

MONITORING ID: 25-0336915

Monitored Party Wuxi Goodways Textile Co., Ltd. Xishan Branch	amfori ID 156-007330-000	Address No. 177 Furong 1st Road, Xishan Industrial Park, 214192 Wuxi, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 28/07/2025	Closing Meeting Finished Date 29/07/2025	Submission Date 04/08/2025
Expiration Date 04/08/2027	Announcement Type Semi Announced	
Site Wuxi Goodways Textile Co., Ltd. Xishan Branch	Site amfori ID 156-007330-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
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	C	

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: Olivia Wan, SUZ, APSCA membership number (CSCA21702046);

Name of team auditor: Bobo Wang, Nanjing, APSCA membership number (CSCA32400075);

Translators, trainees, advisors/consultants/observer (if applicable): Nil

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

Audit schedule details: This was semi-announced full initial audit on Jul 28-29, 2025 and planned for 2.5 MD including 1 auditor x 1.5 days and 1 auditor x 1 day. Lead/member auditors attended the days of the audit.

[Business partner information]

1. The auditee Wuxi Goodways Textile Co., Ltd. Xishan Branch (无锡谷德维斯纺织品有限公司锡山分公司) was located at No. 177 Furong 1st Road, Xishan Industrial Park, Wuxi City, Jiangsu Province, China. (中国江苏省无锡市锡山经济开发区芙蓉一路177号)
2. Business license number was 91320205MA1NKG0U80, valid from Nov 25, 2009 to long term, business license address was No. 177 Furong 1st Road, Xishan Industrial Park, Wuxi City.
3. The auditee was Limited Liability Company.
4. Building was rented from other site.
5. GPS location: 31°63.939N / 120°37.647E
6. The main products: Clothing
7. The main processes: materials-cutting-sewing-ironing-inspection-packing-finished goods
8. The annual capacity was: 600000 PCS

Audited location information:

Following building was used by the factory:

1. part of 1st floor of one 4-storey building as canteen and kitchen. (about 900 SQ.M. and built in 2009)
2nd~4th floor were used by other factories in the industrial park;
2. one 3-storey building as workshop/warehouse/office. (4257SQ.M. and built in 2011)
1F: cutting workshop and warehouse
2F: ironing, inspection, packing workshop, warehouse and office
3F: sewing and office

Remark:

The auditee rent one 3-storey building as office, production & warehouse and part of 1st floor of one 4-storey building as canteen and kitchen from Wuxi Fancy Fashion Knitwear Co., Ltd. The lease contract and landlord's business license were provided for review. There was no dormitory provided to employees. The lease agreement and its business license was provided for review. No production mixing or workers mixing was found based on onsite observation. The audit was only referred the audit factory.

[Operating shifts and hours]

Written policy and procedure were established based on those requirements and communicated to all employees, fingerprint system was used to record the time in/out. Auditor tested the attendance machine during audit, it was maintained well. The machines were installed at the entrance of the factory office. The facility defined from Monday to Sunday as a week, office and production worked from 8:00-17:00 with 1h for rest, overtime was from 18:00-19:00 if in need. Workers said overtime was voluntary and overtime wage was paid. Workers said they usually rested on Sundays and Statutory Holidays, overtime wage was paid as legal requirement. Interviewed workers said overtime was voluntary, they could earn more money if they worked overtime, factory provided attendance records from Jun.01, 2024 to Jul.28, 2025 for review, the regular workers' monthly overtime hours exceeded 36 hours in partial months, the max was 41 hours, workers' max daily overtime hours was 1 hour, 1st sampled month Jun.2025, standard weekly hours(40h), maximum weekly OT (11h); 2nd sampled month May.2025, standard weekly hours(40h), maximum weekly OT (11h); 3rd sampled month Nov.2024 standard weekly hours(40h), maximum weekly OT (11h). Workers confirmed that they worked overtime voluntarily and they worked overtime usually. Factory paid 150% of normal wages for overtime work on weekdays, 200% of normal wages for overtime work on rest days to workers, the overtime wages were paid in line with the laws, workers usually rested on Statutory holidays, workers had one or two days off per seven days according to the provided attendance records.

[Salary payment details]

Written policy was established according to the laws and regulations. The policy was communicated to all the employees,

training records were provided for review. The legal minimum wage document was collected by the auditee. The factory ensured that the workers' normal wages and overtime wages were paid in line with local legal requirement and the workers knew how to calculate the overtime wages. Local minimum wage was RMB2490/month since Jan.01, 2024. Factory' minimum wage was RMB4176/month which was above legal requirement, production workers paid by hourly rate. And the overtime premium was 150% and 200% of normal wage for overtime work on weekday and weekend. The wages were paid around 30th of next month by bank transfer and the salary sheets were provided to the workers for reference, wage calculation period was from 1st day to the end day of last month. Workers' final wage was above local legal minimum. The factory provided payroll records from Jun.2024 to May.2025 for review. During the audit, total 16 samples were reviewed. Some necessary benefits such as the sick leaves, paid annual leave, social insurance were provided for workers, food was provided. Workers said fine was not used when the workers were punished, injury/commercial insurance was provided for all employees.

[Worker number information]

- Total 188 workers including 178 production workers and 10 non-production workers.
- Total 178 production workers including 33 males and 145 females.
- 95 employees were from migrant provinces including 17 males and 78 females.
- Any other special group workers: no foreign worker, no young workers, no apprentices, no interns.

[Good practices] Factory provided food to workers for free.

[Worker organization details] Union was not set up, 3 worker representatives were elected.

Circumstances:

1. This was 2.5 Man-Day onsite audit and the audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities. SGS's Integrity Declaration Forms and Audit Cooperation & Confidentiality were declaration to the facility management and Factory Management agreed and signed.
2. The closing meeting was held by the lead auditor, all findings were communicated with the auditee and the finding report was agreed and signed.

The special circumstances:

By searching the website of Credit China, Industrial and Commercial Bureau website, no negative evidence was identified during the past year.

Precautions taken about #COVID-19 in the facility: There are currently no specific control requirements for COVID-19 in China.

Summary of findings:

PA1: 1.1 Internal audit was not performed effectively; 1.4 Capacity planning was not reasonable;

PA2: 2.4 interviewed workers did not know the content of amfori BSCI Code of conduct; 2.5 4 interviewed workers did not know worker representatives and their responsibility;

PA5: 5.5 some workers did not have social insurance;

PA6: 6.2 workers' overtime hours exceeded legal requirement;

PA7: 7.1 findings were raised; 7.11 some finished goods and raw materials in the warehouse were stored against the wall and pillar; 7.25 factory had not conducted occupational health assessment of the workshop with noise and cotton dust;

PA3 Nil; PA4 Nil; PA8 Nil; PA9 Nil; PA10 Nil; PA11 Nil; PA12 Nil; PA13 Nil;

#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.

[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.

[Attachments]

Following documents were not attached:

1. Working hours waiver: not obtained.
2. CBA: not signed between the workers and the auditee.

SITE DETAILS

Site
**Wuxi Goodways Textile Co., Ltd.
Xishan Branch**

Site amfori ID
156-007330-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	188	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	4,176	Monthly
Calculated living wage in local currency	3,609	Monthly
Total sample	16	Workers

Other Metrics

Male workers	38	Workers
Female workers	150	Workers
Non-binary workers	0	Workers
Permanent workers - Male	38	Workers
Permanent workers - Female	150	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	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	78	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	38	Workers
Workers hired directly - Female	150	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	3	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Wuxi Goodways Textile Co., Ltd. Xishan Branch | Site amfori ID: 156-007330-002

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>1.1 The main auditee partially respects this principle because the factory established amfori BSCI management system and conducted the internal audit, but the internal audit did not cover all PAs of amfori BSCI system, such as Ethical Business Behaviour and worker involvement and protection. Additionally, the root cause analysis of internal audit conducted by the factory was not effective that it cannot avoid some issues happened again, e.g. overtime exceed legal requirement, some workers did not have social insurance, and some other health and safety issues, etc. (Reference: the requirement of question 1.1 in amfori BSCI system manual)</p>	<p>主要被审核方部分遵守该原则，原因是工厂已建立了amfori BSCI管理系统，同时还进行了内部审计，但内审没有覆盖所有amfori BSCI体系的内容，如商业道德，工人参与和保护。另外，工厂的内审原因分析并不有效，导致部分问题再次发生，如加班超时，部分工人无社保，以及其他健康安全问题等。（参考法规：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>1.4 The main auditee partially respects this principle because the audited 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 in some months. (Reference: the requirement of question 1.4 in amfori BSCI system manual)</p>	<p>主要被审核方部分遵循该准则，因为被审核方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，员工的月加班时间在部分月份超过法规要求。（参考法规：amfori BSCI管理手册中问题1.4的要求）</p>



PA 2: Workers Involvement and Protection

Site: Wuxi Goodways Textile Co., Ltd. Xishan Branch | Site amfori ID: 156-007330-002

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	
<p>2.4 The main auditee partially respects this principle because most of interviewed workers did not know the content of amfori BSCI Code of conduct. Though the auditee arranged training to all employees about amfori BSCI Code of conduct and the auditee posted amfori BSCI code in entrance of workshop, the factory did not verify the effect of training, interviewed workers said it was hard to remember the content of the code. (Reference: the requirement of question 2.4 in amfori BSCI system manual)</p>	<p>主要被审核方部分遵守该准则，因为大多数的访谈员工不了解amfori BSCI行为准则内容。虽然受审核方安排全体员工参加amfori BSCI行为准则培训且被审核方将amfori BSCI行为准则张贴在车间入口处，但没有核实培训的效果，访谈人员表示记住守则内容是比较难的。（参考法规：amfori BSCI管理手册中问题2.4的要求）</p>

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	
<p>2.5 The main auditee partially respected this principle because the main auditee selected the workers representative and set suggestion box. But 4 interviewed workers did not know who the worker representative in the factory was or what was the responsibility of the worker representative. Management said the training may be not in place, notice will be posted in the workshop. (Reference: the requirement of question 2.5 in amfori BSCI system manual)</p>	<p>主要被审核方部分遵守该准则。工厂有选举员工代表和设置了意见箱，但是4名访谈员工不太了解员工代表是谁，也不清楚员工代表的职责是什么。管理层说可能是培训不到位，将张贴公告在车间。（参考法规：amfori BSCI管理手册中问题2.5的要求）</p>

PA 5: Fair Remuneration

Site: Wuxi Goodways Textile Co., Ltd. Xishan Branch | Site amfori ID: 156-007330-002

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	
<p>5.5 The main auditee does not respect this principle, because the factory didn't provide social insurance to some employees.</p>	<p>主要被审核方未遵循该准则，因为工厂未给部分员工缴纳社会保险。工厂目前合计共有188名员工，其中有10名到达退休</p>

Finding

There were totally 188 employees currently in the factory including 10 retired employees and 1 new workers, so the factory should provide social insurance to 177 employees. The factory had provided the latest three months' social insurance payment records from May.2025 to Jul.2025 for review, it was noted that the factory had provided retirement, medical, unemployment, accident and maternity insurances to 95 employees in the latest social insurance payment cycle (Jul.2025). Moreover, the factory had provided commercial injury insurance to 94 employees including retirees and new workers, and the commercial injury insurance was valid from May 12, 2025 to May 11, 2026. The factory management stated that they would provide social insurance to their employees, but they would also respect their will, but some employees were reluctant to buy social insurance. The factory did not collect and retain the information of new rural cooperative medical insurance and/or new rural social endowment insurance bought by workers themselves. (Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72&73)

年龄的员工和1名新工人，因此工厂应给177名员工缴纳社保。工厂提供了最近三个月的社保缴费记录（2025年5月到2025年7月）以供查看，记录显示在最近一次社保缴费周期（2025年7月），工厂已经给95名员工缴纳了养老、医疗、生育、失业和工伤保险。工厂给94名员工包含退休人员和新工人购买了商业意外险，商业意外险的有效期从2025年5月12日到2026年5月11日。工厂管理层表示工厂会给员工缴纳社保，但也会尊重员工的意愿，但是部分工人不愿意买社保。工厂未收集和保留工人自己购买新农合和/或新农保的相关资料。（参考法规：中华人民共和国劳动法（2018修正）第七十二条和七十三条）

PA 6: Decent Working Hours

Site: Wuxi Goodways Textile Co., Ltd. Xishan Branch | Site amfori ID: 156-007330-002

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

Finding

6.2 The main auditee partially respects this principle, because sampled 16 out of 16 workers' monthly overtime hours exceeded legal requirement in some months. Auditor selected 16 samples from provided attendance records, among them, auditor selected 16 samples from Jun.2025 (current month), and selected 16 samples from May.2025 (random month), and selected 16 samples from Nov.2024 (random month), the detail was listed as below:
1st sampled month Jun. 2025, standard monthly hours (160h), maximum monthly OT (36h);
2nd sampled month May. 2025, standard monthly hours (152h), maximum monthly OT (41h);

LOCAL LANGUAGE

主要被审核方部分遵循该准则，因为抽样的16名员工中的16名员工的在部分月份的月加班时间超过法规要求。审核员从工厂提供的考勤记录中抽取16个样本，其中，从当前月2025年6月份(当前月)抽取了16个，从随机月2025年5月(随机月)抽取了16个，从随机月2024年11月(随机月)抽取了16个，具体如下：
第一份样本2025年6月，标准月工时160小时，最大月加班36小时；
第二份样本2025年5月，标准月工时152小时，最大月加班41小时；
第三份样本2024年11月，标准月工时168小时，最大月加班41小时；
管理层解释由于订单有时候会集中在有些月份，且

Finding	
<p>3rd sampled month Nov. 2024, standard monthly hours (168h), maximum monthly OT (41h); The facility management declared that due to some orders were concentrated in some months sometimes and the production schedule was not reasonable, it leads to excessive overtime work happened in some months. Factory provided the electronic attendance records from Jun.01, 2024 to Jul.28, 2025 for review, max daily overtime was 1 hour, max weekly working hours were 51 hrs. (Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41)</p>	<p>生产计划安排不合理，导致部分月份加班超时。工厂提供了2024年6月1日至2025年7月28日的考勤供查看，最大日加班1小时，最大周工时51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: Wuxi Goodways Textile Co., Ltd. Xishan Branch | Site amfori ID: 156-007330-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 The main auditee partially respects this principle because 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, but there were still findings issued due to management negligence. (Reference: the requirement of question 7.1 in amfori BSCI system manual and Regulations on Fire Prevention of Warehouse (1990) Article 18)</p>	<p>主要被审核方部分遵守该准则。原因是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，导致仍然有问题发生。(参考法规: amfori BSCI管理手册中问题7.1和仓库防火安全管理规则(1990)第十八条)</p>

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	
<p>7.11 The main auditee partially respects this principle because some finished goods and raw materials in the warehouse were stored against the wall and pillar, safe distance was not kept. The factory explained that against the wall was to prevent the goods from falling down. (Reference:</p>	<p>主要被审核方被审核部分遵循该准则，因为工厂仓库部分成品和原料靠墙和柱堆放，未保持安全距离。工厂解释靠墙是防止货物倒下来。(参考法规: 仓库防火安全管理规则(1990)第十八条)</p>

Finding	
Regulations on Fire Prevention of Warehouse (1990) Article 18)	

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
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Finding	
<p>7.25 The main auditee partially respects this principle, because the factory had not conducted occupational health assessment of the workshop with noise and cotton dust, the environment in the workshop was in good condition. According to relevant regulation, factory should conduct occupational health assessment of the workshop once every 3 years. Factory said they did not know such requirement. (Reference: Regulations on the Administration of Occupational Health in Workplaces 2020, Article 20)</p>	<p>主要被审核方部分遵循该准则，因为工厂未曾对车间做噪音和棉尘检测，车间存在噪音和棉尘，车间环境尚可。根据相关法规，工厂应每三年对车间做一次职业病危害因素检测。工厂解释他们不清楚相关要求。(参考法规: 工作场所职业卫生管理规定 2020第二十条)</p>