

Monitored Party GUANGDONG YETOM NEW MATERIALS CO.,LTD	amfori ID 156-010621-000	Address No.23, Zhongying Road, Duruan Town, Pengjiang District, 529050 Jiangmen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 10/07/2025	Closing Meeting Finished Date 11/07/2025	Submission Date 17/07/2025
Expiration Date 28/08/2026	Announcement Type Semi Announced	
Site GUANGDONG YETOM NEW MATERIALS CO., LTD	Site amfori ID 156-010621-002	

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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	A	

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 auditor: Lead Auditor: Penny Peng; APSCA membership number (CSCA 21702031);

Name of member auditor, translators, trainees, observer, advisors/consultants (if applicable): Nil

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

Audit schedule details: The semi-announced follow-up audit was planned for one auditor in 1.5 days (1.0 day on Jul 10, 2025 and 0.5 days on Jul 11, 2025).

Business partner information: GUANGDONG YETOM NEW MATERIALS CO., LTD “广东盈通新材料有限公司” (Business license number 914407037536973910, valid from Sep 9, 2003 to long term) was located at No.23, Zhongying Road, Duruan Town, Pengjiang District, 529050 Jiangmen, Guangdong Province, China “中国广东省江门市蓬江区杜阮镇众盈路23号”. The main product was seam tape. Production capacity was 2,000,000,000 meters per year. The main production activities including forming, coating, divide into rolls, cutting, rewinding and packing.

Audited location information:

The facility used one 4-storey office and R&D building, it was about 4119 square meters. Used one 3-storey production building (total areas of 14087.58 square meters) as production workshop and warehouse, the 1-2F was forming, coating, divide into rolls, cutting, rewinding and packing workshop, the 3F was warehouse. Used two 1-storey building as warehouse. It was about 1814 square meters. Used one 9-storey building as kitchen, canteen and dormitory, the 1F was kitchen and canteen, the 2F was active center. The 3-9F was bedroom. It was about 7027.6 square meters.

Operating shifts and hours: Workers' regular working hours was 8 hours a day and 5 days a week. Based on workers' attendance records from Sep 1, 2024 to the audit day, all production workers except forming and coating workers worked in one shift (8:30-12:00; 13:30-18:00). Forming and coating workers worked in two shifts (8:30-20:30/20:30-8:30 with 2 hours break and 2 hours OT). Workers usually worked 0-2 hours overtime on weekday, 0-10 hours on Saturdays and rest on Sundays. Workers' maximum monthly overtime working hours were 76 hours (including overtime worked on normal day 44 hours and on rest day 32 hours). Workers had right to choose working overtime or not. All workers enjoy one day off per seven days.

Workers' maximum weekly working hours were as below:

1st sampled month (May.2025)– standard hours (40 hours) + maximum weekly OT (18 hours),

2nd sampled month (Mar.2025)– standard hours (40 hours) + maximum weekly OT (18 hours),

3rd sampled month (Dec.2024)–standard hours (40 hours) + maximum weekly OT (18 hours).

Time recording system: face recognition attendance machine.

Salary payment details: The auditee collected the local legal minimum wage files from local media or government news periodically. Legal minimum wage was CNY1720 per month from Dec 1, 2021 to Feb 28, 2025 (the same as CNY9.89 per hour) and CNY1850 per month since Mar 1, 2025 (the same as CNY10.63 per hour). Payrolls from Sep 2024 to May 2025 were provided and reviewed. Workers' wage was calculated by hourly rate. Wage was paid no later than 15th day of next month by bank transfer. The minimum wage provided for workers was at least CNY2000 per month (the same as CNY11.49 per hour) from Sep 2024 to May 2025. Wage slips were issued to workers for well understanding their detailed wages prior to the wage issued date. Paid holidays also had been provided to workers. No illegal deduction was identified according to wages records of workers. Workers were compensated 150% of their overtime work conducted on normal working days, 200% of their overtime work conducted on rest days and 300% of their overtime work conducted on statutory days.

Worker number information: On the day of audit, there were 403 employees present which included 167 non-production staffs and 236 production workers (180 male workers and 56 female workers); and 10 sampled workers (8 male workers and 2 female workers) were selected for interview and the working hours and payroll records of them were selected for review. There were 148 domestic migrant workers (114 male workers and 34 female workers). No young worker, child workers, on lactating workers, worker with disability, pregnant, interns, contractor worker, apprentice workers were available in the auditee.

Good practices: The factory provided free working meals and accommodation for workers.

Worker organization details: No union was set up in the factory but three worker representatives freely elected by all workers was available in the factory.

Circumstances:

1. The special circumstances can be classified as followed: Through querying IPE and National Enterprise Credit Information Publicity System by auditor, no negative evidence was founded.

Summary of findings:

PA1: 1.1 management system not effective implement; 1.4: the factory did not arrange production plan in accordance with

amfori BSCI requirement of overtime;

PA2/4: Nil;

PA5: 5.3 the factory did not adapt the remuneration to the workers' skills;

PA6: 6.2 monthly OT exceeded legal requirement;

PA7: 7.3 incomplete health and safe risk assessment;

PA13: Nil

PA 3/8/9/10/11/12: NA

Living wage calculation: LivingWage: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

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.

Attachments :

1. During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. So, all of above documents were not involved in document report.
2. This audit was follow-up audit and covered PA1, PA2, PA4, PA5, PA6, PA7, PA13.

SITE DETAILS

Site
**GUANGDONG YETOM NEW
MATERIALS CO., LTD**

Site amfori ID
156-010621-002

GICS Classification

Sector Materials	Industry Group Materials	Industry Chemicals
Sub Industry Commodity Chemicals		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	403	Workers
Legal minimum wage in local currency	1,850	Monthly
Lowest wage paid for regular work at the site	2,000	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	10	Workers

Other Metrics

Male workers	236	Workers
Female workers	277	Workers
Non-binary workers	0	Workers
Permanent workers - Male	277	Workers
Permanent workers - Female	126	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	36	Workers
Management - Female	10	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	55	Workers
Workers with night shift - Female	16	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	114	Workers
Domestic migrant workers - Female	34	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	277	Workers
Workers hired directly - Female	126	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	8	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: GUANGDONG YETOM NEW MATERIALS CO., LTD | Site amfori ID: 156-010621-002

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	
<p>Follow up audit result on Jul 10-11, 2025: Open. The main auditee partially respected this principle because the factory had established management system according to amfori BSCI requirement, and the management 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.</p>	<p>2025年7月10-11日的跟进审核结果: 未关闭。工厂未完全遵守该原则,原因是工厂有按照 amfori BSCI要求建立相关体系,且管理者代表知道 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。</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>Follow up audit result on Jul 10-11, 2025: Open. The main auditee partially respected this principle because 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.</p>	<p>2025年7月10-11日的跟进审核结果: 未关闭。工厂未完全遵守该原则,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。</p>



PA 2: Workers Involvement and Protection

Site: GUANGDONG YETOM NEW MATERIALS CO., LTD | Site amfori ID: 156-010621-002

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	
Follow up audit result on Jul 10-11, 2025: Closed. The factory had provided training amfori BSCI Code for all employees and all sampled workers and worker representatives were well knew about it.	2025年7月10-11日的跟进审核结果: 关闭。工厂已提供amfori BSCI行为守则培训给全部雇员且全部抽样员工和员工代表都了解它。

PA 4: No Discrimination, Violence or Harassment

Site: GUANGDONG YETOM NEW MATERIALS CO., LTD | Site amfori ID: 156-010621-002

Question: 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed, harassed or otherwise discriminated against because of their complaints against infringements of their rights?

ENGLISH	LOCAL LANGUAGE
Finding	
Follow up audit result on Jul 10-11, 2025: Closed. Based on document review and worker interview, the factory had conducted satisfaction surveys on the grievance mechanism.	2025年7月10-11日的跟进审核结果: 关闭。根据文件查看和员工访谈,工厂已对申诉机制进行满意度调查。

PA 5: Fair Remuneration

Site: GUANGDONG YETOM NEW MATERIALS CO., LTD | Site amfori ID: 156-010621-002

Question: 5.3 Is there satisfactory evidence that the level of wages reflects the skills, seniority, responsibility and education of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Follow up audit result on Jul 10-11, 2025: Open. The main auditee partially respects this principle because the factory has completed workers' skill evaluation system and provide suitable training for workers, but the factory did not adapt the remuneration to the workers' skills. Hourly rate of all workers was the same. Reference: the requirement of question 5.3 in amfori BSCI system manual.	2025年7月10-11日的跟进审核结果: 未关闭。工厂未完全遵守该原则,因为尽管工厂有完整的员工技能评价体系并提供合适的培训给员工,但是工厂提供的报酬未与工人的技能匹配。所有员工的小时工资率完全相同。参考amfori BSCI管理手册中问题5.3的要求。

PA 6: Decent Working Hours

Site: GUANGDONG YETOM NEW MATERIALS CO., LTD | Site amfori ID: 156-010621-002

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	
<p>Follow up audit result on Jul 10-11, 2025: Open. The main auditee did not respect this principle. Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from Sep 1, 2024 to the audit day for review, 10 sampled workers were from production, warehouse keeper and quality control positions, based on the 10 sampled workers' electronic attendance records in May.2025, Mar.2025 and Dec.2024, 10 out of 10 sampled workers' monthly overtime hours exceeded the legal requirement:</p> <p>1st sampled month (May. 2025)– standard hours (160 hours) + maximum monthly OT (54 hours), 2nd sampled month (Mar. 2025)– standard hours (168 hours) + maximum monthly OT (76 hours), 3rd sampled month (Dec. 2024)–standard hours (176 hours) + maximum monthly OT (68 hours). Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>2025年7月10-11日的跟进审核结果: 未关闭。工厂未遵循该准则。根据员工访谈, 员工代表访谈, 管理层访谈和文件审核, 工厂提供了2024年9月1日至审核当天的考勤记录, 抽样10名员工来自生产、仓库以及检验岗位, 根据10名抽样工人在2025年4月, 2025年3月和2024年12月的考勤记录发现, 10名抽样员工中的10人的月加班均超过法规要求: 第一个抽样月(2025年5月)-标准工时(160小时)-最大月加班(54小时), 第二个抽样月(2025年3月)-标准工时(168小时)-最大月加班(76小时), 第三个抽样月(2024年12月)-标准工时(176小时)-最大月加班(68小时)。参考法规: 中华人民共和国劳动法(2018修正), 第四十一条。</p>

PA 7: Occupational Health and Safety

Site: GUANGDONG YETOM NEW MATERIALS CO., LTD | Site amfori ID: 156-010621-002

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow up audit result on Jul 10-11, 2025: Open. The main auditee partially respects this principle because based on management, workers and worker representative interview, documents review, the factory has conducted regular risk assessment for safe, healthy and hygienic working conditions, but which did not identify the need to provide special sanitary appliances for women and the special needs of lactating women workers. Reference: the requirement of question 7.3 in amfori BSCI system manual.</p>	<p>2025年7月10-11日的跟进审核结果: 未关闭。工厂部分遵循该准则。因为基于管理层, 员工及工人代表访谈, 文件审查, 工厂有针对安全健康和卫生工作条件进行定期风险评估, 但风险评估没有识别是否需要为提供女性特殊卫生用具和哺乳期女工的特殊需求。参考法规: amfori BSCI管理手册中问题7.3的要求。</p>

PA 13: Ethical Business Behaviour

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

Follow up audit result on Jul 10-11, 2025: Closed.
Based on document review, the internal assessment had assessed the ethics and integrity status in factory.

2025年7月10-11日的跟进审核结果: 关闭。
根据文件查看, 社会责任内审已评估工厂的商业道德诚信状况。