

Monitored Party Fuzhou Gerxing Garments Co., Ltd.	amfori ID 156-055490-000	Address THIRD FLOOR, NO.3 JINCHENG PRIVATE INDUSTRIAL DISTRICT, NO.228 CHIQIAO ROAD, XINDIAN TOWN, FUZHOU, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 28/07/2026	Closing Meeting Finished Date 28/07/2026	Submission Date 04/08/2026
Expiration Date 04/08/2027	Announcement Type Semi Announced	
Site Fuzhou Gerxing Garments Co., Ltd.	Site amfori ID 156-055490-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
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: KD XIE; APSCA membership number (CSCA 21701741)

Name of team auditor (if applicable): Nil

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

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

Audit schedule details: The audit was planned for 1 auditor in 1 day (auditor arrived at 08:30 and departure at 16:30). The full audit (semi announced) was conducted on Jul 28, 2026.

Business partner information: Fuzhou Gerxing Garments Co., Ltd. (Local name: 福州格尔兴服装有限公司, Unified Social Credit Identifier: 91350111550995874L, valid from Mar 18, 2010 to Mar 17, 2040.) was located at THIRD FLOOR, NO.3 JINCHENG PRIVATE INDUSTRIAL DISTRICT, NO.228 CHIQIAO ROAD, XINDIAN TOWN, Fuzhou City, Fujian Province, China (中国福建省福州市晋安区新店镇赤桥路228号3#生产车间3层). The main products were Garments in the factory, and the main processes were cutting, sewing, inspection, pressing, and packing. The yearly output was about 120,000 pieces. The Business License address was the same as actual address.

Audited location information: The factory rented the third floor of one 5-storey production building for production, warehouse and office. The factory provided rental contract and business license for review, which was 700 square meters each floor of the 5-storey production building. Per on site observation, first floor was used for Longzhe(Fujian) Technology Co.,Ltd. for plastic pipe warehouse, second floor was used by Fujian Fenghuang Tengda Food Co.,Ltd for Food product production, fourth floor and fifth floor was used for Zhuhai Geli Maintenance company for warehouse. Per management and workers interview, no worker exchange was noted during this audit. No dormitory, no meal and no transportation were provided by the main auditee.

Operating shifts and hours: Workers' regular working hours were 8 hours a day and 5 days a week. Based on workers' attendance records from Jul 1, 2025 to Jul 28, 2026, all workers worked in one shift (08:00-12:00, 13:30-17:30). Workers usually worked 2 hours overtime (18:30-20:30) on weekdays and worked 8 hours overtime on Saturdays and workers rest on Sundays. Workers' maximum monthly overtime working hours were 64 hours (including overtime worked on normal day 40 hours, on rest day 24 hours), workers' maximum weekly working hours were 58 hours (sampled 5 out of 5 sampled workers' weekly working hours were not exceeded 60 hours. 1st sampled month (Oct. 2025) – standard hours (40 hours) + maximum weekly OT (18 hours); 2nd sampled month (Apr. 2026) – standard hours (40 hours) + maximum weekly OT (18 hours); 3rd sampled month (Jun. 2026) – standard hours (40 hours) + maximum weekly OT (18 hours)). Workers had right to choose working overtime or not. All workers enjoy one day off per seven days.

Time recording system: Workers working hours were recorded by face identification and fingerprint attendance machine.

Salary payment details: The auditee collected the local legal minimum wage files from local media or government news periodically. Legal minimum wage was CNY2195 per month since Apr 1, 2025. Payrolls from Jul 2025 to Jun 2026 were provided and reviewed. Workers' wages were calculated by hourly rate. Wage was paid on the 5th of next month by bank transfer. The minimum wage provided for workers was at least CNY3450 per month (The same as CNY19.83 per hourly). Wage slips were issued to workers for well understanding their detailed wages prior to the wage issued date. Paid holidays also had been provided to workers. No illegal deduction was identified according to wages records of workers. Workers were compensated 150% of their overtime work conducted on normal working days, 200% of their overtime work conducted on rest days, no overtime work was conducted on statutory holidays.

Worker number information: On the day of audit, there were 21 employees present which included 8 non-production staffs and 13 production workers (3 male workers and 10 female workers); and 5 sampled workers were selected for interview and the working hours and payroll records of them were selected for review. And there were 11 domestic migrant workers including 3 male workers and 8 female workers. No young workers, child workers, disabilities, on lactating workers, pregnant, interns, apprentices, contractor workers were available in the auditee.

Good practices: Nil

Worker organization details: No trade union in the factory, but two worker representatives were elected by workers themselves in the year 2025.

Circumstances: No different circumstances (such as low rate of operation; some processes did not come into operation; uncooperative occurred; etc.) were found during audit day.

The special circumstances can be classified as followed: Through querying IPE and National Enterprise Credit Information Publicity System by auditor, no negative evidence was found during audit day.

Summary of findings: PA1: 1.1 management system to implement the amfori BSCI Code of Conduct was not set up effectively; 1.4: the calculation of production capacity was not reasonable; PA2: 2.2 the factory didn't communicate the long-term goal to workers; 2.4 all interviewed workers did not know what amfori BSCI was; 2.5 no grievance mechanism

for communities was established in the factory; PA3: Nil; PA4: Nil; PA5: 5.5 the factory didn't provide social insurance to all employees; PA6: 6.2 the workers' monthly overtime hours exceeded the legal requirement. PA7: 7.1 some issues were raised in health and safety section; 7.11 some materials were stored close to the columns/walls; PA7: 7.17 inadequate machinery protection; PA8: Nil; PA9: Nil; PA10: Nil; PA11: Nil; PA12: Nil; PA13: Nil.

Living wage calculation: LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: No specific control requirements were conducted by China for COVID-19.

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 :

1. No Consolidated Working Hours System Approval was obtained by the auditee.
2. No collective bargaining was conducted in the auditee.
3. No contractor or agency were used by the auditee.

SITE DETAILS

Site	Site amfori ID
Fuzhou Gerxing Garments Co., Ltd.	156-055490-001

GICS Classification

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

amfori Process Classifications

Sewing / Stitching

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	21	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	3,450	Monthly
Calculated living wage in local currency	3,366	Monthly
Total sample	5	Workers

Other Metrics

Male workers	5	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	5	Workers
Permanent workers - Female	16	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	3	Workers
Domestic migrant workers - Female	8	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	5	Workers
Workers hired directly - Female	16	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	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Fuzhou Gerxing Garments Co., Ltd. | Site amfori ID: 156-055490-001

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	
1.1 Finding: The main auditee partially respects this principle because the auditee established procedure and management manual on social accountability, but some of the requirements in the PA of Occupational Health and Safety, Decent Working Hours, Fair Remuneration, etc. were improperly implemented, such as social insurance was not covered for all employees, overtime hours exceeded the legal requirement, etc. Reference: the requirement of question 1.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该原则。原因是工厂已经建立了社会责任程序文件和管理手册。但在职业健康安全、体面工作时间，公平报酬等绩效领域的部分要求没有理解执行到位，例如员工未全员购买社保，加班时间超过法规要求等。 参考标准：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	
1.4 Finding: The main auditee partially respects this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. Reference: the requirement of question 1.4 in amfori BSCI system manual.	被审核方部分遵守该原则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。 参考标准：amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Fuzhou Gerxing Garments Co., Ltd. | Site amfori ID: 156-055490-001

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
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Finding	
2.2 Finding: The main auditee partially respects this principle because the factory established long-term goal to protect workers according to the amfori BSCI Code of Conduct. But the factory didn't communicate the long-term goal to workers. Reference: the requirement of question 2.2 in amfori BSCI system manual.	被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工，但工厂未将建立的长期目标与员工沟通。 参考标准：amfori BSCI管理手册中问题2.2的要求。

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	
2.4 Finding: The main auditee partially respects this principle because the factory did not establish effective system for training to make sure workers know the content of training. The management representative provided training on amfori BSCI new Code to its managers and workers, and posted amfori BSCI code onsite, but based on workers interview, all interviewed workers did not know what amfori BSCI was. Reference: the requirement of question 2.4 in amfori BSCI system manual.	被审核方部分遵守该原则是因工厂未建立有效的培训系统来保证员工接受培训的内容。例如工厂BSCI I 管理者代表虽给经理和员工提供BSCI行为准则培训，并将BSCI的行为准则粘贴在现场，但根据员工访谈，所有访谈的员工不清楚什么是BSCI。 参考标准：amfori BSCI管理手册中问题2.4的要求。

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	
2.5 Finding: The main auditee partially respects this principle because no grievance mechanism for communities was established in the factory, including outside stakeholders. Although the factory established written grievance mechanism for individuals in the factory. Reference: the requirement of question 2.5 in amfori BSCI system manual.	被审核方部分遵守该原则是因工厂仅建立了与厂内员工的申诉机制，但未建立与社区的申诉机制，如外部的利益相关方。 参考标准：amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Fuzhou Gerxing Garments Co., Ltd. | Site amfori ID: 156-055490-001

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

5.5 Finding: The main auditee did not respect this principle because the factory didn't provide social insurance to all workers as per legal requirement. During the audit, there were 21 employees (including 3 retired employees but no new worker who was less than one month) in the factory in total. Based on social insurance payment receipts in July 2026 review and management interview, the factory provided unemployment insurance, retirement insurance, work-related injury insurance, medical insurance, and maternity insurance to 10 workers. The factory purchased commercial accident insurance to all employees which was valid from Jun 10, 2026 to Jun 9, 2027. Meanwhile, by interview with workers and management, parts of workers had attended New Rural Cooperative Medical System in their hometown. But the factory didn't verify it.

Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72&73.

被审核方未遵守该原则是因工厂未按法规要求给全体员工缴纳社保。审核期间，厂内共有21名员工（包括3名退休员工但是没有不满一个月的新员工）。根据2026年7月的社保缴费凭证和管理层访谈得知，工厂为其中10名员工提供了失业保险，养老保险，工伤保险，医疗保险和生育保险。工厂为所有员工购买了商业意外险，有效期从2026年6月10日到2027年6月9日。同时与员工和管理人员访谈，部分员工在老家购买了新农合保险。但工厂未对员工购买新农合保险进行核实。

参考法规：中华人民共和国劳动法（2018修正）第七十二条和七十三条。

PA 6: Decent Working Hours

Site: Fuzhou Gerxing Garments Co., Ltd. | Site amfori ID: 156-055490-001

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

6.2 Finding: The main auditee does not respect this principle. Based on document review, worker representative interview, worker interview, management interview, the factory provided attendance records from Jul 1, 2025 to the audit day for review, 5 sampled workers were from production positions, based on the 5 sampled workers' electronic attendance records in Oct 2025, Apr 2026, and Jun 2026, 5 out of 5 sampled workers' monthly overtime hours exceeded the legal requirement:

1st sampled month (Oct 2025)– standard hours (152 hours) + maximum monthly OT (62 hours),

被审核方未遵循该准则，根据员工访谈，员工代表访谈，管理层访谈和文件审核，工厂提供了2025年7月1日至审核当天的考勤记录，抽样5名来自生产岗位的员工，根据5名抽样工人在2025年10月，2026年4月和2026年6月的考勤记录发现，5名抽样员工的月加班超过法规要求：

第一个抽样月（2025年10月）-标准工时（152小时）-最大月加班（62小时）；

第二个抽样月（2026年4月）-标准工时（168小时）-最大月加班（64小时）；

第三个抽样月（2026年6月）-标准工时（168小时）-最大月加班（64小时）。

参考法规：中华人民共和国劳动法(2018修正), 第四

Finding	
2nd sampled month (Apr 2026)– standard hours (168 hours) + maximum monthly OT (64 hours), 3rd sampled month (Jun 2026)–standard hours (168 hours) + maximum monthly OT (64 hours). Reference: Labor Law of the People’s Republic of China (2018 Amendment), Article 41.	十一条。

PA 7: Occupational Health and Safety

Site: Fuzhou Gerxing Garments Co., Ltd. | Site amfori ID: 156-055490-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
7.1 Finding: The main auditee partially respected the principle because the law of health and safety were collected, and regulation check and training were conducted, but the health and safety management representative was not familiar with the legal and BSCI requirement on health and safety, and lead to some issues were raised in health and safety section. The factory had established health and safety procedure on Oct 20, 2025. Reference: the requirement of question 7.1 in amfori BSCI system manual.	被审核方部分遵守该原则，因为被审核方有收集健康安全法律法规，并且定期提供检查及培训，但是健康安全管理者代表不了解法规和BSCI对健康安全的要求，导致健康安全方面出现问题。工厂已于2025年10月20日建立健康安全程序。 参考标准：amfori BSCI管理手册中问题7.1的要求。

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	
7.11 Finding: The main auditee partially respects this principle because based on site observation, about 20% of raw materials and finished goods were stored close to the columns/walls. Reference: General Rules for Fire Safety Management of Storage Occupancies (XF1131-2014), Article 6.8.	被审核方部分遵守该原则是因根据现场观察，约20%的原料及成品紧靠柱子/墙存放。 参考法规：仓储场所消防安全管理通则（XF 1131-2014）6.8条要求。

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?	
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ENGLISH	LOCAL LANGUAGE
Finding	
7.17 Finding: The main auditee does not respect this principle because based on site observation, the factory did not install finger guards for 20 sewing machines, the factory did not install eye guards for 4 special sewing machines. The factory explained that they would improve step by step. Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), 6.1.1.	被审核方未遵守该原则是因根据现场观察，工厂没有为20台针车安装护指器，没有为4台特种针车安装挡针板。工厂解释他们将逐步改善。 参考法规：生产设备安全卫生设计总则（GB 5083-1999），6.1.1。