

Monitored Party Jining Sport Sports Products Co., Ltd.	amfori ID 156-018307-000	Address (In the Courtyard of China Urban Construction 13th Bureau (Shandong) Construction Co., LTD) The West Side of 200 Meters South to the Intersection of Hongxiang Road and Jiacheng Road, Tuanli Town, Jining Economic Development Zone, Jining City, Shandong Province, China, 272415 Jining, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 03/07/2025	Closing Meeting Finished Date 05/07/2025	Submission Date 09/07/2025
Expiration Date 09/07/2027	Announcement Type Semi Announced	
Site Jining Sport Sports Products Co., Ltd.	Site amfori ID 156-018307-002	

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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	A	

Bargaining

PA 4: No Discrimination, Violence or Harassment

A



PA 5: Fair Remuneration

A



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

Name of lead auditor: Wallace Wang, APSCA membership number: CSCA21703536

Name of team auditor, observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name: ALGI HOLDING COMPANY LLC, APSCA membership number: 11600033

Audit schedule details: The audit was planned for 1 auditor x 1.5 on-site days. The full audit (Semi-announced) was conducted on July 03-04, 2025.

Business partner information: Jining Sport Sports Products Co., Ltd. (Local Name: 济宁思博特运动制品有限公司, Uniform Code of Social Credit: 9137082934928080XB) was located at (In the Courtyard of China Urban Construction 13th Bureau (Shandong) Construction Co., LTD) The West Side of 200 Meters South to the Intersection of Hongxiang Road and Jiacheng Road, Tuanli Town, Jining Economic Development Zone, Jining City, Shandong Province, China. The factory was established and started production on September 06, 2015 and was specialized in manufacturing of garments and gloves. Main production processes included cutting, sewing, ironing, inspection and packing. No production process needed to be subcontracted.

Audited location information: The factory owned one flat building as office, cutting, sewing, ironing, inspection and packing workshop and warehouse. No dormitory, kitchen, canteen or transportation was provided for the employees. The construction areas used by the factory were around 3400 square meters.

Operating shifts and hours: All employees worked in one shift and the regular working hours of the employees were from 08:00 to 17:00 with lunch break from 12:00 to 13:00 (8 hours per day). There was no obvious peak season in the factory. Normal working days were from Monday to Friday. The workers generally worked overtime voluntarily for no more than 2 hours from 18:00 to 20:00 per day on weekdays in needed and for no more than 8 hours per day on Saturdays. Time recording system: fingerprint and face scanning attendance machine.

Salary payment details: All employees were paid by hourly rate. Wages were paid by bank transfer on or before the 30th date of each month for the preceding month. During the current audit, payroll records from June 2024 to May 2025 and attendance records from June 01, 2024 to the audit day were provided for review. The auditor randomly selected 12 samples from each of May 2025 (Last paid month), December 2024 (Random month) and July 2024 (Random month) for verification.

Worker number information: On the audit day, there were total 98 employees, including 3 non-production employees and 95 production employees. Of the 95 production employees, 7 were males and 88 were females. No migrant employee worked in the factory. No any other special group workers (such as interns, apprentices, contractor workers) were noted during this audit.

Good practices: No Good practice was noted in the audit.

Worker organization details: No labor union was available. However, worker committee was established in the factory. Two worker representatives were elected by workers.

Circumstances: Mr. Han Bin / Manager and Mr. Song Ziwen / Worker representative participated in the opening & closing meeting. The opening meeting started at 08:00 of July 03, 2025 and the closing meeting ended at 12:00 of July 04, 2025. The auditor communicated the findings in detail to them and allowed them to raise questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA 1:

1.1 The factory did not set up a fully effective management system to implement the BSCI Code of Conduct;

1.4 The factory established procedure on workforce planning, but it was not running effectively, which led to excessive overtime hours.

PA 2:

2.2 The long-term goals to protect workers established by the factory didn't cover all performance areas of BSCI Code of Conduct such as overtime hours;

2.5 The factory did not publish the person responsible for its administration and grievance reporting hot line or email, and the established grievance mechanism did not include all interested parties but only for internal part.

PA 5:

5.5 Insufficient coverage of social insurances.

PA 6:

6.2 Monthly overtime hours exceeded 36 hours.

PA 7:

7.1 Non-compliances with Health & Safety local law and regulations, and the materials were stored against the walls;

7.9 No warning sign was posted for some distribution boxes;

7.17 No needle safety guard was installed for partial sewing machines;

7.22 No toilet paper or soap was provided in the toilet.

Living wage calculation: The local legal minimum wage standard has been raised from CNY 1700 per month equivalent to CNY 9.77 per hour to CNY 1820 per month equivalent to CNY 10.46 per hour since October 01, 2023.

#Living Wage: [The audited factory was located in Jining City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY 2354.17, which was manually collected and calculated by the auditor through Anker's methodology. The Living wage calculation technique used by the auditor was to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there were calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data came from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor was uploaded as part of the report attachments.]

Precautions taken about #COVID-19 in the facility: Not applicable in China.

Remark:

1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable.

2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This was to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

SITE DETAILS

Site
Jining Sport Sports Products Co., Ltd.

Site amfori ID
156-018307-002

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.

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	1,820	Monthly
Lowest wage paid for regular work at the site	3,450	Monthly
Calculated living wage in local currency	2,354.17	Monthly
Total sample	12	Workers

Other Metrics

Male workers	9	Workers
Female workers	89	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	89	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	2	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	0	Workers
Domestic migrant workers - Female	0	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	9	Workers
Workers hired directly - Female	89	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	10	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Jining Sport Sports Products Co., Ltd. | Site amfori ID: 156-018307-002

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>Based on documents review, onsite tour, workers interview and management interview, it was identified that the factory did not yet set up a full effective management system to implement the BSCI Code of Conduct and some non-compliance was detected during this audit in the following performance areas: PA1 Social Management System, PA2 Workers Involvement and Protection, PA5 Fair Remuneration, PA6 Decent Working Hours and PA7 Occupational Health and Safety. The factory management declared that they would continue to improve it. This was partially in compliance with the requirements of BSCI CoC. This question was rated as partially because the factory still met most of the BSCI requirements.</p>	<p>根据文件审阅，现场走访，员工访谈以及管理层访谈发现工厂未能建立一个完全有效的BSCI管理体系以执行BSCI行为守则的要求，当前审核在以下几个执行领域发现一些有待完善的地方：PA1社会责任管理体系，PA2工人参与和保护，PA5公平报酬，PA6体面的工作时间以及PA7职业健康与安全。工厂管理层表示他们会持续改善。这仅部分符合BSCI CoC。此问题点被评定为部分符合是因为被审核方还是满足了大部分BSCI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>Based on documents review, onsite tour, workers interview and management interview, it was identified that the workforce capacity in the factory was not assessed and properly planned to match delivery order contracts or expectations, as monthly overtime working hours exceeding the requirements of national laws and regulations were detected in one out of three sampled months. For details, please refer to 6.2. The management of the factory indicated that the overtime working hours exceeded the legal requirements due to the urgent delivery time. This was partially in compliance with the requirements of Article 41 of PRC Labor Law. This question was rated as partially because management staffs were clear of the production rate, date of delivery and regulatory working hours requirements, the factory made the detailed</p>	<p>根据文件审阅，现场走访，员工访谈以及管理层访谈发现，被审核方没有对现有员工的产能是否可以按时完成客户订单数量进行有效的评估和合理计划，以致于抽样三月份中有一个月发现有员工月加班时间超过国家法规要求的现象。具体加班信息请参考6.2部分。被审核方管理层表示由于交期紧张，导致了加班时间超过法规的要求。这仅部分符合《中华人民共和国劳动法》第41条的要求。此问题点被评定为部分符合是因为管理人员清楚生产效率、交货期以及法规对工作时间的要求，且工厂为每个订单制定了详细的生产计划，以安排生产活动。</p>

Finding	
production plan for each order to arrange the production activities.	

PA 2: Workers Involvement and Protection

Site: Jining Sport Sports Products Co., Ltd. | Site amfori ID: 156-018307-002

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	
<p>Based on documents review, workers interview and management interview, it was identified that the long-term goals to protect workers established by the factory didn't cover all performance areas of BSCI Code of Conduct such as overtime hours. This was partially in compliance with requirements of BSCI CoC.</p> <p>This question was rated as partially because the established long-term goals covered most of the performance areas.</p>	<p>根据文件审阅，员工访谈以及管理层访谈发现，工厂建立的保护员工的长期目标未覆盖到BSCI行为准则的所有方面，比如加班时间。这仅部分符合BSCI CoC。</p> <p>此问题点被评为部分符合是因为建立的长期目标有覆盖到BSCI行为准则的大部分执行领域。</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>Based on documents review, workers interview and management interview, it was identified that the factory did not publish the specific person in charge and their contact information, such as telephone number or email address, and the established grievance mechanism did not include all interested parties but only for internal part. This was partially in compliance with requirements of BSCI CoC.</p> <p>This question was rated as partially because the factory had established the grievance procedures and workers knew the grievance channel.</p>	<p>根据文件审阅，员工访谈以及管理层访谈发现，工厂没有公告具体的负责人及其联系方式，如电话或邮箱等，且申诉机制没有包含所有的利益相关方，只是对工厂内部适用。这仅部分符合BSCI CoC。</p> <p>此问题点被评为部分符合是因为工厂建立了申诉机制且工人了解申诉渠道。</p>

PA 5: Fair Remuneration

Site: Jining Sport Sports Products Co., Ltd. | Site amfori ID: 156-018307-002

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>Based on documents review, workers interview and management interview, it was identified that insufficient social insurance participated. There were 98 employees in the factory including 35 retired employees. There was no new employee within one month, no temporary employee or dispatched employee in the factory. The factory provided social insurance voucher of the last 12 months for review, but the factory purchased the maternity insurance, unemployment insurance, injury insurance, medical insurance and retirement insurance for 52 out of 63 eligible employees (82.54%) per the social insurance voucher of May 2025. The factory purchased group commercial accident insurance for all the 98 employees (100%). The validity period was from November 22, 2024 to November 21, 2025. No social insurance waiver was obtained in the factory. Known from management interview and workers interview, the workers bought rural pension insurance at their hometown and could not repeat purchasing social insurance, but no such document was provided for review. This was partially in compliance with the requirements of Article 72 & 73 of the Labor Law of the People's Republic of China.</p> <p>This question was rated as partially because 82.54% employees had participated in social insurance.</p>	<p>根据文件审阅，员工访谈以及管理层访谈发现，社保参保不足。工厂包括35名退休工人在内有98人。没有新进工人，临时工人和派遣工人。工厂提供了最近12个月的社保记录供审核，但是2025年5月的社保记录显示，在63名符合条件的员工中，工厂只为52名员工购买了生育保险、失业保险、工伤保险、医疗保险和养老保险，比率是82.54%。工厂给全部98名员工购买了团体商业意外险，团体商业意外险比率是100%，有效期为2024年11月22日到2025年11月21日。工厂没有社保批文。通过管理层访谈和工人访谈，工人在家乡购买了农村养老保险，不能再重复购买社保，但是工厂没有提供这样的文件供审查。这部分符合中华人民共和国劳动法第72和73条。</p> <p>此问题点被评为部分符合是因为82.54%的员工参加了社保。</p>

PA 6: Decent Working Hours

Site: Jining Sport Sports Products Co., Ltd. | Site amfori ID: 156-018307-002

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>Based on documents review, workers interview and management interview, it was identified that workers' monthly overtime hours exceeded legal requirement. The factory provided workers' attendance records from June 2024 to the audit</p>	<p>根据文件审阅，员工访谈以及管理层访谈发现，工人的月加班超过法律要求。工厂提供了工人2024年6月1日至审核当天的考勤记录以及2024年6月至2025年5月的工资记录，审核员随机抽取了12名工人的2025年5月（最后发薪月），12名工人的2024年12</p>

Finding

date and payroll records from June 2024 to May 2025 for review, the auditor randomly selected the attendance records and payrolls of 12 samples from May 2025 (Last paid month), 12 samples from December 2024 (Random month), and 12 samples from July 2024 (Random month), based on which it was noted that 1 out of 12 sampled workers' monthly overtime hours exceeded 36 hours in May 2025, and were up to 40 hours. This was partially in compliance with the requirements of Article 41 of Labor Law of the People's Republic of China. This question was rated as partially because most sampled workers' overtime hours in sampled months did not exceed legal requirement. Remark: Workers confirmed that they worked overtime voluntarily.

月（随机月），12名工人的2024年7月（随机月）考勤及工资记录，发现12名抽样工人中有1名在2025年5月加班时间超过了36小时，最大达到40小时。这部分符合中华人民共和国劳动法第41条。此问题点被评为部分符合是因为大多数抽样工人在抽样月份的加班时间没有超过法律规定。备注：工人们反映他们加班是自愿的。

PA 7: Occupational Health and Safety

Site: Jining Sport Sports Products Co., Ltd. | Site amfori ID: 156-018307-002

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on documents review, onsite tour, workers interview and management interview, it was identified that:

1. The factory had established the occupational health and safety regulations and procedures, however, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of goods against wall, safety sign management and machine safety management. This was partially in compliance with requirements of relevant health and safety laws (please refer to question points PA7.1, PA7.9 and PA7.17);
2. Around 10% of goods in warehouse were placed against the wall. The factory management declared that they would continue to improve it. This was partially in compliance with the requirements of Article 18 of Rules Concerning Warehouse Safety and Fire Control.

This question was rated as partially because most questions in this PA were in compliance with requirements of local law.

根据文件查阅，现场走访，员工访谈以及管理层访谈发现：

1. 工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题。比如货物靠墙，安全标志管理和设备安全管理等问题。这仅部分遵循了当地健康安全方面的法规（具体的健康安全法规条款请参阅PA7.1, PA7.9以及PA7.17）；
2. 仓库大约有10%的货物靠墙摆放。工厂管理层表示他们会持续改善。这仅部分符合《仓库防火安全管理规划》第18条。

此问题点被评为部分符合是因为该PA中的大多数问题符合法规要求。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on onsite tour, workers interview and management interview, it was identified that out of total 30 distribution boxes, 3 distribution boxes in the cutting workshop did not have electric shock warning sign. The factory management stated they missed to post electric shock warning sign on some distribution boxes. This was partially in compliance with the requirements of Article 4.2 of Warning Sign in the Guidelines for Safety Signs and Usage GB2894-2008.</p> <p>This question was rated as partially because most distribution boxes had electric shock warning signs in the factory.</p>	<p>根据现场走访，员工访谈以及管理层访谈发现，工厂共有30个配电箱，其中位于裁剪车间的3个没有张贴防触电警告标识。工厂管理层反映他们疏忽了在个别配电箱上张贴防触电警告标识。这仅部分符合《安全标志及使用导则（GB 2894-2008）》警示标志，第4.2条。</p> <p>此问题点被评为部分符合是因为工厂大多数配电箱张贴了防触电警告标识。</p>

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>Based on onsite tour, workers interview and management interview, it was identified that 10% of sewing machines in the sewing workshop were not equipped with needle safety guard. The factory management stated that they missed to install needle safety guards for these sewing machines. This was partially in compliance with the requirements of Article 6.1.4 of Code of Design of Manufacturing Equipment Safety and Hygiene (GB5083-2023).</p> <p>This question was rated as partially because the factory had established machine safety management procedure and appointed production manager responsible for the management of machine safety, the management procedure was not properly implemented.</p>	<p>根据现场走访，员工访谈以及管理层访谈发现，工厂缝纫车间10%的缝纫机没有安装针挡。工厂管理层反映他们对这几台缝纫机的针挡有所疏忽而未安装。这仅部分符合《生产设备安全卫生设计总则（GB5083-2023）》第 6.1.4条的要求。</p> <p>此问题点被评为部分符合是因为工厂建立了机器安全管理程序，并任命了生产主任负责机器安全的管理，但该管理程序未得到有效实施。</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
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Finding

Based on onsite tour, workers interview and management interview, it was identified that no toilet paper or soap was provided in the toilet in the factory. The factory management stated that they missed to provide toilet paper or soap in the toilet. This was partially in compliance with the requirements of BSCI CoC. This question was rated as partially because there were private doors in the toilet, and the condition of the toilet was good.

根据现场走访，员工访谈以及管理层访谈，审核员发现工厂的洗手间没有厕纸和肥皂。工厂管理层称他们忘记在洗手间放置厕纸和肥皂了。这仅部分符合BSCI CoC。此问题点被评定为部分符合是因为工厂洗手间有隐私门，洗手间条件好。