

MONITORING ID: 24-0296640-1

Monitored Party Qingdao Workercare Tools Manufacture Co., Ltd	amfori ID 156-059539-000	Address 178# Juhuashan Road, Tieshan Street, Huangdao District, Qingdao, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 01/12/2025	Closing Meeting Finished Date 01/12/2025	Submission Date 08/12/2025
Expiration Date 20/12/2026	Announcement Type Semi Announced	
Site Qingdao Workercare Tools Manufacture Co., Ltd	Site amfori ID 156-059539-001	

This is an extract of the online Monitoring Result, generated on 08/12/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.







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

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

OVERALL RATING



SECTION RATING

PA1: Social Management System	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	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

[Audit Information]

Name of lead auditor: Simon Gao; APSCA membership number (CSCA 21701927)

Name of team auditor (if applicable): Nil

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: This was 0.75 Man Day site audit (one auditor * 0.75 day) conducted opening meeting, Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities. This is a follow up audit (Semi Announced) was conducted on Dec. 1, 2025 (start at 8:45 and end at 14:30) and only PA1, PA2, PA5, PA6, PA7 and PA12 were included in this audit.

[Business partner information] Qingdao Workercare Tools Manufacture Co., Ltd (青岛伟人工具制造有限公司) was founded on Apr. 14, 2017 and located at 178# Juhuashan Road, Tieshan Street, Huangdao District, Qingdao, Shandong Province, China (中国山东省青岛市黄岛区铁山街道办事处菊花山路178号). The Unified Social Credit Code no. of the business license was 91370211MA3DGQHM0K, the valid date of business license was from Apr. 14, 2017 to the longest term. Main product in the factory were Wheel chock, Car ramp, RV & Trailer accessories, Wheel, Tool cart, Storage shel, the annual production volume were 1000000 pieces and the main process was listed as below: raw materials-mixing-injection moulding-assembling-packaging.

[Audited location information] The auditee used part area (about 2000 sqm) of one 1-storey building as canteen, warehouses, production workshops and offices. The building was owned by Bing Village Committee, Tieshan Street, Huangdao District. The auditee leased the building from the landlord. The auditee provided canteen for workers, but did not provide kitchen and dormitory for workers.

The building details as below:

Building#1: Part area of 1F used as canteen, warehouses, production workshop and offices. The other part of this building was leased by another independent factory named Qingdao Fukangjianda Industry and Trade Co., Ltd. (Total 4096 sqm)

Remark: There were several independent companies inside of the industrial park, based on site tour, it was confirmed that the products for the auditee and other companies were different. And there were no workers mixing. This audit only covered the leased area by the auditee.

[Operating shifts and hours] The auditee had a written policy of working hour's system and controlled working hours.

According to the policy and implementation records, one shift for all workers: 07:30-11:30, 12:30-16:30. All workers were recorded by electrical finger print machine and the attendance records from Dec. 1, 2024 to the audit day were provided for review. The attendance records showed that the auditee arranged workers working on Saturday sometimes and workers had right to choose working overtime or not and auditee ensured workers had every Sunday off per week.

Overtime wages were paid at 150%/200% on weekdays/weekends respectively. Workers can take a rest during the working time when they felt tired. The maximum daily OT hours of sampled workers were 2 hours. 1st sampled month (Mar. 2025)– standard hours (40 hours) + maximum weekly OT (12 hours); 2nd sampled month (Jul. 2025)– standard hours (40 hours) + maximum weekly OT (8 hours); 3rd sampled month (Oct. 2025)– standard hours (40 hours) + maximum weekly OT (8 hours). And the maximum monthly overtime working hours were 48 hours. And the maximum continuous working days were 6 days.

[Salary payment details] The factory provided payrolls from Dec. 2024 to Oct. 2025 for review during the audit. The wages were paid by cash before the 25th of each following month. All workers were paid by hourly rate. At least RMB 18 per hour equal to RMB 3132 per month were paid by the factory to workers, and this met the legal minimum wages RMB 2200 per month before Oct. 2025 and RMB 2400 per month since Oct. 2025. Factory paid workers according to their skill and post which met legal requirement. The factory established policy about wage and compensation. Social compensation such as annual leave, statutory holiday, etc. was provided to workers.

[Worker number information] There were total 30 employees (included 11 non-production and 19 production workers) in the factory. Total 8 male production and 11 female production workers were in the factory. 2 male and 2 female domestic migrant workers were in the factory. No other vulnerable worker (young, child, disability, pregnant workers etc.) and other special group workers (interns, apprentices, contractor workers etc.) were in the factory.

[Good practices] Nil

[Worker organization details] There was no trade union at the site, but the factory did not prevent workers from forming the union. The worker representatives were selected freely on Aug. 21, 2024. The workers could rise up their opinions through the worker representatives, suggestion box or communicate with their supervisor directly.

[Circumstances] There was no special circumstance during the audit.

[The special circumstances can be classified as followed] No special circumstance happened during the audit. And no negative evidence was identified during the past year based on the Creditable China and IPE website. No incidents, shortcomings, building safety, national events, behaviour, coaching issue was identified during the audit. No special precautions taken about #COVID-19 in China.

[Summary of findings] This is a follow up audit, only PA1, PA2, PA5, PA6, PA7 and PA12 were covered in this audit.

PA1: 1.1 Some of the amfori BSCI management procedures were not implemented effectively.

1.4 The auditee did not plan the production capacity properly.

PA2: 2.2 The long-term goals did not meet the requirements.

2.5 The grievance procedure was not completed.

PA5: 5.5 The factory didn't provide social insurances for some workers.

PA6: 6.2 Workers' monthly overtime hours exceeded legal requirement of 36 hours.

PA7: 7.1 The actual practice throughout the facility was not fully in compliance.

7.3 Auditee's trainers had not obtained qualification certificates and risk assessment did not identify the needs for special sanitary appliances for women and the special needs of breastfeeding female workers.

7.11 Some goods in warehouses were placed against to the walls and pillars.

7.17 Auditee did not provide the registration certificates and regular inspection reports for one crane and one forklift.

7.22 No privacy doors and no flushing facilities, toilet papers, soaps and sterilization facility in toilets.

7.25 Factory did not conduct present situation assessment of occupational disease hazardous every three years.

PA 12: 12.4 Auditee did not provide the hazardous wastes transfer manifest for review.

[Living wage calculation] The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[Personal Information protection law] The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments] There was no agency used by the auditee, so, the agency labour contract was not applicable. There was no Documented valid authorization to make exemptions about working hours.

SITE DETAILS

Site
**Qingdao Workercare Tools
Manufacture Co., Ltd**

Site amfori ID
156-059539-001

GICS Classification

Sector Materials	Industry Group Materials	Industry Construction Materials
Sub Industry Construction Materials		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	30	Workers
Legal minimum wage in local currency	2,400	Monthly
Lowest wage paid for regular work at the site	3,132	Monthly
Calculated living wage in local currency	3,092	Monthly
Total sample	5	Workers

Other Metrics

Male workers	14	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	Workers
Permanent workers - Female	16	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	5	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	2	Workers
Domestic migrant workers - Female	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	14	Workers
Workers hired directly - Female	16	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	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Qingdao Workercare Tools Manufacture Co., Ltd | Site amfori ID: 156-059539-001

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	
<p>1.1 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle because based on management interview, workers' interview and documents review, though the auditee set up the management system to implement the amfori BSCI Code of Conduct, had designated responsible management representative Mr. Zhang Hongjian/General Manager and conducted internal audit on May 9, 2025. Due to inadequate understanding of the regulations and amfori BSCI requirements, auditee's some of the management procedures were not implemented effectively. Such as workers' monthly overtime exceeded 36 hours that required by laws and regulations. Reference: the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈和文件审核，虽然工厂建立了管理体系来执行amfori BSCI守则，并任命了管理代表张宏鉴/总经理，也在2025年5月9日进行了内审，但是由于工厂未充分理解法规和amfori BSCI的要求，被审核方的部分管理程序没有有效执行。例如，员工的月加班时间超过法规要求的36小时。参考标准：amfori BSCI管理手册中问题1.1的要求。</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>1.4 Follow up audit on Dec. 1, 2025: Open The auditee partially respected this principle because based on management interview and documents review, the auditee had established capacity assessment procedure, but the auditee did not plan the production properly. Based on the provided attendance records from Dec. 1, 2024 to the audit day, the workers monthly overtime hours exceeded legal overtime hour limits. (E.g. the maximum monthly overtime was 48 hours in Mar. 2025 for workers). Reference: the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>2025年12月1日跟进审核：开放 被审核方（生产商）部分遵守该原则，原因是基于管理层访谈和文件审核，虽然被审核方建立了产能评估程序，但是工厂没有合理安排生产计划。根据工厂提供的从2024年12月1日到审核当天的工时记录发现，员工的月加班时间超出了法律要求。（例如：员工最大月加班时间48小时发生在2025年3月）。参考标准：amfori BSCI管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

Site: Qingdao Workercare Tools Manufacture Co., Ltd | Site amfori ID: 156-059539-001

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 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on management interview, workers' interview and documents review, the auditee had set up the long-term goals according to the amfori BSCI Code of Conduct, but the long-term goals did not meet the requirements. Such as, the long-term goals did not consider the different needs of women and vulnerable groups etc in the workplace. Reference: the requirement of question 2.2 in amfori BSCI system manual.</p>	<p>2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈和文件审核，被审核方基于amfori BSCI的行为准则建立了长期目标，但是长期目标不符合要求，例如长期目标未考虑工作场所中女性和弱势群体等的不同需求。参考标准：amfori BSCI管理手册中问题2.2的要求。</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 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on onsite observation, management interview, workers' interview and documents review, the auditee has established inner grievance complain mechanism process, but there was no effective grievance mechanism system and channel for community and external individuals' complaints. The auditee management declared that it was due to their lack of understanding of the requirements. Reference: the requirement of question 2.5 in amfori BSCI system manual.</p>	<p>2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于现场审核、管理层访谈、员工访谈、文件审核，工厂已建立了内部申诉流程，但是工厂没有建立一个有效的供社区和外部个人申诉的制度和渠道。工厂管理层解释说这是由于他们对要求不够理解。参考标准：amfori BSCI管理手册中问题2.5的要求。</p>

PA 5: Fair Remuneration

Site: Qingdao Workercare Tools Manufacture Co., Ltd | Site amfori ID: 156-059539-001

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

5.5 Follow up audit on Dec. 1, 2025: Open The main auditee does not respect this principle. Because based on document review, workers and management interview, the factory totally had 30 employees (included 1 retirement worker and no new worker who joined the factory less than one month), but only provided five social insurances (medical, child-bearing, injury, retirement and unemployment insurance) for 20 workers, provided commercial injury insurance for all the workers, the valid date was from Oct. 28, 2025 to Oct. 27, 2026. The management and workers explained all employees without social insurance had participated in new type rural social endowment insurance and didn't want to enjoy social insurances, but the factory could not provide any evidence about their new type rural social endowment insurance. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 and 73.

2025年12月1日跟进审核：开放 被审核方（生产商）未遵循该准则。原因是基于文件查看，员工及管理层访谈，工厂只为30名员工（包含1名退休员工，无入职不满一个月新员工）中的20人提供了五险（医疗，生育，工伤，养老和失业保险），为所有员工提供了商业意外保险，有效期从2025年10月28日到2026年10月27日。管理层和员工解释所有未参加社保的员工都参加了新型农村养老保险，不愿意参加社会保险，但未提供员工参加新农保的证据。参考标准：中华人民共和国劳动法（2018修正）第七十二条和第七十三条。

PA 6: Decent Working Hours

Site: Qingdao Workercare Tools Manufacture Co., Ltd | Site amfori ID: 156-059539-001

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 Follow up audit on Dec. 1, 2025: Open The main auditee does not respect this principle. Because based on onsite observation, management interview, workers' interview and documents review, the attendance records of 5 sampled workers from mixing, injection moulding, assembling and packaging processes in Mar. 2025, Jul. 2025 and Oct. 2025 respectively were selected from the attendance records provided by the auditee from Dec. 1, 2024 to Dec. 1, 2025, all 5 sampled workers' monthly overtime working hours exceeded 36 hours in Mar. and Jul. 2025, all 5 sampled workers' monthly overtime working hours met the legal requirement in Oct. 2025. 1st sampled month (Mar. 2025) - standard hours (168 hours) + maximum monthly OT (48 hours); 2nd sampled month (Jul. 2025) - standard hours (184 hours) + maximum monthly OT (38 hours); 3rd

2025年12月1日跟进审核：开放 被审核方（生产商）未遵循该准则。原因是基于现场审核、管理层访谈、员工访谈和文件审核，从工厂提供的2024年12月1日到2025年12月1日的考勤记录中，分别抽取2025年3月，2025年7月和2025年10月的各5名抽样员工（来自拌料，注塑，组装和包装工序）的考勤，发现所有5名抽样员工的月加班时间在2025年3月和7月均超过法规要求，所有5名抽样员工的月加班时间在2025年10月均符合法规要求。第一个抽样月（2025年3月）-标准工时（168小时）+最大月加班时间（48小时）；第二个抽样月（2025年7月）-标准工时（184小时）+最大月加班时间（38小时）；第三个抽样月（2025年10月）-标准工时（152小时）+最大月加班时间（30小时）。工厂管理解释说由于没有合理做好生产计划导致员工加班。参考标准：中华人民共和国劳动法（2018修正）第四十一条。

Finding

sampled month (Oct. 2025) - standard hours (152 hours) + maximum monthly OT (30 hours). The auditee management declared that due to the lack of reasonable production plan, the workers worked overtime hours. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

PA 7: Occupational Health and Safety

Site: Qingdao Workercare Tools Manufacture Co., Ltd | Site amfori ID: 156-059539-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle because based on management interview, workers interview, onsite observation and documents review, the auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. However, the actual practice throughout the facility was not fully in compliance due to the management negligence. Reference: the requirement of question 7.1 in amfori BSCI system manual.

2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈、现场观察和文件审核，工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是工厂在实际的执行过程中由于管理疏忽还存在问题。参考标准：amfori BSCI管理手册中问题7.1的要求。

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

Finding

7.3 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on management interview, workers' interview, onsite observation and documents review, the auditee's trainers had not obtained qualification certificates, such as training for enterprise safety management personnel or ISO45001 internal auditor training certificates etc. In addition, the risk assessment did not identify the needs for special sanitary appliances for women

2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈、现场观察和文件审核，工厂的培训师没有取得资质证书，如企业安全管理人员培训或者ISO45001内审员培训证书等。另外，风险评估没有识别是否需要为女性提供特殊卫生用具和哺乳期女工的特殊需求。工厂管理层解释说这是由于他们对要求不够理解。参考标准：amfori BSCI管理手册中问题7.3的要求。

Finding

and the special needs of breastfeeding female workers. The auditee management declared that it was due to their lack of understanding of the requirements. Reference: the requirement of question 7.3 in amfori BSCI system manual.

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**

7.11 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on management interview, workers' interview and onsite observation, some goods in warehouses were placed against to the walls and pillars. The auditee management declared that it was due to their management negligence. Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8.

2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈和现场观察，仓库中部分货物靠墙和靠柱存放。工厂管理层解释说这是由于他们的管理疏忽导致。参考标准：仓储场所消防安全管理 通则（XF 1131-2014）6.8 条款。

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**

7.17 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on onsite observation, management interview and documents review, the auditee did not provide the registration certificates and regular inspection reports for one crane and one forklift. The auditee management declared that it was due to their management negligence. Reference: Special Equipment Safety Law of the People's Republic of China (2013), Article 33 and Article 40.

2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于现场观察，管理访谈和文件审阅，工厂没有提供1台 起重机和1台叉车的登记证明和定期检验报告。工厂管理层解释说这是由于他们的管理疏忽导致。参考 标准：中华人民共和国特种设备安全法（2013）第三十三条 和第四十条。

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	
<p>7.22 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on onsite observation, management interview and workers' interview, the auditee did not install privacy doors in the toilets and there were no flushing facilities, toilet papers, soaps and sterilization facility in toilets. The auditee management declared that it was due to their management negligence. Reference: Hygienic Standards for the Design of Industrial Enterprises (GBZ 1-2010), Article 7.3.4 and the requirement of question 7.22 in amfori BSCI system manual.</p>	<p>2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于现场观察、管理层访谈和员工访谈，工厂的厕所没有 配备隐私门，而且厕所没有冲水设施，没有配备厕纸、肥皂和消毒设施。工厂管理层解释说这是由于他们的管理疏忽导致。参考标准：工业企业设计卫生标准（GBZ 1-2010）第7.3.4和amfori BSCI管理手册中问题7.22的要求。</p>

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.25 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle because based on onsite observation, management interview and documents review, there were noise and waste gas etc occupational hazardous factors in the injection workshop of the factory which belonged to serious occupational hazardous factory list, but the factory did not conduct present situation assessment of occupational disease hazardous every three years as per legal requirement. The factory conducted and provided annual occupational hazardous factor monitoring report. The auditee management declared that they have insufficient understanding of the Occupational Disease Hazard Prevention and Control Law. Reference: Regulations of Occupational Health Management at Work Sites (2020), Article 20.</p>	<p>2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则，原因是基于现场观察，管理层访谈和文件审核，工厂注塑车间存在噪音和废气等职业危害因素，属于严重职业危害因素企业，但是工厂没有根据法规要求每三年进行一次职业病危害因素现状评价。工厂提供了年度的职业危害因素检测报告。工厂管理层解释说他们对职业 病危害防治法了解不足。参考标准：工作场所职业卫生管理规定（2020）第二十条。</p>



PA 12: Protection of the Environment

Site: Qingdao Workercare Tools Manufacture Co., Ltd | Site amfori ID: 156-059539-001

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

12.4 Follow up audit on Dec. 1, 2025: Open The main auditee partially respected this principle. Because based on onsite observation, documents review and management interview, the auditee has hazardous waste such as waste activated carbon according to the EIA and EIA approval, the auditee provided the hazardous waste treatment contract for review during audit, however, the auditee did not provide the hazardous wastes transfer manifest for review. The auditee management declared that it was due to their management negligence. Reference: Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes (2020 Revision), Article 79, Article 80, Article 81 and Article 82.

2025年12月1日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于现场审核、文件审核和管理层访谈，环评及批复显示 工厂有废活性炭等危险废物，审核期间工厂了提供危险废物处理合同供查看，但是没有提供危废转移联单供查看。工厂管理层解释说这是由于他们的管理疏忽导致。参考标准：中华人民共和国固体废物污染环境防治法（2020修订）第七十九条，第八十条，第八十一条和第八十二条。