

Monitored Party Feihong Five Metals Wares Co., Ltd	amfori ID 156-029773-000	Address Longshan Industrial Zone, Qianpu Village, Yongning Town, Shishi, Quanzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 10/11/2025	Closing Meeting Finished Date 12/11/2025	Submission Date 19/11/2025
Expiration Date 19/11/2026	Announcement Type Semi Announced	
Site Feihong Five Metals Wares Co., Ltd	Site amfori ID 156-029773-001	

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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: Tony Zhang; APSCA membership number: CSCA 21701219

Name of team auditor: Nil; APSCA membership number: N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for 1 auditor x 2.5 days.

Business partner information: The factory (business license number: 91350581611604196T, factory name: 石狮市飞鸿五金饰品有限公司 / Feihong Five Metals Wares Co., Ltd, factory address: 石狮市永宁镇前埔龙山开发区 / Longshan Industrial Zone, Qianpu Village, Yongning Town, Shishi, Quanzhou, China) was established on March 27, 1996 and specialized in the manufacture of Metal Jewelry. The main production activities in the factory included molding, injection, vibrating, polishing, painting, spraying, assembling and packing. Per factory management, the peak season was not obvious in the past year.

Audited location information: The factory owned one 2-storey production building and one 6-storey dormitory building with the canteen on the 1st floor. The total land area of the factory was about 4,359 square meters. No traffic tools provided for employees in the factory.

Layout of factory building:

One 2-storey production building:

1F: Warehouse, office, molding, injection, vibrating, polishing, assembling workshop

2F: painting, spraying and packing workshop

One 6-storey dormitory building:

1F: canteen

2F to 6F: dormitory rooms

Operating shifts and hours: There was only one shift for normal production employees from 8:00 to 17:30 with 90 minutes' lunch break from 12:00 to 13:30. Usually, employees worked on Saturday for 8-hour overtime working hours and on weekdays for 2-hour overtime working hours. And they always had a rest on Sunday and statutory holidays.

Time recording system: Biometric time record system.

Salary payment details: Employees were paid at hourly rate by bank transfer around the 15th day of the following month.

Worker number information: There were total 131 employees in the factory including 111 production workers (56 males and 55 females) and 20 non-production workers (14 males and 6 females). There were 98 domestic migrant workers (49 males and 49 females) in this factory. The youngest employee was 18 years old. All 131 employees were permanent. No seasonal, temporary, foreign migrant, disabled or home-based workers were noted in this factory. And there were no any other special group workers (interns, apprentices, contractor workers etc.), either.

Good practices: None observed.

Worker organization details: 2 worker representatives were elected by all employees in 2024.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA 1:

1. The social management system was not implemented effectively, and gaps were detected in Performance Area 1, 2, 5, 6, 7 during this audit.

2. The factory did not plan the capacity properly.

PA 2:

1. The factory did not establish or participate in an effective grievance mechanism for its external stakeholders.

PA 5:

1. The factory only provided social insurance to parts of employees.

PA 6:

1. Sampled population employees worked in excess of the statutory overtime hour limits.

PA 7:

1. Employees did not wear PPE.

2. No safety label and secondary container for chemicals.

3. The auditee did not verify the temperature and humidity of the workplace for the health and safety of workers.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a 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 Anker benchmark is the data in Anker is no data in GLWC for area where the factory is located. The data source: onsite audit information collection (BV BNW), please refer to the Report Attachments.

Documents not attached in the report:

•Contractor license/permit

Not Applicable. There was no contractor used in this factory.

•Agency labor contract

Not Applicable. There was no agency labor used in this factory.

•Government waivers

Not Applicable. There was no government waiver provided by the factory.

•Collective bargaining agreements

Not Applicable. No collective bargaining agreements were provided by the factory.

SITE DETAILS

Site
Feihong Five Metals Wares Co., Ltd

Site amfori ID
156-029773-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Personal Care Products

Sub Industry
Personal Care Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	131	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	2,800	Monthly
Calculated living wage in local currency	2,389.87	Monthly
Total sample	15	Workers

Other Metrics

Male workers	70	Workers
Female workers	61	Workers
Non-binary workers	0	Workers
Permanent workers - Male	70	Workers
Permanent workers - Female	61	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	6	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	49	Workers
Domestic migrant workers - Female	49	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	70	Workers
Workers hired directly - Female	61	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	10	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
<p>Based on management and employee interview, factory tour and document review, it was noted that gaps were noted in some performance areas such as PA1, PA2, PA5, PA6, PA7 although the factory set up a management system to implement the BSCI Code of Conduct. No findings were raised under other performance Areas. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 1.1.</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，审核员发现尽管工厂已确立执行BSCI行为守则的管理体系，但是在几个执行领域PA1, PA2, PA5, PA6, PA7仍存在不足。审核员未在其他执行领域发现问题点。因此，这个问题被判定为部分不符合。根据BSCI1.1改善。</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
Finding	
<p>Based on management and employee interview, factory tour and document review, it was noted that the factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 1.4.</p>	<p>经管理人员及员工面谈、现场巡查及文件审阅，工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。因此，这个问题被判定为部分不符合。根据BSCI1.4改善。</p>



PA 2: Workers Involvement and Protection

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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
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Finding

Based on management and employee interview, factory tour and document review, it was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed workers to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory did not establish or participate in an effective grievance mechanism for its external stakeholders. Therefore, this finding was raised as partially non-compliance. In accordance with Amfori BSCI Requirement 2.5.

经管理人员及员工面谈、现场巡查及文件审阅，审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表 或直接向管理层投诉。但是，工厂未建立或参与有效的外部利益相关方的申诉机制。因此，这个问题被判定为部分不符合。根据BSCI 2.5改善。

PA 5: Fair Remuneration

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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

Based on management and employee interview, and social insurance receipt review, it was noted that only 60 out of 131 (46%) employees were provided with pension, unemployment and accident insurance, 45 out of 131 (34%) employees were provided with medical and maternity insurance in September 2025. In addition, the factory purchased a commercial accident insurance for all employees (100%) with valid periods from February 28, 2025 to February 27, 2026. The average participation rate of five kinds of social insurance was lower than 80%. Therefore, this finding was raised as fully non-compliance. In accordance with 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.

经管理人员及员工面谈及工厂提供的社保缴费凭证审阅，审核员发现2025年9月工厂仅为60/131 (46%) 名员工提供养老、失业和工伤保险，为45/131 (34%) 名员工提供医疗和生育保险。此外，工厂为所有员工 (100%) 购买了商业意外保险，有效期从2025年2月28日至2026年2月27日。工厂员工五险的平均参保率低于80%。因此，这个问题被判定为完全不符合。根据《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条改善。

PA 6: Decent Working Hours

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
<p>Based on management and employee interview, and time records review, it was noted that 45 out of 45 sampled employees worked in excess of the statutory overtime hour limits.</p> <p>A review of 45 sampled employees' time records (15 samples from February 2025, 15 samples from May 2025, 15 samples from the most current paid month September 2025) yielded the following:</p> <p>15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 44 to 54 hours) in February 2025, which was not in compliance with the legal requirement;</p> <p>15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 54 to 66 hours) in May 2025, which was not in compliance with the legal requirement;</p> <p>15 out of 15 sampled employees worked in excess of 36 overtime hours per month (i.e. 56 to 70 hours) in September 2025, which was not in compliance with the legal requirement.</p> <p>No effective management system was implemented. Therefore, this finding was raised as fully non-compliance. In accordance with Article 41 of the Labor Law of the PRC.</p>	<p>经管理人员及员工面谈及厂方提供的工时记录审阅，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取45个样本(其中从2025年2月抽取15个，从2025年5月抽取15个，从最近工资发放月份2025年9月抽取15个)，发现共有45名员工加班时间超出了法定标准，具体为：</p> <p>15/15名员工在2025年2月的加班时间为44到54小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>15/15名员工在2025年5月的加班时间为54到66小时，超过每月加班时间不能超过36小时的法律规定；</p> <p>15/15名员工在2025年9月的加班时间为56到70小时，超过每月加班时间不能超过36小时的法律规定。</p> <p>现场没有有效的管理体系被执行。因此，这个问题被判定为完全不符合。根据《中华人民共和国劳动法》第41条改善。</p>

PA 7: Occupational Health and Safety

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
<p>Based on management and employee interview and factory tour, it was noted that 1 out of 1 vibrating employee in the vibrating workshop did not wear earplugs, 3 out of 3 polishing employees in the polishing workshop only wore disposable mask instead of anti-dust mask, and 8 out of 10 painting employees in the painting workshop did not wear carbon activated masks and rubber gloves on both hands. No effective management system was implemented. Therefore, this finding was raised as fully non-compliance. In accordance with Article 45 of Law of the People's Republic of</p>	<p>经管理人员及员工面谈和现场巡查，审核员发现振动车间1/1名振动员工没有佩戴耳塞，打磨车间3/3名打磨员工佩戴的是一次性口罩而不是防尘口罩，上色车间8/10名上色员工没有佩戴活性炭口罩和双手佩戴橡胶手套。现场没有有效的管理体系被执行。因此，这个问题被判定为完全不符合。根据《中华人民共和国安全生产法》第45条改善。</p>

Finding

China on Production Safety.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH**LOCAL LANGUAGE****Finding**

Based on document review, management and employee interview and factory tour, it was noted that:

1. 10% chemical (e.g. paints, etc.) in the workshop were not posted with safety labels. MSDS was available for employees' reference. Chemical risk assessment was conducted annually. Regular occupational health check was provided for employees. The factory has established chemical safety use policy. Therefore, this finding was raised as partially non-compliance. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place.
2. 10% chemical (e.g. paints, etc.) in the workshop were not set with secondary containers. MSDS was available for employees' reference. Chemical risk assessment was conducted. Regular occupational health check was provided for employees. The factory has established chemical safety use policy. Therefore, this finding was raised as partially non-compliance. In accordance with Article 20 of Regulation for Safety of Hazardous Chemical.

经文件查阅、管理人员及员工面谈和现场巡查，审核员发现：1. 车间的10%化学品（如：油漆等）的容器没有张贴安全标签。MSDS有供员工查阅。每年有做化学品风险评估。定期的职业病体检有提供。工厂建立了化学品安全使用的政策。因此，这个问题被判定为部分不符合。根据《工作场所安全使用化学品规定》第14条改善。2. 车间的10%化学品（如：油漆等）没有设置二次容器。MSDS有供员工查阅。每年有做化学品风险评估。定期的职业病体检有提供。工厂建立了化学品安全使用的政策。因此，这个问题被判定为部分不符合。根据《危险化学品安全管理条例》第20条改善。

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH**LOCAL LANGUAGE****Finding**

Based on management and employee interview, factory tour and document review, it was noted that the auditee did not verify the temperature and humidity of the workplace for the health and safety of workers. No effective management system was implemented. Therefore, this finding was raised as fully non-compliance. In accordance with Amfori BSCI Requirement 7.25.

经管理人员及员工面谈、现场巡查及文件审阅，被审核方未监控工作场所的温湿度以保证员工的健康安全。现场没有有效的管理体系被执行。因此，这个问题被判定为完全不符合。根据BSCI7.25改善。