

**MONITORING ID: 25-0328334**

Monitored Party <b>Yangzhou Changqingshu Sports Goods Co., Ltd.</b>	amfori ID <b>156-002637-000</b>	Address <b>Industrial Park, Wujian Town, Jiangdu District, 225253 Yangzhou, Jiangsu 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>09/06/2025</b>	Closing Meeting Finished Date <b>10/06/2025</b>	Submission Date <b>18/06/2025</b>
Expiration Date <b>18/06/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Yangzhou Changqingshu Sports Goods Co., Ltd.</b>	Site amfori ID <b>156-002637-002</b>	

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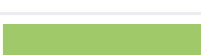


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## OVERALL RATING



## 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	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: Vinila YANG; APSCA membership number: CSCA 21701928

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit was planned for 1 auditor x1.5 days.

Announcement Type: This was a Semi-announced audit.

Business partner information: The facility was established in September 2005. The auditee was located at Industrial Park, Wujian Town, Jiangdu District, Yangzhou, Jiangsu, China (中国江苏省扬州市江都区武坚镇工业园区). The main product was sport support. The production processes included weaving, cutting, sewing, ironing, hot stamping, inspecting and packing.

Audited location information: There were four buildings within the boundary and all buildings were used and belonged to the auditee. One 3-storey building: 1F used for weaving workshop, ironing workshop and warehouse; 2F used for office, hot stamping workshop and warehouse; 3F used for office and sewing workshop; one 1-storey building used for cutting workshop and warehouse; one 3-storey building: 1F used for inspecting and packing workshop and warehouse; 2F and 3F used for warehouse; one 2-storey building used for kitchen and canteen. The total construction area occupied by the facility was about 6600 square meters. No dormitory was provided by the factory.

Operating shifts and hours: Only one shift was arranged for all workers. The working time was 7:00-11:00, 13:00-17:00.

Overtime was 1-2 hours from 18:00-19:00/20:00 if necessary, on the normal working days. Weekend overtime work was usually on Saturdays. Sundays was guaranteed as rest days. Time records from 1 May 2024 to 10 June 2025 were provided. 14 workers from different workshops were randomly selected for attendance records checking. They worked overtime voluntarily. Fingerprint attendance machine was used to record each time-in and time-out. Maximum 2 hours overtime per day 18 hours per week, 76 hours per month and 1 day off after 6 days consecutive working days was guaranteed.

Time recording system: Employees used fingerprint scanning system to track working hours.

Salary payment details: Legal minimum wage was RMB 2490 per month equivalent to RMB14.31 per hour (2490/21.75/8) since 1 January 2024. Payrolls of 14 samples from May 2024 to April 2025 were reviewed randomly during this audit. All employees were paid at hourly rate no less than RMB14.95. Overtime remuneration was paid at 150%, 200% and 300% of normal rate for overtime on weekdays, weekends and statutory holidays respectively. The monthly salary was issued at the end of each month by bank transfer. The payroll slips were provided to the employees. No delay payment ever found. The factory provided social insurance to all entitled employees.

Worker number information: Totally 91 workers including 85 production workers and 6 non-production workers. Production workers included 7 male and 78 female. No vulnerable workers were available. 1 male domestic migrant worker was used in the auditee. No interns, apprentices or contractor workers were in the facility.

Good practices: Free meals were provided.

Worker organization details: No labor union was available. Two worker representatives were elected, and workers could discuss workplace issues or concerns to the worker representatives.

Circumstances: There was no special circumstance during the audit. The facility management was cooperative and receptive during the whole assessment process. The management was receptive of all the findings and showed the willingness to take appropriate corrective actions towards all findings.

Summary of findings: Findings were noted in PA1, PA2, PA5, PA6, PA 7

PA1 Insufficient management system; Insufficient capacity planning;

PA2 Long-term goals not tracked

PA5 Insufficient living wage

PA 6 Monthly overtime working hours exceeding the law requirements;

PA7 Not wearing PPE and Insufficient control of machines.

Living wage calculation: #Living Wage: 1). No anchor wage available for the producers location, so we used the data provided by auditing company. 2). The calculation methodology refers to anchor living wage structure. 3). The data comes from the local bureau of statistics for the current year.

Attachment:

1. There was no government waiver on social insurance and overtime in the factory. There was no collective bargaining in the factory. No labor contractor, agency, etc. was used in the factory. Therefore, these documents were not applicable to attach to the report.

2. 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.

3. The registered address showed on business license was "No. 2 Feilong Road, Industrial Park, Wujian Town, Jiangdu District, Yangzhou City/扬州市江都区武坚镇工业园区飞龙路2号". The factory management explained that the local government had assigned address plates to all the factories in the industrial park by the end of 2024, and the auditee had no relocation address. In order to keep align with previous report, the auditee preferred to use the address the same with that on the amfori BSCI platform.

SITE DETAILS

Site

Yangzhou Changqingshu Sports Goods Co., Ltd.

Site amfori ID

156-002637-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Leisure Products
Sub Industry		
Leisure Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	91	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,601.3	Monthly
Calculated living wage in local currency	2,865.52	Monthly
Total sample	14	Workers

### Other Metrics

Male workers	9	Workers
Female workers	82	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	82	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	3	Workers
Management - Female	4	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	1	Workers
Domestic migrant workers - Female	0	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	9	Workers
Workers hired directly - Female	82	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	12	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: Yangzhou Changqingshu Sports Goods Co., Ltd. | Site amfori ID: 156-002637-002

**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
<b>Finding</b>	
<p>The auditee partially respected this principle because based on management and worker interviews, onsite observation and document review, it was noted that the auditee established the amfori BSCI management system, but they did not take measures to ensure that the requirements of the amfori BSCI code of conduct are implemented in the company's daily operations. For example, the monthly overtime hours of workers exceeding legal requirements, and the control of machinery and equipment was insufficient. The management explained that the auditee established the amfori BSCI management system, but due to conditions in the daily management, there are still some requirements that cannot be implemented immediately. The current management operation was mainly based on previous management experience and social responsibility assessments. According to worker representative interview, the factory communicated the amfori BSCI requirement on working hours to workers, they tried to decrease the risk of machine and equipment, however, the employees were not informed of the improvement plan for these problems. This was not in compliance with the amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则因为根据管理层和工人面谈以及现场查看和文件查阅，发现工厂有建立了amfori BSCI管理体系，但没有采取措施确保amfori BSCI行为守则的要求落实到公司的日常运作中。例如工人的月加班时间超过法律要求，机器设备管控不足等。管理人员解释说被审核方已经建立了amfori BSCI管理制度，但在日常管理中受条件限制，还是有部分要求无法马上落实。目前的管理运作主要按以往的管理经验和社会责任审核。根据员工代表访谈，公司有将amfori BSCI工时的要求传达给员工，他们尝试减少机器设备的风险。但是没有将这些问题的改善计划告知员工。违反了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
<b>Finding</b>	
<p>The auditee partially respected this principle because based on management and worker interviews, onsite observation and document review, it was noted that the facility established production capacity assessment procedure and planed production ahead of time for each</p>	<p>被审核方部分遵守该原则因为根据管理层和工人面谈以及现场查看和文件查阅，发现工厂有建立产能评估的程序文件，并且提前为每一个生产订单制定了生产计划。公司没有生产恢复计划针对可能出现的意外或生产中断情况。所有这些因素导致员工在过去13个月有超时加班。工厂解释员工希望多加班</p>



### Finding

production order. However, the facility did not have a contingency plan in any possible emergency or interrupts of production. All those factors led to excessive overtime work in past 13 months for all employees. The management explained that workers wanted to do more overtime work to earn more. This was not in compliance with the amfori BSCI system manual.

多赚钱。违反了amfori BSCI系统手册。

## PA 2: Workers Involvement and Protection

Site: Yangzhou Changqingshu Sports Goods Co., Ltd. | Site amfori ID: 156-002637-002

**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

### Finding

The auditee partially respected this principle because based on management and worker interviews, and document review, it was noted that the factory defined the long-term goal of protection workers. But there was no periodical evaluation conducted to assess the achievement. The management explained that they set long-term goals and they regularly checked the performance, but no tracking records were retained. This was not in compliance with the amfori BSCI system manual.

被审核方部分遵守该原则因为根据管理层和工人面谈和文件查阅，发现工厂已经建立了保护工人的长期目标。但是工厂没有定期的评估以评价目标的达成情况。工厂解释他们设定了长期目标并且定期追踪达成情况，但是追踪记录没有保留。违反了amfori BSCI系统手册。

## PA 5: Fair Remuneration

Site: Yangzhou Changqingshu Sports Goods Co., Ltd. | Site amfori ID: 156-002637-002

**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

The auditee did not respect this principle because based on management and worker interviews, and document review, it was noted that insufficient living wage was provided. Based on the payroll records in September 2024, December 2024 and April 2025, total remuneration for 10 out of 14 sampled workers in three sampled months were less than

被审核方未遵守该原则因为根据管理层和工人面谈和文件查阅，发现生活工资不足。根据2024年9月，2024年12月和2025年4月份的工资表，抽样的14名员工中的10名员工所有抽样月份的总报酬，低于扬州市的体面生活工资(人民币2865.52元/每月)，差额最大达到约100元。企业不了解公平需求工资也未进行其信息收集和计算，没有办法识别其实际支付的

### Finding

the living wage requirement of Yangzhou City (RMB 2865.52 per month) with the biggest gap up to about RMB100. Facility was unaware of the fair remuneration collection and calculation. They did not know how to identify possible gaps existing between the actual remuneration and the fair remuneration figure. This was not in compliance with the amfori BSCI system manual.

工资和公平需求工资之间的差距。违反了 amfori BSCI系统手册。

## PA 6: Decent Working Hours

Site: Yangzhou Changqingshu Sports Goods Co., Ltd. | Site amfori ID: 156-002637-002

**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 management and worker interviews and document review, it was noted that the factory did not have effective system to control its overtime work compliance. There was a written policy on overtime working hours including overtime limits and overtime arrangement. However, the working hour record system could not alert when overtime was near or over the overtime limits. Based on management and worker interviews and time records (1 May 2024 to 10 June 2025) review, it was identified that, monthly overtime working hours exceeding 36 hours were detected. For the sampled months, 14 out of 14 sampled workers' monthly overtime exceeding 36 hours in September 2024, December 2024, and April 2025 with the maximum up to 72, 76 and 74 hours respectively. Reference law: PRC Labor Law article 41

Based on the facility management, they had to arrange workers to conduct overtime work because production workers were not sufficient which lead to the production capacity could not meet the production order requirements.

Remark: The maximum monthly overtime for 14 sampled workers in June 2025 (till 10 June) was 17 hours.

被审核方未遵守该原则因为根据管理层和工人面谈以及文件查阅，发现工厂没有有效系统控制员工加班。公司有书面的加班政策包括加班的限制及安排等，但是公司的考勤系统没办法预警当其加班时间快超过或已经超过要求时。根据管理层和工人面谈以及考勤（2024年5月1日至2025年6月10日）的审查，发现月加班时间超过36小时。

抽样月份里，2024年9月，2024年12月和2025年4月，14名抽样员工中的14名均月加班超过36小时，最大月加班时间分别为72、76和74小时。参考法律法规：《中华人民共和国劳动法》第41条

工厂解释说由于生产工人不够，导致产能不能满足生产订单的要求，因此需要安排员工加班。备注：2025年6月（截至6月10日）14名抽样员工的最大月加班时间为17小时。

## PA 7: Occupational Health and Safety

**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
<b>Finding</b>	
The auditee partially respected this principle because based on management and worker interviews, onsite observation, it was identified that one out of three workers working under noise in weaving section was not wearing earplugs. The management explained that proper PPE was provided, but workers forgot to wear them. Reference law: Work Safety Law of the People's Republic of China, Article 45	被审核方部分遵守该原则因为通过管理人员和工人访谈、现场观察，发现织造车间3名在噪音下工作的1名员工没有佩戴耳塞。工厂解释他们给员工提供了恰当的劳保用品，但是员工忘记佩戴。参考法律法规：中华人民共和国安全生产法，第四十五条

**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
<b>Finding</b>	
The auditee partially respected this principle because based on management and worker interviews, onsite observation, it was identified that 1 weaving machine in weaving section was not installed with pulley guards. The management explained that pulley guards were equipped previously but they were not convenient for production, some of the workers took them away. Reference Law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999) article 6.1.6	被审核方部分遵守该原则因为根据管理层和工人面谈以及现场查看，发现织造车间1台织造机没有安装皮带保护罩。工厂解释皮带保护罩之前都有配备，但是他们给生产带来不方便，有些员工把皮带保护罩拿走了。相关法律法规：生产设备安全卫生设计总则 (GB5083-1999) 第6.1.6条