

Monitored Party Dongguan Cainan Clothing Co., LTD	amfori ID 156-048176-000	Address Room 103, No. 18, Yingfeng 1st Road, Dajingtou, Dalang Town, Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 14/09/2026	Closing Meeting Finished Date 15/09/2026	Submission Date 18/09/2026
Expiration Date 18/09/2027	Announcement Type Semi Announced	
Site Dongguan Cainan Clothing Co., LTD	Site amfori ID 156-048176-001	

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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	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: Dennis Yang; APSCA membership number: CSCA 21703687

Monitoring partner name: QIMA LIMITED, APSCA Membership Number: 11600049

Audit schedule details: (Total MD is 1.5 MD) The audit is planned for 1 auditor x one day on site, and 0.5 days for reporting.

Audit Start & End Time: 14-Sep-2026: started 09:00 and ended on 17:00

Audit type: Semi-announced full audit.

Business partner information:

The auditee Dongguan Cainan Clothing Co., LTD /东莞市彩南服装有限公司 (Business license registration number: 91441900325179045C), its production address was 2/F, 3/F and 5/F of the No. 18, Yingfeng 1st Road, Dajingtou, Dalang Town, Dongguan City, Guangdong Province, China (中国广东省东莞市大朗镇大井头盈丰一路18号2楼, 3楼和5楼), the registration address in business license was Room 103, No. 18, Yingfeng 1st Road, Dalang Town, Dongguan City, Guangdong Province, China (中国广东省东莞市大朗镇盈丰一路18号103室), two mentioned addresses were the same location as per management interview and onsite observation. The factory was established on Jan 13, 2015. The factory specialized in the manufacture of sweaters. The main production processes are knitting, linking, stitching, sewing, ironing, packing. No process was subcontracted.

Audited location information:

Within the premises, there was one 5-floor production building and one 6-floor dormitory building inside the park fence. And the auditee only rented and used 2/F, 3/F and 5/F of one 5-floor building (2/F as knitting workshop and warehouse, 3/F as linking, stitching, sewing, ironing and packing workshops, 5/F as office) as, 1/F was rented by one factory named Shengtian Factory and 4/F was rented by Xiaoyun Knitting Factory and 1/F and 4/F were all used as production workshops. No shared workers or management with the auditee. Transportation, kitchen, canteen, dormitory were not provided to workers.

Operating shifts and hours:

Attendance records from Aug 2025 to the audit day were available for review. By cross-checking those records, production records and interview with the management, workers and worker representative, one shift for the whole factory, the regular working hour was from 08:00 to 17:30 with 1.5-hours break from 12:00 to 13:30 and employees sometimes overtime worked 2 hours per day which were from 18:30 to 20:30 and 8 hours on Saturday when busy. The peak season was not obvious per facility management. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The time records of 6 samples were randomly selected from July 2026 (current month), Mar 2026 (randomly selected month) and Nov 2025 (randomly selected month) as primary sample. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day, and the maximum weekly working time was 58 hours (40 hours regular time + 18 hours overtime). The maximum monthly overtime working hours were 70 hours.

Time recording system:

Workers used computerizing attendance system to record their working hour information.

Salary payment details:

Payrolls from Aug 2025 to July 2026 were provided for review. And those of 6 samples were randomly selected from July 2026, Mar 2026, Nov 2025 as primary samples. Workers were paid by hourly rate. Wages were paid on or before the 30th of following month by bank. The lowest basic wages paid for workers was RMB3790 per month and above the minimum wages that started from Mar 1, 2025, RMB2080 per month. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime respectively. No mandatory holiday overtime was conducted. No illegal deductions were made. Social insurance was not provided to all workers.

Worker number information:

Total worker number: 37 (14 males and 23 females), 25 (9 males and 16 females) were domestic migrant workers and 12 (5 males and 7 females) local workers. Among them 35 were production employees (13 males and 22 females) and 2 (1 male and 1 female) were non-production employees. No young workers or other special groups of workers were used.

Worker organization details:

There was no labor union in the auditee currently. Two worker representatives had been elected freely by employees in the factory, and the auditee had conducted internal communication meetings with the worker representatives regarding workplace-related issues regularly.

Summary of findings:

PA1: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. amfori BSCI Code management was not perfect. Working hours management system was not perfect.

PA2: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. Partial interviewed workers were not quite aware of BSCI values and principles.

PA5: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. Insufficient social insurance coverage for all employees.

PA6: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. Monthly overtime hours exceeded legal requirements.

PA7: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. H&S issues were identified; One rewinding operator was wearing disposal masks instead of the provided dustproof masks at 2F production workshop; inadequate product storage; no pulley guard was installed for 60% linking machines and no needle guard was installed for two out of two sewing machine at 3F production workshop.

Living wage calculation:

The audited factory was located in Dongguan City, which can be found on the GLWC website, the living wage was CNY 3785. There is GLWC data published Sep 2024 and can be found on <https://www.globallivingwage.org/countries/china/>

Remark:

1. There was no agency used by the auditee, which made the agency labour contract not applicable.
2. There was no contractor used by the auditee, which made the contractor license/permit not applicable.
3. There was no government waiver provided by the auditee, which no local law requirement.
4. The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to auditor has been obtained the individual's consent during the audit. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.

SITE DETAILS

Site

Dongguan Cainan Clothing Co., LTD

Site amfori ID

156-048176-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	37	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	3,790	Monthly
Calculated living wage in local currency	3,785	Monthly
Total sample	6	Workers

Other Metrics

Male workers	14	Workers
Female workers	23	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	Workers
Permanent workers - Female	23	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	9	Workers
Domestic migrant workers - Female	16	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	14	Workers
Workers hired directly - Female	23	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: Dongguan Cainan Clothing Co., LTD | Site amfori ID: 156-048176-001

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	
Finding: The main auditee partially respected this principle. Because based on document review, management interview and onsite observation, completed amfori BSCI procedures were established, and this management system was implemented during the factory daily operation, also the factory had communicated the requirement of this management system to partners such as suppliers. But gaps between the factory and the requirements due to the management negligence when implementing the amfori BSCI system, and there are problems such as overtime hours, health& safety and so on. The facility management declared that they would gradually improve. It violated the requirement of question 1.1 in amfori BSCI system manual.	发现点: 被审核方部分遵守该原则。原因是根据文件审核, 管理层访谈和现场观察, 工厂有建立完整的 amfori BSCI 管理体系的相关程序并在日常生产中执行该管理体系。同时工厂也将该管理体系要求传达给供应商等合作伙伴。但是由于管理层疏忽, 工厂在执行 amfori BSCI 体系时与要求存在差距, 工厂现场存在加班时间, 健康安全等问题。工厂管理层解释他们会逐步进行改善。违反了 amfori BSCI 管理手册中问题 1.1 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
Finding	
Finding: The main auditee partially respected this principle. Because based on document review and management interview, the factory had calculated the production capacity and costs of production, but the factory did not analyze trends of overtime, and the workforce capacity evaluation did not focus on legal requirement so that there was risk to exceed legal overtime requirement due to busy or urgent orders. It violated the requirement of question 1.4 in amfori BSCI system manual.	发现点: 被审核方部分遵循该准则。原因是根据文件审核和管理层访谈, 工厂有进行产能核算及成本核算, 但工厂没有分析加班时间的趋势, 且工厂的产能评估是没有关注工作时间的法律符合性, 这可能导致由于繁忙或者紧急的订单出现加班时间超过法律要求的风险。违反了 amfori BSCI 管理手册中问题 1.4 的要求。



PA 2: Workers Involvement and Protection

Site: Dongguan Cainan Clothing Co., LTD | Site amfori ID: 156-048176-001

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

Finding: The auditee partially respected this principle: The auditee had posted the amfori BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that partial interviewed workers were not quite aware of BSCI values and principles. It violated the requirement of question 2.4 in amfori BSCI system manual.

发现点:受审方部分遵循该准则:受审方张贴了amfori BSCI行为准则,并且提供了对员工的培训记录供审阅。但部分受访员工并不清楚BSCI的标准和原则。违反了amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: Dongguan Cainan Clothing Co., LTD | Site amfori ID: 156-048176-001

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

Finding: The main auditee did not respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Based on the social insurance payment records provided by the factory, there were totally 37 employees on the audit day, no new workers and 5 employees reached to the retirement age, the factory should provide five kinds of social insurance for 32 employees, however, based on the latest social insurance receipt of Sep 2026, the factory only provided 13 employees (40.6%) with pension insurance and unemployment insurance, work-related injury insurance, medical including maternity insurance. In additional, the commercial accident insurance (valid from Mar 3, 2026, to Mar 2, 2027) was provided to rest workers who didn't obtain social insurance. The audited factory explained that most workers were not willing to buy the social insurance in the audited factory. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73

发现点:被审核方未遵循该原则,因没有依照法规要求为所有员工购买社保。根据工厂提供的社保缴费记录,审核当天工厂有37名员工,无新入职员工,5名到退休年龄员工,工厂应为32名员工提供五种社会保险,然而,在2026年9月,工厂只为13名员工(40.6%)提供了养老保险、失业险,工伤保险,医疗保险(含生育保险)。另外工厂给所有员工提供了商业意外险(有效期从2026年3月3日到2027年3月2日)。被审核工厂解释部分员工不愿在被审核工厂参保。违反了中华人民共和国劳动法(2018修正)第七十二条,第七十三条

PA 6: Decent Working Hours

Site: Dongguan Cainan Clothing Co., LTD | Site amfori ID: 156-048176-001

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

Finding: The main auditee did not respect this principle because based on 6 sample workers' time and wage records, it was noted that 6 out of 6 randomly selected workers' monthly overtime hours exceeded 36 hours and the max. were 69 hours/month in July 2026 (latest payment month); 6 out of 6 randomly selected workers' monthly overtime hours exceeded 36 hours and the max. were 69 hours/month in Mar 2026 (random month); 6 out of 6 randomly selected workers' monthly overtime hours exceeded 36 hours and the max. were 70 hour/month in Nov 2025 (random month). It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

发现点:被审核方未遵守该原则,因根据6名员工的考勤和工资记录,发现2026年7月份(最近发薪月)抽样的6名员工中有6名的月加班超过36小时,最大为69小时/月;2026年3月份(随机月)抽样的6名员工中有6名的月加班超过36小时,最大为69小时/月;和2025年11月(随机月)抽样的6名员工中有6名的月加班超过36小时,最大为70小时/月。违反了中华人民共和国劳动法(2018修正)第四十一条。

PA 7: Occupational Health and Safety

Site: Dongguan Cainan Clothing Co., LTD | Site amfori ID: 156-048176-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Finding: The auditee partially respected this principle, because based on document review, onsite observation and management interview, the factory had established the complete management system on health and safety, including identifying and awareness of related legal regulation, health and safety check, training and etc. However, the actual practice throughout the factory was not fully in compliance with requirements of local law/BSCI manual. The facility management declared that they would strengthen management. It violated the requirement of question 7.1 in amfori BSCI system manual.

发现点:被审核方部分遵守该原则,因为根据文件审核,现场观察和管理层访谈,工厂已建立完整的健康安全管理体系,包括相关法规的识别与了解,健康安全检查和培训等,但在审核当天工厂在健康安全方面仍有违反当地法规/BSCI手册的问题出现而部分遵守该原则。工厂管理层表示会加强管理。违反了amfori BSCI管理手册中问题7.1的要求。

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	
Finding: The main auditee partially respected this principle. Because based on onsite observation, the factory has posted PPE warning signs at all hazardous posts and provided free PPE to all related workers, but one rewinding operator was wearing disposal masks instead of the provided dust proof masks at 2F production workshop. It violated Production Safety Law of the People's Republic of China (2021 Amendment), Article 45	发现点：被审核方部分遵守该原则。原因是根据现场观察，工厂在所有危害岗位张贴了PPE警示标识并给相关 员工提供了免费的劳保用品，但二楼生产车间一名倒毛员工作作业时未佩戴防尘口罩。违反了中华人民共和国安全生产法（2021修正）第四十五条

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	
Finding: The main auditee partially respected this principle. It was noted that part materials in the warehouse of building were directly leaned against the wall, the distance between the goods and wall was less than the legal required 0.5 meters. (Reference law/ regulation, General Rules for Fire Safety Management of Storage Occupancies, GA1131-2014, Article 6.8)	发现点：被审核方部分遵守该原则。 审核发现被审核方车间仓库部分货物靠墙存放，离墙距离小于法定的0.5米。（参考法律法规《仓储场所消防安全管理通则》GA1131-2014第6.8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	
Finding: The main auditee partially respected this principle. During site tour, the overall machine safety was under good condition, but it was noted that no pulley guard was installed for 60% linking machines and no needle guard was installed for two out of two sewing machine at 3F production workshop. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene	发现点：被审核方部分遵守该原则。 现场观察和文件审核，机器设备整体处于良好安全状态，但审核员发现三楼车间60%缝盘机没有安装皮带轮防护罩，两台衣车没有安装护针罩。依据《制造设备安全与卫生设计规范》第 6.1.6 条的规定。