

Monitored Party CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD.	amfori ID 156-015947-000	Address No.1 Yutai Road, Haiyu Town, 215519 Changshu, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 24/11/2025	Closing Meeting Finished Date 24/11/2025	Submission Date 01/12/2025
Expiration Date 01/12/2026	Announcement Type Semi Announced	
Site CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD.	Site amfori ID 156-015947-002	

This is an extract of the online Monitoring Result, generated on 04/12/2025, 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	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:

Davison Wang; APSCA membership number: CSCA21700037

Name of team auditor (if applicable):

Nil; APSCA membership number: Nil

Monitoring partner name:

Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002

Audit schedule details:

The audit was planned for 1 auditor x 1 day.

Business partner information:

Factory name: CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD. (the Chinese name is 常熟市贝丝美针纺织品有限公司)

Factory address: No.1 Yutai Road, Haiyu Town, 215519 Changshu, China (the Chinese address is 中国常熟市海虞镇虞泰路1号)

Business license number: 91320581061839360T

The factory was established on January 28, 2013, it was specialized in manufacturing of textile. The main production activities were warping, weaving, cutting, sewing, inspecting and packing. The peak season was not obvious.

Audited location information:

The factory rented one 4-storey office, production and warehouse building (1F: warping, weaving workshop, warehouse, 2F: weaving workshop, warehouse, 3F: cutting, sewing, inspecting workshop, warehouse, 4F: sewing, inspecting, packing workshop, warehouse, office) with a total of built area of 8920 square meters. No canteen or dormitory was provided in the factory. The building was rented from Suzhou Zofen Intelligent Technology Co., Ltd.

Operating shifts and hours:

The normal working time was 8:00-11:30, 13:00-17:30. All employees worked from Monday to Friday, overtime worked on Saturdays if busy and rested on Sundays and statutory holidays. The regular working hours were 8 hours a day and 40 hours a week.

Time recording system:

All employees' working hours were recorded by biometric machine with detailed time in and time out information.

Salary payment details:

All employees were paid at monthly rate before end of the following month by bank transfer. According to the payroll and attendance records of 5 sample employees from September 2025, 5 sample employees from August 2025 and 5 sample employees from May 2025, it was noted that the regular wages of all sample employees were RMB 3500 to 4000 per month, which was not less than the local minimum wage RMB 2490 per month since January 1, 2024. All sample employees were paid 150% and 200% of regular wages for their overtime work on weekdays and rest days respectively, which was not less than the statutory requirement. And the sample employees' maximum over time hours were 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 14 hours a week and 62 hours a month in the testing months. The maximal weekly working hours were 54 hours. The longest consecutively working days were 6 days in the testing periods.

Worker number information:

There were totally 48 workers including 32 production workers (16 males and 16 females) and 16 non-production workers. Totally 21 domestic migrant workers which included 11 males and 10 female workers. No foreign migrant worker, young worker, child worker, disabled worker, breastfeeding worker, pregnant woman was available in the factory. And no intern, apprentice or subcontractor was used in the factory.

Good practices:

None

Worker organization details:

Workers freely elected two worker representatives on March 13, 2025. The factory encouraged the communication between worker representatives and workers.

Circumstances:

There was no special circumstance during the audit.

Summary of findings:

The non-compliances were noted in PA1: Social Management System (1.1, 1.4), PA 2: Workers Involvement and Protection (2.5), PA 5: Fair Remuneration (5.4, 5.5), PA 6: Decent Working Hours (6.2), PA 7: Occupational Health and Safety (7.3, 7.6, 7.13, 7.17, 7.25) during this audit. And the details refer to the relevant PA in the report.

Living wage calculation:

BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for area where the factory is located. The data source: onsite audit information collection (BV BNW).

Summary of interview:

The worker interview was conducted individually and in group. 5 workers were randomly selected for interview and no complaint was raised. The attendance records were cross-checked against the production records. Confidential interviews were conducted with 5 workers from different departments. No inconsistency regarding working hours was found.

Overall situation:

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Ms. Hu Jingyue, HR Manager, agreed with the findings and signed the corrective action plan.

Opening meeting and closing meeting factory representatives (name and titles)

Ms. Hu Jingyue, HR Manager

Ms. Zhu, Worker representative

Executive summary of audit report:

1. There was no contractor used by the auditee, which makes the contractor license/permit not applicable.
2. There was no agency used by the auditee, which makes the agency labour contract not applicable.
3. The Government waivers were not applicable in the auditee.
4. The Collective bargaining agreements were not applicable in the auditee.
5. There were other buildings located in the same compound with the auditee. Other buildings were used by other factories. The auditee had its own business license, employee management system, production areas, machines, products, etc. No exchange of workers, production areas, machines, etc. were noted.
6. As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope.

In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects.

SITE DETAILS

Site

CHANGSHU BEISIMEI KNITTING
TEXTILE CO., LTD.

Site amfori ID

156-015947-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	4,567	Monthly
Total sample	5	Workers

Other Metrics

Male workers	22	Workers
Female workers	26	Workers
Non-binary workers	0	Workers
Permanent workers - Male	22	Workers
Permanent workers - Female	26	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	6	Workers
Management - Female	10	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	11	Workers
Domestic migrant workers - Female	10	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	22	Workers
Workers hired directly - Female	26	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: CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD. | Site amfori ID: 156-015947-002

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>It was noted that the factory had set up some management procedures to implement the BSCI Code of Conduct, but not all procedures were properly implemented. For example, some health safety issues were noted on site, but none of these issues were raised during internal audit. The factory had not implemented corrective and preventive actions.</p> <p>In accordance with the requirement of Performance Area 1.1, the auditee shall set up an effective management system to implement the BSCI Code of Conduct.</p> <p>Based on management interview, worker and worker representative interviews, site observation, document evidence, the factory had established Social Compliance Procedures. One manager was responsible for the procedure implementation and daily inspection. Thus, this question was rated as partially.</p>	<p>工厂建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施。比如，工厂现场有一些健康安全问题，但内审中没有识别，也没有实施纠正和预防措施。</p> <p>根据执行领域1.1，被审核方（生产商）应确立执行BSCI行为守则的有效管理体系。</p> <p>根据管理层访谈，员工及员工代表访谈，现场参观和文件查看，工厂已建立社会责任程序文件，任命了一名经理负责程序的实施和日常检查。因此，该问题判为部分符合。</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>It was noted that the factory had established the production capacity assessment procedure, but they had not assessed production capacity.</p> <p>In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p> <p>Based on management interview, worker and worker representative interviews, document evidence, the factory had established production capacity assessment procedure. Thus, this question was rated as partially.</p>	<p>工厂已建立生产能力评估程序，但还未进行生产能力评估。</p> <p>根据执行领域1.4，被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。</p> <p>根据管理层访谈，员工及员工代表访谈和文件查看，工厂已建立生产能力评估程序。因此，该问题判为部分符合。</p>

PA 2: Workers Involvement and Protection

Site: CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD. | Site amfori ID: 156-015947-002

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

It was noted that the established grievance mechanism was not including all interested parties, only for internal part.

In accordance with the requirement of Performance Area 2.5, the auditee shall establish or participate in an effective grievance mechanism for individuals and communities.

Based on management interview, worker and worker representative interviews, site observation and document evidence, the factory had established grievance procedure and installed one suggestion box in the workshop. Interviewed workers knew the location of suggestion box. Thus, this question was rated as partially.

工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。

根据执行领域2.5，被审核方（生产商）应建立或参与有效的个人和团体申诉机制。

根据管理层访谈，员工及员工代表访谈，现场参观和文件查看，工厂已经建立了申诉程序并在现场提供了意见箱，访谈员工均知道意见箱的位置。因此，该问题判为部分符合。

PA 5: Fair Remuneration

Site: CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD. | Site amfori ID: 156-015947-002

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

It was noted that the facility did not establish systemic calculation method for decent living wage.

In accordance with Performance Area 5.4, the auditee shall provide sufficient remuneration that allows workers to meet a decent living standard.

Based on management interview, worker and worker representative interviews, document evidence, the factory management knew about relevant requirements and made sure that all employees' wages were higher than the local legal minimum wage. But the factory management did not know about detailed calculation method for decent living wage. Thus, this question was rated as partially.

工厂尚未建立系统性的体面生活工资的计算方法。

根据执行领域5.4，被审核方（生产商）应提供允许工人达到体面生活标准的足够报酬。

根据管理层、员工及员工代表访谈、文件审核，工厂管理层了解相关要求且确保所有员工的工资高于当地最低工资。但是工厂管理层不了解体面生活工资的具体计算方法，该发现被判定为部分符合。

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

It was noted that factory's social insurance coverage was insufficient. 6 out of 48 employees had retired and could not be provided with social insurance. So the factory should provide social insurance for 42 employees. According to the social insurance payment receipt provided by factory management, only 20 out of 42 (47.6%) employees were provided with pension, unemployment, medical, maternity and accident insurances in November 2025. In accordance with Article 73 of the Labor Law of the People's Republic of China. Based on management interview, worker and worker representative interviews, document evidence, the factory had provided commercial insurance for all employees dated from May 7, 2025 to May 7, 2026. Less than 80% of workers were covered by five types of social insurances. Thus, this question was rated as no.

工厂的社会保险覆盖不足。工厂48名员工中的6名已经退休，不能参加社会保险，因此工厂应为42名员工提供社保。根据厂方提供的2025年11月社会保险缴费单据显示工厂仅为应缴42名员工中的20名（47.6%）提供养老，失业，医疗，生育，工伤保险。根据《中华人民共和国劳动法》第73条。根据管理层访谈，员工及员工代表访谈，文件查看，工厂有为所有员工提供商业意外险，有效期从2025年5月7日到2026年5月7日。工厂五险参保人员少于80%。因此，该问题判为尚未符合。

PA 6: Decent Working Hours

Site: CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD. | Site amfori ID: 156-015947-002

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

Finding

According to the attendance records of 5 sample employees from September 2025, 5 sample employees from August 2025 and 5 sample employees from May 2025, it was noted that 5 out of 5 sample employees worked in excess of 36 overtime hours per month (i.e. 58 hours) in September 2025, 5 out of 5 sample employees worked in excess of 36 overtime hours per month (i.e. 62 hours) in August 2025 and 5 out of 5 sample employees worked in excess of 36 overtime hours per month (i.e. 46 hours) in May 2025, which was not in compliance with the legal requirement. In accordance with Article 41 of the Labor Law of

抽样2025年9月5名员工，2025年8月5名员工，2025年5月5名员工的考勤记录，显示5名员工在2025年9月加班58小时，5名员工在2025年8月加班62小时，5名员工在2025年5月加班46小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条。根据管理层访谈，员工及员工代表访谈，文件查看，工厂已建立了工时程序，但订单较多，工时程序未执行。因此，该问题判为尚未符合。

Finding

the PRC.
Based on management interview, worker and worker representative interviews, document evidence, the factory had established working hours procedures, but these procedures were not implemented because they received many orders. Thus, this question was rated as no.

PA 7: Occupational Health and Safety

Site: CHANGSHU BEISIMEI KNITTING TEXTILE CO., LTD. | Site amfori ID: 156-015947-002

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

It was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include regular monitoring and testing.
In accordance with the requirement of Performance Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions.
Based on management interview, worker and worker representative interviews, site observation and document evidence, the factory had established the risk assessment procedures. Thus, this question was rated as partially.

工厂为车间岗位进行风险评估不充分。风险评估没有包括定期监控和检测。
根据执行领域7.3，被审核方（生产商）应定期执行安全、健康和卫生工作条件的风险评估。
根据管理层访谈，员工及员工代表访谈，现场参观和文件查看，工厂已经建立了风险评估的程序。因此，该问题判为部分符合。

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

It was noted that 1 out of 3 employees who was in contact with noise in the weaving workshop on the 1st floor of the building was not wearing the provided earplugs.
In accordance with Article 42 of Law of the People's Republic of China on Production Safety. Based on management interview, worker and worker representative interviews, site observation and document evidence, the factory had conducted

工厂建筑1楼织造车间3名接触噪音的员工中的1名工作期间没有佩戴工厂提供的耳塞。
根据《中华人民共和国安全生产法》第42条。
根据管理层访谈，员工及员工代表访谈，现场参观和文件查看，工厂有为员工进行个人防护用品的培训并提供了个人防护用品。因此，该问题判为部分符合。

Finding	
personal protective equipment training for the employees and provided proper personal protective equipment. Thus, this question was rated as partially.	

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>It was noted that 5 out of 5 sampled electricity boxes in the factory were not locked nor equipped with inner protective cover.</p> <p>In accordance with Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017).</p> <p>Based on management interview, worker and worker representative interviews, site observation and document evidence, the factory conducted safety inspection monthly. Electric boxes were posted with warning signs. Thus, this question was rated as partially.</p>	<p>抽样工厂5个电箱中的5个没有上锁且没有安装内盖。</p> <p>根据《用电安全导则GB/T13869-2017》第5.1.2条。</p> <p>根据管理层访谈，员工及员工代表访谈，现场参观和文件查看，工厂每月进行安全检查，且为电箱张贴了警示标志。因此，该问题判为部分符合。</p>

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	
<p>It was noted that 5 out of 10 sewing machines were not equipped with proper protective devices such as needle guard or eye protective shield in the sewing workshop on the 4th floor of the building.</p> <p>In accordance with Article 6.1.6, 6.3 of Code of Design of Manufacturing Equipment Safety and Hygiene.</p> <p>Based on management interview, worker and worker representative interviews, site observation and document evidence, all other equipment in the factory were installed with proper protective devices. Thus, this question was rated as partially.</p>	<p>工厂建筑4楼缝纫车间10台缝纫机中的5台没有安装合适的保护装置如针档或护目挡板。</p> <p>根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条、6.3条。</p> <p>根据管理层访谈，员工及员工代表访谈，现场参观和文件查看，工厂其它机器设备均有安装合适的保护装置。因此，该问题判为部分符合。</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

It was noted that the gap between stacks and wall was 0 meter, which was less than the legal requirement of 0.5 meter.

In accordance with Article 18 of Rules for Storage Fire Prevention Safety Management.

Based on management interview, worker and worker representative interview, site observation, the factory management knew about relevant requirement and provided relevant training for the employees. Thus, this finding was rated as partially.

审核员发现仓库库存物品垛与墙的间距为0米，小于法定0.5米的要求。

根据《仓库防火安全管理规则》第18条。

根据管理层访谈、员工及员工代表访谈、现场查看，工厂管理层了解相关要求，且为员工进行了相关的培训。因此该发现被判定为部分符合。