

Monitored Party Leting Zhusheng Metal Products Factory	amfori ID 156-024488-000	Address Tingliuhe Industrial park, Leting County, Tangshan, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 09/10/2025	Closing Meeting Finished Date 10/10/2025	Submission Date 16/10/2025
Expiration Date 16/10/2026	Announcement Type Semi Announced	
Site Leting Zhusheng Metal Products Factory	Site amfori ID 156-024488-002	

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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: Chelsea Xu; APSCA membership number: CSCA 21700796

Name of team auditor (if applicable): Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: TUV SUD

Audit schedule details: The audit is planned for 1 auditor x 1.5 days on 9-10, October 2025.

Announcement Type: semi-announced.

Business partner information: The main auditee of Leting Zhusheng Metal Products Factory (Uniform Code of Social Credit: 91130225721608382T) located at Tingliuhe Industrial Park, Leting County, Tangshan City, Hebei Province, China. The main auditee was established since 3 January 2000. The facility was specialized in the manufacturing of steel spades. The main production processes included cutting, punching, forming, welding, wooden handle shaping, spray-painting, assembly, inspection, and packing.

Audited location information: The main auditee currently occupied part of one 1-storey building as cutting and spray-painting, one 1-storey building as forming, welding, spray-painting, one 1-storey building as wooden handle shaping, assembly, inspection, and packing, three 1-storey buildings as warehouse, one 3-storey building as office area. No dormitory or canteen was provided for the workers currently. The total occupied area was about 30000 square meters. The production building belonged to main auditee. Part of one 1-storey building and other 4 buildings in the same compound were rented to other companies, which specialised in Steel back and plastic products. Leasing contracts and business license were provided for review. No worker exchanged was found during the current audit. The current audit covered the area used by the main auditee only.

Operating shifts and hours: The normal working hours were 8 hours per day and 40 hours per week in the facility. The normal working days were from Monday to Friday and rest days were Saturdays and Sundays. All workers worked in one shift, 8:00-12:00, 13:00-17:00. Overtime on workdays was arranged for 2 hours at most. Rest overtime hours were arranged for 8 hours on Saturdays.

Time recording system: The main auditee used face scanning system to record working hours of all workers. Attendance records from September 2024 to the audit day were provided for review. There was no obvious peak season in the facility. Thus, the time records of March 2025, May 2025 and August 2025 were selected for sampling. Workers maximally worked 10 hours per day and 54 hours per week. The maximum monthly overtime hours were 68 hours. Workers were guaranteed with at least one day off per seven days.

Salary payment details: All workers were paid by monthly rate. The wages were paid by bank by the 18th day of each following month. The payrolls of March 2025, May 2025 and August 2025 were selected as samples. The minimum basic wage was RMB 2600 per month for the workers in the facility. The local minimum wage was RMB 2200 per month.

Worker number information: there were total 96 workers working in the facility including 77 production workers (43 males and 34 females) and 19 non-production workers (12 males and 7 females) and 6 of them are management staff. 5 domestic migrant workers (3 males and 2 females) were from other province of China and no foreign migrant workers were hired in the facility. No young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker were used by the facility currently. The facility did not use other special group workers such as interns, apprentices, contractor workers etc.

Good practices: Nil.

Worker organization details: The facility did not have trade union; however, worker committee with 3 worker representatives were elected by workers.

Circumstances: 1. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit.

2. No inconsistencies between time records and production records were observed.

3. The personal information of workers were removed from the uploaded documents as required by Personal Information

Protection Law.

4. No building safety license was provided for review. The fire licenses were under the facility's original name.

Summary of findings: In this audit, non-compliances were observed in 5 performance areas, please refer to PA 1, PA 2, PA 5, PA 6 and PA 7 for details.

Living wage calculation: #Living wage, the data on GLWC website was not used, but the calculation method still follows Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site
**Leting Zhusheng Metal Products
Factory**

Site amfori ID
156-024488-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	94	Workers
Legal minimum wage in local currency	2,200	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	2,287	Monthly
Total sample	11	Workers

Other Metrics

Male workers	54	Workers
Female workers	40	Workers
Non-binary workers	0	Workers
Permanent workers - Male	55	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	4	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	3	Workers
Domestic migrant workers - Female	2	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	55	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	6	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Leting Zhusheng Metal Products Factory | Site amfori ID: 156-024488-002

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	
<p>Based on document review, onsite observation, management interview, worker representative and worker interview, the main auditee had established the social compliance management system based on BSCI COC and legal requirement. The main auditee partially complied with the requirement because the implementation of social compliance management system was not fully effective. Some performance areas were required more Improvements. (amfori BSCI Code of Conduct)</p>	<p>根据文件查阅，现场查看，管理层访谈，员工代表和员工访谈，被审核方依据BSCI行为守则和法律要求建立了一套社会责任管理体系，由于在社会责任管理体系的执行方面不是很完全有效，被审核方部分遵守BSCI行为准则。在一些执行领域的实施情况还需要提高。(amfori BSCI行为准则)</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>Based on document review, onsite observation, management interview, worker representative and worker interview, the main auditee partially complied with requirement since the main auditee has established the workforce planning and cost accounting procedure, but no workforce planning record and calculated production cost records were provided for review. In addition, the monthly overtime hours of workers exceeded legal requirement. (amfori BSCI Code of Conduct)</p>	<p>根据文件查阅，现场查看，管理层访谈，员工代表和员工访谈，被审核方部分符合要求因为被审核方建立了产能规划和生产成本核算程序，但是没有提供产能规划和成本核算的记录。另外员工的月加班超过法律要求。(amfori BSCI行为准则)</p>



PA 2: Workers Involvement and Protection

Site: Leting Zhusheng Metal Products Factory | Site amfori ID: 156-024488-002

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
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Finding

Based on onsite observation, management interview, worker representative and worker interview and document review, the main auditee partially meets the requirement: The main auditee has established a grievance mechanism. However, the provided grievance procedure does not define potential conflicts of interest and how to overcome them. The main auditee did not conduct satisfaction survey on the grievance mechanism. (amfori BSCI Code of Conduct).

根据现场观察，管理人员访谈、员工代表访谈、员工访谈、文件查看及现场走访，被审核方部分符合该条款：工厂已经建立了申诉机制。但是，提供的书面申诉程序没有规定潜在的利益冲突以及如何解决该冲突，也没有进行申诉机制的满意度调查。（amfori BSCI行为准则）

PA 5: Fair Remuneration

Site: Leting Zhusheng Metal Products Factory | Site amfori ID: 156-024488-002

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

The social insurance did not cover 100% workers. There are currently 96 workers (0 newly hired worker, 23 retired workers, 0 temporary or dispatched workers) hired at the facility. As per onsite observation, management interview, worker representative and worker interview and social insurance receipts from July 2025 to September 2025 the main auditee provided 5 kinds of insurance for 75% workers. Group commercial insurance was provided for 92% workers, covering the workers who did not participate in social insurance, valid from 5 March 2025 to 4 March 2026. As per the management, worker representative and workers interview, some workers were unwilling to buy social insurance. Since benefit control measures were not fully effective to ensure 100% social insurance coverage, this question was rated as 'No'. (PRC Labor Act (1995), Article 72&73)

被审核方的社会保险没有覆盖到100%的员工。工厂现96名工人(0名新员工，23名退休人员，0名临时或者派遣员工)。根据现场观察，管理层访谈，员工代表和员工访谈以及2025年7月至2025年9月的社保缴费收据，被审核方给75%的员工提供了五种社保。给92%的员工提供了商业意外险，覆盖了没参加社保的员工，有效期从2025年3月5日到2026年3月4日。根据管理人员，员工代表和员工汇报，部分员工不愿意购买社保。由于福利控制措施不是完全有效，未能保证社保覆盖率达到100%，因此该问题为不符合。（中华人民共和国劳动法第七十二条和第七十三条）

PA 6: Decent Working Hours

Site: Leting Zhusheng Metal Products Factory | Site amfori ID: 156-024488-002

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	
<p>The time records from September 2024 to the audit day were provided for review. As per onsite observation, management, worker representative and worker interview and the randomly selected time records for 11 workers from March 2025, May 2025, and August 2025, the main auditee arranged 2 hours overtime work on regular working days at most and 8 hours on Saturday. As verified through document review and worker interview, workers can choose to conduct overtime working or not with voluntary principle. However, the main auditee did not ensure the workers overtime working hours in compliance with the requirement of local law. 100% sampled records in cutting, punching, forming, welding, wooden handle shaping, spray-painting, assembly, and packing workshop in all the sampled months conducted excessive monthly overtime hours. The maximum overtime working hours were up to 68 hours in March 2025. The main auditee explained that the overtime working was arranged due to production requirement. This question was rated as 'No' due to the implementation for working hours control measures was ineffective. (Labor Law of the Peoples' Republic of China (1995), Article 41)</p>	<p>被审核方提供了2024年9月到审核当天的考勤查看。根据现场观察，管理层、员工代表、员工访谈，和随机抽取的11员工的2025年3月，2025年5月和2025年8月的考勤，被审核方通常安排工作日每天最多2小时、周六8小时的加班。根据文件审阅和员工访谈，员工可以基于自愿原则选择加班或者不加班。但是，被审核方没有保证员工的加班时间符合法律要求。来自切割，冲压，成型，焊接，木柄加工，组装和包装 100%的抽样在所有抽样月份的月加班时间超时，最大加班为2025年3月的68小时。工厂解释由于生产的需要因此会安排加班。该问题为不符合因为工时控制程序的实施效果不佳。(中华人民共和国劳动法第四十一条)</p>

PA 7: Occupational Health and Safety

Site: Leting Zhusheng Metal Products Factory | Site amfori ID: 156-024488-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, onsite observation, management interview, worker representative and worker interview, the main auditee was partially in line with the requirement due to policies and procedures regarding occupational health and safety has been established according to BSCI Code of Conduct and local law requirements. But non-compliances were found during implementation. (amfori BSCI Code of Conduct)</p>	<p>根据文件查阅，现场查看，管理层访谈，员工代表和员工访谈，被审核方部分符合要求因为工厂针对BSCI行为准则和当地法规对于职业健康和安全的的要求建立了相关政策和程序，但是在实施过程中发现存在以下问题。(amfori BSCI行为准则)</p>

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	
<p>Based on onsite observation, document review, management interview and worker interview, the main auditee provided masks, face shields, earplugs, and gloves for workers, 1 worker in welding workshop was not wearing the provided mask and face shield during working hours. The main auditee explained they have provided PPE wearing training for workers and posted PPE wearing warning signs onsite. Since PPE usage control system of the facility was not fully effective, this question was rated as partially. (PRC Work Safety Law (2002), Amendment (2014), Article 42)</p>	<p>根据现场观察，文件查看，管理层访谈，员工访谈，被审核方给员工提供了口罩，面罩，耳塞和手套。1名焊接车间的员工在工作期间没有佩戴所提供的口罩和面罩。工厂解释，他们给员工提供了PPE使用的培训并且现场张贴了PPE佩戴提醒标识。由于被审核方的劳保用品使用控制措施不是完全有效，因此该问题为部分符合。(中华人民共和国安全生产法第四十二条)。</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?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, onsite observation, management interview, worker representative and worker interview, secondary containment was provided for chemical containment. But MSDS was missing for paintings and cutting fluid in chemical warehouse. This question was rated as partially due to that chemical control measures were not fully effectively implemented. (Regulations on Chemical Safe Usage in Workplace (1997), Article 12.)</p>	<p>根据文件查阅，现场查看，管理层访谈，员工代表和员工访谈，被审核方给化学品提供了二次容器，但是化学品仓库缺少防锈漆和切削液的物质安全资料表。由于化学品控制措施的实施不是完全有效，因此该问题为部分符合。(工作场所安全使用化学品规定 第十二条)</p>

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, onsite observation, management interview, worker representative and worker interview, the main auditee was partially in line with the requirement due to that the main auditee has posted PPE wearing signs onsite but did not post warning signs for 2 electrical control</p>	<p>根据文件查阅，现场查看，管理层访谈，员工代表和员工访谈，被审核方部分符合要求因为被审核方在现场张贴了PPE佩戴标识，但是没有组装车间的2个电箱张贴警示标识。(安全标志及使用导则(GB 2894-2008)警示标志2-7)</p>

Finding

panels in assembly workshop. (Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 2-7).

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**

Based document review, onsite observation management interview, worker representative and worker interview, the main auditee provided the fire license for all occupied buildings for review but did not provide building safety licenses for the occupied buildings with the area of more than 500 square meters for review. These buildings were built between 2000 to 2007. No obvious structure safety issues were found for these buildings. Remark: no third-party building structure assessment report was provided for review. Since only fire licenses were provided, this question was rated as partially. (PRC Construction Law (1998), Amendment (2011), Article 61).

根据文件查看，现场观察，管理层访谈，员工代表访谈和员工访谈，被审核方提供了所使用建筑的消防验收查看，但是被审核方没有提供建筑面积大于500平米的建筑的竣工验收报告查看，这些建筑建于2000至2007年。这些建筑没有明显的结构问题。备注：没有提供第三方的厂房结构评估报告查看。由于只提供了厂房的消防验收报告，因此该问题为部分符合。(中华人民共和国建筑法第六十一条)