

Monitored Party Transpacific (Ganzhou) Apparel Ltd.	amfori ID 156-008253-000	Address 201, Building No. 26, Intelligent Manufacturing Valley Industrial Park, 160 Huangjin Avenue, Ganzhou Economic and Technological Development Zone, 341000 Ganzhou, Jiangxi Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 07/05/2026	Closing Meeting Finished Date 08/05/2026	Submission Date 14/05/2026
Expiration Date 14/05/2028	Announcement Type Semi Announced	
Site Transpacific (Ganzhou) Apparel Ltd.	Site amfori ID 156-008253-003	

This is an extract of the online Monitoring Result, generated on 14/05/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	C	
PA 6: Decent Working Hours	A	
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: Jimmy Sun; APSCA membership number: CSCA 21701689

Name of team auditor (if applicable): Nil

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

Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Business partner information: Transpacific (Ganzhou) Apparel Ltd. (the name in Chinese was 赣州越洋服装有限公司, Business License No. was 913607030910891262) was established on February 21, 2014 and the address was 201, Building No. 26, Intelligent Manufacturing Valley Industrial Park, 160 Huangjin Avenue, Ganzhou Economic and Technological Development Zone, Ganzhou, Jiangxi, China. (the address in Chinese was 江西省赣州市赣州经济技术开发区黄金大道160号智造谷产业园26#标准产业园201). The auditee specialized in the manufacture of Jackets, pants, beach shorts. The main production processes included cutting, sewing, ironing, handwork, inspection and packing. According to the factory management, peak season was not obvious.

Audited location information: The factory rented one 4-storey production building (1F: cutting, warehouse; 2F: sewing, ironing; 3F: handwork, inspection, packing; 4F: office, warehouse). The total construction area was about 5435 square meters. No dormitory or canteen was provided in the factory.

Operating shifts and hours: All workers conducted 1 shift and the regular working hours were 8:00 to 17:00 with 1 hours' lunch break from 12:00 to 13:00. They worked 8 hours per day and 5 days per week, their normal rest days were Saturday and Sunday. According to sample attendance records (10 samples from March 2026, August 2025 and December 2025 respectively), auditor noted that all sample employees worked at most 36 overtime hours per month and 0 hours per day. The longest consecutive working days were 6 days and the total maximum weekly working hours were 48 hours.

Time recording system: fingerprint and facial recognition system

Salary payment details: Wages of employees were paid at around 30th of next month by cash with wage stubs issued to employees and the employees' signatures on the payrolls. All employees were paid by hourly rate. According to sampled payroll records (10 samples from March 2026, August 2025 and December 2025 respectively), auditor noted that employees were paid RMB12.01 per hour in December 2025/March 2026 and RMB 10.75 per hour in August 2025, which met the local minimum wages of RMB 12.01 per hour since December 2025 and RMB 10.75 per hour before December 2025 respectively. Besides, all sample employees were paid 150% and 200% of normal wages for the overtime worked on weekdays and weekends respectively, which met the legal overtime compensation rate. No overtime hours were noted on statutory holidays.

Worker number information:

- Total worker number 80 with 70 production workers and 10 non-production workers
- Production worker number 19 males and 51 females
- Vulnerable worker number (domestic workers from other provinces of China were 0 male and 0 female)
- Any other special group workers N/A

Good practices: Nil

Worker organization details: Worker committee was established and worker representative was elected in 2026.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Non-compliances were found in PA1, PA2, PA5, PA7. Detailed findings refer to the report.

Living wage calculation: BV has used the methodology which follows Anker Benchmark methodology to estimate the living wage by estimating the cost of basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use the data of GLWC because no such data was available in the area. The data source: onsite audit information collection (BV BNW).

Remarks:

1. Per onsite observation, document review, management and worker interviews, there were many other factories located in the same compound, which had independent business licenses with different management system and separated operation activities. No worker exchange was found during the audit. As a result, the audit scope only focused on the building rented by the auditee.
2. There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.
3. As of the current project category, production process, scale and pollutant status, the construction project was not

included in the environmental impact assessment management scope. Thus, no environmental impact appraisal documents were needed.

SITE DETAILS

Site
Transpacific (Ganzhou) Apparel Ltd.

Site amfori ID
156-008253-003

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
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	80	Workers
Legal minimum wage in local currency	2,090	Monthly
Lowest wage paid for regular work at the site	2,090	Monthly
Calculated living wage in local currency	2,907.61	Monthly
Total sample	10	Workers

Other Metrics

Male workers	22	Workers
Female workers	58	Workers
Non-binary workers	0	Workers
Permanent workers - Male	22	Workers
Permanent workers - Female	58	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	0	Workers
Domestic migrant workers - Female	0	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	22	Workers
Workers hired directly - Female	58	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	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Transpacific (Ganzhou) Apparel Ltd. | Site amfori ID: 156-008253-003

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 document review, factory tour, management and worker interviews, it was noted that the auditee had set up management system to compliance with the BSCI Code of Conduct. But some policies were improperly implemented and did not monitor the management system accurately. This issue was cascaded by other issues and defined as partial non-compliance finding. Please refer to BSCI PA1.1

根据文件查阅，现场走访，管理层和员工访谈，审核发现被审核方建立了社会责任管理体系以符合BSCI行为准则，但是部分制度没有执行到位，并且对其社会责任体系执行情况监管不到位。此问题点属于其他问题的关联问题，判定为部分不符合项。请参看BSCI PA1.1

PA 2: Workers Involvement and Protection

Site: Transpacific (Ganzhou) Apparel Ltd. | Site amfori ID: 156-008253-003

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 document review, management and worker interviews, the factory provided the records of communication about requirements of social responsibility between the management and workers, however, the workers did not have adequate understanding on the requirements of social responsibility or the BSCI Code. Because employees had been provided with related training, the issue was defined as partial non-compliance finding. This violated Performance Area 2: Workers Involvement and Protection 2.4.

根据文件查阅，管理层和员工访谈，工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是员工并不足够了解社会责任的要求和BSCI准则。由于工厂为员工提供了相关培训，此问题点判定为部分不符合项。根据执行领域2：工人参与和保护2.4

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 document review, management and worker interviews, it was noted that the facility didn't establish an effective operational-level grievance mechanism for external stakeholders (i.e. neighbors, factories, suppliers, local government, NGO, etc.). Further, factory didn't conduct satisfaction survey on the grievance mechanism. Because inadequate grievance mechanism was established, the issue was defined as non-compliance finding. Please refer to BSCI 2.5

根据文件查阅，管理层和员工访谈，审核员发现工厂没有建立针对外部利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的申诉机制。此外，工厂没有进行申诉机制满意度调查。由于工厂未能建立充足的申诉机制，此问题判定为不符合项。请参看BSCI的要求2.5

PA 5: Fair Remuneration

Site: Transpacific (Ganzhou) Apparel Ltd. | Site amfori ID: 156-008253-003

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

Finding

Based on document review, management interview, worker representative's interview and employees' private interview, it was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. Therefore, this question was rates as non-compliance. Please refer to BSCI PA 5.4

基于文件查阅，管理层访谈，员工代表访谈和员工访谈，审核发现工厂没有进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距，因此这个问题点判定为不符合。请参看 BSCI PA 5.4

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 document review, management and worker interviews, In April 2026, it was noted that only 22/80 (27.5%) employees were provided with accident and pension insurance, 30/80 (37.5%) employees were provided with medical and maternity insurance, 7/80 (8.75%) employees were provided with unemployment insurance. Besides, factory had provided commercial insurance to all employees, which was effective from December 3, 2025 to December 2, 2026. Factory management

根据文件查阅，管理层和员工访谈，工厂在2026年4月仅为22/80(27.5%)名员工提供工伤和养老保险，为30/80(37.5%)名员工提供医疗和生育保险，为7/80(8.75%)名员工提供失业保险。此外，工厂为全部员工提供了有效期为2025年12月3日至2026年12月2日的商业保险。工厂表示部分员工不愿意参保。由于少于80%的员工参加了社保，此问题点判定为不符合项。请参看《中华人民共和国劳动法》第73条和《中华人民共和国社会保险法》第33条。

Finding

stated that some employees were not willing to participate in social insurance. Because less than 80 percent employees had purchased social insurance, this issue was defined as non-compliance finding. Please refer to Article 73 of the Labor Law of the People's Republic of China and Article 33 of Social Insurance Law of the People's Republic of China (2018 Amendment).

PA 7: Occupational Health and Safety

Site: Transpacific (Ganzhou) Apparel Ltd. | Site amfori ID: 156-008253-003

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

Based on factory tour, it was noted that the auditee did not post warning sign on water dispenser to avoid scald happening of high temperature. Because adequate health and safety management procedures had been established and designated personnel was responsible for compliance monitoring, this issue was defined as partial non-compliance finding. Please refer to BSCI 7.9

根据现场走访，审核发现车间饮水处未张贴防止高温烫伤标识。由于工厂建立了足够的健康安全管理程序，并且指定了专人负责检查合规性，此问题点判定为部分不符合项。请参看BSCI7.9

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 factory tour, it was noted that the no finger guard was installed for 2 sewing machines. Because factory had installed proper safety guards for most machines, the issue was defined as partial non-compliance finding. Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene

根据现场走访，审核发现工厂2台针车没有安装护指环。由于工厂为大部分机器设备安装了合适的保护装置，此问题点判定为部分不符合项。请参看《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

Based on factory tour, it was noted that no paper or soap for washing hands was supplied in the toilet. The facility management represented that they would take corrective action soon. Because factory had established health and safety management system and designated personnel that responsible for compliance monitoring, this issue was defined as partial non-compliance finding. Please refer to BSCI PA 7.22

根据现场走访，工厂没有在厕所提供纸巾和洗手用的肥皂。工厂表示尽快改善。由于工厂建立了健康安全管理体系，并且任命了负责人监督执行情况，此问题点判定为部分不符合项。请参看BSCI PA7.22