

Monitored Party <b>Zhoukou Newway Garment Co. Ltd</b>	amfori ID <b>156-033833-000</b>	Address <b>BUILDING NO. 3, EAST AREA, RUNTAI TEXTILE INDUSTRIAL PARK, HUIHE ROAD, MAOZHUANG TOWN, TAIKANG COUNTY, 461400 Zhoukou, Henan Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>31/08/2025</b>	Closing Meeting Finished Date <b>03/09/2025</b>	Submission Date <b>11/09/2025</b>
Expiration Date <b>11/09/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Zhoukou Newway Garment Co. Ltd</b>	Site amfori ID <b>156-033833-001</b>	

This is an extract of the online Monitoring Result, generated on 11/09/2025, 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>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Lead Auditor: Richard Li; APSCA membership number: CSCA 21702002.

Monitoring partner: TUV Rheinland.

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

Announcement type: Semi-Announced.

Business partner information: Auditee was located at BUILDING NO. 3, EAST AREA, RUNTAI TEXTILE INDUSTRIAL PARK, HUAIHE ROAD, MAOZHANG TOWN, TAIKANG COUNTY, ZHOUKOU CITY, HENAN PROVINCE, CHINA (中国河南省周口市太康县毛庄镇淮河路润泰纺织工业园东区3号楼). The auditee was established on 16 February 2022. The main products manufactured by the facility were garment. The main production processes were listed as follows: cutting, cotton-filling, sewing, ironing and packing. No subcontractor was used.

Audited location information: In view of factory, the factory is made up of one 3-storey building for office, production and warehouse area (1F used as cutting workshop, office and warehouse, 2F used as cotton-filling, ironing and packing workshop, 3F used as sewing workshop and warehouse), no canteen or dormitory was provided. The factory rent all areas from Taikang XXX Garments Co., Ltd. (太康XXX服饰有限公司), the rent contract had provided for review. In the same address, there were other ten buildings used by other factories. The management explained that all factories had their own business licenses, areas and employees, no business relationship was between them, and no employees were transferred between them. The information was also confirmed through employee interview and facility tour. So this audit in focus on auditee.

Management attitude: The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management.

Operating shifts and hours: Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday). Working on Saturday was treated as overtime and Sunday was guaranteed as rest. Attendance records from 1 August 2024 to 3 September 2025 were reviewed. 1 shift (8:00-12:00, 13:00-17:00) was arranged for all workshops and office, overtime on working days was 1 hour if needed. No apparent peak season or low season existed.

Time recording system: Electronic fingerprint attendance machine was used to record the time in/out.

Salary payment details: Local legal minimum wage was RMB 1800 per month equivalent to RMB10.34 per hour (1800/21.75/8) since 1 January 2024. The whole month was counted as a wage calculation cycle, and the wage was paid by bank transfer at the 30th of next month. Payroll records from August 2024 to July 2025 were reviewed. Workers' wages were calculated by hourly rate, the minimum wage paid to workers was RMB19.54 per hour. Overtime on normal working days, rest days and statutory holidays was paid at 150%, 200% and 300% of normal wage.

Worker number information: All employees were hired by the factory directly. Total 201 employees including 9 male employees and 192 female employees were working in the factory. There were 10 non-production employees and 191 production employees (7 males and 184 females). There were 3 domestic migrant workers. No foreign migrant, pregnant, seasonal, temporary, disabled or home-based worker identified in the factory. All workers were hired by the factory directly. No interns, apprentices or contractor worker was identified.

Good practices: NONE

Worker organization details: There was no labor union in the factory. Workers freely elected four worker representatives on 2 January 2025. The management held meetings with worker representatives regularly.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA5: insufficient social

insurance; PA6: overtime hours exceeded the legal requirement; PA7: Worker and their representative were not involved in health and safety risk assessment; No occupational hazard factors test; No provide the occupational health examinations for workers; PA13: No procedures on information security.

Circumstances: The factory management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Living wage calculation:

#Living Wage:

- 1).No anker wage available for the producer location, so we used the data provided by auditing company.
- 2).The calculation methodology refers to anker living wage structure.
- 3).The data comes from the local bureau of statistics for the current year.

[Attachment]:

- a. There were no agencies used by the auditee, which made the agency labor contract not applicable.
- b. There was no contractor used by the auditee, which made the contractor license/permit not applicable.
- c. The auditee did not obtain any government waivers from local government, which made the government waivers submission not applicable.
- d. There were no collective bargaining agreements, which made the collective bargaining agreements submission not applicable.
- e. The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

Remark: The factory adjusted the normal working time from 7:30-11:30; 12:30-16:30 to 8:00-12:00, 13:00-17:00 since 1 September 2024

## SITE DETAILS

Site  
**Zhoukou Newway Garment Co. Ltd**

Site amfori ID  
**156-033833-001**

### GICS Classification

---

Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

---

N.A.

### NACE Classification

---

N.A.

### GS1 Classifications

---

N.A.

### Water Stress Situation

---

N.A.

## METRICS

### Key Metrics

Total workforce	201	Workers
Legal minimum wage in local currency	1,800	Monthly
Lowest wage paid for regular work at the site	3,400	Monthly
Calculated living wage in local currency	2,390.85	Monthly
Total sample	18	Workers

### Other Metrics

Male workers	9	Workers
Female workers	192	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	192	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	2	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	0	Workers
Domestic migrant workers - Female	3	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	9	Workers
Workers hired directly - Female	192	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	17	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: Zhoukou Newway Garment Co. Ltd | Site amfori ID: 156-033833-001

**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
<b>Finding</b>	
<p>The auditee partially respect to this principle, based on interviews with management, workers and worker representatives, document review, and on-site observations. It was noted that the factory had established the policy and procedure of social compliance, such as supplier management procedure, working hours management procedure, benefits management procedure, prohibition of using child labor and OHS management procedure etc. But there were gaps between its operation and requirements of amfori BSCI COC and local laws including how to establish efficient production plan, how to improve social insurance condition and how to reduce overtime hours etc. The management representative stated that the current implementation was based on previous audit experience and advice from industrial peers. Through worker representatives interview, the factory has communicated the requirements of amfori BSCI to employees, including the regulatory requirements of working hours and social security. However, it has not been fully implemented in accordance with the requirements of amfori BSCI. Refer to the requirements in the amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，基于管理层，工人和工人代表访谈，文件审查和现场观察。评估中发现工厂已建立了社会责任政策和程序，比如供应商管理程序，工时管理程序，福利管理程序，禁止使用童工和职业健康安全程序。但是工厂实际操作与amfori BSCI行为准则和法律要求之间仍然存在差距。包括怎么建立有效的产能计划、怎样提升社保购买和如何减少加班时间等。管理层代表表示目前的执行是根据以往的审核经验和业界同行的意见。根据员工代表访谈，工厂有将amfori BSCI的要求传达给员工，包括工时和社保的法规要求。但是目前还没有完全按照amfori BSCI的要求来实施。参考amfori BSCI系统手册中的要求。</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
<b>Finding</b>	
<p>The auditee partially respect to this principle, based on interviews with management and workers, document review. It was noted that the factory did not implement proper production capacity evaluation to match delivery order contract' expectations, it caused that workers have worked overtime for 11 months in the past year beyond the</p>	<p>被审核方部分遵守该原则，基于管理层和工人访谈，文件审查。工厂没有执行产能评估来确保产能满足交付订单合同的需求，导致工人在过去一年内的十一个月的月加班时间超出当地法定的36小时。与工厂管理代表访谈，管理代表说工厂建立了生产计划管理程序。经与员工及员工代表访谈，被访谈者说工厂的生产活动是依据生产主管的安排。参考</p>

### Finding

local legal 36 hours. Interview with the factory management representative, the management representative stated that the factory has established the production planning management procedure. Through interview with worker and worker representative, the interviews said that the factory production activities were accordance with the arrangement of production supervisor. Refer to the requirements in the amfori BSCI system manual.

amfori BSCI系统手册中的要求。

## PA 5: Fair Remuneration

Site: Zhoukou Newway Garment Co. Ltd | Site amfori ID: 156-033833-001

**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

The auditee did not respect to this principle, based on interviews with management and workers, document review. There were 201 employees in the facility, including 21 retired employees, but no new employee in the facility. Thus, total 180 employees should be provided with social insurance. However, as per the social insurance receipts of the past 12 months, such as in August 2025, 176 out of 180 employees had not participated in retirement insurance, unemployment insurance, basic medical insurance, child-bearing insurance and work-related injury insurance. The interviewees stated that some employees in the auditee were from the villages, had participated in the new rural cooperative medical insurance and rural endowment insurance in their village, and did not want to participate in any social insurances. But, the auditee did not provide any documents about employees participated in the new rural cooperative medical insurance and rural endowment insurance in their village for review. Reference laws: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53  
Remark: The facility purchased commercial accident insurance for 201 employees (including retired employees) from China Life Insurance Co., Ltd. the duration was from 30 July 2025 to 29 July

被审核方未遵守该原则，基于管理层和工人访谈，文件审查。工厂有201名员工，有21名退休员工，没有新进员工。因此，一共180名员工应被提供社保。但是，根据过去12个月的社保发票，如2025年8月，发现工厂全部180名员工中有176名员工没有参加养老保险，失业保险，医疗保险，生育保险以及工伤保险。被访谈者称被审核方部分员工都来自农村，在自己村里已经参加新型农村合作医疗保险和农村养老保险，不愿意参加社会保险。但被审核方不能提供员工已经在村里参加新型农村合作医疗保险和农村养老保险的任何资料供审核。  
参考法规：《中华人民共和国社会保险法》第10，23，33，44，53条  
备注：工厂从中国人寿保险股份有限公司为全部201名员工(包含退休员工)购买了商业意外伤害保险，保险期限从2025年7月30日至2026年7月29日。

Finding	
2026.	

### PA 6: Decent Working Hours

Site: Zhoukou Newway Garment Co. Ltd | Site amfori ID: 156-033833-001

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>The auditee did not respect to this principle, based on interviews with management and workers, document review, on-site observations and working hours checking. Overtime hours exceeded the legal requirement, the factory did not have effective overtime control system. The factory management stated that they need to do excessive overtime work to finish the order on time; the interviewed workers stated that overtime work was voluntary and they could earn more money by working overtime. All 18 sampled workers' monthly overtime In November 2024 was 57 hours; In March 2025 was 57 hours; In July 2025 was 59 hours</p> <p>Remark: Till audit date, the maximum monthly overtime of all 18 sample workers in August 2025 was 57 hours and from 1 September 2025 to 2 September 2025 was 2 hours. Reference law: PRC Labour Law article 41</p>	<p>被审核方未遵守该原则，基于管理层和工人访谈，文件查阅，现场观察和工时记录检查。加班时间超过法规要求，工厂没有有效的系统去控制加班。工厂管理层表示他们需要进行超时加班来按时完成订单；访谈的员工表示加班是自愿的，且加班可以增加收入。</p> <p>抽取的全部18名样本员工在2024年11月的月加班时间为57小时。在2025年3月的月加班时间为57小时。在2025年7月的月加班时间为59小时。</p> <p>备注：截止到审核当天，抽取的全部18名样本员工在2025年8月份的最大月加班时间为57小时，从2025年9月1日至2日最大月加班时间为2小时。参考法律法规：《中华人民共和国劳动法》第41条</p>

### PA 7: Occupational Health and Safety

Site: Zhoukou Newway Garment Co. Ltd | Site amfori ID: 156-033833-001

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respect to this principle, based on interviews with management and worker representatives, document review, and on-site observations. Workers and their four representatives were not invited to participate in the</p>	<p>被审核方部分遵守该原则，基于管理层和工人代表访谈，文件审查和现场观察。审核发现工人和4名工人代表没有受邀参与进行职业健康安全风险的评估。员工表示他们了解厂内的所有风险。工厂管理人员表示他们会尽快邀请工人和工人代表参与风险</p>

Finding	
assessment of occupational health and safety risks. The employees stated that they are aware of all risks within the factory. The factory management stated that they will invite workers and their representatives to participate in the risk assessment as soon as possible. Refer to the requirements in the amfori BSCI system manual	评估。参考amfori BSCI系统手册中的要求

**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	
<p>The auditee partially respect to this principle, based on interviews with management and workers, document review, and on-site observations.</p> <p>1. The facility did not provide occupational diseases examination for workers exposed to occupational hazards position (e.g. the cotton-filling employees contacted hazardous dust and noise). Employees said that they knew the Occupational hazard factors of this position. The factory management personnel stated that they will provide occupational disease examinations for employees in this position as soon as possible. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.</p> <p>2. Occupational hazard factors, such as cotton-filling employees exposed occupational hazardous factors about dust and noise, existed in the factory. However, the factory did not provide evaluation report of occupational hazardous factors for review. Employees said that they knew the Occupational hazard factors of this position. Factory management personnel said that they would monitor Occupational hazard factors for the workshop as soon as possible. Reference law: Provisions on the Supervision and Administration of workplace Occupational Health Article 20</p>	<p>被审核方部分遵守该原则，基于管理层和工人访谈，文件审查和现场观察。</p> <p>1.工厂未给有职业病危害工种的人员提供职业病体检（如：充棉员工接触粉尘和噪音的职业危害因素等）。员工表示他们知道此岗位的职业危害因素。工厂管理人员表示他们会尽快为此岗位的员工提供职业病体检。参考法律法规：《中华人民共和国职业病防治法》第35条。</p> <p>2.职业病危害因素，例如充棉工序产生的粉尘和噪音，存在于企业的作业场所，但是，企业没有提供该作业场所的职业危害因素监测报告供审阅。员工表示他们知道此岗位的职业危害因素。工厂管理人员表示他们会尽快为该车间进行职业危害因素监测。参考法律法规：《工作场所职业卫生监督管理规定》第二十条</p>



### PA 13: Ethical Business Behaviour

Site: Zhoukou Newway Garment Co. Ltd | Site amfori ID: 156-033833-001

**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**

The auditee partially respect to this principle, based on interviews with management and workers, document review. The factory did not establish information security procedure. The management stated they have been trained in information security, but they have not established relevant document yet. The employee stated that there have been no incidents of information security breaches at present. Refer to the requirements in the amfori BSCI system manual

被审核方部分遵守该原则，基于管理层和工人访谈，文件审查。工厂还没有建立有关信息安全的程序。管理人员表示他们针对信息安全培训过，但是还没有建立相关文件。员工表示目前没有信息安全泄漏的情况发生。参考amfori BSCI系统手册中的要求。