

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 Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 05/06/2025	Closing Meeting Finished Date 05/06/2025	Submission Date 12/06/2025
Expiration Date 01/07/2026	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	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

Audit Information :

Name of lead auditor: Amber Huang; APSCA membership number (CSCA 21701758)

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 x 0.75 day. The follow up audit (semi announced) was conducted on Jun 5, 2025.

Business partner information:

Fuzhou Gerxing Garments Co., Ltd. (福州格尔兴服装有限公司) is located at THIRD FLOOR, NO.3 JINCHENG PRIVATE INDUSTRIAL DISTRICT, NO.228 CHIQIAO ROAD, XINDIAN TOWN, FUZHOU, Fujian, 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). Business license No.: 91350111550995874L, valid from Mar 18, 2010 to Mar 17, 2040.

The main products were Garments. Production Capacity is about 120000 pcs per year.

The main produce processes included cutting, sewing, ironing, inspection and packing.

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& Time recording system:

Only one shift was arranged for all production workers, the normal working time for one shift was 8:00-12:00, 13:30-17:30. The workers used finger print for attendance. Workers regular working hours were 5 days per week and 8 hours per day, normally workers worked from Monday to Friday, overtime in Saturday and rest in Sunday and statutory holiday. All workers had at least one day off per seven days.

Workers' maximum weekly working hours were 58 hours.

1st sampled month (Oct. 2024)– standard hours (40 hours) + maximum weekly OT (18 hours),

2nd sampled month (Dec. 2024)–standard hours (40 hours) + maximum weekly OT (18 hours),

3rd sampled month (May 2025) –standard hours (40 hours) + maximum weekly OT (14 hours).

Workers had right to choose working overtime or not. During operation, workers could go to toilet and have a rest without restriction. Based on workers interview, workers confirmed that they worked overtime voluntarily.

Salary payment details:

Compensation and wage procedure was established in the factory. Workers are paid about 5th of next month by cash by hourly rate. Based on the payroll records from Jul 2024 to May 2025 review, confirmed by workers and worker representative interview, the minimum wage paid in the factory was at least RMB3600 per month, which was compliance with legal requirement, allowance were provided for workers. Overtime wage, statutory holiday wage and paid annual leave are in compliance with legal requirement. The wage reflects the skills and education of workers by different basic wage. Confirmed by workers and workers interview, the workers understood the structure of wages.

Worker number information:

- ◆ Total worker number (total 32 workers, including 18 production workers and 14 non-production workers)
- ◆ Production worker (4 male production worker and 14 production female workers)
- ◆ Vulnerable worker number (5 male domestic migrant workers and 16 female domestic migrant workers)
- ◆ Any other special group workers (Nil)

Good practices: Nil

Worker organization details: There were two workers' representatives were freely elected on Jul 12, 2024 and no trade union was established in the factory.

Circumstances: There was no special circumstance during the audit.

The special circumstances can be classified as followed: No negative evidence was identified during the past year based on auditor check the National Enterprise Credit Information Publicity System.

The follow up audit covered PA1, PA2, PA5, PA6 and PA7.

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- all interviewees didn't know the long term goals.

2.4-100% interviewees were not aware of the amfori BSCI Code.

PA5:

5.5-The factory didn't have sufficient social insurance coverage.

PA6:

6.2- Workers' monthly overtime hours exceeded legal requirement.

PA7:

7.1-About 15% materials were stored against the wall and column.

7.2-Not all employees are protected by insurance in case of accidents-

7.13-One electrical switch not equipped with protective cover.

7.17- No eye guard was installed for one special sewing machine.

#LivingWge: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference:

1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm>

2) Interpretation of the Social Insurance Law of the People's Republic of China (11): http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html

3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI>

4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

Personal Information protection law: 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:

The factory did not obtain Consolidated Working Hours System Approval.

No collective bargaining was conducted in the factory.

The factory did not engage with recruitment agency or partner for recruitment of any worker.

SITE DETAILS

Site

Fuzhou Gerxing Garments Co., Ltd.

Site amfori ID

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

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	32	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	3,600	Monthly
Calculated living wage in local currency	3,410	Monthly
Total sample	6	Workers

Other Metrics

Male workers	8	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	8	Workers
Permanent workers - Female	24	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	2	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	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	8	Workers
Workers hired directly - Female	24	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	5	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 Follow up audit date: June 5, 2025 Result: Open
The main auditee partially respects this principle, based on document review, management interview, workers interview and on site observation, Management representative Mr. Wu Qiaoping has been appointed to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. But management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory didn't understand the legal requirement on working hours, social insurance and H&S clearly, so it was found workers' working hours exceeded legal requirement, insufficient social insurance coverage and no sufficient in EHS. Management representative stated the factory would improve the implementation of social responsibility system continuously. It violated the requirement of question 1.1 in amfori BSCI system manual.

2025年6月5日的跟进审核结果：未关闭
被审核方部分遵守该原则，根据文件查看，管理层访谈，员工访谈和现场查看，工厂指派管理代表吴迁平负责实施厂内amfori BSCI的要求。但是工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂没有很好的理解法规关于工时，社保和健康安全的要求，导致员工系统性工时超时，社保不足，健康安全存在不足。管理代表表示将持续改善厂内的社会责任体系。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

1.4 Follow up audit date: June 5, 2025 Result: Open
The main auditee partially respects this principle, based on document review, management interview, workers interview and on site observation, the factory had realistically calculated the costs of production and delivery times and could declare the calculating method for the production capacity or the costs of production, and relevant records could be provided for review. But based on attendance records review, the overtime working hours exceeded local law's requirements, so the

2025年6月5日的跟进审核结果：未关闭
被审核方部分遵守该原则，根据文件查看，管理层访谈，员工访谈和现场查看，工厂了解如何计算生产产能和订单周期，可描述计算方法，并提供相应记录。根据工厂提供的考勤，员工的加班时间超出了法规要求，因此工厂的产能规划不合理。管理代表表示将持续改善厂内的社会责任体系。违反了amfori BSCI管理手册中问题1.4的要求。

Finding

production and delivery times was not reasonable. Management representative stated the factory would improve the implementation of social responsibility system continuously. It violated the requirement of question 1.4 in amfori BSCI system manual.

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

Finding

2.2 Follow up audit date: June 5, 2025 Result: Open
The main auditee partially respects this principle, based on document review, management interview and workers interview, long term goals/vision was established to protect workers according to the amfori BSCI Code of Conduct, but all interviewees didn't know the long term goals. Management representative stated the factory would enhance training and improve the implementation continuously. It violated the requirement of question 2.2 in amfori BSCI system manual.

2025年6月5日的跟进审核 结果：未关闭
被审核方部分遵守该原则，根据文件查看，管理层访谈和员工访谈，工厂依据amfori BSCI行为准则制定长期目标来保护员工，但是访谈员工不了解长期目标。管理代表表示将加强培训，持续改善。违反了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 Follow up audit date: June 5, 2025 Result: Open
The main auditee partially respects this principle, based on document review, management interview and workers interview, the factory posted amfori BSCI code on site and provided training for workers, but 100% interviewees didn't know the amfori BSCI code. Management representative stated the factory would improve the implementation of social responsibility system

2025年6月5日的跟进审核 结果：未关闭
被审核方部分遵守该原则，根据文件查看，管理层访谈和员工访谈，工厂在现场张贴了amfori BSCI行为准则，并提供给员工培训，但是访谈员工100%不了解amfori BSCI行为准则。管理代表表示将持续改善厂内的社会责任体系。违反了amfori BSCI管理手册中问题2.4的要求。

Finding

continuously. It violated the requirement of question 2.4 in amfori BSCI system manual.

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 Follow up audit date: June 5, 2025 Result: Open
The main auditee does not respect this principle because based on document review, worker interview and management interview, the factory didn't provide social insurance to part of employees. During the audit, there were total 32 employees. Based on social insurance payment receipts review and management interview, the factory provided injury insurance, retirement insurance and unemployment insurance to 20 employees, provided medical insurance or maternity insurance to 17 employees. The factory explained that part of workers had attended New Rural Cooperative Medical System in their hometown and they did not want to buy social insurance in the factory. But the factory didn't verify it.
It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Article 73.

2025年6月5日的跟进审核结果：未关闭
被审核方未遵守该原则，原因是根据文件查看、员工访谈和管理层访谈，工厂未给部分员工缴纳社保。审核期间，厂内共有32名员工。根据社保缴费记录和管理层访谈，工厂给20名员工缴纳工伤保险、养老保险和失业保险，给17名员工购买了医疗保险和生育保险。工厂解释部分员工已在老家购买了新农合保险，不愿意在工厂再买社保。但工厂未对员工购买新农合保险进行核实。
违反了《中华人民共和国劳动法》（2018修正）第七十二条和第七十三条。

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 Follow up audit date: June 5, 2025 Result: Open
The main auditee does not respect this principle.

2025年6月5日的跟进审核结果：未关闭
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2024年7

Finding	
Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from 1 July,2024 to the audit day for review, 6 sampled workers were from production positions, based on the 6 sampled workers' electronic attendance records in Oct. 2024, Dec. 2024, and May 2025, 6 out of 6 sampled workers' monthly overtime hours exceeded the legal requirement: 1st sampled month (Oct. 2024)– standard hours (160 hours) + maximum monthly OT (60 hours), 2nd sampled month (Dec. 2024)– standard hours (176 hours) + maximum monthly OT (60 hours), 3rd sampled month (May 2025)–standard hours (160 hours) + maximum monthly OT (60 hours). The management and workers stated they like to work overtime and can receive additional overtime wages. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.	月1日至审核当天的考勤记录，抽样6名生产岗位员工，根据6名抽样工人在2024年10月，2024年12月和2024年5月的考勤记录发现，6名抽样员工的月加班均超过法规要求： 第一个抽样月（2024年10月）-标准工时（160小时）-最大月加班（60小时）； 第二个抽样月（2024年12月）-标准工时（176小时）-最大月加班（60小时）； 第三个抽样月（2025年5月）-标准工时（160小时）-最大月加班（60小时）。 管理层及员工表示愿意多加班，可以多获得加班工资。 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: 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 Follow up audit date: June 5, 2025 Result: Open The main auditee partially respects this principle, based on document review, management interview, workers interview and on site observation, the factory had established management system on health and safety, included health and safety check, training etc. But due to management negligence and did not understand requirement clearly, some findings were found on health safety, such as about 15% materials were stored against the wall and column. Management representative stated the factory would improve the implementation of EHS system continuously. It violated the requirement of question 7.1 in amfori BSCI system manual.	2025年6月5日的跟进审核 结果：未关闭 被审核方部分遵守原则，根据文件查看，管理层访谈，员工访谈和现场查看，虽然工厂建立健康安全管理体系，包括健康安全检查，培训等，但是由于管理疏忽和不清楚法规要求，导致健康安全部分出现问题，如约15%的物料靠墙靠柱存放。管理代表表示将持续完成厂内的EHS体系。违反了amfori BSCI管理手册中问题7.1的要求。

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	
7.2 Follow up audit date: June 5, 2025 Result: Open The main auditee does not respect this principle, based on document review and workers interview, the factory did not seek workers' protection in case of accident through compulsory insurance schemes. Not all employees are protected by insurance in case of accidents because the factory only provided accident insurance to 20 out of 32 workers. No commercial injury insurance was provided was provided for any worker. Management representative stated the factory would improve the implementation of EHS system continuously. It violated the requirement of question 7.2 in amfori BSCI system manual.	2025年6月5日的跟进审核 结果：未关闭 被审核方未遵守该原则，根据文件查看和员工访谈，没有通过强制保险方案在意外发生时为工人寻求保护，不是所有员工在意外发生时都有保险保障，因为工厂仅给32名员工中的20名员工提供了工伤保险。未提供商业意外险给任何员工。管理代表表示将持续改善厂内的EHS体系。违反了amfori BSCI管理手册中问题7.2的要求。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
7.13 Follow up audit date: June 5, 2025 Result: Open The main auditee partially respects this principle because based on onsite observation, document review, worker interview and management interview, one electrical switch was missing the safety cover. The factory explained that it was due to inadequate inspection by the responsible person. Remark: The electrical boxes were in a locked state and a key can be obtained in emergency situations. It violated National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2.3.	2025年6月5日的跟进审核 结果：未关闭 被审核方部分遵守该原则，原因是根据现场查看、文件查看、员工访谈和管理层访谈，一个电器开关没有防护盖。工厂解释是由于负责人巡查不到位。备注：电箱有处于锁闭状态，且紧急情况可获得钥匙。违反了国家电气设备安全技术规范（GB 19517-2009）2.2.3。

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 Follow up audit date: June 5, 2025 Result:	2025年6月5日的跟进审核 结果：未关闭

Finding

Open

The main auditee partially respects this principle. Based on site observation, management interview, all sewing machines were installed with finger guard, but no eye guard was installed for one special sewing machine. Management representative stated the factory would improve the implementation of EHS system continuously. It violated General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1.2.

被审核方部分遵守该原则。根据现场观察，管理层访谈，所有的平车安装护指器，但是一台特种针车未安装挡针板。管理代表表示将持续完成厂内的EHS体系。违反了生产设备安全卫生设计总则（GB 5083-1999）6.1.2.