

Monitored Party Jinjiang xinnanxing shoes plastic manufacturing co.,ltd	amfori ID 156-032456-000	Address No. 33, South Lake West Road, Wudai Village, Chendai Town, Jinjiang City, Quanzhou , Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner ELEVATE
Monitoring Start Date 21/02/2025	Closing Meeting Finished Date 23/02/2025	Submission Date 28/02/2025
Expiration Date 05/03/2026	Announcement Type Semi Announced	
Site Jinjiang xinnanxing shoes plastic manufacturing co.,ltd	Site amfori ID 156-032456-001	

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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	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 lead auditor: William Zhou, APSCA membership number: CSCA 21701088.

Name of team auditor (if applicable): N/A

Monitoring partner name (audit company): ELEVATE.

Audit schedule details: The audit was planned for 1 auditor x 1.0 day. The follow-up audit (Semi-announced) was conducted on February 21, 2025.

Business partner information: Jinjiang xinnanxing shoes plastic manufacturing co., ltd is located at No. 33, South Lake West Road, Wudai Village, Chendai Town, Jinjiang City, Quanzhou, Fujian, China as per onsite observation. The factory address is the same with BSCI platform and BL and actual production site. Factory obtained its business license in 2003 and started their operation in current location in 2003. The factory's local name is “晋江新南兴鞋塑制造有限公司 (91350582768597406T)”.

Audited location information: In view of the factory, the factory used one block of 3-storey production building (partially 2F), one block of 6-storey dormitory building, total 12210 m2. No canteen & kitchen were provided.

Operating shifts and hours: Payroll record from February 2024 to January 2025 and time record from February 2024 to audit day were provided for review. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; 1 shift for all sections: 8:00-12:00, 14:00-18:00. Overtime was 2 hours per day, 5 times per day. They always rested on Sundays and public holidays.

Time recording system: Factory used facial recognition & finger printing attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 21.56 per hour which was above the local legal minimum payment requirement (RMB 1960 per month, RMB 11.26 per hour since April 1, 2022); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid by bank transfer on the 15th day of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per record for the latest month January 2025, 76 workers were eligible for the 5 types of social insurance (another 21 workers have exceeded retirement age), the main auditee only provided medical insurance and maternity insurance, pension insurance, unemployment insurance and injury insurance for 1 eligible worker (1.32% of workers covered), Remark: No waiver was obtained. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. The factory provided commercial accident insurance for all workers valid from November 20, 2024 to November 19, 2025.

Worker number information: Based on the audit booking, there are total 98 employees in the factory, including 61 male employees and 37 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 20 years old. There were 79 production employees (including cutting, sewing, lasting, inspection, packing and warehouse) and 19 non-production employees (including management person, production development, sales and services).

Good practices: Factory calculated the living wage.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were two worker's representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances and good practice to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7.

Living wage calculation: This audit was used Anker Methodology to collect factory's living wage data. Factory calculated

the living wage by themselves, and auditor accepted it.

Remarks: N/A

SITE DETAILS

Site
Jinjiang xinnanxing shoes plastic manufacturing co.,Ltd

Site amfori ID
156-032456-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	1,960	Monthly
Lowest wage paid for regular work at the site	3,751	Monthly
Calculated living wage in local currency	2,417.37	Monthly
Total sample	8	Workers

Other Metrics

Male workers	61	Workers
Female workers	37	Workers
Non-binary workers	0	Workers
Permanent workers - Male	61	Workers
Permanent workers - Female	37	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	15	Workers
Management - Female	4	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	48	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	61	Workers
Workers hired directly - Female	37	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	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Jinjiang xinnanxing shoes plastic manufacturing co.,ltd | Site amfori ID: 156-032456-001

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
Finding	
<p>Previous finding: Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the auditee did not strictly take a cyclical management system approach (i.e. plan, do, check, and adjust) to ensure that all policies and procedures are followed. Although the factory had set up a management system to implement the amfori BSCI Code of Conduct, gaps were still noted in Performance Area 1, 2, 5, 6 and 7. This violated BSCI 1.1. This question is rated as "Partially" because the factory had set up management system, although with some deficiencies.</p> <p>Current status: Not corrected. Based on management interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA2, PA5, PA6, PA7. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据管理层访谈，文件审阅，员工访谈和现场走访，在此次审核过程中，工厂部分遵守了此领域要求，建立了确保BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA2, PA5, PA6, PA7领域均有缺失。（根据amfori BSCI行为准则）</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>Previous finding: Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that although the factory had set up a written procedure on workforce capacity planning, workers' overtime hours were not well controlled, and workers needed to work overtime due to tight production schedule. This violated BSCI 1.4. This question is rated as "Partially" because the factory had set up a written</p>	<p>未改善。根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂部分遵守了此项要求，工厂有建立生产能力评估程序但没有评估记录，同时，问题点PA6.2也反映出人力规划并不是有效的。（根据amfori BSCI行为准则）</p>

Finding

procedure on workforce capacity planning although the procedure was not strictly followed.
Current status: Not corrected. Based on management interview, documents review, worker interview, the main auditee partially respected this principle because the auditee had established workforce capacity procedure without assessment records kept, also finding at PA6.2 reflected that workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)

PA 2: Workers Involvement and Protection

Site: Jinjiang xinnanxing shoes plastic manufacturing co.,ltd | Site amfori ID: 156-032456-001

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

Previous finding: Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that workers were not aware of the content of the amfori BSCI Code of Conduct although trainings were provided. This violated BSCI 2.4. This question is rated as "Partially" because trainings had been provided.
Current status: Not corrected. Based on management interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because, though the facility had posted the BSCI Code of Conduct onsite, arranged related training, some interviewed workers were not clearly aware of BSCI values and principles. (In accordance with amfori BSCI Code of Conduct)

未改善。根据管理层访谈，文件审阅，员工访谈和现场走访，被审核方部分尊重该原则，工厂在现场张贴了BSCI行为准则，安排了相应培训，但一些受访员工并不太清楚BSCI的标准和原则。（根据amfori BSCI行为准则）

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

Previous finding: Based on management interview,

未改善。根据管理层访谈，文件审阅，员工访谈，

Finding

worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not establish or participate in an effective grievance mechanism for its external stakeholders although a grievance mechanism had been set up for its workers to lodge suggestions or complaints. This violated BSCI 2.5. This question is rated as "Partially" because the factory had set up a grievance mechanism for its workers.

Current status: Not corrected. Based on management interview, documents review, worker interview, the main auditee partially respected this principle because the factory did not establish or participate in an effective grievance mechanism for its external stakeholders although a grievance mechanism had been set up for its workers to lodge suggestions or complaints. (In accordance with amfori BSCI Code of Conduct)

工厂部分尊重该原则，审核员发现虽然工厂已为工人建立了供其提出建议或进行投诉的申诉机制，但未建立或参与有效的外部利益相关方的申诉机制。（根据amfori BSCI行为准则）

PA 5: Fair Remuneration

Site: Jinjiang xinnanxing shoes plastic manufacturing co.,ltd | Site amfori ID: 156-032456-001

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

Previous finding: Based on management interview, worker interview and workers' representative interview and according to the social insurance payment receipt provided by factory management, it was noted that only 4 out of 88 employees (i.e. 4.55% of the total workforce) were provided with pension, unemployment and accident insurance, and only 1 out of 88 employees (i.e. 1.14% of the total workforce) was provided with maternity and medical insurance in January 2024. No commercial insurance was provided by the factory to supplement the public social insurance scheme. This violated Article 73 of the Labor Law of the People's Republic of China. This question is rated as "No" because it is a systematic issue. Current status: Based on management interview, documents review, worker interview, the main auditee did not respect this principle because the factory did not provide social insurance for all

未改善。根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂没有达到此项要求，没有按照法律要求为所有员工购买社保。根据工厂提供的2025年1月社保缴费记录查看，工厂76人符合参保资格(另有21人已退休)，其中1名符合参保条件的参加了医疗保险和生育保险，失业保险，养老保险和工伤保险（1.32%员工参保）。备注：工厂没有社保批文。其他员工不愿意支付社保费，不想购买社保。工厂为全部员工购买了有效期从2024年11月20号到2025年11月19号的商业保险。（根据《中华人民共和国社会保险法》第二条和第四条）

Finding

workers as per legal requirement, according to the social insurance receipt of January 2025, 76 workers were eligible for the 5 types of social insurance (another 21 workers have exceeded retirement age), the main auditee only provided medical insurance and maternity insurance, pension insurance, unemployment insurance and injury insurance for 1 eligible worker (1.32% of workers covered). Remark: No waiver was obtained. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. The factory provided commercial accident insurance for all workers valid from November 20, 2024 to November 19, 2025. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4)

PA 6: Decent Working Hours

Site: Jinjiang xinnanxing shoes plastic manufacturing co.,ltd | Site amfori ID: 156-032456-001

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

Previous finding: Based on management interview, worker interview, workers' representative interview, and documentary evidence, it was noted that 30 out of 30 sampled employees worked in excess of the statutory overtime hour limits. A review of 30 sampled employees' time records (10 samples from May 2023, 10 samples from September 2023, 10 samples from the most recent paid month January 2024) yielded the following: 10 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e. 60 to 62 hours) in March 2023, 10 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e. 68 hours) in September 2023, 10 out of 10 sampled employees worked in excess of 36 overtime hours per month (i.e. 66 to 68 hours) in January 2024, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC. This question is rated as "No" because it is a systematic issue. Current status: Not corrected. Based on

未改善。根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂没有遵守此项要求，根据2025年1月，2024年8月和2024年3月抽样的共24名员工的考勤记录(2025年1月8名，2024年8月8名，2024年3月8名)，在此次审核中，审核员发现在2025年1月随机抽取的8名工人中，有8名工人的月加班时间超过36小时(来自各个车间)，最高达到48小时；在2024年8月随机抽取的8名工人中，有8名工人月加班时间超过36小时(来自各个车间)，最高达到80小时；在2024年3月随机抽取的8名工人中，有8名工人月加班时间超过36小时(来自各个车间)，最高达到74小时。日加班每天2小时，每周最多5天。(根据中华人民共和国劳动法第41条)

Finding

management interview, documents review, worker interview, the main auditee didn't respect this principle because based on 24 sampled employees' attendance records (8 samples from the most recent month of January 2025, 8 samples from August 2024 and 8 samples from March 2024) , it was noted that the monthly overtime hours of 8 out of 8 randomly selected workers (from all sections) exceeded 36 hours in January 2025 with the highest of 48 hours; 8 out of 8 (from all sections) exceeded 36 hours in August 2024 with the highest of 80 hours; 8 out of 8 (from all sections) exceeded 36 hours in March 2024 with the highest of 74 hours. Daily overtime were 2 hours per day, at most 5 days per week. (In accordance with Article 41 of the Labor Law of the PRC)

PA 7: Occupational Health and Safety

Site: Jinjiang xinnanxing shoes plastic manufacturing co.,ltd | Site amfori ID: 156-032456-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not provide occupational health checks to employees in production workshops who were exposed to occupational hazards (e.g. chemicals). This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. This question is rated as "No" because it is a systematic issue.

Current status: Not corrected. Based on management interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because

1. The factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. However, some H&S issues were identified during the audit. (In accordance with amfori BSCI Code of Conduct)

未改善。根据管理层访谈，文件审阅，员工访谈和现场走访，工厂部分达到此项要求。

1. 工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但在审核过程中依旧存在着一些健康安全问题。（根据amfori BSCI行为准则）

2. 审核员发现工厂未给成型部使用胶水的员工（接触化学品）员工提职业病健康检查（根据《中华人民共和国职业病防治法》第三十五条）

Finding

2. The factory did not provide Occupational Disease Health Check for its workers who used glue in lasting section (contacted chemical). In accordance with PRC Occupational Disease Prevention Law article 35)

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

Previous finding: Based on management interview, worker interview, workers' representative interview and site observation, it was noted that all workers in the lasting workshop were not wearing personal protective equipment (e.g. protective masks) while working. This violated Article 42 of Law of the People's Republic of China on Production Safety. This question is rated as "No" because it is a systematic issue.

Current status: Based on management interview, worker interview, factory tour, documents review, the main auditee partially respects this principle because it was noted that the factory had provided rubber gloves to all 5 workers who used glue in lasting section on 2F of the 1 block of 3-storey production building. However, 2 workers did not use them during work. Currently they used active carbon masks during work. (In accordance with Law of the People's Republic of China on Work Safety article 45 & 47)

未改善。根据管理层访谈，员工访谈，现场走访和文件审阅，被审核方（生产商）部分遵循该准则。原因是：审核员发现工厂给1栋3层生产楼2楼成型车间5名使用胶水的员工都提供了橡胶手套，但是有2名员工在工作时没有佩戴。现在他们都佩戴了活性炭口罩。（根据《中华人民共和国安全生产法》第45,47条）

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

Previous finding: Based on management interview, worker interview, workers' representative interview and site observation, it was noted that 1. All chemicals (e.g. glue) being used in the production area were not placed in anti-leakage facilities (e.g. secondary container). This violated Article 20 of Regulation for Safety of Hazardous Chemical. 2.

未改善。根据文件审阅，员工访谈，现场走访，工厂部分达到此项要求，1. 工厂没有为存放在1栋三层生产楼2楼成型车间的化学品（例如胶水）设置相应防渗漏设施。（根据《危险化学品安全管理条例》第二十条）2. 工厂存放在1栋三层生产楼2楼成型车间20%的化学品（例如胶水）没有张贴安全标签。（根据《工作场所安全使用化学品的规定》第十二条和

Finding	
<p>Nearly 20% of chemical (e.g. glue) containers being used in the production area were not posted with safety labels. This violated Article 14 of the Regulation for Chemical Usage Safety in Workplace. This question is rated as "No" because it is a systematic issue.</p> <p>Current status: Based on documents review, worker interview and factory tour, the main auditee partially respected this principle because: 1. it was noted that the factory did not have anti-leakage facilities for its chemicals stored in lasting section on 2F of the 1 block of 3-storey production building. (In accordance with Regulation for Safety of Dangerous Chemical article 20) 2. it was noted that no safety labels were attached on 20% chemical containers such as stored in lasting section on 2F of the 1 block of 3-storey production building. (In accordance with Regulation for Chemical Usage Safety in Workplace, article 12 & Article 14)</p>	第十四条)

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>Previous finding: Based on management interview, worker interview, workers' representative interview and site observation, it was noted that all sewing machines being used in the sewing workshop were not equipped with needle guards, and all upper drawing machines being used in the lasting workshop were not equipped with pulley guards. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. This question is rated as "No" because it is a systematic issue.</p> <p>Current status: Based on documents review, worker interview and factory tour, the main auditee partially respects this principle because it was noted that all sewing machines being used in the sewing workshop were not equipped with needle guards, and 4 of them are missing safety pulley guard; all upper drawing machines being used in the lasting workshop were not equipped with pulley guards (In accordance with Article 6.1.1 of Code of Design of Manufacturing Equipment Safety and Hygiene)</p>	<p>未改善。根据文件审阅，员工访谈，现场走访，被审核方（生产商）部分遵循该准则。原因是：审核员发现工厂在车缝部所有缝纫机没有针挡，其中4台缝纫机没有皮带轮保护罩，成型车间正在使用的拉帮机均未安装皮带轮防护罩。（根据《生产设备安全卫生设计总则》第 6.1.1 条）</p>

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

Previous finding: Based on management interview, worker interview and site observation, it was noted that toilets in the production area were not equipped with privacy doors, and toilet papers and soap were not provided in the toilets. Furthermore, sanitary conditions in the toilets were not properly maintained. This violated BSCI 7.22. This question is rated as "No" because it is a systematic issue.
Current status: Not corrected. Based on management interview, worker interview, workers' representative interview and site observation, the main auditee partially respected this principle because the factory had provided washing liquid and toilet paper in the toilets in the production area, but toilets were not equipped with privacy doors, and the sanitary conditions in the toilets were not properly maintained.

未改善。根据管理层面谈、工人面谈和现场观察，工厂部分达到此项要求，工厂已经为生产区域的厕所提供了洗手液和纸巾，但厕所没有安装隐私门，且厕所的卫生条件较差。