

Monitored Party WUXI HONGFA EMBROIDERY CO.,LTD	amfori ID 156-071620-000	Address 3F, Plant 1, No. 116, Chunsun East RD., XiShan District, Wuxi , Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 06/07/2026	Closing Meeting Finished Date 07/07/2026	Submission Date 13/07/2026
Expiration Date 13/07/2027	Announcement Type Semi Announced	
Site WUXI HONGFA EMBROIDERY CO.,LTD	Site amfori ID 156-071620-001	

This is an extract of the online Monitoring Result, generated on 13/07/2026, 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	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	A	
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 2.0MD) The audit is planned for 1 auditor x 2 days. 1.5 days on site, and 0.5 day for reporting.

Audit type: Semi-announced full audit

Business partner information:

WUXI HONGFA EMBROIDERY CO.,LTD(Business license registration number: 91320205726534300D)

无锡鸿发电脑刺绣有限公司

3F, Plant 1, No. 116, Chunsun East RD., XiShan District, Wuxi City, Jiangsu Province, China

中国江苏省无锡市锡山经济开发区春笋东路116号一号厂房三楼

The semi-announced full audit was conducted from July 6, 2026 to July 7, 2026. The auditee established on March 15, 2001. The total area the auditee used was 5136.34 square meters. The auditee was specialized in the manufacturing of embroidery products and embroidery related products. The main production process was fusing, embroidery, cutting, inspection and packing.

Audited location information:

The audited factory leased the 3rd floor of one 5-storey building as office, fusing, embroidery, cutting, inspection and packing workshop, raw material and finished goods warehouse, canteen from Tongfang Computer Co., Ltd. The auditee provided the lease contract for review. No kitchen, dormitory and transportation were provided by the auditee. The remaining floors of the 5-storey building belonged to the landlord (Tongfang Computer Co., Ltd.). Through facility tour, employee interview and management interview, two facilities were independent companies with different business licenses, production areas, management systems, employees, attendance system, safety guards and etc. No product or employee was shared each other. No dormitory and transportation were 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 16:30 with 0.5 hour for lunch time from 11:30 to 12:00 and 3 hours as overtime hour from 17:00 to 20:00 for production workers. The peak months were not obvious.

The attendance records from June 2025 to the audit day were reviewed in the audit. 10 sampled workers' attendance records from May 2026(current month), March 2026(random month) and October 2025(random month) were selected for checking.

According to the provided attendance records and workers interviews, the maximum daily overtime hours were 3 hours, the maximum weekly overtime hours were 15 hours per week and the maximum monthly overtime hours were 51 hours.

Time recording system:

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

Salary payment details:

The local minimum wage was RMB 2490 per month equivalent to RMB 14.31 (2490/21.75/8) per hour since January 1, 2024 and RMB 2660 per month equivalent to RMB 15.29 (2660/21.75/8) per hour since January 1, 2026. Payroll records from June 2025 to May 2026 were provided for review. 10 sampled workers' payroll records from May 2026(current month), March 2026(random month) and October 2025(random month) were selected for checking. Workers were paid by hourly rate basis; the lowest-paid wages paid for workers were RMB 17.87 per hour which was higher than the local minimum wage. Wage was released by bank transfer on the 15th of next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on Sundays and holidays. The auditee provided social insurance for all age-appropriate employees and paid the commercial injury insurance for all retired employees.

Worker number information:

• Total worker number: 74; (Among of them 47 were production employees and 27 were non-production employees); All

employees were permanent employees and 25 were domestic migrant employees.

- Production worker number: 47, including 4 males and 43 females.

Worker organization details:

There was no labor union in the auditee currently. 3 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.

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.

Performance area 12:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. No risk assessment of water and electricity use were conducted and no plans for the use of electricity and water were made.

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

WUXI HONGFA EMBROIDERY CO.,LTD

Site amfori ID

156-071620-001

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	74	Workers
Legal minimum wage in local currency	2,660	Monthly
Lowest wage paid for regular work at the site	3,110	Monthly
Calculated living wage in local currency	2,392.5	Monthly
Total sample	10	Workers

Other Metrics

Male workers	9	Workers
Female workers	65	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	65	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	2	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	19	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	9	Workers
Workers hired directly - Female	65	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	8	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: WUXI HONGFA EMBROIDERY CO.,LTD | Site amfori ID: 156-071620-001

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 was 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。
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: WUXI HONGFA EMBROIDERY CO.,LTD | Site amfori ID: 156-071620-001

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: WUXI HONGFA EMBROIDERY CO.,LTD | Site amfori ID: 156-071620-001

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。

PA 6: Decent Working Hours

Site: WUXI HONGFA EMBROIDERY CO.,LTD | Site amfori ID: 156-071620-001

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.	加班时间超过法规要求。通过文件审核，审核员发

Finding	
Through document review, auditor found that the monthly overtime hours of 8 out of 10 randomly selected employees were 41-51 hours in March 2026(random month), 5 out of 10 randomly selected employees were 38-45 hours in October 2025(random month). Remark: the monthly overtime hours of 10 out of 10 randomly selected employees were 9-30 hours in May 2026(current month). Reference law: The PRC Labour Law article 41.	现在抽取的2026年3月份（随机月）的考勤中，10名随机抽取的员工中8人月加班时间为41-51小时，2025年10月份（随机月）的考勤中，10名随机抽取的员工中5人月加班时间为38-45小时。 备注：抽取的2026年5月份（当前月）的考勤中，10名随机抽取的员工中10人月加班时间为9-30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: WUXI HONGFA EMBROIDERY CO.,LTD | Site amfori ID: 156-071620-001

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 goods were stored against the wall or pillar 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，例如部分货物靠墙靠柱堆放等。 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 in raw material 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，企业的原料仓库中部分货物靠墙堆放。 参考法规：仓储场所消防安全管理通则XF 1131-2014第6.8条。



PA 12: Protection of the Environment

Site: WUXI HONGFA EMBROIDERY CO.,LTD | Site amfori ID: 156-071620-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and employee and management interview. The auditee established policies on energy conservation and emission reduction, such as saving electricity and water; but no risk assessment of water and electricity use were conducted and no plans for the use of electricity and water were made. It violated the requirement of question 12.5 in amfori BSCI system manual.	依据文件审核，员工访谈和管理人员访谈。被审核方建立关于节能减排的政策，如节约用水用电等；但是没有对水电使用做风险评估、制定用电用水的计划。 违反了amfori BSCI管理手册中问题12.5的要求。