

Monitored Party PU TIAN XIN FA Footwear Co., Ltd	amfori ID 156-057458-000	Address NO. 1116# OF LI HUA WEST ROAD, Huating Town, Chengxiang District, Putian City, Fujian Province, P.R.China, Putian, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 23/09/2025	Closing Meeting Finished Date 27/09/2025	Submission Date 27/09/2025
Expiration Date 14/10/2026	Announcement Type Semi Announced	
Site PU TIAN XIN FA Footwear Co., Ltd	Site amfori ID 156-057458-001	

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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: Nick Tang; APSCA registered number: CSCA21700637

Monitoring partner name: QIMA LIMITED. APSCA Membership Number: 11600049.

Audit schedule details: (Total md is 1.5MD) The audit was planned for 1 auditor x 1.5 day. 1 day on site, and 0.5 day for reporting.

Announcement Type: Semi-announced Follow-up Monitoring

Business partner information:

PU TIAN XIN FA Footwear Co., Ltd

Business license registration number: 91350300MADM2D373L

莆田市鑫发鞋业有限公司

No. 1116# of Li Hua West Road, Huating Town, Chengxiang District, Putian City, Fujian Province, China

中国福建省莆田市城厢区华亭镇荔华西大道1116号

The auditee established on 2024-05-17.

The factory specialized in the manufacturing of shoes.

The main production activities in the factory were Cutting, Sewing, Molding, Inspection, Packaging.

The production capacity was 12000000 per year.

Audited location information:

In view of the facilities, the facility rents two flat buildings, two 2-storey buildings, two 5-storey buildings and one 9-storey building for offices, production areas and warehouses. One 7-storey building and one 4-storey building were used as dormitory, one flat building was used as canteen and kitchen.

1F of the 2-storey building #1 was used as warehouse.

2F of the 2-storey building #1 was used as warehouse.

1F of the 2-storey building #2 was used as warehouse.

2F of the 2-storey building #2 was used as warehouse.

One flat building #1 was used as pasting workshop.

One flat building #2 was used as warehouse.

1F the 5-storey building #1 was used as cutting workshop.

2F/3F the 5-storey building #1 was used as warehouse.

4F/5F the 5-storey building #1 was used as sewing workshop.

1F the 5-storey building #2 was used as warehouse.

2F-5F the 5-storey building #2 was used as lasting workshop.

One flat building #3 was used canteen and kitchen.

1-4F of the 4-storey building was used as dormitory.

1-7F of the 7-storey building was used as dormitory.

1-9F of the 9-storey building was use as office. \

Operating shifts and hours:

All employees worked for 8 hours per day and 5 days a week from Monday to Friday, sometimes had overtime on Saturdays and had rest on Sundays and Holidays. The employees worked in one shift from 8:00-12:00, 13:30-17:30.

The peak months were not obvious. The attendance records from Aug 2024 to the audit day were reviewed in the audit.

10 randomly selected records for July 2025 (current month), May 2025 (randomly selected month), and Dec 2024 (randomly selected month) were selected for checking.

According to the provided attendance records and workers interviews, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hour was 78 hours per week and the maximum monthly overtime hour was 88 hours.

Time recording system:

The auditee used electronic system to record workers' working time.

Salary payment details:

The local minimum wage was RMB 2045/month(RMB 11.75/hour) since Apr 01, 2025. Payroll records from from Aug

2024 to July 2025 were provided for review. 6 randomly selected records for July 2025 (current month), May 2025 (randomly selected month), and Dec 2024 (randomly selected month) were selected for checking. Workers were paid by monthly rate basis; the minimum basic wage was RMB 2700/month(RMB 15.52/hour) , which was meet the legal requirement. Wage was released by bank transfer on the 30th of the next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and rest days respectively. No overtime work was arranged on Sundays and holidays. Some employees had participated in social insurance. All employees had participated in commercial accident insurance.

Worker number information:

Total worker number: 728.

Non-production workers: 75, including 40 males and 35 female.

Production worker number: 653, including 281 males and 372 females.

Domestic migrant workers: , 388, including 197 males and 191 females.

Worker organization details:

There was no labor union in the auditee currently, seven worker representatives had been elected by employees, and the auditee had conducted internal communication meetings with the worker representative regarding workplace-related issues regularly.

Circumstances:

The production and workforce were operated in normal level.

Summary of findings:

Performance area 1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Some non-compliances were noted in several performance areas. Monthly overtime hours exceeded the legal requirement was noted in this audit.

Performance area 2:

The main auditee did not define long term goals to protect workers according to the BSCI Code of Conduct. The workers representative and some interviewed workers were not quite aware of BSCI values and principles.

Performance area 5:

The facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. Social insurance was provided to partial employees and commercial injury insurance provided for all employees.

Performance area 6:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Monthly overtime hours exceeded the legal requirement.

Performance area 7:

The health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations were identified during the audit .The workers and their representative were not involved in health and safety risk assessment. Punching workers did not wear earplug.

Living wage calculation:

The facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage.

Remark:

1. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.
2. Below documents were not uploaded because:
 - 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
 - 2). There are no agencies used by the auditee, which makes the agency labour contract not applicable.
 - 3). There are no collective bargaining agreements set by the auditee, which makes the collective bargaining agreements not applicable.

4). There is no documented valid authorization to make exemptions on working hours by the auditee, which makes the documented valid authorization to make exemptions on working hours not applicable.

SITE DETAILS

Site
PU TIAN XIN FA Footwear Co., Ltd

Site amfori ID
156-057458-001

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	728	Workers
Legal minimum wage in local currency	2,045	Monthly
Lowest wage paid for regular work at the site	2,700	Monthly
Calculated living wage in local currency	2,816	Monthly
Total sample	6	Workers

Other Metrics

Male workers	321	Workers
Female workers	407	Workers
Non-binary workers	0	Workers
Permanent workers - Male	321	Workers
Permanent workers - Female	407	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	7	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	197	Workers
Domestic migrant workers - Female	191	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	321	Workers
Workers hired directly - Female	407	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	4	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: PU TIAN XIN FA Footwear Co., Ltd | Site amfori ID: 156-057458-001

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	
The follow-up audit on 23 Sep 2025. The previous finding had not been corrected. The factory established and implemented amfori BSCI management system, but continuous improvement was needed because some non-compliances were noted in several performance areas. In accordance with amfori BSCI requirement 1.1.	跟进审核(23/09/2025)，上次发现的问题未改善。工厂建立和实施了amfori BSCI管理体系，但仍然需要持续改善，因为在几个执行领域发现一些不符合项。根据amfori BSCI要求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	
The follow-up audit on 23 Sep 2025. The previous finding had not been corrected. Through document review and management interview, auditor found that the facility did not properly organize its workforce to meet the expectations of the delivery order and/or contracts because employees' monthly overtime hours exceeded the legal requirement was noted in this audit. In accordance with amfori BSCI requirement 1.4.	跟进审核(23/09/2025)，上次发现的问题未改善。通过文件查阅和管理人员访谈，发现企业没有提供证据证明企业有效组织其劳工来达成交付订单和/或合同的预期，因为发现员工的月加班超过法律的要求。根据amfori BSCI要求1.4。



PA 2: Workers Involvement and Protection

Site: PU TIAN XIN FA Footwear Co., Ltd | Site amfori ID: 156-057458-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
The follow-up audit on 23 Sep 2025. The previous	跟进审核(23/09/2025)，上次发现的问题未改善。

Finding	
<p>finding had not been corrected.</p> <p>Based on management interview and document review, the main auditee did not define long term goals to protect workers according to the BSCI Code of Conduct. In accordance with amfori BSCI requirement 2.2.</p>	<p>根据文件审核及管理层访谈发现工厂未根据BSCI行为准则建立起长期目标以保护员工。根据amfori BSCI要求2.2。</p>

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>The follow-up audit on 23 Sep 2025. The previous finding had not been corrected.</p> <p>The facility has posed the BSCI Code of Conduct publicly, and provided BSCI training with all employees, but according to interviews, it was noted that the workers representative and some interviewed workers were not quite aware of BSCI values and principles. In accordance with amfori BSCI requirement 2.4.</p>	<p>跟进审核(23/09/2025)，上次发现的问题未改善。工厂张贴了BSCI行为准则，并且提供了对员工的培训记录供审阅。但员工代表和一些受访员工并不太清楚BSCI的标准和原则。根据amfori BSCI要求2.4。</p>

PA 5: Fair Remuneration

Site: PU TIAN XIN FA Footwear Co., Ltd | Site amfori ID: 156-057458-001

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	
<p>Through workers' interview, the minimum wage that the factory paid were enough to cover the basic needs of its employees living, but during management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. In accordance with amfori BSCI social requirement 5.4.</p>	<p>通过员工访谈确认工厂支付的最低工资可以满足员工的基本生活需求，但通过管理层面访谈发现企业不了解当地的生活工资，不清楚如何评估计算生活工资。根据amfori BSCI要求5.4。</p>

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>Through document review, management interview and employees' interview, it was noted that total 728 employees in the factory include 130 retired and rehired personnel and no new employees, only 230 employees had participated in basic endowment insurance, unemployment insurance, all employees had participated in injure insurance, no employees had participated in maternity insurance and medical insurance. All the employees had participated in commercial insurance. In accordance with the Social Insurance Law of the People's Republic of China, Article 10 , Article 23 , Article33 , Article 44 and Article 53.</p>	<p>通过文件审核，管理层访谈及员工访谈发现，据了解，工厂共有728名员工，其中退休和再就业人员130名，没有新员工，只有230名员工参加了基本养老保险和失业保险，所有员工参加了工伤保险，没有员工参加生育保险和医疗保险。企业为所有员工提供了商业保险。根据《中华人民共和国社会保险法》第十条、第二十三条、第三十三条、第四十四条、第五十三条的规定。</p>

PA 6: Decent Working Hours

Site: PU TIAN XIN FA Footwear Co., Ltd | Site amfori ID: 156-057458-001

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	
<p>The follow-up audit on 23 Sep 2025. The previous finding had not been corrected. Overtime hours exceeded the legal requirement. Through document review, auditor found that the monthly overtime hours for 6 out of 6 randomly selected employees were 78 hours in Aug 2024 (current month), 72 hours in May 2025 (random month) and 76 hours in Dec 2024 (random month). In accordance with the PRC Labour Law article 41.</p>	<p>跟进审核(23/09/2025)，上次发现的问题未改善。加班时间超过法规要求。通过文件审核，审核员发现在抽取6名员工中的6人在2025年7月（当前月）的考勤中的月加班时间为78小时，2024年5月份（随机月）的考勤中的月加班时间为72小时，2024年12月份（随机月）的考勤中的月加班时间为76小时。依据《中华人民共和国劳动法》第41条。</p>

PA 7: Occupational Health and Safety

Site: PU TIAN XIN FA Footwear Co., Ltd | Site amfori ID: 156-057458-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The follow-up audit on 23 Sep 2025. The previous</p>	<p>跟进审核(23/09/2025)，上次发现的问题未改善。</p>

Finding	
<p>finding had not been corrected.</p> <p>Based on the limited evidence, the main auditee partially does not respect this principle because it was noted that the health & safety management system was not operated effectively, which resulted in some findings on PA7 regarding violations on legal occupational health and safety regulations were identified during the audit. In accordance with amfori BSCI Social Requirement 7.1.</p>	<p>在评估中发现,工厂的健康安全管理体系没有有效运行,导致在PA7发现关于违反法定的职业健康安全问題。根据amfori BSCI社会要求7.1。</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The follow-up audit on 23 Sep 2025. The previous finding had not been corrected.</p> <p>It was noted that there was no cooperation between management and worker representative and employees when developing and implementing system towards ensuring OHS, for example, through worker representative interview and employee interview, it was noted that the workers and their representative were not involved in health and safety risk assessment. In accordance with amfori BSCI Social Requirement 7.4.</p>	<p>跟进审核(23/09/2025),上次发现的问题未改善。审核发现被审核方在制定和推行健康安全系统时,管理层与员工代表和员工之间缺乏合作,例如,通过对工人代表及工人的访谈,得知工人和工人代表没有参与职业健康安全风险的评估。</p>

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	
<p>The follow-up audit on 23 Sep 2025. The previous finding had not been corrected.</p> <p>The facility had provided the personal protective equipment to employee but did not supervise employees to use them properly. During facility tour, auditor found about 10% punching workers did not wear earplug. In accordance with Law of the PRC on Work Safety article 42.</p>	<p>跟进审核(23/09/2025),上次发现的问题未改善。企业给员工配备了个人防护用品但未有效监督佩戴。在现场巡查时,审核员发现约10%冲裁工人没有佩戴耳塞。依据《中华人民共和国安全生产法》第四十二条规定。</p>