) and April 2026(random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB 13.79 per hour, which was higher than the legal requirement. Wage was released by bank transfer at the end of next month. The auditee provided social insurance for partial age-appropriate employees and paid the commercial injury insurance for all employees.

Worker number information:

- Total worker number: 30; (Among of them 28 were production employees and 2 were non-production employees); All employees were permanent employees and were local employees.
- Production worker number: 28, including 5 males and 23 females.

Worker organization details:

There was no labor union in the auditee currently. 2 worker representatives had been elected by employees, and the auditee had conducted internal communication meetings with worker representatives regarding workplace-related issues regularly.

Circumstances:

During the whole audit, the auditee was collaborative. The management showed a cooperative attitude during the whole process and provided fully access to the whole facility. The production and workforce were operated in normal level.

Summary of findings:

Performance area 1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The Social Management System were not implemented properly. The auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. Monthly overtime hours of randomly selected employees exceeded legal requirements.

Performance area 2:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The sampled worker representative was not quite aware of amfori BSCI values and principles.

Performance area 5:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Insufficient social insurance participated.

Performance area 6:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Monthly overtime hours exceeded the legal requirement.

Performance area 7:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee complied with occupational health and safety regulations in most areas, but some areas still needed to be improved. The goods were stored against the wall or pillar in the warehouse. No needle guards were installed for partial sewing machines. No private door was installed for the stall in the toilets to protect the employees' privacy.

Living wage calculation:

The auditee had not evaluated the living wage for all workers. According to the auditor's calculation, the calculated living wage standard was RMB 2392.5 per month. GLWC data was not available in this city. Anker methodology was used for Living Wage calculation by auditor. Family Size and Number of workers per family and other data were from the official statistical yearbook, worker interview analysis and from local market data, and etc.

Remark:

1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.
2. Below documents were not uploaded because:
 - 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
 - 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 - 3). There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.
 - 4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site

QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd

Site amfori ID

156-073100-001

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	30	Workers
Legal minimum wage in local currency	2,180	Monthly
Lowest wage paid for regular work at the site	2,400	Monthly
Calculated living wage in local currency	2,392.5	Monthly
Total sample	6	Workers

Other Metrics

Male workers	6	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	6	Workers
Permanent workers - Female	24	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	0	Workers
Domestic migrant workers - Female	0	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	6	Workers
Workers hired directly - Female	24	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: QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd | Site amfori ID: 156-073100-001

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 auditee has established a system of social responsibility, conducted internal assessment and management review, and conformed to amfori BSCI requirements and relevant local law requirements in most performance areas, however, some performance areas should be improved, for example, systematically overtime and insufficient social insurance coverage were found. It violated the requirement of question 1.1 in amfori BSCI system manual.	被审核方建立了社会责任体系，进行了内审及管理评审，在大部分执行领域符合了amfori BSCI要求和相关的法规要求，但一些领域仍需要提高，如存在系统性地加班和社保参保不足。违反了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	
Through document review, the auditee had established workforce capacity management procedure, but the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, based on attendance records provided by the auditee, monthly overtime hours of randomly selected employees exceeded legal requirements. It violated the requirement of question 1.4 in amfori BSCI system manual.	通过文件查阅，被审核方有建立生产能力管理程序，但没有合理的评估其生产能力是否可以满足其生产订单要求。另外，根据被审核方提供的考勤记录，随机抽取的员工的月加班时间超出了法规要求。违反了amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd | Site amfori ID: 156-073100-001

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	
The auditee had posted the amfori BSCI Code of Conduct publicly, and provided amfori BSCI training with all employees, but according to interviews, it was noted that the sampled worker representative was not quite aware of amfori BSCI values and principles. It violated the requirement of question 2.4 in amfori BSCI system manual.	被审核方张贴了 amfori BSCI 行为准则，提供了 amfori BSCI 行为准则的培训给所有员工，但抽样访谈的员工代表并不太清楚 amfori BSCI 的标准和原则。 违反了 amfori BSCI 管理手册中问题 2.4 的要求。

PA 5: Fair Remuneration

Site: QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd | Site amfori ID: 156-073100-001

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	
Through document review and management interview, auditor noted that the auditee management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. The actual regular wage paid by auditee for all employees was more than the fair remuneration figure calculated by audit company and local minimum wage. It violated the requirement of question 5.4 in amfori BSCI system manual.	通过文件查阅和管理人员访谈，审核员发现被审核方的管理层没有按照 amfori BSCI 要求收集相关数据并对当地体面生活工资标准进行评估。但被审核方实际实付的所有员工基本工资高于审核公司计算的公平需求工资也高于最低工资标准。 违反了 amfori BSCI 管理手册中问题 5.4 的要求。

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 participated. Based on management interviews, document review, and employee interviews, there were 30 employees (including 17 retired employees and no new employee) in the factory, 2 employees (15.38%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance,	社会保险参保不足。根据管理层访谈，文件查看和员工访谈，被审核方 30 名员工（包括 17 名退休返聘人员，没有新员工），2 人（15.38%）参加了养老保险，医疗保险，失业保险，生育保险和工伤保险。工厂为所有员工购买了商业意外险。 参考法规：《中华人民共和国社会保险法》第十条，第二十三条，第三十三条，第四十四条和第五

Finding	
maternity insurance, employment injury insurance. The factory purchased commercial insurance for all employees. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44 and Article 53.	十三 条。

PA 6: Decent Working Hours

Site: QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd | Site amfori ID: 156-073100-001

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	
Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours of 6 out of 6 randomly selected employees were 69 hours in July 2026(current month), 6 out of 6 randomly selected employees were 58 hours in June 2026(random month), 6 out of 6 randomly selected employees were 58 hours in April 2026(random month). Reference law: The PRC Labour Law article 41.	加班时间超过法规要求。通过文件审核，审核员发现在抽取的2026年7月份（当前月）的考勤中，6名随机抽取的员工中6人月加班时间为69小时，2026年6月份（随机月）的考勤中，6名随机抽取的员工中6人月加班时间为58小时，2026年4月份（随机月）的考勤中，6名随机抽取的员工中6人月加班时间为58小时。 参考法规：中华人民共和国劳动法第四十一条。

PA 7: Occupational Health and Safety

Site: QINGDAO FUHEKANG GARMENT Co.,Ltd LIANYUNGANG CITY GANYU BRANCH Co.,Ltd | Site amfori ID: 156-073100-001

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 auditee complied with occupational health and safety regulations in most areas, but some areas still needed to be improved, such as partial machines without protective devices etc. It violated the requirement of question 7.1 in amfori BSCI system manual.	被审核方在大部分区域遵守了职业健康安全法规，但有一些地方仍需改善，例如部分机器没有防护装置等。 违反了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 goods were stored against the wall or pillar in the warehouse. During facility tour, partial goods were stored against the wall or the pillar in raw material warehouse and finished goods warehouse. Reference law: General Rules for Fire Safety Management of Storage Occupancies XF 1131 2014 Article 6.8.

企业的仓库中货物靠墙靠柱堆放。经现场走访发现，企业的原料仓库和成品仓库中部分货物靠墙或靠柱堆放。
参考法规：仓储场所消防安全管理通则XF 1131-2014第6.8条。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, it was noted that no needle guards were installed for 2 sewing machines in the sewing workshop. Reference law: General Rules of Design on Health and Safety of Production Facility (GB 5083-2023) 6.1.2.

根据现场观察，发现缝纫车间2台缝纫机没有安装针挡。
参考法规：生产设备安全卫生设计总则(GB 5083-2023) 第6.1.2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 onsite observation, it was noted that no private door was installed for the stall in the toilets to protect the employees' privacy. Reference law: Reference Law: Design of Industrial Enterprises (GBZ1-2010), article 7.3.4.1, 7.3.4.2)

根据现场观察，蹲位都没有隐私门，以保护员工在厕所内的隐私。
参考法规：工业企业设计卫生标准（GBZ 1-2010），第7.3.4.1, 7.3.4.2条。