

Monitored Party Ningbo Hengchuang Electric Appliance Co.,LTD	amfori ID 156-059080-000	Address No. 258 Zhouxi Road, Zhouxiang Town,Cixi City, 315324 Ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 30/12/2025	Closing Meeting Finished Date 30/12/2025	Submission Date 06/01/2026
Expiration Date 06/01/2027	Announcement Type Semi Announced	
Site Ningbo Hengchuang Electric Appliance Co.,LTD	Site amfori ID 156-059080-002	

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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	C	
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

[Audit Information]

Name of lead auditor: Rafe Chen; APSCA membership number (CSCA 21703586)

Name of team auditor: Nil

Name of observer, translator, trainees, advisors/consultants: Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 auditor in 1 day. The Full audit (Semi-announced) was conducted from 08:40-16:40 on Dec. 30, 2025.

Business partner information: Ningbo Hengchuang Electric Appliance Co.,LTD (宁波恒创电器有限公司) was located at No. 258 Zhouxi Road, Zhouxiang Town,Cixi City, 315324 Ningbo, Zhejiang, China. (中国浙江省宁波市慈溪市周巷镇周西公路258号) And it was established on Aug. 16, 2022 and valid from Aug. 16, 2022 to long term, based on business license, the license No. was 91330282MABWQPQ36L, and it was a company with limited liability. The main product was Air Fryer, the process onsite was Assembly and packing. No production process or service was subcontracted. Annual production volume was 500,000 pcs.

Audited location information: The factory leased the 4-5 floor of one 6-storey building for production, warehouse and office area, the partial area of 2nd floor of one 7-storey building for office. Totally around 1,0190 square meters.

Building 1#, around 10,000 square meter with 4-5 storey of one 6-storey building, it was used as production, warehouse and office area.

Building 2#, around 190 square meter with partial area of 2nd floor of one 7-storey building, it was used as office area.

[Operating shifts and hours]

The auditee has a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when he entered the factory. The auditee ensures normal working hours comply with legal requirement and the use of overtime is voluntary and paid at adequate premium rate. Factory used electronic attendance recorder to record the working hours. The normal working hours was 8 hours per day, 5 days per week. Employees were operated with one shift: 7:30-11:30, 12:30-16:30. They usually had overtime worked on Saturdays, rested on each Sunday. Time records from Dec. 1, 2024 to Dec. 30, 2025 were reviewed randomly.

Standard weekly working hours was 40 hours. Maximum weekly overtime working hours was 12 hours. Maximum 2 hours overtime working per day, 48 hours per month and guarantee at least one day rest per week in Dec. 2024.

Standard weekly working hours was 40 hours. Maximum weekly overtime working hours was 12 hours. Maximum 2 hours overtime working per day, 52 hours per month and guarantee at least one day rest per week in Mar. 2025.

Standard weekly working hours was 40 hours. Maximum weekly overtime working hours was 12 hours. Maximum 2 hours overtime working per day, 56 hours per month and guarantee at least one day rest per week in Nov. 2025.

[Salary payment details]

Legal minimum wage was RMB2260 per month and RMB12.99 per hour since Jan, 2024. The factory had collected the laws and regulations related the wages and benefits in China, and a written policy was established according to the laws and regulations. The policy was communicated to all the employees. The workers' wages were calculated by monthly rate, all workers showed that the minimum wages were guaranteed and paid at least RMB3132 per month. And the overtime premium was 150% and 200% of normal wage for overtime work on weekday and weekend. The wages were paid by cash at the 30th of the next month and the salary sheets were provided to the workers for reference. The factory ensured that the workers' normal wages and overtime wages were paid above the local legal limit and the workers knew how to calculate the overtime wages. The factory provided payroll records from Dec. 2024 to Nov. 2025 for review. During the audit, 5 samples were reviewed. Necessary benefits such as the paid annual leaves were provided for workers. Fine was not used when the workers were punished.

[Worker number information]

Total 45 employees including production and management workers (38 production employees including 23 male and 15 female workers, and 7 non-production employees, 30 were domestic migrant from other provinces in China including 17 male and 13 female) ,no interns, apprentices, contract workers, vulnerable or young workers in the factory.

[Worker organization details]

2 worker representatives were elected out in 2025. The worker representative election records were maintained for review. The workers knew who the worker representatives were.

[Circumstances]

There was no special circumstance during the audit, no negative evidence was identified during the past year based on IPE website, enterprise monitoring website, etc.

[Summary of findings]

The factory has the following issues in PA1: 1.1 findings were found during the audit. 1.4 monthly OT hours exceeded legal requirement. PA2: 2.4 no aware on bsci code. PA3 Nil. PA4 Nil. PA5: 5.4 Insufficient living wage, 5.5 Insufficient social insurance. PA6: 6.2 monthly OT hours exceeded legal requirement. PA7: 7.1 non-compliances identified on health and safety, 7.11 incompleted building safety certificate or fire safety certificate, 7.22 no soap or tissue in toilet. PA8 Nil. PA9 Nil. PA10 Nil. PA11 Nil. PA12: Nil. PA13 Nil.

[Good Practice]

Nil.

[Living wage calculation]

The living wage data is obtained from GLWC website.

[Attachments]

1. There is no agency or contractor used by the auditee, which makes the Contractor license/permit and agency labour contract not applicable.
2. Neither Government waiver nor Documented valid authorisation to make exemptions on working hours is needed for the factory, so they were also not applicable.
3. Collective bargaining agreement is not required by employees, and therefore Collective bargaining agreement is not showed.
4. Only assembly and packaging processes in the factory, EIA and EIA approval was exemption by local law, which makes the documents about environment were not applicable.

[Personal Information protection law]

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Remark]

The factory moved to current location at October of 2025. The previous location was within 2km away from current location and there was no any production by the auditee verified via site observation.

SITE DETAILS

Site

Ningbo Hengchuang Electric
Appliance Co.,LTD

Site amfori ID

156-059080-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Household Appliances

amfori Process Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,132	Monthly
Calculated living wage in local currency	4,198	Monthly
Total sample	5	Workers

Other Metrics

Male workers	25	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	25	Workers
Permanent workers - Female	20	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	4	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	17	Workers
Domestic migrant workers - Female	13	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	25	Workers
Workers hired directly - Female	20	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: Ningbo Hengchuang Electric Appliance Co.,LTD | Site amfori ID: 156-059080-002

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 The main auditee partially respected this principle because based on document review, the factory had established management system according to amfori BSCI requirement, and based on the management interview, he knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in Overtime hours, Health & Safety, etc. Reference: the requirement of question 1.1 in amfori BSCI system manual.

工厂未完全遵守该原则，原因是根据文件审查，工厂有按照 amfori BSCI要求建立相关体系，且根据管理者代表访谈，其知道 amfori BSCI相关要求，但由于未有效执行，导致在加班时间、健康安全等方面出现问题。参考amfori BSCI管理手册中问题1.1的要求。

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 The main auditee partially respected this principle because based on document review and management interview, the factory established a capacity planning program, the factory only arranged the production plan according to the delivery time, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, the factory did not control overtime per the regulation's requirement, employee's monthly overtime had exceeded the limit of local law. Reference: the requirement of question 1.4 in amfori BSCI system manual.

工厂未完全遵守该原则，根据文件审查和管理层访谈，工厂制定了产能规划的程序，工厂目前只是按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求安排生产计划，工厂没有按法规要求来管控加班时间，员工的月加班时间超过法规要求。参考amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Ningbo Hengchuang Electric Appliance Co.,LTD | Site amfori ID: 156-059080-002

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	
2.4 The main auditee partially respected this principle because the factory provided training on BSCI new Code for managers, workers and workers representatives. But based on worker interview, workers and workers' representatives did not know about BSCI. Reference: the requirement of question 2.4 in amfori BSCI system manual.	工厂未完全遵守该原则，因为尽管工厂给管理层，员工和员工代表提供了BSCI新行为守则的培训，但是根据员工访谈，工人和员工代表不了解BSCI。参考amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: Ningbo Hengchuang Electric Appliance Co.,LTD | Site amfori ID: 156-059080-002

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	
5.4 The main auditee does not respect this principle. Based on payroll records from Dec. 2024 to Nov. 2025 review and worker interview, the minimum wage paid for workers by factory above the local minimum wage standard (RMB2260/month), but the total wage (except overtime wage) of employees was less than calculated local decent living wage (RMB4198/month). Reference: the requirement of question 5.4 in amfori BSCI system manual and GLWC website data.	工厂未遵守该原则，原因是根据2024年12月至2025年11月的工资表查看以及员工访谈，工厂支付工人的最低工资高于当地最低工资水平（RMB2260/月），但是实发工资（不包括加班费）低于当地体面生活工资（RMB4198/月）。参考amfori BSCI管理手册中问题5.4的要求和国际公平工资网站的数据。

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 The auditee does not respect this principle because the factory did not provide social insurance to all workers as per legal requirement. Based on provided social insurance payment records and management interview, there were 45 employees in the factory, 36 employees were under retirement age and employed more than one month, which should be provided with social insurance, but the factory only provided medical, endowment, unemployment, child-bearing and accident insurance for 10 employees. Moreover,	工厂未遵守该原则，因为工厂未按照法规要求给所有人员提供社保。根据工厂提供的社会保险缴费记录和管理层访谈，工厂有员工45名，其中36名员工低于法定退休年龄且工作满一个月需提供社保，但工厂只给10名员工提供了医疗，养老，失业，生育和工伤保险。另外工厂有为所有员工提供商业意外险，有效期从2025年5月8日至2026年5月7日。备注：工厂管理层表示由于部分员工不确认自己会在被审工厂工作的时间长短，故不愿意参与社保。参考中华人民共和国劳动法（2018修正）第七十二条和中华人民共和国社会保险法（2018修正）第十

Finding

the factory had provided commercial accident insurances for all employees, which was valid from May 8, 2025 to May 7, 2026.

Remark: The factory management reflected that employees were not willing to join social insurance, due to not sure about the on-job time in the factory.

Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Social Insurance Law of the People's Republic of China (2018 Amendment), Article 10, Article 23, Article 33, Article 44, Article 53, Article 58, Article 60.

条,第二十三条,第三十三条,第四十四条,第五十三条,第五十八条和第六十条。

PA 6: Decent Working Hours

Site: Ningbo Hengchuang Electric Appliance Co.,LTD | Site amfori ID: 156-059080-002

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 The main auditee does not respect this principle because the monthly OT hours exceeded legal requirement. Based on attendance records provided by the factory from Dec. 1, 2024 to Dec. 30, 2025 and employee interview, it was noted attendance findings of 5 sampled workers in Dec. 2024 (random month), Mar. 2025 (random month) and Nov. 2025 (current month) all sampled employees' monthly OT hours exceeded 36 hours.

1) 5/5 (selected from all workshops) sampled workers' standard working hours in Dec. 2024(random month) was 176 hours, overtime working hours was 48 hours in maximum;

2) 5/5 (selected from all workshops) sampled workers' standard working hours in Mar. 2025(random month) was 168 hours, overtime working hours was 52 hours in maximum;

3) 5/5 (selected from all workshops) sampled workers' standard working hours in Nov. 2025(current month) was 160 hours, overtime working hours was 56 hours in maximum;

The factory management stated that the factory did not take into account the working hours of workers when scheduling orders, resulting in workers' overtime exceeding regulatory requirements.

Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

工厂未遵守该原则,因为员工月加班超过法规要求。根据工厂提供的2024年12月1日至2025年12月30日的考勤记录以及员工访谈,在2024年12月(随机月)和2025年3月(随机月)和2025年11月(当前月)的各5名抽样员工的考勤发现所有抽样的员工的月加班超过法规要求的36小时。

1) 在2024年12月(随机月)5名抽样员工(来自所有车间)中的5名员工的标准工时(176小时),最大月加班48小时;

2) 在2025年3月(随机月)5名抽样员工(来自所有车间)中的5名员工的标准工时(168小时),最大月加班为52小时;

3) 在2025年11月(当前月)5名抽样员工(来自所有车间)中的5名员工的标准工时(160小时),最大月加班为56小时。

工厂管理层表示,工厂排单的时候未考虑到工人的工作时间,导致工人的加班时间超出了法规要求。参考中华人民共和国劳动法(2018修正),第四十一条。

PA 7: Occupational Health and Safety

Site: Ningbo Hengchuang Electric Appliance Co.,LTD | Site amfori ID: 156-059080-002

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 The main auditee partially respected this principle because based on document review, the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training etc. But there were some non-compliances identified during the audit due to management negligence. Reference: the requirement of question 7.1 in amfori BSCI system manual.

工厂未完全遵守该原则，根据文件审查，尽管工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，审核中仍有一些问题发现。参考amfori BSCI管理手册中问题7.1的要求。

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 The main auditee partially respected this principle because the factory failed to provide the updated fire safety acceptance certificate, building safety acceptance report, or relevant filing materials for the leased factory building, the factory actually used partial area of one 6-storey building, but the fire safety inspection and building safety certificate showed that the building only has 5 floors. The factory explained that the landlord did not provide updated documents or third-party assessment reports on building fire safety or structural safety. At the same time, the factory failed to provide building safety certificate or fire safety certificate for the building where the office was located. During the audit, no third-party assessment report on the fire safety or structural safety of the building was provided. Reference: Construction Law of the People's Republic of China (2019 Amendment), Article 61 and Fire Prevention Law of the People's Republic of China (2021 Amendment), Article 13.

工厂未完全遵守该准则。原因是工厂未能提供租赁厂房更新后的消防验收合格证明或竣工验收报告或相关备案资料，工厂实际使用了一栋6层建筑的局部区域，但是消防验收和竣工验收显示该建筑仅5层，工厂解释房东没有提供更新后的证件，也未提供第三方关于建筑消防安全或结构安全的评估报告。同时，工厂未能提供办公室所在建筑的竣工验收或消防验收报告。审核期间也未提供该建筑第三方关于建筑消防安全或结构安全的评估报告。参考中华人民共和国建筑法（2019修正），第六十一条和中华人民共和国消防法（2021修正），第十三条。

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 The main auditee partially respected this principle because based on-site observation, the factory did not provide soap / liquid soap and tissue in toilet. Reference: the requirement of question 7.22 in amfori BSCI system manual.

工厂未完全遵守该原则，因为根据现场观察，工厂没有在厕所提供肥皂/洗手液和纸巾。参考amfori BSCI管理手册中问题7.22的要求。