

Monitored Party <b>SHANTOU BOYUEXIN CRAFTS CO., LTD</b>	amfori ID [REDACTED]	Address <b>3-4 FLOORS, END OF KUNMEI ROAD, FENGXIANG STREET, CHENGHAI DISTRICT, SHANTOU, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>03/03/2025</b>	Closing Meeting Finished Date <b>03/03/2025</b>	Submission Date <b>10/03/2025</b>
Expiration Date <b>10/03/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>SHANTOU BOYUEXIN CRAFTS CO., LTD</b>	Site amfori ID [REDACTED]	

This is an extract of the online Monitoring Result, generated on 10/03/2025, 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	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	<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

Name of lead auditor: Danny Xu; APSCA membership number: CSCA [REDACTED]

Name of team auditor (if applicable): N/A; APSCA membership number: N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service (Audit Company APSCA membership number: [REDACTED])

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

Announcement Type: Semi Announced Full Audit (Monitoring Date: March 3, 2025)

Business partner information: The factory was established on November 23, 2021 and specialized in the manufacture of holiday gifts and crafts, such as Christmas decorations. Business license number was 91440515MA58DFQY9B. Factory name in English was SHANTOU BOYUEXIN CRAFTS CO., LTD. Factory local name in business license was 汕头市博悦鑫工艺礼品有限公司. Factory address in English was 3-4 FLOORS, END OF KUNMEI ROAD, FENGXIANG STREET, CHENGHAI DISTRICT, SHANTOU, China. Factory local address in business license was 汕头市澄海区凤翔街道昆美十五米路尾第一幢三楼、四楼.

The main production processes in the factory included sewing, hand working, and packing.

Audited location information: The factory occupied the 3rd floor and 4th floor of one 9-storey building used as office, warehouse and production area. No transportation, dormitory or canteen was provided for employees.

Remark: There were another some companies located in the same buildings with independent business licenses, separate management system, attendance and payroll system. Rental agreement was provided for review. Per onsite observation, no exchanged workers were noted. As a result, the audit scope only focused on the areas used by the auditee.

The layout of one 9-storey production building was as below:

- 1/F: Parking area
- 2/F: Chenghai Yiluxin Crafts Co., Ltd.
- 3/F: Auditee (Hand working, packing)
- 4/F: Auditee (Warehouse, sewing and office area)
- 5/F: Shantou Huarui Electronic Technology Co., Ltd.
- 6/F: Shantou Chenghai Jisheng Toys Co., Ltd.
- 7/F: Zi Qi Trade Co., Ltd.
- 8/F: Shantou Shaonianxin Toys Co., Ltd.
- 9/F: Shantou Mingli Plastic Co., Ltd.

The floors were owned by auditee.

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. The normal working days were from Monday to Friday, and the regular rest days were Saturday and Sunday. There was only one working shift for workers and the working hour was 8:00 to 12:00 and 13:30 to 17:30 with a rest break from 12:00 to 13:30. No vulnerable workers (pregnant, young, disabled, foreign migrant etc.) were noted.

Time recording system: The factory adopted finger printing attendance system to record employees' working hours.

Salary payment details: Employees' wages were paid before 15th of each month after the payment period by bank transfer. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

Worker number information: There were a total of 29 employees with 25 production workers (9 male production workers and 16 female production workers) and 4 non-production staffs in the factory. There were 26 domestic migrant workers, who were from Jiangxi, Fujian, Hunan, An Hui Province of China. No young, pregnant, seasonal, temporary, disabled, home-based workers or interns, apprentices, contractor workers were noted. The youngest employee noted during this audit was 27 years old.

Good practices: N/A

Worker organization details: There was no union but a worker representative committee established in the factory. Worker representatives were elected by workers freely.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The factory had set up a social management system. However, the social management system was not implemented effectively because deficiency was found in PA 1, 2, 5, 6 and 7. Please refer to the report in amfori BSCI platform for details.

Living wage calculation: #LivingWage

Basic Needs Wage was provided by auditing company. Please refer to the attached file on the amfori BSCI platform.

BV had used the methodology which was 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 involved 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 did not use Anker benchmark was no data in GLWC for area where the factory was located. The data source: onsite audit information collection (BV BNW).

Remark:

1. There was no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.
2. Attendance person list: Mr. Zhu Ding Lu/Admin. Manager and Ms. Ou Mu Ying/Worker Representative
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. In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects.

## SITE DETAILS

Site

**SHANTOU BOYUEXIN CRAFTS  
CO., LTD**

Site amfori ID



### GICS Classification

Sector

**Consumer Discretionary**

Industry Group

**Consumer Durables & Apparel**

Industry

**Textiles, Apparel & Luxury Goods**

Sub Industry

**Textiles**

### amfori Process Classifications

Assembly

Cutting

Inspection / Quality Inspection

Labelling / Label Sewing

Packaging / wrapping / shipping

Raw materials reception / handling / storage (the site  
does not use hazardous chemicals)

Sewing / Stitching

### GS1 Classifications

Segment

**Arts/Crafts/Needlework**

Family

**Arts/Crafts/Needlework  
Supplies**

Product Class

**Needlework/Toy Making  
Craft Supplies**

### NACE Classification

Manufacture of other textiles

### Water Stress Situation

This site is not located in a water stressed region

## METRICS

### Key Metrics

Total workforce	29	Workers
Legal minimum wage in local currency	1,720	Monthly
Lowest wage paid for regular work at the site	2,000	Monthly
Calculated living wage in local currency	2,180.17	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	12	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	12	Workers
Permanent workers - Female	17	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	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	9	Workers
Domestic migrant workers - Female	17	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	12	Workers
Workers hired directly - Female	17	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

**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

Per document review, factory tour and management interview, the factory had set up a social management system. However, the social management system was not implemented effectively because deficiency was found in PA 1, 2, 5, 6 and 7. Thus, this finding was rated as partially. This violated Performance Area 1: Social Management System and Cascade Effect 1.1.

根据文件审核，现场巡视和管理人员访谈，工厂建立了社会责任管理体系，但是工厂的社会责任管理系统未能有效执行，因为在执行领域1，2，5，6和7存在缺失。因此该问题点判为部分不符合。  
根据执行领域1：社会管理体系和级联效应1.1。

**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

Per document review, employee interview and management interview, 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. Thus, this finding was rated as partially. This violated Performance Area 1: Social Management System and Cascade Effect 1.4.

根据文件审核，员工访谈和管理人员访谈，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。因此该问题点判为部分不符合。  
根据执行领域1：社会管理体系和级联效应1.4。

### PA 2: Workers Involvement and Protection

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

**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	
Per document review, factory tour and management interview, 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 had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. Thus, this finding was rated as partially. Please refer to BSCI 2.5.	根据文件审核，现场巡视和管理人员访谈，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，工厂尚未创建给外部的利益相关方（例如：当地社区）提供申诉的渠道。因此该问题点判为部分不符合。请参考BSCI的要求2.5。

## PA 5: Fair Remuneration

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

**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	
Per document review, employee interview and management 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. Thus, this finding was rated as No. Please refer to BSCI 5.4.	根据文件审核，员工访谈和管理人员访谈，审核发现工厂未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。因此该问题点判为不符合。请参考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	
Per document review, employee interview and management interview, according to the social insurance payment receipt provided by factory management, it was noted that 24 out of 29 employees (82.76%) were provided with medical, maternity, accident, pension and unemployment insurance in January 2025. In addition, factory had	根据文件审核，员工访谈和管理人员访谈，根据厂方提供的2025年1月社会保险缴费单据显示工厂为24/29名员工 (82.76%) 提供了医疗，生育，工伤，养老和失业保险。另外，工厂为20名员工购买了商业意外保险，有效期从2024年6月12日到2025年6月11日。由于工厂的社会保险覆盖不足，因此该问题点判为部分不符合。

Finding	
provided commercial accident insurance to 20 employees, the valid period was from June 12, 2024 to June 11, 2025. Due to the factory's social insurance coverage was insufficient, this finding was rated as Partially. In accordance with Article 73 of the Labor Law of the People's Republic of China.	根据《中华人民共和国劳动法》第73条。

## PA 6: Decent Working Hours

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

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	
Per document review, employee interview and management interview, it was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (5 samples from current paid month January 2025, 5 samples from December 2024 and 5 samples from August 2024) yielded the following: a) 5 out of 5 sample population employees' monthly overtime in August 2024 reached 84 hours; b) 5 out of 5 sample population employees' monthly overtime in December 2024 reached 76 hours; c) 5 out of 5 sample population employees' monthly overtime in January 2025 reached 56 hours; This finding was rated as No because overtime working was observed 3 out of 3 sample months. In accordance with Article 41 of the Labor Law of the PRC.	根据文件审核，员工访谈和管理人员访谈，审核员从厂方提供的工资记录中抽取15个样本（从最近工资支付月2025年1月，从2024年12月，从2024年8月各抽取5个样本），发现共有15名员工加班时间超出了法定标准，具体为：a) 5/5名抽样员工在2024年8月的加班时间为84小时。b) 5/5名抽样员工在2024年12月的加班时间为76小时。c) 5/5名抽样员工在2025年1月的加班时间为56小时。 该问题点判为不符合，因为抽样的3/3个月均有加班工作。 根据《中华人民共和国劳动法》第41条。

## PA 7: Occupational Health and Safety

Site: SHANTOU BOYUEXIN CRAFTS CO., LTD | Site amfori ID: [REDACTED]

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	
<p>Per document review, factory tour and management interview, it was noted that pulley guard installed on 1 out of 2 sewing machines in the sewing area was incomplete. This finding was rated as partially because this issue was caused by oversight of management.</p> <p>Please refer to Article 6.1.6 of Code of Design of Manufacturing Equipment Safety.</p>	<p>根据文件审核，现场巡视和管理人员访谈，审核发现车缝区域的1/2台缝纫机的皮带轮保护罩不完整。该问题点判为部分不符合，因为管理上的疏忽导致该问题的出现。</p> <p>请参看《生产设备安全卫生设计总则 (GB5083-1999)》第6.1.6条。</p>

**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	
<p>Per document review, factory tour and management interview, it was noted that the auditee had not yet assessed the temperature and humidity and illumination in the workshop in such a way that was adequate for workers' specific activities. This finding was rated as No because the auditee did not know this requirement.</p> <p>Please refer to BSCI PA 7.25.</p>	<p>根据文件审核，现场巡视和管理人员访谈，工厂没有评估员工工作场所的温湿度光照等是否合适。该问题点判为不符合，因为被审核方不了解该要求。</p> <p>请参看 BSCI PA7.25。</p>