

Monitored Party Guangzhou Fu Li Ya Industry Co.,Ltd	amfori ID 156-060970-000	Address Floor 2 and Floor 3, No.3, Sanheng Road, Suyuanzhuang, Junhe Street, Qinghu Village, Baiyun District, Guangzhou, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Intertek
Monitoring Start Date 02/02/2026	Closing Meeting Finished Date 03/02/2026	Submission Date 09/02/2026
Expiration Date 13/03/2027	Announcement Type Semi Announced	
Site Guangzhou Fu Li Ya Industry Co.,Ltd	Site amfori ID 156-060970-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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: Justin Huang;

APSCA membership number: CSCA 21700276

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Intertek

Audit schedule details: The audit is planned for 1 auditor x 1 day on 2 February 2026.

Time in / 09:10, time out /17:15.

Announcement Type: Semi Announced. This was a follow-up audit, PA1, PA5, PA6, and PA7 and were covered, PA2, PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13 were not covered due to no finding raised in initial audit. Site tour, document review, and employee interview were done during the follow up audit.

Business partner information:

Guangzhou Fu Li Ya Industry Co.,Ltd. 广州富丽雅实业有限公司 (Uniform Code of Social Credit:

91440101MA5AWCHR1B) was located at Floor 2 and Floor 3, No.3, Sanheng Road, Suyuanzhuang, Junhe Street, Qinghu Village, Baiyun District, Guangzhou City, Guangdong Province, China. The total land area occupied by the facility was about 3000 square meters. They established in May 2018.

The main products manufactured by the facility were bags products. The main production processes were listed as follows: cutting, sewing, inspection, packing.

Audited location information:

The facility rented the 2nd and 3rd floors of one 4-storey production building used as workshop, warehouse, the other floors of the building were rented by other facilities who had independent business license; The facility rented the 3rd floor of another one 4-storey production building used as office, the other floors of the building were rented by other facilities; No dormitory, kitchen or canteen was provided to employees.

Building No.1:

1/F: Other facility.

2F: packing, cutting.

3F: sewing, inspection, warehouse.

4/F: Other facility.

Building No.2:

1/F: Other facility.

2F: Other facility.

3F: Office of the auditee.

4/F: Other facility.

Operating shifts and hours:

The attendance records from 8 March 2025 to 2 February 2026 (last audit date: 6-7 March 2025) were reviewed at this audit. Employees regularly work for 8 hours per day and 5 days per week in one shift. The normal workings are 8:00-12:00; 13:30-17:30. There was no obvious peak season in the facility.

Time recording system: Facial and finger ID attendance system was used for time keeping.

Salary payment details: The payroll records from February 2025 to December 2025 (last audit date: 6-7 March 2025) were reviewed at this audit. Employees' wages were calculated on hourly rated basis. The minimum wage paid by the facility was RMB 2500 per month, which was in line with the legal requirement (RMB 2500 per month equivalent to RMB14.37 per hour). For overtime wages, 150%, 200% of basic wages were paid to employees for their overtime hours on normal working days and rest days respectively. There was no overtime hour on public holidays. Employees were paid by bank autopay, the wages would be paid on 30th of each month after the previous wage calculation cycle.

Worker number information:

A total of 87 employees (67 Females and 20 Males) including 62 production workers and 25 non-production staffs were working in the facility. 31 employees were local workers from Guangdong province, the other 56 employees were domestic

migrant workers from other provinces of China.

Good practices: None

Worker organization details: No labor union was set up in the facility, worker representatives freely elected by all workers were available in the facility.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

1.1 The social management system was not implemented effectively.

1.4 The auditee's workforce capacity was not properly organised to meet the expectations of the delivery order and/or contracts due to overtime hours systematic exceeded the local legal requirement in the reviewed months.

5.4 The facility management didn't investigate employees' basic needs, and they had no idea of how to calculate the living wage.

5.5 Not all employees participated in social insurance.

6.2 The monthly overtime hours exceeded legal limit.

Living wage calculation:

#LivingWage: Anker methodology is used for Living Wage calculation by auditing company.

Remark:

For uploading document:

1) There is no agencies or contractors used by the facility, which makes the agency labour contract and contractor license not applicable.

2) There is no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable.

3) There is no any government waiver obtained by the facility, which makes the government waiver not applicable.

SITE DETAILS

Site

Guangzhou Fu Li Ya Industry Co.,Ltd

Site amfori ID

156-060970-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Personal Care Products
Sub Industry		
Personal Care Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	87	Workers
Legal minimum wage in local currency	2,500	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,704.88	Monthly
Total sample	8	Workers

Other Metrics

Male workers	20	Workers
Female workers	67	Workers
Non-binary workers	0	Workers
Permanent workers - Male	20	Workers
Permanent workers - Female	67	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	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	13	Workers
Domestic migrant workers - Female	43	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	20	Workers
Workers hired directly - Female	67	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	3	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Guangzhou Fu Li Ya Industry Co.,Ltd | Site amfori ID: 156-060970-001

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	
1.1 The previous finding had not been corrected. Based on documents review workers interview and site tour, the social management system was not implemented effectively, and some non-compliance findings were detected in Performance Areas of Social Management System and Cascade Effect, Fair Remuneration, and Decent Working Hours. For details, please refer to Performance Area 1, 5, and 6 respectively. This question was rated as Partially because most of performance areas were implemented well, only some gaps were found in several PAs. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	上次审核发现的问题未改善。 基于文件审核、员工访谈及现场走访，审核员发现企业没有有效执行社会责任管理系统。在供应链管理 及级联效应、公平报酬、体面工作时间绩效领域发现部分问题点。详细分别见绩效领域第1、5、和6部分。 该问题点选Partially, 因为大部分执行领域运行状况良好，只有少数执行领域存在差距。 该问题点违反了BSCI行为守则，供应链管理及级联效应。

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	
1.4 The previous finding had not been corrected. The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint 6.2 for details. This question was rated as No because the facility did not have effective process to control overtime hours. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System and Cascade Effect.	上次审核发现的问题未改善。 受审核方的劳动力没有被正确安排以满足客人订单的期望，因为月加班时间超出了法律的规定，具体参考检查点6.2。 该问题点选No，因为企业没有有效的措施控制加班。 该问题点违反了BSCI行为守则，供应链管理及级联效应。



PA 5: Fair Remuneration

Site: Guangzhou Fu Li Ya Industry Co.,Ltd | Site amfori ID: 156-060970-001

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 The previous finding had not been corrected. During management interview, auditor found that the facility management didn't investigate employees' basic needs, and they had no idea of how to calculate the living wage. This checkpoint was scored Partially because of the basic wages plus job allowance paid by the audited facility were above the living wage calculated by auditor. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.	上次审核发现的问题未改善。 通过管理层面谈，审核员发现企业没有调查员工基本生活需求，不了解如何计算生活工资。这个检查点选部分符合，是因为企业所提供的基本工资加岗位津贴都高于审核员计算的生活工资。这个问题不符合amfori BSCI的行为准则之公平报酬的原则。

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 The previous finding had not been corrected. The social insurance documents of past 12 months were reviewed, based on the most updated social insurance receipt of January 2026, auditor found that only 35 out of 82 eligible employees (42.7%) had participated in basic endowment insurance, unemployment insurance, basic medical insurance, maternity insurance and employment injury insurance. This question was rated as No because the facility did not have adequate process to ensure all employees are covered by social insurance. Remark: 1) The facility purchased commercial injury insurance for total 105 employees, the contracts are valid to 10 May 2025 to 9 May 2026. 2) Interviewed employees stated that they participated in social insurance in voluntary basis. 3) No temporary and dispatch workers were used, there were 5 retirees, no new employees in the facility. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees.	上次审核发现的问题未改善。 过去12个月的社保记录有供审阅，根据最新的2026年1月的社保收据，审核员发现企业的82位符合条件的员工中只有35位(42.7%)按要求参加了养老保险、失业保险、医疗保险、生育保险和工伤保险、该问题选No，因为企业没有适当的流程来确保所有员工都参加社保。 备注： 1) 企业为总共105名员工购买了商业意外险，合同的有效期为2025年5月10日至2026年5月9日。2) 面谈员工表示参加社保是自愿的。3) 企业没有雇用临时工和劳务派遣工，有5名退休返聘员工，无新进员工。 依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费。

Finding

Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance.

PA 6: Decent Working Hours

Site: Guangzhou Fu Li Ya Industry Co.,Ltd | Site amfori ID: 156-060970-001

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 The previous finding had not been corrected. The monthly overtime hours of 8 out of 8 randomly selected employees were 69 hours in August 2025 (random month), 8 out of 8 randomly selected employees were 52 hours in May 2025 (random month). This question was rated as No because the facility did not have effective process to control overtime hours. In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

上次审核发现的问题未改善。
在2025年8月份（随机月），8名抽样员工中的8名月加班时间为69小时，在2025年5月份（随机月），8名抽样员工中的8名月加班时间为52小时。该问题点选No，因为企业没有有效的措施控制加班。
依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。