

Monitored Party CHANGSHU ZHENGTAI TEXTILES CO., LTD.	amfori ID 156-006567-000	Address 9-1# Jiulong Road, Shajiabang Town,, 215500 Changshu, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 24/09/2025	Closing Meeting Finished Date 24/09/2025	Submission Date 30/09/2025
Expiration Date 25/10/2026	Announcement Type Semi Announced	
Site CHANGSHU ZHENGTAI TEXTILES CO., LTD.	Site amfori ID 156-006567-002	

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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: Alice Wang; APSCA membership number: CSCA 21701959

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit is planned for one auditor x 1 onsite day.

Announcement Type: This is a Semi-Announced Audit. PA1, PA2, PA5, PA6 and PA7 were followed in this audit. PA3-4, PA8-13 were not rated in this follow up audit, the ratings and evidences were kept the same with the previous report. PA12 was not rated in this follow up audit, thus no environment document uploaded.

Business partner information:

The auditee was located at 9-1# Jiulong Road, Shajiang Town, Changshu, Jiangsu Province (江苏省常熟市沙家浜镇久隆路9号1幢). It was established on 20 December 2010.

The auditee was specialized in the manufacturing of Fabric and home textile products. The main production activities included Warping, Weaving/ Knitting, Cutting, Sewing, Inspection and Packaging. As claimed by factory management that all productions were finished inside the factory, no products or orders were subcontracted or contracted by other factories.

Audited location information:

There were 3 buildings inside the wall boundary, all the buildings belonged to landlord A. The auditee rented all the buildings. The total construction area occupied by the facility was about 22000 square meters. Detailed layout was as follows:

one 5-storey office building (1F used as office and warehouse, 2F-5F used as office).

one 5-storey dormitory building (1F used as canteen and kitchen, 2F-5F used as dormitory).

one 2-storey production building (1F used as cutting, warping, weaving, warehouse, 2F used as cutting, knitting, sewing, inspection and packaging, warehouse).

Operating shifts and hours:

Based on the records, the regular working time was 8 hours per day, 5 day per week. The wrapping, weaving and knitting workers worked in 2 shifts: 07:30-11:00, 12:00-16:30, OT: 17:30-19:30; 19:30-23:00, 00:00-04:30, OT from 05:30-07:30.

All the rest employees worked in one shift, from 07:30-11:30, 12:30-16:30, OT: 16:30 to 17:30 and 18:30 to 20:30 from 1 October to 30 April; from 07:30-11:30, 13:00-17:00; OT: 17:00-18:00 and 18:30-20:30 from 1 May to 30 September.

Workers worked 8 hours overtime on Saturday in general. No overtime arranged on Sundays and holidays. No obvious peak season or low season existed in the factory. Based on the attendance records from 1 October 2024 to the audit date of 10 sample workers, workers maximum overtime worked 3 hours per day, 20 hours per week, and 92 hours per month.

Time recording system:

The factory used electronic facial identification & fingerprint scanning attendance system to record workers' working time.

Salary payment details:

All employees were paid on a monthly rate basis. The wage was paid through bank transfer on or before the 15th of the following month. Reviewing the payrolls of 10 sampled workers from October 2024 to August 2025, it was noted that the minimum wage paid to workers was RMB 2600/month, which was higher than the legal requirement (RMB 2490/ month since 1 January 2024). Workers' overtime wages were paid 150%, 200% and 300% of the normal wage rate for overtime on weekdays, weekends and statutory holidays respectively.

Worker number information:

There were 198 permanent employees (97 production workers, 101 non-production workers). Among them, 104 were local workers, 94 were domestic migrant workers (39 males and 55 females). Of the 97 production workers, 48 were male and 49 were female. All employees including the security guard and canteen staffs were directly hired by the auditee. There was no foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers, interns, apprentices, contractor workers etc. used in the auditee.

Good practices: The factory provided free dormitory and meals to workers.

Worker organization details:

There was no Union in the auditee, only five worker representatives democratically elected by workers.

Circumstances:

The auditee was cooperative and active throughout the whole audit, full access to facility walk-through and employee interview were granted, and photo-taking of necessary evidences for the audit were permitted. There was no special circumstance during the audit.

Summary of findings:

Findings were noted in PA1, PA2, PA5, PA6 and PA7.

PA1) 1. Insufficient management system; 2. Insufficient workforce capacity planning.

PA2) 1. No satisfaction survey on grievance mechanism.

PA5) 1. Insufficient living wage; 2. Insufficient coverage of social insurance.

PA6) 1. Monthly overtime exceeded legal requirement.

PA7) 1. Insufficient machine guard management.

Refer to finding table for details.

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 local bureau of statistics for the current year.

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. Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver or collective bargaining agreement.

SITE DETAILS

Site
CHANGSHU ZHENGTAI TEXTILES CO., LTD.

Site amfori ID
156-006567-002

GICS Classification

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

amfori Process Classifications

Packaging / wrapping / shipping
Sewing / Stitching
Knitting

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	198	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,600	Monthly
Calculated living wage in local currency	4,567	Monthly
Total sample	10	Workers

Other Metrics

Male workers	95	Workers
Female workers	103	Workers
Non-binary workers	0	Workers
Permanent workers - Male	95	Workers
Permanent workers - Female	103	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	12	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	7	Workers
Workers with night shift - Female	9	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	39	Workers
Domestic migrant workers - Female	55	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	95	Workers
Workers hired directly - Female	103	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: CHANGSHU ZHENGTAI TEXTILES CO., LTD. | Site amfori ID: 156-006567-002

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>The auditee partially respected this principle. Because based on onsite observation, document review and management interview, it was noted the factory had set up management manual, procedures and implement documents according to amfori BSCI requirements, but the implementation and supervision of the management system were insufficient. Some issues such as insufficient coverage of social insurance, excessive monthly overtime, etc. were still without signification improvement. The factory management said that social insurance was based on workers own willingness, and it was difficult to control the monthly overtime within 36 hours. The interviewed workers stated that social insurance participation and overtime work were all voluntarily, and they wish to have more overtime work to increase income. Reference to amfori BSCI System Manual.</p>	<p>被审核方部分遵守该准则。原因是根据现场观察、文件审核和管理层访谈，发现工厂按照amfori BSCI的要求制定了管理手册，程序和实施文件，但是管理体系实施和监督不足，如社保参保不足、月加班超时等问题还是没有明显改善。工厂管理表示社保是基于工人自己意愿的，且月加班控制在36小时内比较困难。访谈工人表示社保参保和加班都是自愿的，且他们希望有更多的加班来增加收入。参见amfori BSCI系统手册。</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>The auditee partially respected this principle. Because per document review, management interview and workers interview, it was noted that the factory had set up written workforce planning procedure, but the procedure was not effectively implemented, which leading to the sampled workers had excessive 36 hours monthly overtime work. Workers said overtime was voluntary. The factory management claimed that they could not finish production order on time if no overtime was arranged. Reference to amfori BSCI System Manual.</p>	<p>被审核方部分遵守该准则。原因是基于文件审核、管理层访谈和员工访谈，发现工厂建立了书面的产能规划程序，但该程序没有有效执行，导致抽样的工人月加班超36小时。员工表示加班是自愿的。管理层表示如果不安排加班无法按时完成订单。参见amfori BSCI系统手册。</p>

PA 2: Workers Involvement and Protection

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>The factory partially respects this principle. According to document review, management and employee interview, the factory did not carry out a regular satisfaction survey on grievance mechanism to ensure the grievance channels worked effectively. There was not any grievance or feedback in the past year according to the grievance record. The factory management stated that they only conducted the survey orally and did not maintain records. The interviewed workers stated that they knew the grievance channels, such as using the suggestion box, but they did not have grievance or complaint yet. Reference to amfori BSCI system manual.</p>	<p>被审核方部分遵守该准则。根据文件审阅、管理层和员工访谈，工厂未对申诉机制进行定期的满意度调查，以确保申诉渠道畅通。根据申诉记录查看，工厂在过往一年都未收到任何投诉或反馈。工厂管理层表示他们仅口头做过调查，没有保留记录，访谈到的员工表示他们知道申诉渠道，如使用意见箱，但他们目前没有申诉或抱怨。参见amfori BSCI系统手册。</p>

PA 5: Fair Remuneration

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	
<p>The auditee did not respect this principle. Because based on document review and management interview, it was noted that the factory had collected and calculated the local living wage, but they did not adjust the wage accordingly. According to wage records of 3 sampled months in March 2025, May 2025 and August 2025, the remuneration (gross salary except overtime wage) of 10 out of 10 sampled workers in above mentioned months was lower than the local living wage. The remuneration of these workers was between RMB 2600 to RMB 3500 per month in the sampled months, while the local living wage was RMB4567 per month based on the data from Anker Research Institute. The management stated they provided free meals and dormitory for workers and guaranteed workers wage was no less than the local legal minimum</p>	<p>被审核方未遵守该准则。原因是根据文件审核和管理层访谈，发现尽管工厂进行了生活需求工资的信息收集和计算，但未相应的调整工资。根据抽样的3个月(2025年3月，2025年5月和2025年8月)的工资记录显示，10名抽样员工中有10名员工在上述抽样月的报酬(除加班工资外的工资总额)低于当地生活需求工资。抽样月份里这些员工的报酬为2600元至3500元每月之间，而根据Anker研究所的数据，当地生活需求工资为4567元每月。管理层表示，他们给工人提供了免费的食宿，并且确保了工人的工资不低于法定最低工资要求。参见amfori BSCI系统手册。</p>

Finding	
wage. Reference to amfori BSCI system manual.	

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
<p>Finding</p>	
<p>The auditee partially respected this principle. Because based on document review, management interview and workers interview, it was noted insufficient social insurance coverage was detected in the factory. There were 198 employees with 42 retired workers and there were no new workers hired after the latest social insurance application in September 2025. So, 156 employees should be provided with social insurance. Per checking the social insurance online system, it was noted 25 out of 156 employees were not provided with retirement insurance, unemployment insurance, medical insurance, maternity insurance, and work-related injury insurance. The management stated that social insurance was provided based on workers' willingness. The workers not covered by social insurance said they came from other provinces or local rural areas, and had purchased cheaper rural insurance, so they didn't want to buy social insurance again. The management didn't collect relevant information on rural insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53. Remark: The facility provided commercial accident insurance for 79 employees in the factory, covering all the employees without work-related injury insurance, the contract was valid to 01 April 2026.</p>	<p>被审核方部分遵守该准则。原因是根据文件审核、管理层访谈和员工访谈，发现工厂社会保险参保不足。工厂有198名员工，包括42名退休员工，2025年9月最近一次社保申报后没有新入职的员工。因此有156名员工需享有社保。查看了工厂的社保系统，发现156名员工中有25名员工没有参保养老、失业、医疗、生育和工伤保险。管理层表示社保的提供基于工人的意愿。未参保的工人表示他们来自外省或当地农村，已经买了更便宜的农保，因此他们不想再购买社保。管理层没有收集农保相关信息。参考法规：《中华人民共和国社会保险法》第10，23，33，44，53条。备注：工厂给79名员工提供了商业意外险，涵盖了所有没有工伤保险的员工，合同有效期至2026年4月1日。</p>

PA 6: Decent Working Hours

Site: CHANGSHU ZHENGTAI TEXTILES CO., LTD. | Site amfori ID: 156-006567-002

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
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Finding

The auditee did not respect this principle. Because based on document review, management interview and workers interview, it was noted the facility established policy for working, but the auditee did not consider the compliance of workers overtime-working hours during the production capacity planning. The production management said they were busy recently, and workers were willing to work overtime to get more paid, also no overtime control was done by factory and no tracking on overtime working, which caused the OT exceeding 36 hours in most months. The working time records from 1 October 2024 to audit date provided by the factory showed details as following: (1) Based on attendance records in March 2025, 10 out of 10 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 92 hours; (2) Based on attendance records in May 2025, 10 out of 10 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 80 hours; (3) Based on attendance records in August 2025, 10 out of 10 sampled workers' monthly overtime hours exceeded 36 hours, the maximum was up to 92 hours; Reference law: PRC Labour Law article 41 Remark: the maximum monthly OT working hours of the 10 sampled employees in September 2025 (from 1 September 2025 to 24 September 2025) was 64 hours.

被审核方未遵守该准则。原因是根据文件审核、管理层访谈和员工访谈，发现工厂已经建立了工时政策，但是被审核方在产能规划期间未考虑员工加班工作时间的合规性。生产管理人员称最近工厂比较忙，且工人愿意加班以获得更多报酬，同时工厂没有对加班进行管控，也没有对加班进行跟踪，导致多数月份月加班超36小时。根据工厂提供的2024年10月1日至审核当天的考勤记录，详细如下：（1）根据2025年3月的考勤记录，10名抽样员工中有10人月加班时间超过36小时，最大达到92小时；（2）根据2025年5月的考勤记录，10名抽样员工中有10人月加班时间超过36小时，最大达到80小时；（3）根据2025年8月的考勤记录，10名抽样员工中有10人月加班时间超过36小时，最大达到92小时。参考法规：《中华人民共和国劳动法》第41条备注：10名抽样员工在2025年9月（2025年9月1日至24日）的最大月加班时间为64小时。

PA 7: Occupational Health and Safety

Site: CHANGSHU ZHENGTAI TEXTILES CO., LTD. | Site amfori ID: 156-006567-002

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

The auditee partially respects this principle. Because according to document review, onsite observation, management and employee interview, the factory established the procedure on equipment management and appointed the person to maintain the machines, however, it was noted one out of 5 sampled sewing machines in sewing workshop was not installed with needle guard. The factory management stated that they had installed needle

被审核方部分遵守该原则。原因是根据文件审阅，现场查看，管理层和员工访谈，工厂建立了设备管理制度和任命人员去维护保养设备，但是审核发现缝制车间5台缝纫机中的1台没有安装挡针。工厂管理层表示，他们已为所有缝纫机安装了护针，但有时工人会自行拆除挡针，他们会加强对工人的机器安全培训。参考法规：《生产设备安全卫生设计总则》第6.1.2条

Finding

guard for all the sewing machines, but sometimes workers removed the needle guard by themselves, they will enhance the machine safety training for workers. Reference law: General rules of design on health and safety of production facility, article 6.1.2