Monitoring summary report for WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD

MONITORING ID: 26-0426481

amfori
Trade with purpose

Monitored Party **WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD**	amfori ID **156-023799-000**	Address **NO.2, WUJIN AVENUE, TONGQIN INDUSTRY AREA, WUYI, 321200 JINHUA, Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **TUV Rheinland**
Monitoring Start Date **27/08/2026**	Closing Meeting Finished Date **28/08/2026**	Submission Date **03/09/2026**
Expiration Date **03/09/2028**	Announcement Type **Semi Announced**	
Site **WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD**	Site amfori ID **156-023799-001**	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	**C**	
PA 2: Workers Involvement and Protection	**B**	
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	**C**	

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: Kiki Wang; APSCA membership number: CSCA 21701864;
Monitoring partner name: TUV Rheinland;
Audit schedule details:
The audit is planned for one auditor x 1.5 onsite days.
1st day: Start time: 07:49, End time: 17:00.
2nd day: Start time: 07:42, End time: 11:42.
Announcement Type:
It was a semi-announced audit.
Business partner information:
The auditee was located at NO.2, WUJIN AVENUE, TONGQIN INDUSTRY AREA, WUYI, JINHUA CITY, ZHEJIANG PROVINCE, China(中国浙江省金华市武义县桐琴工业园区五金大道2号) and established in 2001.
The auditee mainly produced stainless steel vacuum cup. The main production processes in the factory included cutting, metal-processing, welding, cleaning, polishing, vacuuming, injection, painting, silk screen printing, assembly, inspection and packing. The electrolyzing process was subcontracted if needed. No obvious peak season or low season was found.
Audited location information:
According to factory tour, total 5 main buildings were within boundary owned and used by the auditee. The details of the buildings were listed as blew: one 5-storey office and dormitory building (1-3F office, 4-5F dormitory); one 3-storey with part 5-storey L type production building (1F: injection, 2F: assembly and packing, 3F: Polishing, 4F: warehouse, 5F painting and silk screen printing section); one 2-storey production building (1F: semi-finished products and raw materials, vacuuming, 2F: in idle); one part 1-storey and part 2-storey U type production building(1F: Cutting, metal-processing, cleaning and welding workshop; 2F: finished goods warehouse; one 2-storey canteen building (1F kitchen and canteen, 2F meeting rooms).
Operating shifts and hours:
The normal working hours was 8 hours per day and 5 days per week. The workers' specific working time were as follows: the cook had 1 shift, 9:00-13:00, 14:00-18:00; other employees had one shift, 7:30-11:30, 13:00~17:00, the regular overtime was from 18:00-20:00 if needed. The workers sometimes had overtime worked on Saturdays. The workers rested on each Sunday and legal holidays.
Time recording system: The auditee used face recognition machines to record workers attendance time.
Salary payment details: The salary was paid to them before 30th of the following month by cash. The workers were paid by monthly rate. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, weekends and holidays.
Worker number information:
There were total 99 employees, including 45 males and 54 females.
Within the employees, there were 20 non-production staffs (8 males and 12 females) and 79 production workers (37 males and 42 females). There were 85 domestic migrant workers(37 males and 48 females), no foreign migrant workers. There was no young worker, pregnant worker, seasonal workers, temporary worker, disabled worker, home-based worker, interns, apprentices, contractor worker. All workers were hired by the factory directly.
Good practices: Working meals and dormitory were provided for workers free of charge.
Worker organization details: No trade union was founded in the factory. And 3 worker representatives were elected by all employees freely in Jan, 2026.
Circumstances: The auditee management was cooperative throughout the audit. The auditor was allowed to conduct factory tour, take photos, review documents and interview workers freely. Finally, the auditee agreed the findings and signed the CAP. There was no special circumstance during the audit.
Summary of findings:
PA1 1)Partial areas of the CSR management was not effectively implemented; 2)The capacity planning was not reasonable.
PA2 Not tracked the implementation of the long-term goals; Partial employees were not clear about the amfori BSCI CoC;
PA5 Insufficient social insurance coverage;
PA 6 Partial employees' monthly overtime exceed legal requirement in one month;
PA7 Partial employees did not wear relevant PPEs; No safety labels for partial chemicals; No soap for the toilet;
PA12 no waste gas emission sign for the waste gas discharge outlet
Living wage calculation:

#Living Wage:
1). No anker wage available for the producer's location, so we used the data provided by auditing company.
2). The calculation methodology refers to anker living wage structure.
3). The data comes from the latest data released by the local Bureau of Statistics. Please refer to the uploaded attachment in platform for the details.
Attachment:
1. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.
2. The following documents were not applicable for the auditee: A. Contractor license/permit-No contractor was used in the factory; B. Agency labor contract- No agency was used in the factory; C. Government waivers-No waiver was obtained by the auditee; D. Collective bargaining agreement- No collective bargaining agreement was signed.
Remark: The factory address on business license was "NO.2, WUJIN AVENUE, TONGQIN TOWN, WUYI, JINHUA CITY, ZHEJIANG PROVINCE(浙江省金华市武义县桐琴镇五金大道2号)". The management confirmed used the address" NO.2, WUJIN AVENUE, TONGQIN INDUSTRY AREA, WUYI, JINHUA CITY, ZHEJIANG PROVINCE(浙江省金华市武义县桐琴工业园区五金大道2号)" on the amfori BSCI Platform, which was in line with previous audit report.

SITE DETAILS

Site
WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD

Site amfori ID
156-023799-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
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	**99**	**Workers**
Legal minimum wage in local currency	**2,180**	**Monthly**
Lowest wage paid for regular work at the site	**3,500**	**Monthly**
Calculated living wage in local currency	**2,951.41**	**Monthly**
Total sample	**15**	**Workers**

Other Metrics

Male workers	**45**	**Workers**
Female workers	**54**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**45**	**Workers**
Permanent workers - Female	**54**	**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	**3**	**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	**37**	**Workers**
Domestic migrant workers - Female	**48**	**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	**45**	**Workers**
Workers hired directly - Female	**54**	**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	**7**	**Workers**
Sample - Female	**8**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD | Site amfori ID: 156-023799-001

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 partially respects this principle, because confirmed by factory tour, documents review, management interview and workers interview, the auditee has established a social responsibility management system to implement the amfori BSCI Code of Conduct, and conducts regular self assessment on the social responsibility management system. Nevertheless, gaps were identified during this audit, including insufficient social insurance coverage and ineffective implementation of the health & safety management system. According to management feedback, most workers are migrant employees and are unwilling to participate in social insurance locally. Refer to amfori BSCI system Manual.	被审核方部分遵循该准则，因为根据文件审阅、现场观察、管理层和员工访谈，被审核方已建立社会责 任管理体系以落实 amfori BSCI 行为准则，并定期开展社会责任管理体系自我评估。但本次审核仍发现合规差距，包含社保参保覆盖率 不足、职业健康安全体系未能得到有效落地实施。 管理层反馈工厂大部分员工为外来务工人员，员工主观不愿意在本地缴纳社会保险。参考amfori BSCI系统手册。

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	
The auditee partially respects this principle, because confirmed by documents review, management interview and workers interview, The factory has formulated a capacity planning procedure and assigned dedicated personnel for production planning. However, due to sudden surge of customer orders in certain months, the regular capacity cannot meet delivery requirements. Overtime work was arranged for workers, resulting in monthly overtime hours in partial months exceeding legal limits. Refer to amfori BSCI system Manual.	被审核方部分遵循该准则，因为基于文件审阅、管理层和员工访谈，工厂已建立产能规划程序，并配置 专职人员负责生产计划排程。但部分月份出现订单临时激增，现有正常产能无法满足订单交期，工厂因 此安排员工加班，造成员工月加班时间在部分月份超出法定限值。参考amfori BSCI系统手册。

PA 2: Workers Involvement and Protection

Site: WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD | Site amfori ID: 156-023799-001

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	
The auditee partially respects this principle, because confirmed by documents review and management interview, the long-term goals to protect employees had been established by the auditee. However, the auditee did not evaluate the achieving status of long-term goals timely. The management reflected that no assigned-person was in charge of it. Refer to amfori BSCI system Manual.	被审核方部分遵守此准则，因为基于文件审核和管理层访谈，被审核方建立了保护工人的长期目标。但 是，被审核方没有定期评估长期目标的达成情况。管理层反映没有专人负责此事宜。参考amfori BSCI系统手册。

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 partially respects this principle, because confirmed by workers interview, management interview, factory tour and documents review, partial interviewees were not clear about the content of the amfori BSCI CoC. Per documents review and management interview, the factory provided amfori BSCI code training for all employees in Apr, 2026. Meanwhile, the amfori BSCI Code was posted on the notice board. Confirmed by workers interview, 8 out of 15 interviewees were not clear about the content of amfori BSCI Code, such as no precarious employment. Workers reflected that they were busy production, so they did not pay attention on the code. Refer to amfori BSCI Manual.	被审核方部分遵守此准则，因为基于员工访谈，管理层访谈，现场查看及文件审核，部分受访员工不清 楚amfori BSCI行为准则的内容。 基于文件审核和管理层访谈，工厂于2026年4月给所有工人提供了关于amfori BSCI行为准则的培训。同时，工厂将amfori BSCI行为准则张贴在公告栏内。 基于员工访谈，15名访谈员工中的8名员工并不清楚amfor i BSCI的内容，如禁止无保障就业。员工反映表示他们忙于生产，因此没有关注行为准则。参考am fori BSCI系统手册。

PA 5: Fair Remuneration

Site: WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD | Site amfori ID: 156-023799-001

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 auditee does not respect this principle, because confirmed by documents review, management interview and workers interview, social insurance was not covered for all employees. Total 99 employees were in the factory, including 14 retirees. So 85 out of 99 employees should participate in social insurance. During the audit date, the factory provided the payment voucher of social insurance from Aug, 2025 to Jul, 2026 for review. It was noted that the retirement, medical, maternity and unemployment insurance were not covered for 41 out of 85 employees, and work-related injury insurance was not covered for 14 out of 85 employees in recently one month. The management reflected that partial employees did not want to purchase social insurance here. Some employees reflected that they would go back hometown in the future, and they worried that they could not enjoy the benefit of social insurance. Some employees had joined the new rural social pension insurance in their hometown. The auditee provided social insurance according to workers' will. Reference law: Social insurance law of the People's Republic of China Article 10, 23, 33, 44, 53. Remark: The commercial insurance was provided for the 14 retirees and the workers who did not participate in work-related injury insurance, valid from Feb 28, 2026 to Feb 27, 2027.	被审核方未遵守此准则，因为基于文件审核，管理层访谈及员工访谈，社保未覆盖到所有员工。 工厂共有99名员工，包括14名退休返聘员工。因此99名员工中85名员工应该参加社保。 审核期间，工厂提供了2025年8月至2026年7月的社保缴费凭证供审核。最近一个月养老，医疗，生育及失业保险未覆盖85名员工中的41名员工，工伤保险未覆盖85名员工中的14名员工。 管理层反映部分外地员工不愿意这里购买社保。部分员工反映他们未来会回到家乡，他们担忧回到家乡 无法享受社保的益处。部分员工在家乡也购买了新农保。被审核方根据工人的意愿提供社保。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，第五十三条。 备注：商业意外险提供给14名退休返聘员工及未参加工伤保险的员工，有效期从2026年2月28 日至2027年2月27日。

PA 6: Decent Working Hours

Site: WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD | Site amfori ID: 156-023799-001

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	
The auditee partially respects this principle, because confirmed by factory tour, documents review, management interview and workers interview, 4 out of 15 sampled workers' monthly OT working hours in Jan, 2026 exceeded 36 hours. 1.Confirmed by documents review and management interview, the auditee had established the working time controlling procedure.	工厂部分遵循该准则。因为基于现场查看，文件审核，管理层访谈及员工访谈，15名抽样员工中的4名员工在2026年1月的月加班超出36小时。 1.基于文件审核和管理层访谈，被审核方建立了工作时间控制程序。 2. 生产部门在安排生产任务时，不但考虑交货期还考虑员工的月加班。且行政部也定期检查和监控工人的 月加班时间。

Finding	
2. Confirmed by management interview, the production department took into account not only the delivery date but also the monthly overtime of employees when scheduling production tasks. And the admin department also checked and monitored the workers monthly OT working hours timely. 3. Confirmed by workers interview, overtime was voluntary. The workers knew their monthly OT working hours was controlled under 36 hours. 4. Confirmed by worker attendance records from Aug 1, 2025 to audit date, 4 out of 15 sampled employees monthly OT working hours exceeded 36 hours in Jan, 2026. The details as follows: 1)15 sampled workers' monthly OT working hours were 36 hours in Nov, 2025; 2)4 out of 15 sampled workers' monthly OT working hours were 40 hours in Jan, 2026; 3) 15 sampled workers' monthly OT working hours were 36 hours in Jul, 2026; Due to the approaching Spring Festival, order volume increased suddenly. The factory temporarily arranged overtime work for some employees, which resulted in their monthly overtime hours exceeding legal requirements. Reference laws: Labor Law of the P.R.C, Article 41 Remark: 15 sampled workers monthly OT working hours were 36 hours in Aug, 2026(until audit date).	3.基于员工访谈，加班是自愿的。员工知道他们的月加班时间被控制在36小时以下。 4. 基于工厂提供的2025年8月1日至审核期间的考勤记录，15名抽样员工中4名员工的月加班时间 在2026年1月的月加班时间超出36小时。详情如下： 1）15名抽样员工在2025年11月的月加班加班为36小时； 2）15名抽样员工中的4名员工在2026年1月的月加班时间为40小时； 3）15名抽样员工在2026年7月的月加班时间为36小时； 由于临近春节，订单量突然有所增加，工厂临时安排部分员工加班，导致这些员工的月加班时间超出法 规要求。参考法律法规：《中华人民共和国劳动法》第41条 备注：15名抽样员工在2026年8月（截至审核期间）的月加班时间为36小时。

PA 7: Occupational Health and Safety

Site: WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD | Site amfori ID: 156-023799-001

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	
The auditee partially respects this principle, because confirmed by factory tour, workers interview and management interview, three workers in metal-processing position did not wear earplugs, and two silk-screen printing employees wore disposable masks instead of active carbon masks during operation. The management reflected that relevant PPEs were provided for workers free of charge. But partial workers forgot to wear them. Reference law: Safety Law of the People's Republic of China, Article 45.	被审核方部分遵循该准则，因为基于现场查看，员工访谈和管理层访谈，3名金工车间的员工在操作时没有佩戴耳塞，两名丝印岗位的员工佩戴的是一次性口罩而不是活性炭口罩。管理层反映相应的劳保用 品已免费提供给员工。但是部分员工忘记了佩戴。参考法律法规：中华人民共和国安全生产法 第四十五条

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	
The auditee partially respects this principle, because confirmed by documents review, factory tour, workers interview and management interview, the auditee had established the chemical management procedure. However, no safety label was posted for 20% chemicals(such as diluents, paints, and etc.) in painting workshop and chemical warehouse. The management reflected that the training about chemical safety was provided for workers regularly. The workers knew the hazards of the chemicals. And they would correct it quickly. Reference Law: Regulations on Safety Use of Chemicals in Workplaces, Article 12.	被审核方部分遵守此准则，因为基于文件审核，现场查看，员工访谈和管理层访谈，被审核方建立了化 学品管理程序。但是，喷漆车间及化学品仓库的20%的化学品未张贴安全标签。管理层反馈化学品安 全的培训已定期安排给员工。员工也了解化学品的危害。他们将尽快整改。参考法律法规：工作场所安 全使用化学品规定 第十二条

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	
The auditee partially respects this principle, because confirmed by factory tour and management interview, it was noted that no hand sanitizer or soap was available in toilet of the production areas. The facility management stated that the toilets were clean, privacy doors were installed, but the soap was run out and they did not supply in time. Refer to amfori BSCI system Manual.	被审核方部分遵守此准则，因为基于现场查看和管理层访谈，生产区域的厕所没有洗手液或肥皂。工厂 管理人员申明厕所是干净的，安装了隐私门，但是肥皂用完了未及时补充。参考amfori BSCI系统手册。

PA 12: Protection of the Environment

Site: WUYI SHUNFENG STAINLESS STEEL PRODUCTS CO.,LTD | Site amfori ID: 156-023799-001

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	
The auditee partially respects this principle, because confirmed by factory tour and	被审核方部分遵循该准则，基于现场查看和管理层访谈，5层生产楼屋顶废气排放口未见废气排放标识

Finding	
management interview, it was found that no waste gas emission sign was found at the waste gas discharge outlet located on the roof of the 5-storey production building. The management explained that the original signs were blown away by typhoon. The factory committed to produce and install new signs as soon as possible. Reference law: Pollution Permit Management Regulations, Article 18	。管理层反馈原有标识于台风天气被吹落，工厂承诺尽快制作并安装新标识。参考法律法规：《排污许 可管理条例》，第18条