Monitoring summary report for ZhuJi Qingsheng Knitting Co.,Ltd
MONITORING ID: 26-0419962

amfori
Trade with purpose

Monitored Party **ZhuJi Qingsheng Knitting Co.,Ltd**	amfori ID **156-056790-000**	Address **No. 888 Wangma Road, Datang Street, Zhuji City, Shaoxing City, Zhejiang Province, 311899 Zhuji , Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **LRQA**
Monitoring Start Date **07/08/2026**	Closing Meeting Finished Date **14/08/2026**	Submission Date **14/08/2026**
Expiration Date **14/08/2027**	Announcement Type **Semi Announced**	
Site **ZhuJi Qingsheng Knitting Co.,Ltd**	Site amfori ID **156-056790-001**	

This is an extract of the online Monitoring Result, generated on 20/08/2026, 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	**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	**B**	

GENERAL DESCRIPTION

Name of lead auditor: Hank Wang, APSCA membership number: CSCA 21700343.
Name of observation: Emily Xu, APSCA membership number: CSCA 21701074.
Monitoring partner name (audit company): LRQA.
Audit schedule details: The audit was planned for one auditor x 1.5 days, 1 day on site and 0.5 day for reporting.
The Full audit (Semi Announced) was conducted on August 7, 2026.

Business partner information: ZhuJi Qingsheng Knitting Co., Ltd is located at No.888, Wangma Road, Liming Community, Datang Sub-district, Zhuji City, Zhejiang, China based on the BSCI platform. The factory address is the same as the actual production site and business license. The factory started the operation since May 2020. The factory's local name is "诸暨市青昇针织有限公司(91330681MA2884XTXM)".

Audited location information: Currently the auditee consisted of one 7-storey building (with 1F basement and 6 floors above ground) as production workshops, warehouse; and another 7-storey dormitory building used as dormitory, kitchen, canteen and office; the total construction area was about 15700 square meters

Main Products: Socks
Production Processes: knitting, linking, pressing, inspection and packing.

Operating shifts and hours: Attendance records from Jul 01, 2025 to audit day and payroll records from Jul 2025 to Jun 2026 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, all employees worked for 8 hours per day and 5 days a week from Monday to Friday, sometimes had overtime on Saturdays and had rest on Sundays and Holidays. Knitting employees worked in two shifts: The first shift is from 8:00 to 16:00; the second shift is from 16:00 to 24:00. Other employees worked for one shift from 08:00 to 17:00 with 1 hours for lunch time from 11:00 to 12:00. The peak months were not obvious. All employees had overtime work for no more than 2 hours per working day.

Time recording system: Factory used fingerprint or face attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 16.1 per hour which was more than the local legal minimum payment requirement (RMB 2430 per month equal to RMB 13.97 per hour since January 1, 2026 and RMB 2260 per month equal to RMB 12.99 per hour before January 1, 2026); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid by cash on around 15th of the following month. Meanwhile, a total of 42 employees (excluding 7 retired employees, no newly hired employee, no temporary or dispatched employee) were eligible to receive five types of social insurances in Jun 2026 according to the law. However, through review of social insurance enrolment list, only 6 employees (14% of total eligible employees) had participated in medical insurance, child-bearing insurance, pension insurance, unemployment insurance, and occupational injury insurance. Furthermore, all 49 employees were provided with commercial injury insurance with the valid date till Feb 4, 2027.

Worker number information: Based on the audit booking, there are total 49 employees in the factory, including 18 male employees and 31 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 20 years old. There were 35 production employees and 14 non-production employees.

Good practices: Nil

Worker organization details: There was no Trade Union available in the factory, but there were 2 worker representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7 and PA13.

Living wage calculation: The living wage data is provided by the auditee because there is no data on the GLWC website in the city where the factory is located. The living wage data was manually collected and calculated by auditee by using Anker methodology and auditor accepted the data after on-site verification. The reference family size is 4 and number of workers per family is 2. The relevant data comes from workers interviews, management interviews and market research.

Night Shift Audit: Workers in the knitting section had night shift production. The night shift working hours of knitting section was from 16:00 to 24:00. The audit covered night shift operations started from 16:00 to 18:00. The night shift area tour for the knitting section was conducted for one hour. 2 night-shift workers from knitting section were interviewed individually. Relevant document review and night shift tour was conducted during this audit. No health and safety concerns were found in the night shift area.

SITE DETAILS

Site
ZhuJi Qingsheng Knitting Co.,Ltd

Site amfori ID
156-056790-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

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	**49**	**Workers**
Legal minimum wage in local currency	**2,430**	**Monthly**
Lowest wage paid for regular work at the site	**2,800**	**Monthly**
Calculated living wage in local currency	**2,777.5**	**Monthly**
Total sample	**8**	**Workers**

Other Metrics

Male workers	**18**	**Workers**
Female workers	**31**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**18**	**Workers**
Permanent workers - Female	**31**	**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	**3**	**Workers**
Workers with night shift - Female	**6**	**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	**16**	**Workers**
Domestic migrant workers - Female	**26**	**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	**18**	**Workers**
Workers hired directly - Female	**31**	**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	**4**	**Workers**
Sample - Female	**4**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: ZhuJi Qingsheng Knitting Co.,Ltd | Site amfori ID: 156-056790-001

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 Based on document review, auditee tour, employee, employee representative and management interview, the main auditee partially respected this principle. The auditee had set up social compliance management system to implement the amfori BSCI Code of Conduct, and arranged the internal audit and management review every year. While parts of them were not implemented properly. For example, findings were raised in the following Performance areas: PA1, PA2, PA5, PA6, PA7 and PA13. In accordance with amfori BSCI Code of Conduct.	1.1 依据文件审核，现场走访，员工访谈，员工代表和管理人员访谈，工厂部分遵循此项准则。被审核方建 立了确保amfori BSCI COC有效实施的社会责任管理体系，并且每年进行内审和管理评审。但是部分程序未恰当实施。比如 ，在如下绩效领域：PA1，PA2，PA5，PA6，PA7和PA13都存在审核发现点。 根据amfori BSCI行为准则。

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 Based on document review, employee, employee representative and management interview, the main auditee partially respected this principle. The auditee had established the procedure on calculation of the costs of production and delivery times, while did not provide relevant written records of calculating the production capacity or the costs of production for review; the auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeded the legal requirement. Through interview, the employees were voluntary to work overtime. The relevant policies were not implemented properly due to busy production, and employees were willing to work more overtime to earn more money. In accordance with amfori BSCI Code of Conduct.	1.4 依据文件审核，员工访谈，员工代表和管理人员访谈，工厂部分遵循此项准则。被审核方建立了核算产 能和订单周期的制度，但是没有相关的计算记录供查看；被审核方的人力资源没有合适的进行组织以达 到交付订单和/或合同的预期要求，因为加班时间超过法规要求。根据员工访谈，员工是自愿加班的。 相关制度因生产忙碌未恰当实施，而员工也愿意多加班来获取更多工资。 根据amfori BSCI行为准则。

PA 2: Workers Involvement and Protection

Site: ZhuJi Qingsheng Knitting Co.,Ltd | Site amfori ID: 156-056790-001

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 Based on document review, employee, employee representative and management interview, the main auditee partially respected this principle. The auditee defined long-term goals to protect workers according to the amfori BSCI values and principles, but the auditee did not track the goals to ensure the goals can be reached by step-by-step approach. In accordance with amfori BSCI Code of Conduct.	2.2 依据文件审核，员工访谈，员工代表和管理人员访谈，工厂部分遵循此项准则。被审核方根据amfori BSCI价值观和原则设定了长期目标保护员工，但没有追踪所设定的目标确保目标能逐步实现。 根据amfori BSCI行为准则。

PA 5: Fair Remuneration

Site: ZhuJi Qingsheng Knitting Co.,Ltd | Site amfori ID: 156-056790-001

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 Based on document review, employee, employee representative and management interview, the main auditee did not respect this principle. Insufficient social insurance participated. Reviewing latest 12 months' social insurance. Based on insurance receipt of Jun-2026, total 49 employees on site, including 42 regular employees, 7 retired employee, 0 temporary worker, 0 new employee and 0 labor dispatch worker. While 6 out of total 42 (14%) regular employees had participated in basic medical insurance, basic endowment insurance, maternity insurance, unemployment insurance, employment injury insurance. Moreover, the auditee provided commercial injury insurance for all 49 employees, and the valid period was until Feb 4, 2027. Through employee interview, they stated that they did not want to participate in social insurance because it would reduce their income. In accordance with Social Insurance Act of the People's Republic of China, article 2 and 4.	5.5 依据文件审核，员工访谈，员工代表和管理人员访谈，工厂没有遵循此项准则。社会保险参保不足。审 核员查看了最近12个月社保资料。通过2026年6月的社保收据，审核员发现被审核方的共49名员工，42名正常员工，7名退休，0名临时工，0名新进员工，0名劳务派遣工。42名正常员工中 6名（14%）参加医疗保险，养老保险，生育保险，失业保险，工伤保险。另外被审核方给所有49 名员工提供了商业意外保险，有效期截至2027年2月4日。通过员工访谈，他们表示自己不愿意参 加保险，因为会减少他们的收入。 根据《中华人民共和国社会保险法》第二条和第四条。

PA 6: Decent Working Hours

Site: ZhuJi Qingsheng Knitting Co.,Ltd | Site amfori ID: 156-056790-001

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 Based on document review, employee, employee representative and management interview, the main auditee did not respect this principle. Overtime hours exceeded the legal requirement. The auditor found that: 1) the monthly overtime hours of 4 out of 8 samples were 56 hours in Jun-2026 (current month). 2) the monthly overtime hours of 4 out of 8 samples were 54 hours in Mar-2026 (random month). 3) the monthly overtime hours of all 8 samples were 40-58 hours in Nov-2025 (random month). Although the auditee had working hours management procedure, the overtime was not required to follow the law requirement completely in the auditee currently. The overtime of most samples exceeded the law requirement due to busy production; and employees were willing to work more overtime to earn more money. Reference Law: PRC Labour Law article 41	6.2 依据文件审核，员工访谈，员工代表和管理人员访谈，工厂没有遵循此项准则。加班时间超过法规要求。审核员发现： 1) 在抽取的2026年06月份（当前月）的考勤中，8名随机抽取的员工中4人的月加班时间为56小时； 2) 在抽取的2026年03月份（随机月）的考勤中，8名随机抽取的员工中4人的月加班时间为54小时； 3) 在抽取的2025年11月份（随机月）的考勤中，8名随机抽取的员工中8人的月加班时间为40- 58小时。 虽然被审核方有工时管控制度，但是被审核方目前没有要求加班时间完全符合法律要求。被审核方因生 产需要导致大部分样本的加班时间超过法律要求，员工也愿意通过多加班来获取更高的工资。 参考法律：《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

Site: ZhuJi Qingsheng Knitting Co.,Ltd | Site amfori ID: 156-056790-001

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 Based on document review, auditee tour, employee, employee representative and management interview, the main auditee partially respected this principle. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, fire protection, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with some occupational health and safety regulations applicable for its activities such as warehouse safety and etc.	7.1 依据文件审核，现场走访，员工访谈，员工代表和管理人员访谈，工厂部分遵循此项准则。被审核方大 部分符合了职业健康安全与其活动相关的规定如关于电力、防火、逃生路线和紧急出口、急救等方面的 规定。但是，被审核方没有完全遵守适用于其活动的职业健康安全规定，如仓库安全等。 根据amfori BSCI行为准则。

Finding	
In accordance with amfori BSCI Code of Conduct.	

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 Based on document review, auditee tour, employee, employee representative and management interview, the main auditee partially respected this principle. Some goods in warehouse were stacked against wall and pillar. The auditor found that about 20% of goods in the raw materials warehouse and finished products warehouse were put against the walls and pillar directly. The auditee had established procedures for warehouse safety and conducted training. The auditee management knew about the requirement. Parts of products were not properly stored due to space limited in the auditee. In accordance with Article 18 of Rules for Warehouse Fire Prevention Safety Management	7.11 依据文件审核，现场走访，员工访谈，员工代表和管理人员访谈，工厂部分遵循此项准则。被审核方部 分货物靠墙靠柱堆放。审核员发现被审核方的原料仓和成品仓库约20%的货物挨墙靠柱存放。被审核 方建立了仓库安全的程序，也进行了培训。被审核方的管理人员了解要求。部分产品没妥善存放是因为 被审核方的场地有限导致的。 参考法律：《仓库防火安全管理规则》第18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	
7.22 Based on document review, auditee tour, employee, employee representative and management interview, the main auditee partially respected this principle. No soap or paper was provided in toilet. There were adequate number of washing facilities and toilets for the size of the auditee, and the toilet was clean. In accordance with amfori BSCI Code of Conduct.	7.22 依据文件审核，现场走访，员工访谈，员工代表和管理人员访谈，工厂部分遵循此项准则。没有在厕所 提供香皂和纸。厕所有足够数量的冲洗设施和蹲位设施，并且干净卫生。 根据amfori BSCI行为准则。

PA 13: Ethical Business Behaviour

Site: ZhuJi Qingsheng Knitting Co.,Ltd | Site amfori ID: 156-056790-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
13.4 Based on document review, auditee tour, employee, employee representative and management interview, the main auditee did not respect this principle. The auditee did not establish a procedure to collect, use and otherwise process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. And the auditee did not provide training on this matter. In accordance with amfori BSCI Code of Conduct.	13.4 依据文件审核，现场走访，员工访谈，员工代表和管理人员访谈，工厂没有遵循此项准则。被审核方设 有建立程序以按照隐私和信息安全法和监控要求收集、使用和进行合理谨慎的处理。也没有对以上内容 进行培训。 根据amfori BSCI行为准则。