

Monitored Party <b>Guangzhou lvqi outdoor products co.,Ltd.</b>	amfori ID <b>156-058580-000</b>	Address <b>No. 2, Alley 1, Lane 11, Xinmin, Shiling Town, Huadu District, Guangzhou, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>12/11/2024</b>	Closing Meeting Finished Date <b>12/11/2024</b>	Submission Date <b>19/11/2024</b>
Expiration Date <b>19/11/2025</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Guangzhou Lvqi Outdoor Products Co., Ltd.</b>	Site amfori ID <b>156-058580-001</b>	

This is an extract of the online Monitoring Result, generated on 20/11/2024, 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	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	C	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	<b>D</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

Name of lead auditor: Matthew Feng; APSCA membership number: CSCA 21701194

Name of team auditor (if applicable): Nil; APSCA membership number: Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): NA

Monitoring partner name: Bureau Veritas Consumer Products Service; APSCA Number: 11600002

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

Announcement Type: Semi-announced Full Audit

Monitoring Date: November 12, 2024

Business partner information: Guangzhou Ivqi outdoor products co., Ltd. (广州市驴骑户外用品有限公司, 91440114327599529W) was established on December 30, 2014. And the address was No. 2, Alley 1, Lane 11, Xinmin, Shiling Town, Huadu District, Guangzhou, China (广州市花都区狮岭镇新民十一社一巷2号). The factory specialized in manufacturing sports eyewear. And the main production processes included cutting, sewing, screening printing, assembly and packing.

Audited location information: The facility rented one 2-storey building as production building warehouse, one 3-storey building as office and one flat building (around 80 square meters) as warehouse. No dormitory or canteen was provided for the employees. Details of the buildings were as follow:

The 2-storey building: 1F: Warehouse, cutting and sewing; 2F: Screen printing, assembly and packing.

The 3-storey office building: 1F: office; 2F: Show room and idle rooms; 3F: idle rooms.

Remark: The idle rooms were used as dormitory rooms for the workers previously and were not used any longer.

Currently, those rooms were idle, and no one lived inside.

Operating shifts and hours: The regular workdays were from Monday to Friday, while rest days were Saturday and Sunday. Overtime work was arranged on Saturday sometimes if needed. The production employees were arranged for one shift, from 8:00 to 12:00, 13:00 to 17:00, while the non-production employees were from 8:00 to 12:00, 13:30 to 17:30. During the audit, time and wage records were sampled as follows for working hour and wage testing: 5 samples selected from October 2024 as current paid month, 5 samples selected from August 2024 and 5 samples selected from February 2024. According to the sampled time records, it was noted that the maximum overtime hours were 2 hours per day, and 84 hours per month. The maximum weekly working hours were 58 hours per week. Employees could have at least one day leave in consecutive 6 working days.

Time recording system: The factory adopted a fingerprint scanning system to record working hours.

Salary payment details: All employees were paid at an hourly rate via bank transfer before the 7th of the following month. According to the sampled payroll records, it was noted that all employees were paid at least CNY 22.99 per hour, which met the local minimum wage requirement (CNY 13.22 per hour since December 2021). All employees overtime worked on weekday and weekend were paid with 150% and 200% of employees' normal wage, which was compliance with legal requirement. No overtime work was arranged on statutory holidays.

Worker number information:

- Total of 21 employees with 3 non-production staffs and 18 production workers
- Total 18 production workers with 10 males and 8 females
- Total 8 domestic employees with 5 male and 3 female, no foreign migrant, young, women pregnant, seasonal, temporary, disabled, home-based workers.
- No other special group workers (interns, apprentices, contractor workers etc.)

Good practices: 20-minutes short breaks were provided during the morning shift and afternoon shift during working hours.

Worker organization details: No trade union was established in the factory. The worker representative was elected in 2024.

Circumstances: The cutting machine and sewing machine on the 1st floor were not in use on audit day. Factory management stated that there was no such production need on audit day.

Summary of findings: This is a semi-announced full audit, covering all 13 PAs. Findings were noted in below PAs: PA1: Social Management System, PA 2: Workers Involvement and Protection, PA 5: Fair Remuneration, PA 6: Decent Working Hours and PA 7: Occupational Health and Safety.

Living wage calculation: Living Wage please refer to BNW in attachment. BV had used the methodology which was 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 involved 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 did not use Anker benchmark is no data in GLWC for the area where the factory was located. The data source: onsite audit information collection (BV BNW).

Minimum Content MEMO (MEMO (AC's 2018/06 1) There was a personal data protection law/requirement in China. Therefore, all attachments were involved in employees' personal data would be hidden during this audit.

Remark:

# There was no agency or contracted worker used, no collective bargaining agreement was signed, and no government waiver was obtained, either. Thus, no photo attached for the relevant documents.

# EIA process was not required by law for the auditee's production activities, so there was no environment permit uploaded.

# No fire acceptance check document and building structure safety check document were provided for review, so no such documents were uploaded.

SITE DETAILS

Site

Guangzhou Lvqi Outdoor Products Co., Ltd.

Site amfori ID

156-058580-001

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	21	Workers
Legal minimum wage in local currency	2,300	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	2,805.11	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	12	Workers
Female workers	9	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	9	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	0	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	5	Workers
Domestic migrant workers - Female	3	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	12	Workers
Workers hired directly - Female	9	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: Guangzhou Lvqi Outdoor Products Co., Ltd. | Site amfori ID: 156-058580-001

**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

Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the auditee had set up management system to compliance with the BSCI Code of Conduct. But some policies were improperly implemented and did not monitor the management system accurately. This question was rated as partially compliance because there were only some gaps between the factory in some performance areas and the requirement of Amfori BSCI.  
Please refer to BSCI PA1.1

基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核发现被审核方建立了社会责任管理体系以符合BSCI行为准则，但是部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。因为工厂仅仅只是在某些执行领域和Amfori BSCI的要求之间存在某些差距，所以这个问题点判为部分符合。  
请参看BSCI PA1.1

**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

Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory did not organize its workforce capacity to meet the expectations of the delivery order and contracts, so that employees' overtime hours exceeded legal limit. This question was rated as partially compliance because the factory had established management procedure, but the procedures were not completely implemented.  
Please refer to BSCI PA 1.4

基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核发现工厂没有进行良好的生产组织来达成交付订单和合同预期，以至于员工月加班超出法律规定。因为工厂有建立管理程序但未完全执行，所以这个问题点判为部分符合。  
请参看BSCI PA1.4

### PA 2: Workers Involvement and Protection

Site: Guangzhou Lvqi Outdoor Products Co., Ltd. | Site amfori ID: 156-058580-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
Per document review and management interview, it was noted that the factory defined long term goals to protect workers according to the BSCI COC. But the factory did not trace the goals regularly. This question was rated as partially compliance because the factory had established the goal but missed the tracking. Please refer to BSCI PA 2.2.	经过文件查阅和管理层访谈，审核员发现工厂有按照BSCI行为守则的期望制定明确保护工人的长期目标，但工厂没有对目标进行追踪。因为工厂有建立目标但缺失追踪，所以这个问题点判定为部分符合。 请参看 BSCI PA 2.2

**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
<b>Finding</b>	
Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the facility didn't establish an effective operational-level grievance mechanism for external stakeholders (i.e. neighbors, factories, suppliers, local government, NGO, etc.). This question was rated as partially compliance because the factory had established effective grievance mechanism for internal employees, but not for external stakeholders. Please refer to BSCI 2.5	基于文件查阅、管理层访谈、员工代表访谈和员工访谈，审核员发现工厂没有建立针对外部利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的申诉机制。因为工厂有建立内部员工申诉机制但没有外部利益相关方申诉机制，所以这个问题点判定为部分符合。 请参看BSCI的要求2.5

## PA 5: Fair Remuneration

Site: Guangzhou Lvqi Outdoor Products Co., Ltd. | Site amfori ID: 156-058580-001

**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
<b>Finding</b>	
Based on document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. Therefore, this question was rates as non-compliance. Please refer to BSCI PA 5.4	基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核发现工厂没有进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距，因此这个问题点判定为不符合。 请参看 BSCI PA 5.4

**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**

According to social insurance payment receipt of October 2024 provided by factory management, it was noted that only 7/21(33.33%) employees were provided with accident, pension, medical, maternity and unemployment insurance. Factory management represented that some employees were not willing to participate in social insurance. No commercial insurance was provided for the employees. This question was rated as non-compliance because the factory did not have a plan to increase the percentage of workers attending social insurance program and most of the workers were not provided with social insurance. Please refer to Article 73 of the Labor Law of the People's Republic of China.

根据2024年10月社会保险申报显示，工厂仅为7/21(33.33%)名员工提供工伤/养老/医疗/生育和失业保险。工厂表示部分员工不愿意参保。厂方没有为员工提供商业保险。因为工厂没有提高参保员工比例计划且大部分员工没有参加社会保险，所以这个问题点判定为不符合。  
请参看《中华人民共和国劳动法》第73条。

**PA 6: Decent Working Hours**

Site: Guangzhou Lvqi Outdoor Products Co., Ltd. | Site amfori ID: 156-058580-001

**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 document review, management interview, worker representatives' interview and employees' private interview, it was noted that 14 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (each 5 samples from October 2024, August 2024 and February 2024 respectively) yielded the following:

- 1) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (70-72 hours) in October 2024, which was not in compliance with the legal requirement.
- 2) 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (84 hours) in August 2024, which was not in compliance with the legal requirement.
- 3) 4 out of 5 sample population employees worked in excess of 36 overtime hours per month (38

基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核员抽取15个样本(分别从2024年10月、2024年8月和2024年2月各抽取5名)，发现共有14名员工加班时间超出了法定标准，具体为：

5/5名抽样员工在2024年10月的加班时间为70-72小时，超过每月加班时间不能超过36小时的法律规定；

5/5名抽样员工在2024年8月的加班时间为84小时，超过每月加班时间不能超过36小时的法律规定；

4/5名抽样员工在2024年2月的加班时间为38小时，超过每月加班时间不能超过36小时的法律规定。

因为过去一年内加班超时的情况系统性存在，所以这个问题点判定为不符合。

请参看《中华人民共和国劳动法》第41条

### Finding

hours) in February 2024, which was not in compliance with the legal requirement. This question was rated as non-compliance because overtime hours violation systematically existed in the past year. Please refer to Article 41 of the Labor Law of the PRC

## PA 7: Occupational Health and Safety

Site: Guangzhou Lvqi Outdoor Products Co., Ltd. | Site amfori ID: 156-058580-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

### ENGLISH

### LOCAL LANGUAGE

### Finding

Based on site observation, document review, management interview, worker representatives' interview and employees' private interview, it was noted that the factory did not provide occupational health checks to workers who worked at hazardous positions, e.g. screen-printing operators. This question was rated as non-compliance because the factory didn't provide occupational health checks to any employees. Please refer to Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases

基于现场观察、文件查阅、管理层访谈、员工代表访谈和员工访谈，审核员发现工厂没有为在危害岗位中工作的员工提供职业病体检。因为审核发现工厂没有为任何员工提供职业病体检，所以这个问题点判定为不符合。请参考《中华人民共和国职业病防治法》第35条

**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

According to social insurance payment receipt provided by factory management, it was noted that only 7 out of 21 (33.33%) employees were provided with accident insurance in October 2024. Further, the factory didn't provide commercial insurance to any employees. Therefore, accident insurance didn't cover all employees. This question was rated as partial compliance because the factory had provided accident insurance to some of the employees.

2024年10月社会保险申报显示，工厂仅为7/21(33.33%)名员工提供工伤保险。此外，工厂没有为员工提供商业保险。因此工厂的工伤没有覆盖全体员工。因为厂方已为部分员工提供了工伤保险，所以这个问题点判定为部分符合。请参考《中华人民共和国劳动法》第73条。

Finding	
Please refer to Article 73 of the Labor Law of the People's Republic of China.	

**Question:** 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Per document review and management interview, it was noted that the factory did not conduct testing of factors of occupational hazards for the workshops, e.g. chemical factors of the screen-printing workshop. This question was rated as non-compliance because no such test report was provided for review.</p> <p>Please refer to Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.</p>	<p>根据文件审阅和管理层访谈，审核发现工厂没有对车间进行职业危害因素检测，如丝印车间的化学品因素。因为厂方未能提供此报告供审阅，所以这个问题点判断为不符合。</p> <p>请参看《工作场所职业卫生监督管理规定》第20条</p>

**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	
<p>Based on site observation, document review and management interview, it was noted that:</p> <ol style="list-style-type: none"> <li>1. It was noted that factory management was unable to provide the fire acceptance check for one 3-storey office building and one 2-storey production building for review. Please refer to Article 14 of Interim Provisions on Management of Fire Prevention Design Examination and Acceptance Check of Construction Project</li> <li>2. It was noted that the factory could not provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for one 3-storey office building and one 2-storey production building for review. Please refer to Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects</li> </ol> <p>Factory management did not know the completion time of these buildings.</p> <p>This question was rated as partial compliance</p>	<p>基于现场观察、文件查阅、管理层访谈，审核员发现：</p> <ol style="list-style-type: none"> <li>1. 厂方未能提供1栋3层办公楼和1栋2层生产楼消防验收合格证明。请参看《建设工程消防设计审查验收管理暂行规定》第14条</li> <li>2. 工厂未能提供1栋3层办公楼和1栋2层生产楼的结构安全证明文件（如建筑工程竣工验收报告或相关备案资料）。请参看《中华人民共和国建筑法》第61条和《建设工程质量管理条例》第49条</li> </ol> <p>厂方不清楚建筑的具体竣工时间。</p> <p>此次审核没有发现不安全的建筑结构，所以这个问题点判定为部分符合。</p>

Finding	
because no unsafe building structure was noted during this audit.	

**Question: 7.14 CRUCIAL:** Is there satisfactory evidence that the auditee has installed an adequate amount of properly working firefighting equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>It was noted that although the fire hydrant box was installed in the factory building, no fire protection snap connections / fire hose / fire nozzles. Only fire hose reel was available in the fire hydrant box. Per on site testing, there was water supply for the fire hose reel and it could be used regularly. Per factory tour, it was noted that sufficient fire extinguishers were available at the workshops and were maintained well. All employees were trained in how to use the fire extinguishers. Other fire equipment like fire alarm was installed and well maintained. Therefore, this question was rated as partial compliance.</p> <p>In accordance with Article 3.1 of Fire Hydrant Box (GB 14561-2003)</p>	<p>审核员发现虽然在工厂建筑楼中有设置室内消火栓箱，但箱内却没有配备：消防接口 / 水带 / 水枪，仅配备了消防软管卷盘。经现场测试，消防软管卷盘供水正常，能正常使用。根据现场走访，发现车间都有足够的灭火器，而且维护得很好。所有的员工都接受了如何使用灭火器的培训。其他消防设备如消防警铃已安装及保养良好。因此，这个问题被判定为部分符合。</p> <p>根据《消火栓箱(GB 14561-2003)》第3.1条</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>Based on site observation and management interview, it was noted that one sewing machine on the 1st floor was not installed with needle guard. This question was rated as partial compliance because machines at other workshops were properly installed with safety guards. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene</p>	<p>基于现场观察和管理层访谈，审核发现生产楼一楼一台针车没有安装针挡。因为其他车间的机器均安装了适当的防护装置，所以这个问题点判定为部分符合。</p> <p>请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条</p>