

Monitored Party <b>Yi Fu Long Outdoor Gear Co.,Ltd</b>	amfori ID <b>156-005207-000</b>	Address <b>No. 11-1, Songbai Road, Zhutang, Fenggang Town, Dongguan, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>20/11/2025</b>	Closing Meeting Finished Date <b>22/11/2025</b>	Submission Date <b>28/11/2025</b>
Expiration Date <b>28/11/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Yi Fu Long Outdoor Gear Co.,Ltd</b>	Site amfori ID <b>156-005207-002</b>	

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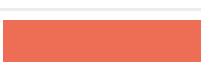

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</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>C</b>	
PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</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: Charles Xie; APSCA membership number (CSCA 21701887)

Name of team auditor: Mark Kang; APSCA membership number (CSCA 32200242)

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006 )

Audit schedule details: The audit is planned for 1 Lead auditor x 1.5 days (Day1, 12:30-16:30; Day2, 8:40-16:40).and 1 Team auditor x 1day (Day2, 8:40-16:40). The full audit (Semi-announced) was conducted on Nov 20-21, 2025.

Business partner information:

Yi Fu Long Outdoor Gear Co.,Ltd (东莞市亿富隆户外用品有限公司) was located at No. 11-1, Songbai Road, Zhutang, Fenggang Town, Dongguan, Guangdong, China (广东省东莞市凤岗镇竹塘松柏路11号之一). The factory registered in Market Supervision Administration of Dongguan, having unified social credit code 9144190057647847X8 dated on Jun 10, 2011 with operational term from Jun 10, 2011 to long term.

The factory was focus on manufacturing backpack, handbag, bicycle bag.

The main production processes including cutting, high frequency welding, sewing and packing.

Audited location information:

The factory used partial area of a 3-storey production building as for production area, warehouse and office. According to the interview with the management and the lease contract provided by the factory, the factory rented 2F, 3F and part of the first floor of a 3-storey building from the landlord. Other areas of the building was rented by other factory. The factory management said they operated independently of other factory, had no business contacts, and did not mix areas and workers. This audit only covers the area rented by the factory.

1F of production building(600 square meters) : cutting, warehouse, other factory(Dongguan Hexusheng package Co.,Ltd)

2F of production building(1760 square meters) : high frequency welding and sewing

3F of production building(1240 square meters) : high frequency welding and packing and office.

No dormitory or kitchen or canteen was provided to workers.

Operating shifts and hours and Time recording system:

The auditee has a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when he entered the factory. Factory ensured all workers rest on Sundays. The auditee ensures normal working hours comply with legal requirement and the use of overtime is voluntary and paid at adequate premium rate. The auditee supports the right to resting breaks including short breaks during working hours, meal break and night rest. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. Factory used fingerprint scanner attendance recorder to record the working hours, during the audit, factory provided the attendance records from Oct 1, 2024 to audit date for reviewing, all production workers conducted one shift (08:00-12:00, 13:30~17:30), sometimes had 8 OT hours in Saturdays, and 2.0 hours at weekdays.

Three months records in Dec 2024(random month), Aug 2025 (random month), and Oct 2025 (current month) of 15 samples was reviewed and it was noted that:

Dec 2024 – standard hours (40hours) + maximum weekly OT (14hours)

Aug 2025 – standard hours (40hours) + maximum weekly OT (14hours)

Oct 2025 – standard hours (40hours) + maximum weekly OT (14hours)

Salary payment details:

The factory has established the wage management procedure, provided the payrolls from Oct 2024 to Sep 2025, the minimum wage paid by the factory was at least RMB 2080 per month, which met the legal requirement. Overtime on working days, rest days and national holiday was paid at 150%, 200% and 300% of normal wage respectively. The whole month was counted as a wage calculation cycle, and the corresponding wage was usually paid before 30 days of next month by bank. Provided the annual leave, statutory holiday, sick leave, marriage leave, maternity leave and funeral leave to workers. No illegal deduction was detected.

Worker number information:

Total worker number: 141 workers (38 non-production staffs and 103 production workers).

Production worker number: 103 workers (including 40 males and 63 females)

Vulnerable worker number: migrant worker: including 52 males and 54 females.

No young workers, child workers, disabled workers, breastfeeding employees, pregnant women. No special group workers (interns, apprentices, contractor workers etc.)

Good practices:

Nil

Worker organization details:

There was no trade union in the factory, but 2 worker representatives were freely elected in the factory.

Circumstances:

Nil

The special circumstances can be classified as followed:

According to the Creditchina website and the APP of Qichacha view, no special abnormal situation was found.

Summary of findings:

PA1:

1.1 The social management system was not implemented effectively.

1.4 The main auditee did not implement workforce capacity procedure perfectly.

PA2:

2.4 Most of workers were not clear BSCI requirements.

2.5 The factory did not establish grievance mechanism for communities.

PA5:

5.4 Workers' actual remuneration were lower than the living wage of Dongguan.

5.5 Insufficient social insurance.

PA6:

6.2 The monthly OT hours for workers exceeded legal requirement.

PA7:

7.17 No eye protection boards was equipped for 3 used high-speed sewing machines.

PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13: Nil.

Living wage calculation:

The living wage data is provided by GLWC website in the city where the factory is located.

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 SGS auditor(s) has been obtained the individual's consent during the audit..

Attachments :

During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

## SITE DETAILS

Site  
**Yi Fu Long Outdoor Gear Co.,Ltd**

Site amfori ID  
**156-005207-002**

### GICS Classification

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Sector <b>Consumer Staples</b>	Industry Group <b>Household &amp; Personal Products</b>	Industry <b>Personal Care Products</b>
Sub Industry <b>Personal Care Products</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## METRICS

### Key Metrics

Total workforce	141	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	3,785	Monthly
Total sample	15	Workers

### Other Metrics

Male workers	63	Workers
Female workers	78	Workers
Non-binary workers	0	Workers
Permanent workers - Male	63	Workers
Permanent workers - Female	78	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	7	Workers
Management - Female	6	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	52	Workers
Domestic migrant workers - Female	54	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	63	Workers
Workers hired directly - Female	78	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	9	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Yi Fu Long Outdoor Gear Co.,Ltd | Site amfori ID: 156-005207-002

**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>1.1 Finding: The main auditee partially respects this principle. Based on document review, site observation, management interview, the main auditee has established management system about social responsibility including PDCA recycle such as internal audit and management assessment every year, but the social management system was not implemented effectively, it was found that gap existed between implementation and policy about social insurance, monthly overtime hours, health and safety etc. Reference: The requirement of question 1.1 in amfori BSCI system manual.</p>	<p>被审核方部分符合该原则。根据文件审核，现场观察，管理层访谈，被审核方建立了社会责任的管理体系包括PDCA循环，如每年进行社会责任内审及管理层评审等，但是由于管理层疏忽管理体系没有有效地执行，审核中仍有发现被审核方在社保，月加班时间，及健康安全等方面实施与政策存在差距。 参考标准: amfori BSCI管理手册中问题1.1的要求。</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>1.4 Finding: The main auditee partially respects this principle. Based on management interview and document review, the main auditee had provided proper capacity planning records, such as the main auditee calculated standard production output per day of different production, but the main auditee didn't implement effectively, workers always worked overtime to complete the production orders. Reference: The requirement of question 1.4 in amfori BSCI system manual.</p>	<p>被审核方部分符合原则，根据管理层访谈和文件审核，被审核方有提供产能规划记录，例如计算了不同产品每天的标准产能，但未有效实施，员工通常需要加班完成订单。 参考标准: amfori BSCI管理手册中问题1.4的要求。</p>



## PA 2: Workers Involvement and Protection

Site: Yi Fu Long Outdoor Gear Co.,Ltd | Site amfori ID: 156-005207-002

**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
<b>Finding</b>	
<p>2.4 Finding: The main auditee partially respects this principle. Based on document review, management interview and worker interview, the main auditee had provided training regarding BSCI management system to all employees. Through worker representative and worker interview, most of them were not clear BSCI requirements. Reference: The requirement of question 2.4 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵守原则，根据文件审核，管理访谈，员工访谈，被审核方已经提供了BSCI管理体系培训给所有工人，但通过员工代表和员工访谈，大部分工人不清楚BSCI的要求。 参考标准：amfori BSCI管理手册中问题2.4的要求。</p>

**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>	
<p>2.5 Finding: The main auditee partially respects this principle. Based on management and worker interviews and document review, the factory established grievance mechanism for individuals, but the factory did not establish grievance mechanism for communities. For example, the factory did not establish grievance policy and there is no channel set for local communities' coming up with its suggestions or complaints to management for improvement. Reference: The requirement of question 2.5 in amfori BSCI system manual.</p>	<p>被审核方（生产商）部分遵守原则。根据管理层和员工访谈以及文件审核，工厂建立了个人的申诉机制，但工厂未建立社区的申诉机制。例如工厂未建立申诉政策并且创建给当地社区提供申诉的渠道。 参考标准：amfori BSCI管理手册中问题2.5的要求。</p>

## PA 5: Fair Remuneration

Site: Yi Fu Long Outdoor Gear Co.,Ltd | Site amfori ID: 156-005207-002

**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
<b>Finding</b>	
<p>5.4 Finding: The main auditee does not respect this principle</p>	<p>被审核方未符合该原则，原因是基于企业提供的工资表，工厂给大部分员工提供的基本工资为最低每</p>

Finding	
<p>because based on the provided payroll records, the facility paid most employees as minimum RMB2080 per month for the basic wage plus allowances, which was lower than the living wage of Dongguan City as RMB3785 per month (Provided by GLWC website). The factory management told that it's hard to meet the requirement.</p> <p>Reference: The requirement of question 5.4 in amfori BSCI system manual.</p>	<p>月人民币2080元，再加上补贴后低于东莞市的体面生活工资每月人民币3785元（由GLWC网站提供）。工厂管理层称很难满足要求。</p> <p>参考标准: amfori BSCI管理手册中问题5.4的要求。</p>

**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	
<p>5.5 Finding:</p> <p>The main auditee does not respect this principle because the main auditee did not provide social insurance for workers as per legal requirement. Based on provided social insurance payment records of Oct 2025 and management interview, there were 141 employees in the factory, but the factory only provided retirement insurance, unemployment insurance, accident insurance, medical insurance and maternity insurance for 93 workers.</p> <p>Remark : The factory purchased commercial accident injury insurance for all employees who had not participated in social insurance and it valid from Mar 3, 2025 to Mar 2, 2026.</p> <p>Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 72 &amp; Article 73.</p>	<p>被审核方（生产商）因未按照法规要求给所有人员提供所有险种社保而未遵守该原则。根据工厂提供的 2025年10月的社会保险缴费记录和管理层访谈，工厂有141名员工，工厂只提供了养老，失业，工伤，医疗和生育保险给93名员工。</p> <p>备注：工厂有为所有未参加社保的员工购买意外伤害保险，有效期从2025年3月3日至2026年3月2日。</p> <p>参考法规：中华人民共和国劳动法（2018修正），第七十二条和第七十三条。</p>

## PA 6: Decent Working Hours

Site: Yi Fu Long Outdoor Gear Co.,Ltd | Site amfori ID: 156-005207-002

**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	
<p>6.2 Finding:</p> <p>The main auditee does not respect this principle</p>	<p>被审核方因员工月加班超过法规按要求而未遵守该原则。审核期间，工厂提供了员工从2024年10月1</p>

## Finding

because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from Oct 1, 2024 to the audit date for review. Three months records in Dec 2024 (random month), Aug 2025 (random month), and Oct 2025 (current month) of 15 samples was reviewed and it was noted that:

- 15 workers' standard hours were 176 hours, the max weekly working hours were 54 hours and the max monthly overtime hours were 60 hours in Dec 2024;

- 15 workers' standard hours were 168 hours, the max weekly working hours were 54 hours and the max monthly overtime hours were 58 hours in Aug 2025;

- 15 workers' standard hours were 152 hours, the max weekly working hours were 54 hours and the max monthly overtime hours were 46 hours in Oct 2025;

Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

日至审核当天的考勤记录。其中从2024年12月（随机月），2025年8月（随机月）和2025年10月（当前月）各抽取15个样本发现：

- 15名员工在2024年12月的标准工时176小时，最大周工时54小时，最大月加班60小时；

- 15名员工在2025年8月的标准工时168小时，最大周工时54小时，最大月加班58小时；

- 15名员工在2025年10月的标准工时152小时，最大周工时54小时，最大月加班46小时；

参考法规：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: Yi Fu Long Outdoor Gear Co.,Ltd | Site amfori ID: 156-005207-002

**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

7.17 Finding:

The main auditee partially respects this principle. Based on onsite observation and management interview, no eye protection boards was equipped for 3 used high-speed sewing machines in sewing workshop.

Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), 6.1.

被审核方（生产商）部分遵守原则，根据现场观察和管理层访谈发现，工厂车缝车间使用的3台高车没有配置挡针板。

参考法规：生产设备安全卫生设计总则（GB 5083-1999），6.1.