

Monitored Party Nangong Rolking Felt Co., Ltd.	amfori ID 156-005574-000	Address Fanjiazhai North, Chuiyang Town, 055750 Nangong City, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 26/05/2025	Closing Meeting Finished Date 26/05/2025	Submission Date 03/06/2025
Expiration Date 03/06/2026	Announcement Type Semi Announced	
Site Nangong Rolking Felt Co., Ltd.	Site amfori ID 156-005574-001	

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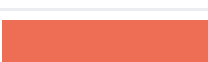
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OVERALL RATING



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	A	
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

Lead Auditor: Burgess Liu; APSCA membership number: CSCA 21701894

Monitoring partner: TUV Rheinland

Audit schedule details: The audit was planned for 1 auditor x 1 day

Announcement type: Semi-Announced

Monitoring type: Follow-up audit

This was follow-up audit, so this audit scope only covered PA1, 5, 6, 7. The rate and related evidence for the questions in PA 2, 3, 4, 8, 9, 10, 11, 12, 13 were kept the same as the previous audit.

Business partner information: The auditee was located at located at “Fanjiazhai North, Chuiyang Town, Nangong City, Hebei Province, China (中国河北省南宮市垂楊鎮范家寨村北)”. The auditee was established in 2010. The main product manufactured by the auditee was felt products, polyester felt products, wool dryer ball. Main production processes are listed as follow: For the felt products, polyester felt products, the main production processes were listed as follows: wool opening, material mixing, felt making, felt compounding, felt molding, cutting if needed, inspection and packing. For the wool dryer ball, the main production processes were listed as follows: wool opening, carding, wool dryer ball making, milling, centrifuge dripping, drying, inspection, and packing. No subcontractor was used by the facility, all processes were completed by the factory self.
No subcontractor was used.

Audited location information: There were total 10 buildings within the boundary, all buildings were rented from another company named “Hebei XXX Co., Ltd.”. The landlord did not produce in the same address. The auditee provided the rented contract and business license for review.

The auditee used one 2-storey building as office (1F as inspection and packing workshop and warehouse and 2F as office), one flat building as inspection and packing workshop and warehouse, one flat building as wool dryer ball manufacturing workshop, and warehouse, one flat building as wool opening workshop and warehouse, one flat building as felt manufacturing workshop and warehouse, one flat building as felt manufacturing workshop and warehouse, one flat building as felt manufacturing workshop and warehouse, one flat building as felt manufacturing workshop and warehouse, one flat building as felt manufacturing workshop and warehouse and one flat building as assessor building.

The total construction area was 13,000 sq. meters.

No kitchen or dormitory was provided by the facility.

Operating shifts and hours: Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday). Working on Saturday was treated as overtime and Sunday was guaranteed as rest. Attendance records from 1 April 2024 to the audit date were reviewed. One shift was arranged for all employees: 8:00-12:00, 13:00-17:00. Overtime will be arranged from 18:00 to 20:00. No apparent peak season or low season existed.

Time recording system: Finger printer attendance machine was used to record the time in/out.

Salary payment details: Legal minimum wage was RMB2000 per month equal to RMB 11.49 per hour since 1 January 2023. The whole month was counted as a wage calculation cycle, and the wage was paid through cash on the 30th days of next month. Payroll records from April 2024 to March 2025 were reviewed. All workers' wages were calculated by hourly rate and at least RMB14.95 per hour. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage.

Worker number information: Total 41 employees including 26 male employees and 15 female employee were working in the factory. There were 30 production employees (17 male employee and 13 female employees) and 11 non-production employees. All employees were local workers. All employees were hired by the factory directly.

Good practices: 15 minutes break every half day

Worker organization details: There was no labor union in the factory. Workers freely elected 1 worker representative in 2024. The management held meetings with worker representative regularly.

Circumstances: The factory management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Summary of findings:

PA1: Insufficient management system, insufficient capacity planning;

PA5 No social insurance was provided to some employees;

PA6: Monthly overtime hours exceeded the legal requirement;

PA7: 1. No occupational health examination was provided for review

2. The electric wire on the ground

3. Belt guards of making felt machines were not closed

Living wage calculation:

#Living Wage:

1).No anker wage available for the producer 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 had been obtained the individual's consent during the audit.

2)The facility did not use contractor or labor agency, which makes the agency labour contract and contractor permit not applicable; the facility did not have government waiver which makes the government waiver not applicable; the facility did not have collective bargain agreement which makes the collective bargain agreement not applicable.

SITE DETAILS

Site

Nangong Rolking Felt Co., Ltd.

Site amfori ID

156-005574-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

N.A.

NACE Classification

Manufacture of other textiles

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	41	Workers
Legal minimum wage in local currency	2,000	Monthly
Lowest wage paid for regular work at the site	2,601.3	Monthly
Calculated living wage in local currency	2,207.35	Monthly
Total sample	8	Workers

Other Metrics

Male workers	26	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	26	Workers
Permanent workers - Female	15	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	1	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	0	Workers
Domestic migrant workers - Female	0	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	26	Workers
Workers hired directly - Female	15	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	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Nangong Rolking Felt Co., Ltd. | Site amfori ID: 156-005574-001

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 respect this principle. According to document review, onsite observation, management and employee interview, the factory had set up a set of management procedures to implement the amfori BSCI Code of Conduct, however, not all the procedures were effectively implemented, such as salary and welfare management procedure, working hours management procedure. The management confirmed the factory had to arrange excessive overtime to workers if busy due to lack of workers and tight deliver time, but they had tried their best to ensure all workers could have one day off per seven days. (Against the requirements of amfori BSCI system manual)	被审核方部分遵守该原则。根据文件审阅,现场查看,管理层和员工访谈,工厂已建立了一套管理程序来执行amfori BSCI行为守则,然而,不是所有的程序都得到有效的实施,例如薪资福利管理程序、工时管理程序。管理层确认由于缺少工人和交期紧张的缘故,忙时工厂不得不安排超量的加班给工人,但是工厂已尽力保证工人能够每7天休息1天。 (违反了amfori BSCI系统手册中的要求。)

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 respect this principle. As per document review, interviews with management, workers' representative and workers, the facility had established production cost calculation procedure but the facility did not have a reasonable and effective planning to meet the expectations of the delivery order led to workers have the monthly overtime hours exceed 36 hours. (Against the requirements of amfori BSCI system manual)	被审核方部分遵守该原则。通过文件审阅,管理层访谈,员工以及员工代表访谈,工厂建立了成本核算的程序文件,但是企业没有一个合理有效的计划去完成预期的订单交货以致于工人有月加班时间超过三十六小时的情况。(违反了amfori BSCI系统手册中的要求。)

PA 5: Fair Remuneration

Site: Nangong Rolking Felt Co., Ltd. | Site amfori ID: 156-005574-001

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 partially respect this principle. According to document review, management and employee interview, no social insurance provided to some employees. There were 41 workers in the facility on the audit day, 15 of them had reached retirement age and no new employee hired within one month. The auditee has provided social insurance receipt from April 2024 to May 2025 for review, however, 13 out of 26 employees had not participated in employment injury insurance and 14 out of 26 employees had not participated in unemployment insurance, retirement insurance, basic medical insurance and child-bearing insurance. Through management interview, they would purchase social insurance for their workers, and the facility had told them the benefits of social insurance while recruiting, but it was based on the voluntary principle. Through workers interview, some workers purchased the new rural insurance and did not want to participate social insurance in the facility, but the factory did not provide relevant supporting documents. (Reference law: Labor Law of P.R.C, Article 72&73.) Remark: All employees were provided with group business insurance which is valid from 13 November 2024 to 12 November 2025.	被审核方部分遵守该原则。根据文件审阅，管理层和员工访谈，没有提供社会保险给部分员工。审核当天工厂有41名员工，其中15名已达到退休年龄，近一个月内没有入职的新进员工。工厂提供了2024年4月到2025年5月社保发票，但是，发现企业没有给26名员工中13名员工购买工伤保险，没有给26名员工中14名购买失业保险，养老保险，医疗保险和生育保险。管理层访谈得知，工厂会为员工缴纳社保，并且招聘时工厂已告知员工社保的好处，但是是基于自愿原则的。通过员工访谈，部分员工购买了新农保不想在工厂参加社保，但是工厂没有提供相关的证明文件。（参考法律法规：《中华人民共和国劳动法》第72条和第73条） 备注：全部员工都参与了集体意外险，有效期从2024年11月13日到2025年11月12日。

PA 6: Decent Working Hours

Site: Nangong Rolking Felt Co., Ltd. | Site amfori ID: 156-005574-001

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 did not respect this principle. According to document review, management and employee interview, workers' monthly overtime hours exceeded the legal requirement, the factory did not have effective overtime control system. The factory management stated that they could not ensure employees' overtime hours in accordance with the law requirements when production capacity could meet the requirements of the client orders continually, they had to arrange some	被审核方未遵守该原则。根据文件审阅，管理层和员工访谈，员工的月加班时间超过法规要求，工厂没有有效的系统去控制加班。工厂管理层表示在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合法规要求，他们必须安排一些加班来完成生产订单，但工厂保证员工每周至少休息一日。访谈的员工表示加班是自愿的，且加班可以增加收入。自2024年4月1日至审核当天的考勤提供查看。审核员在2025年3月，2024年12月，2024年8月随机抽取了8名抽样员工的考勤，发现抽样员工的

Finding	
overtime to finish production order, but at least one day off per week was provided for employees. Interviewed employees stated that overtime work was voluntary and they could earn more money by working overtime. Time records from 1 April 2024 to the audit day was provided for review. The auditor randomly selected 8 sampled workers' time records each from March 2025, December 2024 and August 2024, it was noted that workers' monthly overtime working hours exceeded legal limit of 36 hours, and the maximum reached 58 hours, 52 hours, 56 hours respectively (Reference Law: PRC Labour Law article 41). Remark: The maximum monthly overtime hours were 44 hours in May 2025 (1 May 2025 to 26 May 2025).	月加班时间超过法律规定的36小时，最大分别达到了58小时，52小时和56小时。（参考法律法规：中华人民共和国劳动法第41条）备注：2025年5月（2025年5月1日到2025年5月26日）的最大月加班时间为44小时。

PA 7: Occupational Health and Safety

Site: Nangong Rolking Felt Co., Ltd. | Site amfori ID: 156-005574-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respect this principle. According to document review, onsite observation, management and employee interview, the auditee established the occupation health management procedure, conducted occupational hazards factors testing regularly, (potential occupational hazards factors noted at the auditee mainly included noise, dust, and etc.), but did not arrange the pre-job, on-job, off-job occupational health examination for employees contacted with the occupational hazard factors about noise and dust. Per management, this documents were in process. (Reference Laws and Regulations: PRC Law of Prevention and Control of Occupational Diseases Article 35)	被审核方部分遵守该原则。根据文件审阅、现场观察、管理层和员工访谈，被审核方建立了职业健康管理程序，定期地进行职业危害因素检测，但没有给接触噪音和粉尘职业危害因素的员工进行岗前、岗中和离职的职业病体检。管理层表示，这个文件正在办理之中。（参考法律法规：《中华人民共和国职业病防治法》第35条）

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 respected this principle. According to onsite observation, management and employee interview,

1. It was noted that there was electric wire of electric fan on the ground in making felt workshop, which could cause obstruction and slipping hazards. Per management, they will corrected this finding soon. (In accordance with the requirement of amfori BSCI system manual)
2. All the making felt machines were installed with belt guards, but 1 out of 5 belt felt machine's guards were not closed during the machines' operating. Per management, they open the belt cover to cool the machine. Reference law: Law of the PRC on Work Safety article 33

被审核方部分遵守该原则。根据现场查看，管理层和员工访谈，

1. 审核中发现制毡车间地面上有电风扇的电线，容易造成绊倒或滑倒的危险。管理层表示，他们会尽快改善这个问题。（违反了amfori BSCI系统手册中的要求。）
2. 所有的制毡机都安装了皮带防护罩，但是5台设备中有1台在运行的时候皮带防护罩没有关闭。管理层表示，他们打开防护罩是为了给设备降温。参考法律法规：《中华人民共和国安全生产法》第33条