

Monitored Party Jinhua Sonin Hardware Products Co., Ltd.	amfori ID 156-006862-000	Address No.2, Wancui Street, Caozhai Town Industrial Functional Zone, Caozhai Town, Jindong District, 321031 Jinhua, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 21/05/2025	Closing Meeting Finished Date 21/05/2025	Submission Date 28/05/2025
Expiration Date 28/05/2026	Announcement Type Semi Announced	
Site Jinhua Sonin Hardware Products Co., Ltd.	Site amfori ID 156-006862-002	

This is an extract of the online Monitoring Result, generated on 28/05/2025, 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	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	C	
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: It was a Semi Announced Audit.

Business partner information:

The auditee was located at No.2, Wancui Street, Caozhai Town Industrial Functional Zone, Caozhai Town, Jindong District, Jinhua, Zhejiang, China. (中国浙江省金华市金东区曹宅镇曹宅镇工业功能区晚翠街2号). It was established on 05 September 2016.

The auditee was specialized in the manufacturing of Vacuum flask, vacuum pot. The main production activities were metalworking (including vacuuming, washing), injection molding, welding, polishing, painting, inspecting, assembling and packing. As claimed by factory management that all productions were finished inside the factory, except the process of electrolysis was subcontracted to other unit.

The address showed on the business license was "No.2, Wancui Street, Caozhai Two Industrial Functional Zone, Caozhai Town, Jindong District, Jinhua City, Zhejiang Province, China (South of 1st Floor, 3rd Floor, 4th Floor of No.3 Factory Building in Jinhua XX Electronic Machinery Co.) (浙江省金华市金东区曹宅镇曹宅镇工业功能区晚翠街2号 (金华市XX电子机械有限公司内3号厂房1楼南边, 3楼, 4楼))", while the confirmed address was "No.2, Wancui Street, Caozhai Town Industrial Functional Zone, Caozhai Town, Jindong District, Jinhua, Zhejiang, China". Both addresses indicated the same location of the factory.

Audited location information:

There was total 5 blocks of buildings within the boundary of "No.2, Wancui Street" and all buildings were owned by an electronic machinery factory. The auditee only rented 1F and whole 3F~4F of Building 3 from the landlord: 1F used as metalworking and injection molding workshops, 3F used as office, a small canteen, washing and welding workshop and warehouse, 4F used as painting, polishing, assembling and packing workshop. Total construction areas occupied by the auditee was about 6500 square meters. No kitchen, transportation or dormitory were provided.

Per factory tour, document review, management interview and employee interview, the 2F of Building 3 and the other 4 buildings were used by other several factories. The auditee and other factories had independent business licenses and management systems, no employee or workshop was shared. The auditee did not have business relationship with other factories. The auditee provided independent business license and lease contract for review, so this audit scope just focused on the rented area of the auditee.

Operating shifts and hours:

Based on the records, the regular working time was 8 hours per day, 5 days per week. All workers worked in one shift: 08:00-11:30, 12:30-17:00, if needed, 2 hours of overtime work from 18:00-20:00 would be arranged. Workers worked 8 hours overtime on Saturday in general. No overtime arranged on Sundays and holidays. No obvious peak season or non-peak season in the facility. Based on the attendance records from 1 May 2024 to the audit date of 10 sampled workers, workers maximum overtime worked 2 hours per day, 18 hours per week, and 84 hours per month.

Time recording system:

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

Salary payment details:

Workers were paid on an hourly rate basis. Wage was released through bank transfer on or before the 15th of the following month. Reviewing the payrolls of 10 sampled workers from May 2024 to April 2025, it was noted that the minimum wage paid to workers was RMB 17.53 / hour, which was higher than the legal requirement (RMB 2260/ month equal to RMB 12.99 / hour 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 49 permanent employees (45 production workers, 4 non-production workers). Among them, 17 were local workers, 32 were domestic migrant workers (26 males and 6 females). Of the 45 production workers, 25 were males and

20 were females. All employees 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. The security guard belonged to the landlord.

Good practices: Nil

Worker organization details:

There was no Union in the auditee, only one worker representative 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, PA5, PA6, PA7 and PA12.

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

PA5) 1. Insufficient coverage of social insurance.

PA6) 1. Monthly overtime exceeded legal requirement.

PA7) 1. Insufficient occupational health checks; 2. Insufficient PPEs management; 3. No guardrail for platform; 4. No handrail for high ladders.

PA12) 1. No environmental impact documents; 2. Pollutant discharge declaration not updated; 3. Hazardous waste not properly handled.

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
Jinhua Sonin Hardware Products Co., Ltd.

Site amfori ID
156-006862-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Household Durables
Sub Industry Housewares & Specialties		

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	49	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,050	Monthly
Calculated living wage in local currency	2,589.73	Monthly
Total sample	10	Workers

Other Metrics

Male workers	27	Workers
Female workers	22	Workers
Non-binary workers	0	Workers
Permanent workers - Male	27	Workers
Permanent workers - Female	22	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	26	Workers
Domestic migrant workers - Female	6	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	27	Workers
Workers hired directly - Female	22	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	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Jinhua Sonin Hardware Products Co., Ltd. | Site amfori ID: 156-006862-002

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, management interview and workers interview, it was noted the factory had established social policies and procedures. In actual implementation, the factory still did not systematically plan in some performance areas, for example, social insurance did not cover all employees, the decent working hours had exceeded legal requirements systematically without suitable control mechanism, etc. Management explained that it was hard for them to fully compliance with the law and they would improve step by step in future. According to the interview with the workers, the workers said they abandoned the social insurance voluntarily, and they preferred appropriate overtime work for high overtime remuneration. 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、管理层访谈和员工访谈，发现工厂制定了社会责任政策和程序。但是在实际执行的过程中，在部分执行领域仍没有进行系统性规划，例如，社会保险未覆盖所有员工，体面的工作时间系统地超过法规要求而无适当的控制机制等。管理层解释说目前对他们来说很难完全符合法律要求，他们会在以后逐步完善。通过员工访谈，员工表示他们自愿放弃社保且更愿意有适当的加班来获取加班补偿。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 based on document review and management interview, it was noted the factory had calculated the production capacity, delivery time and cost of production, and had considered workers' working hours when arranging production task. However, the management said the production capacity arrangement was not controlled well, they did not consider the matching degree between workers' quantity and received orders, which led to workers monthly overtime working hour exceeded legal requirement. Reference to amfori BSCI system manual.</p>	<p>被审核方部分遵守该准则。原因是根据文件审核和管理层访谈，发现工厂有计算生产产能、订单交期及成本核算，在安排生产任务时也考虑了工人的工作时间。但管理层表示由于生产能力安排没有得到很好的控制，没有考虑到工人数量与接单的匹配程度，导致工人每月加班时间超过法定要求。参见amfori BSCI系统手册。</p>

PA 5: Fair Remuneration

Site: Jinhua Sonin Hardware Products Co., Ltd. | Site amfori ID: 156-006862-002

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 respected this principle. Because based on document review, management interview and workers interview, it was noted that insufficient social insurance participated was detected. There was a total of 49 employees in the factory during audit date, no employee was new hired after the latest social insurance application in April 2025 and there were 16 employees who had reached the statutory age of retirement. So, the factory should provide social insurance to 33 employees. According to management interview, employee interview and social insurance records in the past 1-year review, it was noted that 8 out of 33 employees were not provided with retirement, unemployment, medical and child-bearing insurance. All the 49 employees in the facility were covered by work-related injury insurance. Through management and employees' interview, the factory provided social benefit training to workers and informed workers of the importance of participating in social insurance, but some employees had participated in rural retirement and medical insurance before they joined in the factory, so they did not participate in social insurance; The factory did not collect employees' information of participating in rural retirement and medical insurance. Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 44, 53.

Remark: the factroy provided employer's liability insurance to 48 employees as a supplement, it was valid until 6 March 2026.

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，发现社会保险参保不足。工厂审核当天总共有49名员工，2025年4月最近一次社保申报后没有新入职员工，有16名员工达到法定退休的年龄。所以工厂应当为33名员工提供社会保险。根据管理层访谈、员工访谈和过去1年的社保记录查看，工厂没有为33名员工中的8名员工提供养老、失业、医疗和生育保险。工厂给全厂49名员工提供了工伤保险。通过管理层和员工访谈，工厂有提供社会福利的培训给员工且告知了员工参加社保的重要性，但一些员工在入职前参加了农村养老和医疗保险，因此没有参加社会保险；工厂没有搜集员工参与农村养老和医疗保险的信息。参考法规：《中华人民共和国社会保险法》第10，23，44，53条。

备注：工厂为48名雇员提供了雇主责任险作为补充，有效期至2026年3月6日。

PA 6: Decent Working Hours

Site: Jinhua Sonin Hardware Products Co., Ltd. | Site amfori ID: 156-006862-002

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

The auditee did not respect this principle. Because based on document review, management interview and workers interview, it was noted the factory did not have effective overtime control system, which led to the overtime hours exceeded the legal requirement. Based on the attendance records from 01 May 2024 to the audit date, details of sampled months as below:

In August 2024: 10 out of 10 sampled workers' monthly OT exceeded 36 hours and the maximum was 84 hours.

In October 2024: 10 out of 10 sampled workers' monthly OT exceeded 36 hours and the maximum was 72 hours.

In April 2025: 10 out of 10 sampled workers' monthly OT exceeded 36 hours and the maximum was 74 hours.

The factory management stated that the overtime schedule was arranged by orders, orders needed shipment in time, so workers needed to work overtime. The factory did not take any control measure for excessive overtime hours, but one day off per week was guaranteed. The interviewed workers stated that overtime work was voluntary, and they prefer to earn more money by working overtime. Reference Law: PRC Labour Law article 41.

Remark: the maximum monthly overtime hours of the 10 sampled workers in March 2025 (from 1 May 2025 to 21 May 2025) was 48 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，发现工厂没有有效的系统去控制加班，导致加班时间超过法规要求。根据2024年5月1日至审核当天的考勤记录，抽样月份的情况如下：

2024年8月：10名抽样员工中的10名的月加班超36小时，最大为84小时。

2024年10月：10名抽样员工中的10名的月加班超36小时，最大为72小时。

2025年4月：10名抽样员工中的10名的月加班超36小时，最大为74小时。

工厂管理层表示加班根据订单安排，订单需要及时出货，因此需要加班工作。工厂并没有对加班超时采取控制措施，但是员工每周休息一天是有保证的。访谈的员工表示加班是自愿的，且愿意加班来增加收入。参考法规：《中华人民共和国劳动法》第41条。

备注：10名抽样工人在2025年5月（自2025年5月1日至21日）的最大月加班时间是48小时。

PA 7: Occupational Health and Safety

Site: Jinhua Sonin Hardware Products Co., Ltd. | Site amfori ID: 156-006862-002

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 respected this principle. Because based on document review, workers interview and management interview, it was noted the factory provided pre-job, on-job, and post-job occupational health examination to workers. However, the provided on-job occupational health examination was insufficient, only 22 out of 27 required workers joined the health examination.

被审核方部分遵守该准则。原因是根据文件审核、员工访谈和管理层访谈，发现工厂给工人提供了岗前、在岗和离岗的职业健康体检，但在岗的职业健康体检不足。应检的27名员工只检了22人。管理层说，有些工人拒绝参加健康检查。备注：根据工厂提供的职业病体检报告显示，工厂无职业禁忌员工、无疑似职业病员工。参考法规：《用人单位职业健康监护监督管理办法》，第13条

Finding	
The management said some workers refuse to participate in the health examination. Remark: No suspicious or confirmed case was reported according to the occupational health examination report. Reference Law: Employing Unit Occupational Health Monitoring & Supervision Management Rules, Article 13	

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	
The auditee partially respected this principle. Because per onsite observation, document review and workers interview, it was noted most workers wore proper PPE during operation and training on PPE wearing was also provided for workers, However, it was noted one printing worker was not wearing masks during working. Workers explained they did not like to wear PPEs. The management said the chemical hazard level in the workshop meets the legal requirement according to the occupational hazardous monitoring report, and the factory stated that they will strengthen workers training. Reference Law and Regulation: Work Safety Law of the People's Republic of China, Article 45	被审核方部分遵守该准则。原因是根据现场观察、文件审核和员工访谈，发现大部分工人在工作时佩戴了合适的劳保用品且工厂有提供劳保用品佩戴的培训给工人，但是发现1名印字工人在工作时没有佩戴口罩。工人解释说他们不喜欢佩戴劳保用品。管理层表示，根据职业危害因素检测报告，车间内的化学危害水平符合法规要求，但他们表示还是会加强对工人的培训。参考法规：《中华人民共和国安全生产法》，第45条

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle. Because according to onsite observation, workers interview and management interview, it was noted the factory built one steel-structure platform in the injection molding workshop at 1F for storing plastic crates, it was about 2.5 meters high, but no guardrail was available for the edge of platform. The management said no falling or injury occurred in the past 1 year. Reference law: Safety Requirements for Fixed Steel Ladders and Platform-Part 3: Industrial Guardrails and Steel	被审核方部分遵守该准则。原因是根据现场走访、员工访谈和管理层访谈，发现工厂在1楼的注塑车间搭建了一个钢结构平台用于存放塑料筐，该平台大约有2.5米高，但是平台边缘没有护栏。管理层表示过去一年没有发生过坠落或工伤。参考法规：《固定式钢梯及平台安全要求》第3部分：工业防护栏杆及钢平台《GB4053.3-2009》4.1.1。

Finding	
Platform (GB 4053.3-2009) 4.1.1.	

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>The auditee partially respected this principle because based on the onsite observation, worker interview and management interview, it was noted two feeding ladders in injection molding workshop at 1F were both higher than 1.5 meters, but no handrail was installed for the ladders. The workers stated that no falling or injury occurred in the past year. Reference law: Safety of machinery Permanent means of access to machinery-Part3: Stairs, step ladders and guard-rails (GB17888.3-2020) Article 7.2.2.</p>	<p>被审核方部分遵守该原则因为基于现场观察、员工访谈和管理人员访谈，发现一楼注塑车间2部喂料梯的垂直高度均超过1.5米，但梯子没有安装扶手。员工表示过去一年没有发生过坠落或工伤。参考法规：《机械安全进入机械的固定设施第3部分：楼梯、阶梯和护栏》（GB17888.3-2020）第7.2.2条。</p>

PA 12: Protection of the Environment

Site: Jinhua Sonin Hardware Products Co., Ltd. | Site amfori ID: 156-006862-002

Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected this principle. Because per document review and management interview, it was noted the facility did not have the EIA documents, including the EIA report form, the EIA approval and the environmental protection check and acceptance report. The main processes involved in environmental assessment included injection, paint spraying etc. The management explained they were applying these documents. Reference law: Law of the People's Republic of China on Appraising of Environment Impacts, Article 16&22, Management Regulations for Environmental Protection of Construction Projects, Article 17</p>	<p>被审核方部分遵守该准则。原因是根据文件审核和管理层访谈，发现工厂没有环评文件，包括环评报告表，环评批复和竣工环境保护验收报告。工厂涉及环评手续的主要工序有注塑、喷漆等。管理层表示他们正在申请办理这些文件。参考法律：《中华人民共和国环境影响评价法》第16条和第22条 & 《建设项目环境保护管理条例》第17条。</p>

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Because based on the onsite observation, management interview and document review, the factory did not register its actual pollution emission on the website of national discharge permit management information platform. For example, waste air and solid waste would be generated from the factory, but the registered information did not have waste air and solid waste. Reference Law: Guidelines for Pollutant Discharge Registration of Stationary Pollution Sources (Trial), Article 3.

被审核方部分遵守该准则。原因是基于现场观察、管理层访谈和文件审核，工厂没有在全国排污许可证管理信息平台网站如实进行排污登记。例如，工厂会产生废气和固废，但是登记的信息没有废气和固废。参考法规：《固定污染源排污登记工作指南》（试行）第5条。

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle. Because per document review and management interview, it was noted the factory did not set hazardous waste storage area and did not transfer the hazardous wastes such as waste chemical containers and paint slag to the licensed vendor for disposal. The management said they will take action to improve this issue. Reference law: Standard for pollution control on hazardous waste storage, article 4.6; Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, Article 80

被审核方部分遵守该准则。原因是根据文件审核和管理层访谈，发现工厂没有设置危废存放区且没有将危险废弃物如废化学品容器、漆渣转移给有资质公司处理。管理层表示他们会采取行动改善该项。参考法规：《危险废物贮存污染控制标准》第4.6条；《中华人民共和国固体废物污染环境防治法》第80条。