

Monitored Party <b>HUIFENG UMBRELLA COMPANY LIMITED</b>	amfori ID <b>156-049240-000</b>	Address <b>ROOM 301, 1# BUILDING, YINGFENG INDUSTRIAL PARK, NO. 34, XIANGYIN ROAD, NANLIAN XIANGQIAN VILLAGE, LONGGANG STREET, LONGGANG DISTRICT, 518116 SHENZHEN, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>24/11/2025</b>	Closing Meeting Finished Date <b>24/11/2025</b>	Submission Date <b>01/12/2025</b>
Expiration Date <b>01/12/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>HUIFENG UMBRELLA COMPANY LIMITED</b>	Site amfori ID <b>156-049240-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	

PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Lead Auditor: Sunny Li, registration number: CSCA 21702630

Monitoring partner: TUV Rheinland

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

Time in: 8:00 AM, Time out: 5:30 PM

Announcement type: Semi-Announced

Business partner information: The facility was located at ROOM 301, 1# BUILDING, YINGFENG INDUSTRIAL PARK, NO. 34, XIANGYIN ROAD, NANLIAN XIANGQIAN VILLAGE, LONGGANG STREET, LONGGANG DISTRICT, SHENZHEN, Guangdong, China (中国广东省深圳市龙岗区龙岗街道南联向前村向银路34号盈丰工业园1号厂房301).

The facility was established on March 23, 2012. The facility manufactured umbrella and the main production processes were cutting, sewing, assembly and packing. There was no production process subcontracted to other facilities. There was no apparent peak or low season in the facility in the past one year.

Audited location information: The facility was located in the industrial zone, and there was 7 buildings in the compound.

The facility only rented and used part area of 3F (700 square meters) of one 5-storey production building. There was no dormitory or canteen provided for the employees.

In the 5-storey production building: part area of 3F: cutting, sewing, assembly, packing, warehouse and office.

The other area of 3F was rented by another facility, which manufactured embroidery products. The other floors of the same production building were rented by other 4 facilities, which manufacture electrical products or garment or plastic products or glasses. Other buildings in the compound were rented by many other independent facilities. There was physical isolation to separate between each other. The business license and lease contract of the auditee were provided for review. The other facilities in the compound were out of the audit scope.

Operating shifts and hours: The regular work for the employees was 8 hours a day, 5 days a week. The time records from November 2024 to November 24, 2025 were provided for review. There was only one shift for all the employees: 8:00 to 12:00 and 13:30 to 17:30, and the regular overtime was conducted for 2 hours: 18:00-20:00. The maximum weekly overtime were 18 hours. All the employees were guaranteed with the seventh day off.

Time recording system: fingerprint system

Salary payment details: The payroll records from November 2024 to October 2025 were available for review. The local minimum wage was RMB 2360 per month (or RMB 13.56 per hour) before March 1, 2025 and it was RMB 2520 per hours (or RMB 14.48 per hour) since March 1, 2025. The employees were paid by hourly rate. The minimum wage paid to the employees by the facility was RMB 13.57 per hour before March 1, 2025 and RMB 14.49 per hour since March 1, 2025. The employees were paid by bank transfer by the 7th of the following month. The factory provided pay slips to the employees. There was no illegal deduction from the wages.

Worker number information: All the employees were hired by the facility directly. There was no security guard hired by the facility. The industrial zone was responsible for security issues in the compound. There was no child labor or young worker working in the facility. Total 26 employees including 11 male employees and 15 female employees were working in the factory. Domestic migrant worker: 7 males and 13 females. Production worker: 6 males and 9 females. There were no other special group workers (interns, apprentices, contractor worker etc.) in the facility.

Good practices: None

Worker organization details: There was no trade union in the factory. 2 worker representatives were freely elected by the employees without interference from management in January 2025. The management held meetings with the worker representatives regularly.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA5: insufficient social insurance; PA6: overtime hours exceeded the legal requirement; PA7: some employees were not covered by work-injury insurance or other commercial accident insurance in the facility; missing eye guard.

Circumstances: There was no special circumstance during the audit. The facility management provided good support during assessment. The facility management agreed all findings and signed the onsite report at the closing meeting.

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) There was no contractor or agency company used by the facility currently, and the relevant contract or license was not applicable. There was no government waiver approved by local government, and it was not applicable. There was no

collective bargaining agreement in the facility, and it was not applicable.

## SITE DETAILS

Site Site amfori ID  
**HUIFENG UMBRELLA COMPANY LIMITED** **156-049240-001**

### GICS Classification

Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry		
<b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

N.A.

### 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	26	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,521.26	Monthly
Calculated living wage in local currency	3,728	Monthly
Total sample	6	Workers

## Other Metrics

Male workers	11	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	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	2	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	7	Workers
Domestic migrant workers - Female	13	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	<b>0 Workers</b>
Foreign migrant workers - Non-binary	<b>0 Workers</b>
Workers hired directly - Male	<b>11 Workers</b>
Workers hired directly - Female	<b>15 Workers</b>
Workers hired directly - Non-binary	<b>0 Workers</b>
Workers hired indirectly - Male	<b>0 Workers</b>
Workers hired indirectly - Female	<b>0 Workers</b>
Workers hired indirectly - Non-binary	<b>0 Workers</b>
Unionised workers - Male	<b>0 Workers</b>
Unionised workers - Female	<b>0 Workers</b>
Unionised workers - Non-binary	<b>0 Workers</b>
Workers under CBA - Male	<b>0 Workers</b>
Workers under CBA - Female	<b>0 Workers</b>
Workers under CBA - Non-binary	<b>0 Workers</b>
Pregnant workers	<b>0 Workers</b>
Workers on parental leave - Male	<b>0 Workers</b>
Workers on parental leave - Female	<b>0 Workers</b>
Workers on parental leave - Non-binary	<b>0 Workers</b>
Sample - Male	<b>3 Workers</b>
Sample - Female	<b>3 Workers</b>
Sample - Non-binary	<b>0 Workers</b>

## FINDINGS

### PA1: Social Management System

Site: HUIFENG UMBRELLA COMPANY LIMITED | Site amfori ID: 156-049240-001

**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
<b>Finding</b>	
Based on management and employee interviews, document reviews, and on-site observations, the auditee partially respected this principle because: The factory had established the social responsibility management system and provided relevant policies and procedures according to amfori BSCI COC and local laws. However, there were still some gaps in the implementation process: 1) The coverage rate of social insurance for the employees was not 100%. According to management and employee interviews, the interviewed employees did not want to buy social insurance. The facility respected their will. 2) The factory had established overtime policies, the production capacity planning and cost accounting procedures, and the management understood overtime regulations. But the monthly overtime in the facility still exceeded the requirement by law. According to interviews with employees, the overtime work was voluntary, and the employees wanted to get more overtime wages through overtime working. Refer to the requirements of amfori BSCI System Manual.	基于管理层和员工访谈、文件审查和现场观察，被审核方部分尊重该原则因为：根据amfori BSCI行为准则和当地法律，工厂建立了社会责任管理体系，并且提供了相关的政策和程序文件查看，但是在实施过程中，仍存在一些差距：1) 员工的社保覆盖率为100%，根据管理和员工访谈，访谈员工不愿意购买社保。工厂尊重了他们的意愿。2) 工厂制定了加班政策，产能规划和成本核算的程序也有建立，管理了解加班规定。但是工厂月加班仍然有超过法律要求。根据访谈员工，加班是自愿的，员工希望通过加班获得更多加班工资。参考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
<b>Finding</b>	
Based on management and employee interviews and document reviews, the auditee partially respected this principle because: The facility had established cost accounting and production planning procedures. However, in the actual operation, the factory did not calculate and make work arrangements according to the labor capacity, growth expectation and human resources, resulting in excessive overtime hours of employees occurred in each month in the past one year. The facility	基于管理层和员工访谈和文件审查，被审核方部分尊重该原则因为：工厂有建立成本核算和产量计划程序。但是工厂在实际操作中没有根据劳动能力，增长期望和人力资源来计算和制定工作安排，导致员工过去一年中每个月都有加班超时的情况。工厂管理解释由于生产订单安排，员工加班很难控制。参考amfori BSCI系统手册中的要求。

### Finding

management explained that the overtime was difficult to control because of production orders. Refer to the requirements of amfori BSCI System Manual.

## PA 5: Fair Remuneration

Site: HUIFENG UMBRELLA COMPANY LIMITED | Site amfori ID: 156-049240-001

**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

Based on management and employee interviews and document reviews, the auditee did not respect this principle because: Insufficient social insurance was detected in the facility. The factory provided the social insurance records of the latest one year for review. There were 26 employees in the facility (including 7 employees who had reached retirement age and no new hire employee, who had no requirement for social insurance). According to social insurance records in October 2025, the factory did not provide 9 employees with retirement insurance, medical insurance, work-related injury insurance, unemployment insurance or child-bearing insurance. The facility only provided 10 employees with five kinds of social insurance. The interviewed employees said that they were covered by new rural insurance in the hometown, so they did not want to buy social insurance. The facility did not collect information about the new rural insurance. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53.

基于管理层和员工访谈和文件审查，被审核方未尊重该原则因为：工厂社会保险参保不足。工厂提供了最近一年的社保记录供审核。工厂有26名员工（包括7名达到退休年龄的员工并且没有新员工，这些员工没有参保要求）。根据2025年10月的社保记录，工厂没有给9名员工提供养老保险，医疗保险，工伤保险，失业保险和生育保险。工厂只给10名员工提供了五项社保。访谈员工表示他们在老家参加了新农合保险，所以他们不想买社保。工厂没有收集新农合保险的信息。参考法律：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。

## PA 6: Decent Working Hours

Site: HUIFENG UMBRELLA COMPANY LIMITED | Site amfori ID: 156-049240-001

**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

Based on management and employee interviews, document reviews, and on-site observations, the auditee did not respect this principle because: The monthly overtime hours exceeded the legal requirement. The time records of 6 employees were selected in each sampled month of March, July and October 2025. All the sampled employees conducted excessive monthly overtime in the sampled months, with the maximum up to 74 hours, 68 hours and 58 hours respectively. The attendance system in the facility did not effectively control employees' overtime work as required by law. According to the management interview, the factory arranged overtime work according to the production arrangement, and it was difficult to control the monthly overtime within the legal requirement. According to interviews with employees, the overtime was voluntary. Referenced law: People's Republic of China Labor Law, Article 41. Remark: The maximum monthly overtime for the sampled employees in November 2025 (until November 24, 2025) were 56 hours.

基于管理层和员工访谈、文件审查和现场观察，被审核方未尊重该原则因为：月加班时间超过法规要求。2025年3月，7月和10月的考勤的每个月抽取6名员工。所有抽样员工在抽样月份有月加班超时，最大月加班分别为74小时，68小时和58小时。工厂考勤系统没有按照法律要求有效的控制员工加班。据管理访谈，工厂根据生产需要安排加班，月加班很难控制在法律要求内。据员工访谈，加班是自愿的。参考法律：中华人民共和国劳动法第41条。备注：2025年11月（至2025年11月24日）的抽样员工月加班最大是56小时。

## PA 7: Occupational Health and Safety

Site: HUIFENG UMBRELLA COMPANY LIMITED | Site amfori ID: 156-049240-001

**Question:** 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

### ENGLISH

### LOCAL LANGUAGE

#### Finding

Based on management and employee interviews and document reviews, the auditee partially respected this principle because: The factory provided the social insurance record of the latest one year for review. The facility provided 10 employees with work-related injury insurance. However, 16 employees (including 7 employees who had reached retirement age) were not covered by work-injury insurance or other commercial accident insurance in the facility. The factory management explained that it was difficult to cover all the employees with insurance because of their high turnover. Reference law: Social Insurance Law of the People's Republic of China, Article 33

基于管理层和员工访谈和文件审查，被审核方部分尊重该原则因为：工厂提供了最近一年的社保记录供查看。工厂给10名员工提供了工伤保险。但是，工厂有16名员工（包括7名达到退休年龄的员工）没有参加工伤保险或其他商业意外险。工厂管理解释员工流动性大所以很难全部覆盖保险。参考法律：中华人民共和国社会保险法，第三十三条

**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**

Based on management and employee interviews and on-site observations, the auditee partially respected this principle because: All the machines in the sewing workshop were equipped with protective covers, but the eye guard for one of the sampled bartack machine was missing. The factory explained that this was an old machine and it might had been removed by the employees. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), Article 6.1.2

基于管理层和员工访谈和现场观察，被审核方部分尊重该原则因为：车缝车间机器均有安装防护罩，但是抽样的一台打枣机缺少护眼挡板。工厂解释这台是旧机器，可能被员工拆掉了。参考法律：生产设备 安全卫生设计总则 (GB5083-1999), 6.1.2