

Monitored Party <b>SHANGHAI TAHUI KNITTING MILL</b>	amfori ID <b>156-032793-000</b>	Address <b>NO.351, TAHUI ROAD, LITAHUI TOWN, SONGJIANG DISTRICT, 201617 Shanghai, Shanghai Shi, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>ALGI HOLDING COMPANY LLC</b>
Monitoring Start Date <b>01/04/2026</b>	Closing Meeting Finished Date <b>01/04/2026</b>	Submission Date <b>09/04/2026</b>
Expiration Date <b>09/04/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>SHANGHAI TAHUI KNITTING MILL</b>	Site amfori ID <b>156-032793-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

PA 7: Occupational Health and Safety	<b>B</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>C</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Julia Liu, APSCA registration No. CSCA21702014.

Name of team auditor: Nil

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

Monitoring partner name: ALGI HOLDING COMPANY LLC , APSCA membership number : 11600033

Audit schedule details: The audit was planned for 1 auditor x 1 onsite day. The fully audit (Semi announced) was conducted on April 1, 2026.

Business partner information: SHANGHAI TAHUI KNITTING MILL (Local Name: 上海塔汇针织厂, Uniform Code of Social Credit: 91310117134125861W) located in NO.351, TAHUI ROAD, LITAHUI TOWN, SONGJIANG DISTRICT, Shanghai, China (上海市松江区李塔汇镇塔汇路351号). The factory was registered in 1981. The factory was specialized in manufacturing of Knitwear. Main production activities included winding, knitting, linking, sewing, ironing, washing, inspecting and packing. No production process or service was subcontracted.

Audited location information:

The factory used one 1-storey partial 2-storey building and one 1-storey building. Details as below:

One 1-storey partial 2-storey building: 1F: warehouse, sewing, ironing, washing, inspecting and packing; 2F: idle.

One 1-storey building was used as winding, knitting, linking and office.

The factory did not provide canteen, kitchen, dormitory or transportation to workers.

Operating shifts and hours: As per management interview, peak season in the factory was not obvious during the past year. Normal working days were from Monday to Friday. One shift was arranged for all production employees: 07:30-11:30, 13:00-17:00. Workers worked overtime voluntarily, the maximum was 2 hours on weekdays and 8 hours on Saturdays if production needed. All workers could have 1 day off per 7 days.

Time recording system: The factory used fingerprinting/ face scan attendance system to record all employees' working time. During the current audit, attendance records from March 1, 2025 to audit day were provided for review, and 6 workers attendance records were sampled, sampled months were March 2025 (random month), August 2025 (random month) and February 2026 (last paid month).

Salary payment details: Based on documents review and management interview, it was noted that all employees in the factory were paid by hourly rate. Wages were paid on around 30th of each following month by bank transfer, and last paid month was February 2026. During the current audit, payroll records from March 2025 to February 2026 were provided for review, and the sample size and sampled months were the same as attendance records.

Worker number information:

1. Total 26 employees (including 18 production workers and 8 non-production workers) worked in the factory.
2. 8 male and 10 females were production workers.
3. 16 domestic migrant worker (included 7 males and 9 females) worked in the factory. No young workers, child labor, disabilities, Pregnant, suckling period workers worked in the factory during audit.
4. No interns, apprentices, contractor workers etc. worked in the factory during audit.

Good practices: Nil.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were 2 workers' representatives freely elected by workers.

Circumstances: Lu Lanying/Admin Manager, Gao Guirong/ Worker representative attended in the opening and closing meetings. The opening meeting started at 07:30 on April 1, 2026, and the closing meeting ended at 17:00 on April 1, 2026. The factory management and worker (representative) showed a positive attitude to this audit during the whole process. At the end of the audit, all the findings were accepted by the audited factory.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA1

1.1 The factory did not set up a fully effective management system.

1.4 The factory established procedure on workforce planning, but it was not running effectively, which led to excessive overtime hours.

PA2

2.2 The factory established the long-term goals to protect workers, but did not review the targets periodically.

2.5 Incomplete grievance procedure.

PA5

5.4 The factory did not understand the local living wage. The factory had not calculated local living wage. Sampled workers' regular wages was less than local BLW.

5.5 Insufficient social insurance.

PA6

6.2 Overtime exceeded legal law requirement.

PA7

7.1 Non-compliances with Health and Safety local law and regulations and the goods were stored against the wall.

7.3 No occupational health examination and no occupational hazardous factor monitoring.

7.5 No qualification certificate and training records for persons for the principal in charge and persons for the management of work safety in the facility.

7.7 Insufficient chemical management.

7.9 Insufficient warning sign management.

7.13 Insufficient electric safety management.

7.17 Insufficient machine safety.

PA12

12.2 Factory has not fully implemented procedure documents to ensure compliance with environment protection law and regulations.

12.3 Insufficient environmental documents.

12.4 No evidence to show the wastes were submitted to qualified collector.

Living wage calculation:

1. The local legal minimum wage standard was CNY2690 per month (or equal to CNY 15.46 per hour) before July 1, 2025, CNY 2740 per month (or equal to CNY15.75 per hour) since July 1, 2025.

2. #LivingWage: [The audited factory was located in Shanghai. The auditor used the Living wage calculation published on the GLWC website for the region (<https://www.globallivingwage.org/countries/china/>), which is estimated at the amount of CNY5731. As recommended, GLWC method of calculation is considered by the auditor for this audit. GLWC benchmark data are uploaded as part of the report attachments.]

Remark:

1. The factory did not have government waiver or agency, and there was also no CBA in the factory, therefore, it caused that relevant document required under the attachment of the report was not applicable.

2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

3. Business license address: LITAHUI TOWN, SONGJIANG DISTRICT Amfori BSCI address: NO.351, TAHUI ROAD, LITAHUI TOWN, SONGJIANG DISTRICT, Shanghai, China. The description of the amfori BSCI address is more detailed, and the two address descriptions are the same physical location.

4. One building is rented out to other companies for use as a store, two buildings are idle, and one single story building is used by the owner without any production or warehouse. These buildings are not covered in the audit.

## SITE DETAILS

Site SHANGHAI TAHUI KNITTING MILL Site amfori ID 156-032793-001

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry		
<b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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Manufacture of knitted and crocheted apparel

### Water Stress Situation

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This site is located in a high or extremely high water stressed region

## METRICS

### Key Metrics

Total workforce	26	Workers
Legal minimum wage in local currency	2,740	Monthly
Lowest wage paid for regular work at the site	3,700	Monthly
Calculated living wage in local currency	5,731	Monthly
Total sample	6	Workers

### Other Metrics

Male workers	12	Workers
Female workers	14	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	14	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	2	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	7	Workers
Domestic migrant workers - Female	9	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	12	Workers
Workers hired directly - Female	14	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: SHANGHAI TAHUI KNITTING MILL | Site amfori ID: 156-032793-001

**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
<b>Finding</b>	
<p>1.1 As per documents review, onsite observation, interview of management and workers, the factory established social compliance procedures such as wage and benefits management procedure, working hour management procedure, health and safety management procedure, protection of environment procedure to implement amfori BSCI Code of Conduct. But the factory did not have a systematic planning on compliance and supervision, some non-compliance issues were detected regarding management system, workers involvement and protection, fair remuneration, decent working hours, occupational health and safety, protection of environment. Details please refer to Performance Areas 1, 2, 5, 6, 7, 12. The management stated that it was subject to conditions into day-to-day business practices, some requirements could not be implemented immediately. The question is rated as partially because the factory had established management system to comply with amfori BSCI Code of Conduct but not implemented effectively in some performance areas. This is partially in compliance with requirements of BSCI CoC.</p>	<p>1.1 根据文件审核，现场观察，管理层和工人访谈，工厂有建立社会责任程序文件如工资福利程序，工作时间管理程序，健康安全程序和保护环境程序去执行amfori BSCI的行为准则。但是在遵守和监督方面没有系统的规划，因为在此次审核中，发现了关于管理系统，员工参与和保护，公平报酬、体面劳动时间、职业健康与安全，环境保护的问题。具体请参见区域1、2、5、6、7、12。管理人员解释说工厂在日常管理中受条件限制，还是有部分要求无法马上落实。该问题被评为局部符合，因为工厂有建立社会责任管理体系以符合amfori BSCI行为准则，但由于管理体系不够完善以至于工厂在部分绩效领域存在缺失。这部分符合BSCI CoC。</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
<b>Finding</b>	
<p>1.4 As per documents review, onsite observation, interview of management and workers, the factory developed the procedures about production capacity planning &amp; cost accounting, the production capacity could satisfy the customer needs and all the goods could be delivered to the clients on time, but it was noted that the factory could not adequately evaluate the production capacity,</p>	<p>1.4 根据文件审核，现场观察，管理层和工人访谈，工厂建立了产能评估和成本计算程序，生产能力能够满足客户需求且所有货物均能被准时交付给客户，但发现工厂未能根据客户交货期要求，充分地评估生产能力、人员和设备情况，以避免出现月加班超时的现象，导致工人的月加班时间有超出法规要求（对于细节，请参考PA6.2）。管理层表示工厂已经采取行动措施（比如提升生产效率）以控制</p>

Finding	
<p>human resources and equipment status against the delivery requirements to avoid the undue monthly overtime working, so that the workers' monthly overtime hours exceeded the law limit (For details, please refer to PA6.2). Management stated that the factory had taken the action (e.g. optimizing production efficiency) to control the workers' overtime hours. The question was rated as partially because management staffs were clear of the production rate, date of delivery and regulatory working hours requirements, the factory made the detailed production plan for each order to arrange the production activities. This was partially in compliance with the requirements of PRC Labor Law, Article 41.</p>	<p>工人的加班时间。该问题被评为部分符合，因为管理人员清楚生产效率、交货期以及法规对工作时间的要求，且工厂为每个订单制定了详细的生产计划，以安排生产活动。这部分符合《中华人民共和国劳动法》第41条的要求。</p>

## PA 2: Workers Involvement and Protection

Site: SHANGHAI TAHUI KNITTING MILL | Site amfori ID: 156-032793-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.2 As per documents review, interview of management and workers, it was noted that the factory established the long-term goals to protect workers, but did not review the targets periodically. The question is rated as partially because the factory had long-term goals to protect workers, but lack of review regularly. This is partially in compliance with requirements of BSCI CoC.</p>	<p>2.2 根据文件审核，管理层和员工访谈，审核发现工厂建立了保护员工的长期目标，但没有定期审阅目标符合状况。这个问题的评级为部分不符合要求是因为工厂有建立保护员工的长期目标，但缺乏定期审查。这部分符合BSCI CoC。</p>

**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	
<p>2.5 As per documents review, onsite observation, interview of management and workers, the factory did not establish an effective grievance mechanism. The established grievance mechanism was not including all interested parties, only for internal part. The factory management explained that they were</p>	<p>2.5 根据文件审核，现场审核，管理层和员工访谈，工厂未建立一个供个人及社区的有效的申诉系统。工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。工厂管理人员解释说他们疏忽了，他们将尽快改善。这个问题的评级为部分不符合要求是因为工厂建立了申诉机制，并对员工进行</p>

Finding	
negligent and they would take action as soon as possible. The question was rated as partially because the factory established the grievance mechanism and provided the training for employees, also there's a suggestion box placed onsite and the workers could also raise their complaints directly to management and that there was no grievance noted during the audit, but it was incomplete. This is partially in compliance with requirements of BSCI CoC.	了培训，工厂现场配有意见箱，工人可以直接向管理人员申诉，且审核当天没有申诉发生，但是申诉系统不够完善。这部分符合BSCI CoC。

**PA 5: Fair Remuneration**

Site: SHANGHAI TAHUI KNITTING MILL | Site amfori ID: 156-032793-001

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	
5.4 As per documents review, interview of management and workers, the factory was not aware of local living wage and did not establish the procedure to calculate local living wage. So the auditor used the living wage published on the GLWC website. 6 out of 6 sampled workers' wages for regular working time was CNY3700 per month in February 2026 (last paid month), August 2025(random month) and March 2025 (random month), which was less than local living wage (CNY5731 per month). Remark: All sampled workers' wages were above the legal wage standards. The management stated that they would take action as soon as possible. The question is rated as no because the factory living wage system is not perfect, and all sampled workers' wage for regular working time was less than local living wage. This is not in compliance with requirements of BSCI CoC.	5.4 根据文件审核，管理层和工人访谈，工厂不了解当地生活工资，也没有建立程序来计算当地生活工资。所以审核员使用的基本生活工资是GLWC网站公布的最低生活工资。通过查阅6名抽样员工中6人在2026年2月（最近工资发放月），2025年8月（随机月），2025年3月（随机月）的正常工作时间的工资为每月3700元低于当地生活工资每月5731元。备注：所有抽样员工的工资都高于当地法定的工资标准。工厂管理人员解释说将尽快改善。这个问题的评级为完全不符合要求是因为工厂生活工资制度不完善，并且所有抽样员工的正常工作时间的工资低于当地生活工资。这不符合BSCI CoC。

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

5.5 As per documents review, onsite observation, interview of management and workers, insufficient social insurance participated. There was total 26 employees of the factory, 6 retired employee, no newly joined employee, no temporary employee and dispatched employee in the factory. The factory provided accident insurance, unemployment insurance, retirement insurance, medical insurance and maternity insurance for 19 employees (95%) according to the social insurance voucher review. No social insurance waiver was provided. The factory provided the group commercial accident insurance for 20 employees (valid date from June 15,2025 to June 14,2026). Known from management interview and workers interview, the reason for workers not joining the social insurance was that they bought rural pension insurance at their hometown and could not repeat purchase social insurance. This question is rated as partially because the social insurance participation rate was higher than 80%. This is partially in compliance with requirements of Article 72&73 of the Labor Law of the People's Republic of China.

5.5 根据文件审核，现场观察，管理层和工人访谈，社会保险参保不足。工厂有26人，6名退休工人，0名新进工人，没有临时工人和派遣工人。工厂提供的社保记录显示工厂给9人(95%)购买了工伤保险，失业保险，养老保险，医疗保险和生育保险。工厂没有社保批文。工厂为20名员工购买了团体商业意外险（有效期：2025年6月15日-2026年6月14日）。通过管理层访谈和工人访谈，工人不参加社会保险的原因是他们在家乡购买了农村养老保险，不能再重复购买社会保险。这个问题评级为部分不符合要求是因为社保参保率高于80%。这部分符合《中华人民共和国劳动法》第72、73条的要求。

## PA 6: Decent Working Hours

Site: SHANGHAI TAHUI KNITTING MILL | Site amfori ID: 156-032793-001

**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

6.2 As per documents review, interview of workers and management, although the factory established the policy of working hour management and had system to record working hours. The working time records from March 1, 2025 to the audit day were provided by the factory, showed that the workers' monthly overtime in most months exceeded the legal limit of 36 hours. 6 out of 6 sampled workers monthly overtime were not exceeded 36 hours and were up to 34 hours in February 2026 (last paid month); 6 out of 6 sampled workers monthly overtime exceeded 36 hours and were up to 64 hours in August 2025 (random month); 6 out of 6 sampled workers monthly overtime exceeded 36 hours and were up to 66 hours in March 2025

6.2 根据文件审核，管理层和工人访谈，尽管工厂建立了工作时间的管理政策和系统去记录工作时间，但根据工厂提供的2025年3月1日至审核当天的考勤记录，员工大多数月份月加班超过法规36小时要求。2026年2月（最近工资发放月）6名员工中6人月加班不超过36小时，达到34小时。2025年8月（随机月）6名员工中6人月加班超过36小时，达到64小时。2025年3月（随机月）6名员工中6人月加班超过36小时，达到66小时。工厂管理层确认工厂建立了加班控制程序但是为了满足交货期并没有去严格执行，工厂的电子考勤系统在月加班超时也没有预警功能。被访谈表示加班都是自愿的且想通过更多的加班来获得更多的工资。这个问题被评为完全不符合的原因是因为所有抽样员工大多数月份的月加班超过法律要求时工厂没有采取有效的措施。

Finding	
(random month). The management confirmed the factory had set up overtime control procedure which was not implemented strictly to meet delivery. Also, the electrical attendance system had no alert function when monthly overtime exceeded limit. Interviewees stated that all overtime was voluntary and they wanted to have more overtime to get more wage. This question is rated as no because the factory did not take corrective actions when all sampled workers monthly overtime exceeded legal requirements in most sampled months. This is not in compliance with requirements of the PRC Labor Law article 41.	这不符合《中华人民共和国劳动法》第41条的要求。



## PA 7: Occupational Health and Safety

Site: SHANGHAI TAHUI KNITTING MILL | Site amfori ID: 156-032793-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 1). As per documents review, onsite observation, interview of management and workers, it was noted that the factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of goods storage, occupational health examination and occupational hazard factors testing, safety training, chemical safety, warning signs, electric safety, machine safety. The management stated that they would take action as soon as possible to meet all local legal requirements. This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.3, PA7.5, PA7.7, PA7.9, PA7.13, PA7.17 for specific health and safety regulations.)</p> <p>2). As per onsite observation and management interview, about 5% goods in workshop were stored against the wall. This is partially in compliance with the requirements of the Rules Concerning Warehouse Safety and Fire Control article 18. The question is rated as partially because the factory complies with local regulations in most areas of health and safety.</p>	<p>7.1 1). 根据文件审核，现场观察，管理层和员工访谈，评估发现工厂虽然建立了职业健康安全方面的程序和相 关制度，但是工厂在实际的执行过程中仍存在一些未能遵循当地法规要求的问题，例如货物存储、职业 病体检和危害因素检测、安全培训、化学 品安全、警告标识、电气安全、设备安全。工厂 管理人员解释 说他们将尽快采取措施，以满足当地 所有法律的要求。这部分遵循了当地健康安全方面 的法规。（具体 的健康安全法规条款请参阅PA7.1, PA7.3, PA7.5, PA7.7, PA7.9, PA7.13, PA7.17）</p> <p>2). 根据现场观察和管理层访谈，工厂车间约5%的 物品是靠墙存放。这部分符合《仓库安全和消防规 则》第18条的要求。</p> <p>这个问题被评为局部符合，因为该PA中的大多数问 题都符合法律要求。</p>

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>7.3 As per documents review, onsite observation, interview of management and workers, the factory did not provide workshop occupational hazard factor test report, such as noise and dust in winding, knitting workstations, chemicals in washing workstation. And the factory did not provide pre-the-job, on-the-job, off-the-job occupational diseases examination for workers in these workshops. The factory management explained that they were negligent and that they would take action as soon as possible. The question is rated as no because occupational hazardous factor monitoring and occupational health examination were insufficient. This is not in compliance with Provisions on the Administration of Occupational Health at Work Sites, Article 20 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.</p>	<p>7.3 根据文件审核，现场观察，管理层和工人访谈，工厂没有提供车间职业危害因素检测报告，例如倒纱、织造岗位有噪声和粉尘，水洗岗位有化学品。且工厂未给这些岗位工人提供岗前、岗中、离岗职业健康体检。工厂管理层解释说他们疏忽了这点，将尽快改善。这个问题的评级为完全不符合要求是因为职业危害因素检测和职业病体检不足。这不符合《工作场所职业卫生管理规定》，第20条和《中华人民共和国职业病防治法》第35条。</p>

**Question:** 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>7.5 As per documents review, onsite observation, management interview, no qualification certificate and training records for persons for the principal in charge and persons for the management of work safety in the facility. The question is rated as partially because the factory established the training procedure, but the training was insufficient. This is partially in compliance with requirements of the Law of the PRC on Work Safety Article 24.</p>	<p>7.5 根据文件审核，现场观察，管理层访谈，工厂未提供主要负责人和安全管理资格证书和培训记录。这个问题的评级为部分不符合要求是因为工厂建立了培训制度，但培训不足。这部分符合《中华人民共和国安全生产法》第24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
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Finding	
<p>7.7 As per documents review, onsite observation, interview of workers and management, it was noted that all chemical (for instance: Washing auxiliaries) in workshop was found to be without anti-leakage equipment, which did not comply with its procedures and legal requirements, and 60% of them without labels and SDS. The management stated that workers did not follow chemical management procedure, they would take action as soon as possible. The question is rated as no because the factory had established the chemicals management procedure, but the chemical management was insufficient. This is not in compliance with the requirements of the Regulation for Safety of Dangerous Chemical article 20 and Regulation of Chemical Safety Usage in Workplace, Article 12.</p>	<p>7.7 根据文件审核，现场观察，工人和管理层访谈，工厂车间化学品（例如：水洗助剂）存放不符合法规要求，所有的都没有配置防渗漏装置，60%未张贴标示和SDS。工厂管理层解释说员工没有按照化学品管理程序执行，他们将尽快改善。这个问题的评级为完全不符合要求是因为工厂建立了化学品管理程序，但化学品管理存在不足。这不符合危险化学品安全管理条例，第20条和《工作场所安全使用化学品规定》第12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>7.9 As per documents review, onsite observation, interview of management and workers, it was noted that no warning sign was posted for 3 out of 10 sampled electricity switch boxes in workshops, also there was no high temperature warning sign posted nearby the drinking water device. The factory management explained that they were negligent and that they would take action as soon as possible. The question is rated as partially because most of warning signs were posted in workshops. This is partially in compliance with the requirements of Article 4.2 of Warning Sign in the Guidelines for Safety Signs and Usage.</p>	<p>7.9 根据文件审核，现场观察，管理层和工人访谈，审核发现工厂车间抽样的10个电箱有3个电源开关盒没有张贴警告标识，且车间饮用水设备附近未张贴高温警告标识。工厂管理层解释说他们疏忽了这点，将尽快改善。这个问题的评级为部分不符合要求是因为大多数的警告标示都张贴了。这部分符合《安全标志及使用导则》警示标志，第4.2条。</p>

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.13 As per documents review, onsite observation, interview of management and workers, the factory established the electrical safety management</p>	<p>7.13 根据文件审核，现场观察，管理层和工人访谈，工厂建立了电气安全管理程序，但审核发现车间抽样的10个电开关盒有2个没有保护盖。工厂管</p>

Finding	
<p>procedure, but it was noted that 2 out of 10 sampled electrical switch boxes were found without protective covers. The management stated that the electrician didn't check it properly, they would take action as soon as possible. The question is rated as partially because other electrical switch boxes with outer covers and the outer covers were in good condition. This is partially in compliance with the requirements of Safety Code of Electric Power Industry—Part 1:Thermal and Machine, 3.5.5.</p>	<p>理人员解释说电工没有检查到位，他们将尽快改善。这个问题的评级为部分不符合要求是因为其余的电开关盒都安装了外盖，并且外盒完好。这部分符合《电业安全工作规程》第1部分:热力和机械3.5.5。</p>

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	
<p>7.17 As per documents review, onsite observation, interview of management and workers, the factory established the machine safety management procedure, but it was noted that finger protect ring was not installed for 50% sewing machines. The factory management explained that the maintenance staff was negligent and that they would take action as soon as possible. The question is rated as partially because most of the equipment were maintained regularly and in good condition. This is partially in compliance with the requirements of the General rules of design on health and safety of production facility, Article 6.1.</p>	<p>7.17 根据文件审核，现场观察，管理层和工人访谈，工厂建立了机器安全管理程序，但审核发现50%缝纫机没有安装护指环。工厂管理层解释说维修人员疏忽，他们将尽快改善。这个问题的评级为部分不符合要求是因为大部分设备有定期维护，状况良好。这部分符合《生产设备安全卫生设计总则》第6.1条。</p>

## PA 12: Protection of the Environment

Site: SHANGHAI TAHUI KNITTING MILL | Site amfori ID: 156-032793-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>12.2 As per documents review, interview of management and workers, the factory had established environmental protection procedures according to environmental laws and regulations. However, the factory has not fully implemented procedure documents to ensure compliance with</p>	<p>12.2 根据文件审核，管理层和工人访谈，工厂根据环境法律法规建立了环境保护程序。然而，工厂没有完全执行程序文件，以确保符合环境保护法律法规。工厂管理层解释说，这是他们的疏忽，他们会尽快采取行动。这个问题被评为部分不符合要求是因为工厂有一个环境系统，并指定了一个负责环境</p>

Finding	
environment protection law and regulations. The factory management explained that they were negligent and they would take action as soon as possible. The question is rated as partially because the factory had an environmental system and assigned a responsible person for environmental matters. This is partially in compliance with requirements of relevant environment protection law and regulations. (Please refer to PA12.3 and PA12.4 for specific environmental regulations).	事务的人。这部分符合相关环境保护法律法规的要求。(具体环保规定请参考PA12.3&PA12.4)。

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?	
ENGLISH	LOCAL LANGUAGE
Finding	
12.3 As per documents review, onsite observation, interview of management and workers, policy on environmental protection management was established, provided fixed pollution source discharge registration, but the factory had washing process, no environmental impact report, environmental impact report approval and environmental facility inspection acceptance approval was obtained for review. And the factory did not provide washing process wastewater monitoring report for review. The factory management explained that they would take action as soon as possible. The question is rated as no because the environment documents was insufficient. This is not in compliance with the requirements of Law of the People's Republic of China on Environmental Impact Assessment Article 16, Law of the People's Republic of China on Environmental Impact Assessment Article 22, Environmental Protection Law of the People's Republic of China Article 41, Water Pollution Prevention and Control Law of the People's Republic of China, Article 21.	12.3 根据文件审核，现场观察，管理层和工人访谈，工厂建立了环保管理制度，提供了固定污染源登记，但工厂有水洗工序，未获得环评报告，环评批复和环保设施验收报告。且工厂未提供水洗废水的监测报告。工厂管理人员解释说将尽快改善。这个问题被评为完全不符合要求是因为工厂环评文件不足。这不符合《中华人民共和国环境影响评价法》第十六条，中华人民共和国环境影响评价法第二十二条，中华人民共和国环境保护法第四十一条，中华人民共和国水污染防治法第二十一条。

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

12.4 As per documents review, onsite observation, interview of management and workers, the factory washing workshop generated hazardous waste, including empty containers, etc. But no evidence to show the wastes were submitted to qualified collector. The factory management explained that they would take action as soon as possible. The question is rated as partially because the hazardous waste in the factory is properly stored. This is partially in compliance with the requirements of the PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 57.

12.4 根据文件审核，现场观察，管理层和工人访谈，工厂水洗车间有产生空桶等废弃物，但没有证据显示空桶交给有相关资格的回收商处理。工厂管理人员解释说将尽快改善。这个问题的评级为部分不符合要求 是因为工厂危废有正确存放。这部分符合《中华人民共和国固体废物污染环境防治法》第57条。