Monitoring summary report for Hangzhou Hongguang Industrial Co., Ltd.
MONITORING ID: 25-0363713

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Trade with purpose

Monitored Party **Hangzhou Hongguang Industrial Co., Ltd.**	amfori ID **156-066949-000**	Address **Yangshanfan Road Intersection, Chengdong Village, Hengcun Town, Tonglu County, Hangzhou City, Zhejiang Province, Hangzhou, Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **APCER**
Monitoring Start Date **10/12/2025**	Closing Meeting Finished Date **10/12/2025**	Submission Date **22/12/2025**
Expiration Date **22/12/2026**	Announcement Type **Semi Announced**	
Site **Hangzhou Hongguang Industrial Co., Ltd.**	Site amfori ID **156-066949-001**	

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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	**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: Eric Zheng; APSCA membership number: CSCA 21705676
Monitoring partner name: APCER (Monitoring firm APSCA #: 11600046)
Audit schedule details: The audit is planned for 1 auditor x 1 day(from 8:00 to 17:00).
Announcement Type: Semi Announced Full Monitoring.

Business partner information:
Hangzhou Hongguang Industrial Co., Ltd. (Local Name: 杭州鸿光实业有限公司, Uniform Code of Social Credit: 91330122MA2GKQXC3Q) was located at Yangshanfan Road Intersection, Chengdong Village, Hengcun Town, Tonglu County, Hangzhou City, Zhejiang Province, China (中国浙江省杭州市桐庐县横村镇城东村洋山畈路口). The factory was established on March 14, 2019. The factory was specialized in the manufacturing of knitted products(hat, shawl, scarf and gloves.etc). The main processes were knitting, yarn reversing, sewing, linking, finishing, inspection and packing. As per management interview, the peak season in factory was from May to Sept.

Audited location information:
The auditee rented and used partial of second floor of one 2-storey building. The detailed using of the building was as below:
One 2-storey production building: 1F: It's used by Tonglu County Hengcun Town Bingyu Knitting factory/桐庐县横村镇冰雨针织厂 and Tonglu Sabao Knitting Co., Ltd/桐庐仨宝针纺织有限公司; 2F: Partially used by Tonglu County Hengcun Town Bingyu Knitting factory/桐庐县横村镇冰雨针织厂 and Tonglu Sabao Knitting Co., Ltd/桐庐仨宝针纺织有限公司; Partially used by auditee as warehouse, office, knitting, sewing, linking, finishing, inspection and packing workshops. The landlord was 'Tonglu Glove Factory/桐庐手套总厂'. The total construction area used by auditee was about 1,500 square meters. The auditee did not provide dormitory, kitchen, canteen or transportation for employees.

Operating shifts and hours:
During the current audit, attendance records from Dec 2024 to the audit date were provided for review. One shift was arranged for normal workshop, working schedule was 8:00-11:00, 12:00-17:00. Overtime working is arranged for 2 hours a day on weekdays from 18:00 to 20:00 and also same schedule for 8 hours a day on Saturdays if needed. Normal working days are from Monday to Friday.

Time recording system:
The factory used fingerprint recognition time attendance record system to record workers' working hours including regular working hours and overtimes.

Salary payment details:
Based on documents review and management interview, payroll records from Dec 2024 to Nov 2025 were provided for review, all employees were paid by monthly rate. Wages were paid in cash at 10th of following month for the preceding month. The basic wage among samples were RMB 2800 to 3000 per month (equal to RMB 16.09 to 17.24 per hour), which was higher than the legal minimum wage standard of RMB 2260 per month / RMB 12.99 per hour since Jan 1, 2024. For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

Worker number information:
On the audit day, there were total 24 employees (including 9 males and 15 females) in the factory, of which 16 employees (including 6 males and 10 females) were production workers. 11 employees were migrant people, all employees were hired by the factory directly. There was no vulnerable worker (such as pregnant, foreign migrant, young, disabled, temporary, seasonal, home-based worker) in the factory. The youngest employee was over 34 years old and was born on Nov 9, 1991, and started working in the factory on Nov 1, 2023. No special group worker (such as interns, apprentices, contractor workers etc.) was found in this factory.
During this audit, 7 employees were interviewed, including 3 males and 4 females (1 female for management interview).

Good practices:
The factory provided local living wage prior to the audit.

Worker organization details:
There was no union available in the factory, but there were two worker's representatives elected by workers on March 3, 2025.

Circumstances:
The management agreed auditor to visit the whole areas of the factory and kept an open attitude during the audit. During the onsite tour, no obvious gap identified between the workforce and production capacity, and all production processes were running normally. There was no special circumstance during the audit.

Summary of findings:
The factory management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, auditor communicated the findings in detail to them and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report. The performance areas needed improvements were as follows: PA 1-2 and PA 5-7. No other serious issue is noted in this audit.

Living wage calculation:
a. GLWC benchmark for Hangzhou City was filled in this audit report, which is RMB 4,824 per month.
b. The factory had collected local data and calculated the Living Wage by using the table of Fair Remuneration Scan, which is RMB 2750/month. Relevant evidence was uploaded under Attachment. During this audit, the factory's data were accepted and used when PA5.4 was evaluated.

Personal data protection:
As Personal Information Protection Law implemented in China since Nov 1, 2021, so workers' faces, names, ID numbers, contact information, brand names and logos etc. taken in the photos are protected in the sake of privacy.

Additional remark:
There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.

SITE DETAILS

Site
Hangzhou Hongguang Industrial Co., Ltd.

Site amfori ID
156-066949-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**24**	**Workers**
Legal minimum wage in local currency	**2,260**	**Monthly**
Lowest wage paid for regular work at the site	**2,800**	**Monthly**
Calculated living wage in local currency	**4,824**	**Monthly**
Total sample	**6**	**Workers**

Other Metrics

Male workers	**9**	**Workers**
Female workers	**15**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**9**	**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	**3**	**Workers**
Management - Female	**5**	**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	**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	**9**	**Workers**
Workers hired directly - Female	**15**	**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	**3**	**Workers**
Sample - Female	**3**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Hangzhou Hongguang Industrial Co., Ltd. | Site amfori ID: 156-066949-001

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 interviewing with management, worker representative and workers as well as documents review, factory already established the social responsibility management manual and procedures based on amfori BSCI principles and local legal requirements. Relevant laws and regulations had been collected and updated by assigned person (Ms.Huapin Xiao/Factory Director) periodically. The factory management also conducted regular internal audits and provided related training for workers. However, the management system was not operated effectively as there were findings identified in PA1-2 and PA5-7 such as PPE was not used properly. This question is rated as partially because the general condition in the factory is acceptable, and no serious issue was found.	通过与管理层、工人代表和工人的面谈以及文件审查，工厂已经根据amfori BSCI原则和当地法律要求建立了社会责任管理手册和程序。相关法律法规由专人(厂长肖华品女士)定期收集和更新。工厂管理层还定期进行内部审核，并为工人提供相关培训。但由于PA1-2和P A5-7中发现劳保用品使用不到位等问题，导致管理体系运行仍不够有效。 这个问题被评为部分符合，因为工厂的总体情况是可以接受的，没有发现严重的问题。

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 interviewing with management and documents review, the workforce capacity was not controlled effectively by factory, that led to workers monthly overtime exceeded legal limit 36 hours. According to worker attendance records from Dec 2024 to audit day, the workers monthly overtime working hours exceeded legal requirement of 36 hours for all months except Jan, Feb, April and Oct 2025, Dec 2024. This question is rated as partially because the factory has established capacity evaluation procedure but they did not adjust production schedule to manage working hours well.	通过管理层访谈和文件审查，工厂没有有效地控制其产能，导致工人的月加班时间超了法规限值36小时。根据工人的2024年12月至审核当日的考勤，除了25年1月，2月，4月和10月，24年 12月，其他所有月份的加班时间均超出法律规定的36小时。 这个问题被评为部分符合，因为工厂已经建立了产能评估程序，但是没有很好的通过调整生产计划来控 制工作时间。

PA 2: Workers Involvement and Protection

Site: Hangzhou Hongguang Industrial Co., Ltd. | Site amfori ID: 156-066949-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and workers interview, document review and onsite observation, 3 interviewed workers were not aware of the social responsibility requirements. This question is rated as partially because the factory had posted amfori BSCI COC on site and provided related training to workers while they didn't evaluate the effectiveness of the training.	通过管理层和员工访谈，文件审查以及现场观察，3名被访谈的工人不了解社会责任的相关要求。 此问题被评为部分符合，因为工厂已将 amfori BSCI 行为守则张贴在现场并且给员工提供了相关的培训，但是没有验证培训效果。

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	
Based on factory tour, document review, management and workers' interview, it was noted that the factory had set up related suggestion box management procedures and related grievance mechanism, the responsible staff would open the suggestion box regularly. However, the factory did not post complaints procedure beside the suggestion box and no survey of satisfaction was conducted by factory. This question is rated as partially because the factory had established grievance mechanism, but not operated very well.	通过现场查看，与管理层和员工的访谈以及文件审查，工厂已经建立了意见箱管理程序和申诉机制，有 相应的负责人定期开启意见箱。然而，工厂没有在意见箱边上张贴申诉程序，也没有对满意度进行调查 。 这个问题被评为部分符合，是因为工厂建立了申诉机制，只是未很好的运行。

PA 5: Fair Remuneration

Site: Hangzhou Hongguang Industrial Co., Ltd. | Site amfori ID: 156-066949-001

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 interviewing with management, worker representative and workers as well as documents	通过与管理层、工人代表和工人的面谈以及文件审查，发现工厂社保参保不足。当前月，工厂有24人

Finding	
review, it was noted that insufficient social insurance participated. In current month, there were total 24 permanent employees (5 retired employees, no employee newly hired, no temporary or dispatched employee). 3 of 19 eligible employees(15.8%) participated in basic retirement, childbearing, unemployment, basic illness and accident insurance. No commercial accident insurance was provided for employees. And no social insurance waiver was obtained by factory. This question is rated as no, because the ratio of social insurance provided to employees was low. (Labor Law of P.R.C, Article 72 & 73) Remark: Through worker and management interviews, they stated that participating in social insurance was voluntary and employees were reluctant to participate in social insurance.	(5个退休人员，无人新聘、无临时、派遣员工)。19个符合条件的员工中3人（15.8%）购买 了养老，生育，失业，医疗和工伤保险。 工厂没有为员工提供商业意外险。工厂也没有获得相关社保批文。这个问题被评为不符合，因为工厂为 员工提供保险的比例较低。 （《中华人民共和国劳动法》第72条和第73条） 备注： 通过对员工和管理层的访谈，他们表示，参加社会保险是自愿的，员工不愿意参加社会保险。

PA 6: Decent Working Hours

Site: Hangzhou Hongguang Industrial Co., Ltd. | Site amfori ID: 156-066949-001

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 interviewing with management, worker representative and workers as well as documents review. According to worker attendance records from Dec 2024 to audit day, the workers monthly overtime working hours exceeded 36 hours for all months except Jan, Feb, April and Oct 2025, Dec 2024. A review of 6 sample population employees' time records (6 samples from non-peak season April 2025, peak season Aug 2025 and most current month Nov 2025) yielded the following: 6 out of 6 sampled employees' monthly overtime hour was 40 in Nov 2025, 6 out of 6 sampled employees' monthly overtime hour was 82 in Aug 2025, This question is rated as no, because there is systematic overtime hour exceeding in the factory. (PRC Labor Law article 41) Remark: 6 out of 6 sample population employees	通过与管理层、工人代表和工人的面谈以及文件审查. 根据工人的2024年12月至审核当日的考勤，除了2025年1月，2月，4月和10月，202 4年12月，其他所有月份的加班时间均超出36小时。 审核员从厂方提供的记录中抽取6个样本(分别抽样了淡季2025年4月，旺季2025年8月和最 近月2025年11月)，具体为： 6/6名员工在2025年11月的加班时间为40小时， 6/6名员工在2025年8月的加班时间为82小时， 这个问题被评为不符合，因为工厂存在系统性加班超时的情况。 （《中华人民共和国劳动法》第41条） 备注：6/6名员工在2025年4月的加班时间分别为24小时，没有超出法律规定

Finding	
worked overtime hour (i.e., 24 hours) in April 2025, which was not in excess the legal requirement.	

PA 7: Occupational Health and Safety

Site: Hangzhou Hongguang Industrial Co., Ltd. | Site amfori ID: 156-066949-001

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 interviewing with management, worker representative and workers, factory tour as well as documents review. The OHS management system was not operated effectively by factory, that led to partial issues detected in this PA. This question is rated as partially because the general health and safety condition in the factory is acceptable, and no serious issue was found.	通过与管理层、工人代表和工人的面谈、现场查看以及文件审查。 工厂没有有效地执行其职业健康安全管理系统，导致在这个表现区域还有部分问题存在。这个问题被评 为部分符合，因为工厂的健康安全的总体情况是可以接受的，没有发现严重的问题。

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 interviewing with management and documents review. Factory didn't provide work-related injury insurance or commercial injury insurance for 21 out of 24 employees (87.5%). This question is rated as no, because the factory only provided injury insurance to few employees.	通过与管理层的面谈以及文件审查。工厂没有为24名中的21名员工（87.5%）购买工伤险或商 业意外险。 这个问题被评为不符合，因为工厂仅为少数的员工提供了工伤险。

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	
Based on interviewing with management, worker representative and workers and factory tour. It was noted that the one employee in yarn reversing workshop did not wear earplug and anti-	通过与管理层、工人代表和工人的面谈和现场查看。工厂倒纱车间1名员工没有佩戴耳塞和防尘口罩。 这个问题被评为部分符合，因为工厂有建立劳保用

Finding	
dust mask. This question is rated as partially because the factory has established PPE management procedure and conducted risk assessment of positions, most employees have wear PPE properly. (Law of the PRC on Work Safety Article 45)	品管理程序，也有进行岗位的风险评估，大部分员工 佩戴了劳保用品。 (《中华人民共和国安全生产法》第 45 条)

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on factory tour and interviewing with management, it was noted that about one pail of engine oil without second container. This question is rated as partially because chemical procedure was established in factory, and training was provided to employees. (Regulations on the Safety Management of Dangerous Chemicals Article 20)	通过现场观察，管理层访谈，审核员发现工厂1桶机油没有有效的二次容器。 这个问题被评为部分符合，因为工厂建立了化学品管理程序，也为员工提供了培训。 （《危险化学品安全管理条例》第二十条）

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 interviewing with management, worker representative and workers, factory tour, it was noted that one sewing machine was not installed needle guard. And one linking machine was not equipped with protective cover when it was not in running, and two linking machines were not installed with pulley guard, the protective cover for 4 knitting machines in knitting workshops were not in using during the machine running. This question is rated as partially because the factory has established maintenance procedures for equipment. And most of machines in factory have installed with protective guard. (Design of Manufacturing Equipment Safety and Hygiene, Article 6.1.6)	通过与管理层、工人代表和工人的面谈、现场查看，工厂1台缝纫机没有安装针挡。1台套口机没有运 转时，没有安装防护盘，2台套口机没有安装皮带轮保护罩，织造车间4个织造机运行时没有使用保护罩。 这个问题被评为部分符合，原因是工厂建立了设备维护程序，大部分机械设备安装了合适的保护罩。 （《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条）

ORGANIZATION:	Hangzhou Hongguang Industrial Co., Ltd.	AMFORI ID	156-066949-001	AUDIT DATE(S)	10/12/2025

Factory name

Factory gate

Factory building

First aid kit

Emergency assembly point

Hydrant and fire extinguisher

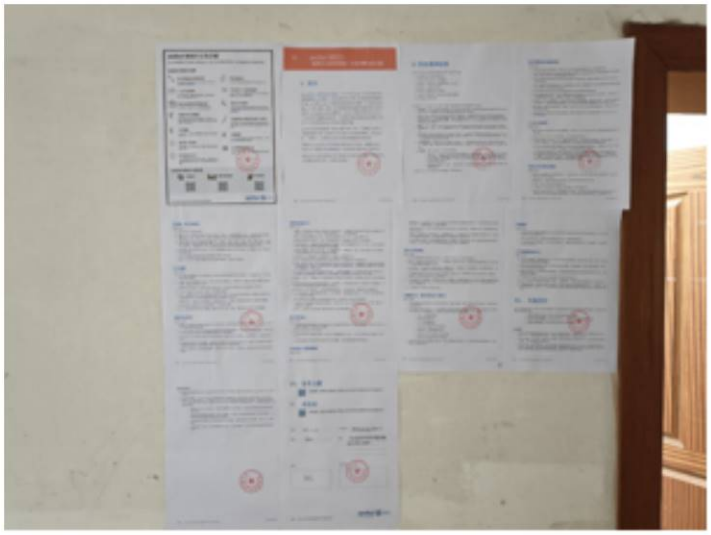
Safety exit sign and emergency light

Hydrant testing

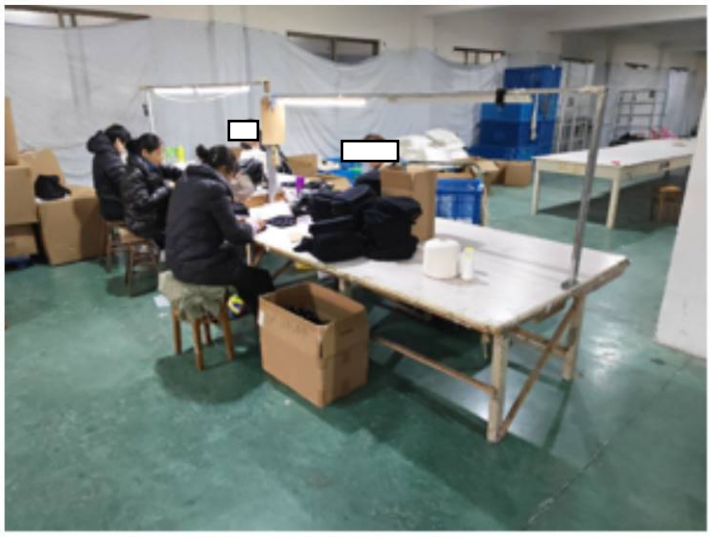
Fire alarm

Fire alarm testing

Evacuation plan



COC on display



Inspection and packing workshop

Finished product warehouse

Finishing workshop

Raw material warehouse

Knitting workshop

Linking workshop

Sewing workshop

Yarning reversing workshop

Occupational hazard warning sign and PPE notice

PPE for employee

Male toilet

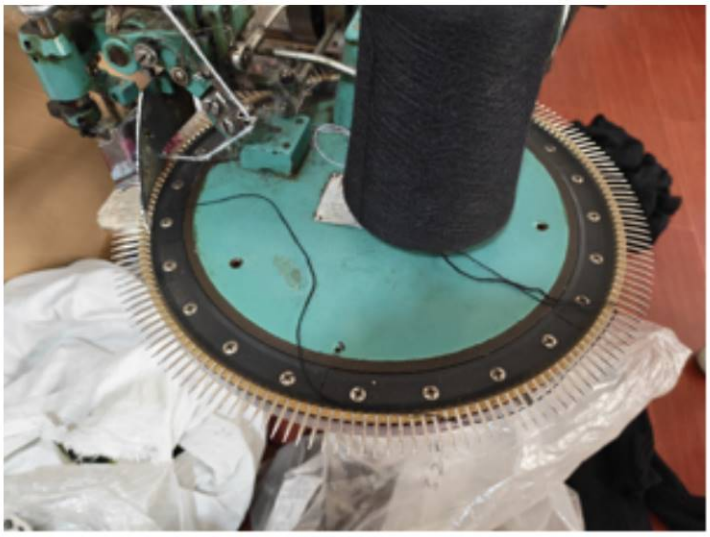
Female toilet

Washing basin

Suggestion box

Attendance record system

Drinkable water



NC No cover for the linking machine

NC No needle guard for the sewing machine

NC The employee didn't wear anti-dust mask and earplugs

NC No secondary container for the engine oil

NC The cover was not in using

NC No pulley guard