

Monitoring summary report for Xianju Shibande Art & crafts Products Factory

MONITORING ID: 25-0358965



Monitored Party Xianju Shibande Art & crafts Products Factory	amfori ID 156-032756-000	Address No.20, YiCheng Three Road, AnZhou Street, XianJu County, Taizhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 15/11/2025	Closing Meeting Finished Date 19/11/2025	Submission Date 19/11/2025
Expiration Date 19/11/2026	Announcement Type Semi Announced	
Site Xianju Shibande Art & crafts Products Factory	Site amfori ID 156-032756-002	

This is an extract of the online Monitoring Result, generated on 20/11/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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	C	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Carmen Lee; APSCA membership number: CSCA21700218.

Monitoring partner name: QIMA LIMITED

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

Announcement Type: semi-announced

audit date: 15-Nov-2025

Business partner information:

The auditee named Xianju Shibande Art & crafts Products Factory/仙居县诗班德工艺品厂 (business license No: 91331024769639743R), started their operation since December 20, 2004, it was located at No.20, YiCheng Three Road, AnZhou Street, XianJu County, Taizhou City, Zhejiang Province, China/中国浙江省台州市仙居县安洲街道艺城三路20号.

Total operation area was 8000 square meters.

The main product were furniture such as sofa, dresser and etc. The main productive operation includes metal processing(cutting, welding, punching etc.), wood processing(cutting, holing, polishing etc.), powder coating, cutting, sewing, gluing, cotton filling, assembly, inspection and packing.

Location information:

The audited factory used whole 1F and 2F, 3/4 of 3F, 1/2 of 4F of one 6-storey as office, workshop and warehouse (1F used as metal processing, wood processing, powder coating and warehouse; 2F used as assembling, inspection and packing and warehouse; 3/4 of 3F used by audited factory as gluing, packing, cotton filling; 1/4 of 3F used by Xianju Fuchuan Art& Craft Factory as production and warehouse; 1/2 of 4F used by audited factory as office, sewing, cutting and warehouse; 1/2 of 4F used by Xianju Fuchuan Art& Craft Factory as production and warehouse; 5F used by Xianju Fuchuan Art& Craft Factory as production and warehouse; 6F used by Zhejiang Youhe Household Co., Ltd as production and warehouse.

Remark: the audited factory did not mingle to use employees, or share management with above 2 factories, so these two factories were not in audit scope. Relevant renting contract and business licenses were provided for review.

Operating shifts and hours:

All employees worked for 5 days a week from Monday to Friday. Those employees worked from 7:30 to 17:30 with 2 hour's break from 11: 30 to 13:30. The attendance records from Oct-2024 to the audit day were reviewed in the audit. 8 sampled workers' attendance records from Sept-2025 (current month), June-2025(random month) and Mar-2025 (random month) were selected for checking. No obvious peak season was in the factory. According to the provided attendance records and workers interviews, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hours were 14 hours per week and the maximum monthly overtime hours were 66 hours. There was no obvious peak season in the factory per management interview.

Time recording system:

The factory used finger print/face scan attendance system to record these employees' attendances.

Salary payment details:

12 months wages records from Oct-2024 to Sept-2025 had been provided for review. 8 sampled workers' payroll records from Sept-2025 (current month), June-2025 (random month) and Mar-2025 (random month) were selected for checking. According to sampling check, the lowest basic wages were RMB 3000 per month (equal to RMB 17.25 per hour), which was higher than the local minimum wage standard (RMB 2010 per month, equal to RMB 11.55 per hour). Overtime wage was paid according to legal requirement, 150%, 200% and 300% of regular wage for overtime on weekdays, weekends and holidays respectively. Wages were paid at about 30th of next month by cash.

Worker number information:

There were total 23 employees in the factory. 19 were production employees(9 females and 10 males) and 4 was non-production employee. All employees were permanent employees and 2 out of them(2 males and 0 female) were domestic migrant employees from other provinces of China. The audited factory recruited all employees directly.

Worker organization details:

There was no trade union established in the factory. One worker representative was elected freely by workers in the factory. Workers could access and complaint to the worker representative freely. The worker representative had met and communicated with factory management every 3 months.

Circumstances:

No special circumstance in the factory.

Summary of findings:

PA 1 The overall observation showed that the factory partially fulfilled the requirement of this performance area. The Social Management System was not implemented properly. The factory did not have an effective plan to monitor the overtime for workers.

PA 2 The overall observation showed that the factory partially fulfilled the requirement of this performance area. Workers were not aware of BSCI code.

PA 5 The overall observation showed that the factory partially fulfilled the requirement of this performance area. Insufficient social insurance participation.

PA 6 The overall observation showed that the factory partially fulfilled the requirement of this performance area. Workers' monthly overtime hours had exceeded legal requirement

PA 7 The overall observation showed that the factory partially fulfilled the requirement of this performance area. The facility was not fully in compliance with legal requirements on occupational health and safety;/ no occupational health check provided.
Improper PPE wearing;
No needle guard/belt guard/ safety guard for machines.
Goods storage against wall or pillar;

PA 12 The overall observation showed that the factory partially fulfilled the requirement of this performance area. No EIA, approval, EPCA provided;
No hazardous wastes transfer records provided.

Living wage calculation:

The factory had calculated the living wages, which was reasonable.

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 factory, which makes the contractor license/permit not applicable.
 - 2). There are no agencies used by the factory, which makes the agency labour contract not applicable.
 - 3). There are no collective bargaining agreements set by the factory, which makes the collective bargaining agreements not applicable.
 - 4). There is no documented valid authorization to make exemptions on working hours by the factory, which makes the documented valid authorization to make exemptions on working hours not applicable.
 - 5). According to local requirement, the factory did not compile an EIA, so no document uploaded.

SITE DETAILS

Site

Xianju Shibande Art & crafts
Products Factory

Site amfori ID

156-032756-002

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Paper & Forest Products
Sub Industry		
Forest Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of veneer sheets and wood-based panels

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	23	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,250	Monthly
Total sample	8	Workers

Other Metrics

Male workers	11	Workers
Female workers	12	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	Workers
Permanent workers - Female	12	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	2	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	11	Workers
Workers hired directly - Female	12	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	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Xianju Shibande Art & crafts Products Factory | Site amfori ID: 156-032756-002

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	
As per document review, facility tour, worker and worker representative and management interview, it was found that BSCI Code was not carried out effectively, which resulted in the non-compliance on management system, wages and benefit and working hour etc. It violated code 1.1	根据文件审核,现场走厂,员工和员工代表面谈和管理层面谈,发现被审核方(生产商)BSCI准则未得到有效执行,以致于工厂在管理系统,福利和工时等有问题。 违反了第 1.1 条规定

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	
As per document review, worker and worker representative and management interview, the facility had set up the workforce planning to reduce the overtime, however, the workforce planning was not effective, because most sampled employees worked overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. It violated code 1.4	根据文件审核,员工和员工代表面谈和管理层面谈,企业有建立人力资源加班时间的控制计划,但是此计划没有有效地实施,因为大部分抽取的员工加班时间超过当地法规要求。具体参考检查点6.2 违反了第 1.4 条规定



PA 2: Workers Involvement and Protection

Site: Xianju Shibande Art & crafts Products Factory | Site amfori ID: 156-032756-002

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 training on amfori BSCI COC was provided to all employees including newcomers, and amfori	Amfori BSCI行为准则的培训有提供给了所有员工包括新员工,并且BSCI行业准则张贴在现场。然后,

Finding

BSCI COC was posted on site. However, 2 out of 8 interviewees did not know well about the amfori BSCI COC.
It violated code 2.4

被访8名员工中有2名不太了解amfori BSCI 行为准则。
违反了第 2.4 条规定。

PA 5: Fair Remuneration

Site: Xianju Shibande Art & crafts Products Factory | Site amfori ID: 156-032756-002

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

There were 23 employees (7 retired employees and no new employee), and according to the social insurance receipt of Oct-2025, the factory only purchased basic pension insurance, unemployment insurance, maternity insurance and medical insurance to 13 employees; injury insurance to 14 employees.

Remark: The factory purchased commercial accident insurance to 15 employees, which covered those uninsured employees and valid to 23-Mar-2026.

In accordance with the Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53.

共有 23 名员工（其中 7 名为退休返聘员工，无新员工），根据 2025 年 10 月的社会保险收据，工厂仅为 13 名员工购买了基本养老保险、失业保险、生育保险和医疗保险；为 14 名员工购买了工伤保险。
备注：工厂为 15 名员工购买了商业意外保险，该保险覆盖了未参保的员工，并有效至 2026 年 3 月 23 日。

依据《中华人民共和国社会保险法》第 10 条、第 23 条、第 33 条、第 44 条、第 53 条。

PA 6: Decent Working Hours

Site: Xianju Shibande Art & crafts Products Factory | Site amfori ID: 156-032756-002

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

According to attendance review, auditor noted that the monthly overtime hours of 8 out of 8 randomly selected employees were 58 hours in Sept-2025(current month); the monthly overtime hours of 8 out of 8 randomly selected employees were 56 hours in June-2025(random month), the monthly overtime hours of 8 out of 8 randomly

根据考勤审查，审核员发现，在 2025 年 9 月（当月），随机选取的 8 名员工的每月加班时长为 58 小时；在 2025 年 6 月（随机月份），这 8 名员工的每月加班时长为 56 小时；在 2025 年 3 月（随机月份），这 8 名员工的每月加班时长为 66 小时，均超过了法定要求。

依据《中华人民共和国劳动法》第 41 条

Finding

selected employees were 66 hours in Mar-2025 (random month), which exceeded the legal requirement.
In accordance with the PRC Labour Law article 41

PA 7: Occupational Health and Safety

Site: Xianju Shibande Art & crafts Products Factory | Site amfori ID: 156-032756-002

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

ENGLISH

LOCAL LANGUAGE

Finding

1.Through management and worker interview, document review and factory tour. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as machine safety and etc.
It violated code 7.1
2.Through factory tour, auditor noted that there was dust and noise generated in metal processing and wood processing etc. The auditee did not provide any occupational health examinations to those workers in the past 12 months.
In accordance with PRC Law of Prevention and Control of Occupational Diseases article 35

1.通过管理和员工访问，文件审核和现场走访，受审核方大部分符合了职业健康安全与其活动相关的规定如关于电力、逃生路线和紧急出口、急救等方面的规定。但是，受审核方没有完全遵守适用于其活动的职业健康安全规定，如设备安全等。
违反了第 7.1 条规定。
2.审核员发现：工厂木工车间和铁制品车间有噪音和粉尘等职业危害因素，但是受审核方在最近12个月没有给以上员工提供任何职业病体检。
依据《中华人民共和国职业病防治法》第 35 条

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

According to factory tour, it was noted that the 3 out of 3 wood processing workers were only wearing the one-off medical mask but not anti-dust mask; one gluing worker was wearing the anti-dust mask but not the active carbon mask.
In accordance with Law of the PRC on Work Safety Article 45

根据工厂参观的情况得知，这 3 名从事木材加工工作的员工仅佩戴了一次性医用口罩，而没有佩戴防尘口罩；一名胶水工人戴着防尘口罩，但没有佩戴活性炭口罩。
依据《中华人民共和国安全生产法》第 45 条

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	
Through factory tour, auditor noted that the goods were stored against the wall or the pillar in material warehouse and finished products warehouse. In accordance with General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8.	通过现场走访，审核员发现：原料仓和成品仓库的货物靠墙靠柱堆放。 依据《仓储场所消防安全管理通则》GA1131-2014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	
Through factory tour, auditor noted that there were no needle guards were installed for 2 sewing machines; no belt guard for 2 punching machines; no safety guard for those footboards of 4 punching machines in the factory. In accordance with National Safety Technical Code for Electric Equipments-GB19517-2009 Article 2.3.3	通过工厂参观，审核员发现有两台缝纫机未安装护指装置；有两台冲床未安装防护罩；还有四台冲床的脚踏板未安装安全防护装置。 依据《电气设备安全技术规程》（GB19517-2009）第2.3.3条规定

PA 12: Protection of the Environment

Site: Xianju Shibande Art & crafts Products Factory | Site amfori ID: 156-032756-002

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
During facility tour, auditor found that products in the facility were furniture, and the main processes are wood processing, metal processing, gluing cutting, sewing, assembling, inspection and packaging, waste gas and hazardous waste generated from manufacturing would cause influence on the environment. EIA document shall be compiled for assessing detailed environmental impacts and relevant protective measures. However, the facility could not provide EIA document/approval/EPCA for review.	在工厂参观期间，审核员发现该工厂生产的产品是家具，主要工艺流程包括木材加工、金属加工、胶合、切割、缝纫、组装、检验和包装，生产过程中产生的废气和危险废物会对环境造成影响。应当编制环境影响评价文件以评估详细的环境影响及相关的保护措施。然而，该工厂无法提供环境影响评价文件/环评批复/竣工验收报告供审核。 根据《中华人民共和国环境影响评价法》第十六条和第二十二条和根据《建设项目环境保护管理条例》第十七条

Finding

In accordance with The PRC Environmental Impact Assessment Law article 16 and Article 22 and In accordance with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

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

According to factory tour, it was noted that hazardous waste were generated in gluing areas, however, no hazardous wastes transfer records provided for review.
In accordance with the Law of the People's Republic of China on Prevention and Treatment of Environmental Pollution Caused by Solid Waste Article 82

根据工厂参观情况得知，粘胶区域产生了有害废弃物，但并未提供可供审查的有害废弃物转移记录。依据《中华人民共和国固体废物污染环境防治法》第 82 条