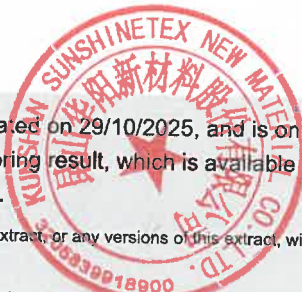


Monitored Party <b>SUNSHINETEX APPARELS (MANGSHI) CO.,LTD</b>	amfori ID <b>156-065215-000</b>	Address <b>Building No. 9, No. 3, Padi Industrial Park, Fengping Town, Mangshi City, 678407 Dehong Prefecture, Yunnan Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>QIMA Limited</b>
Monitoring Start Date <b>16/10/2025</b>	Closing Meeting Finished Date <b>18/10/2025</b>	Submission Date <b>20/10/2025</b>
Expiration Date <b>20/10/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>SUNSHINETEX APPARELS (MANGSHI) CO.,LTD</b>	Site amfori ID <b>156-065215-001</b>	

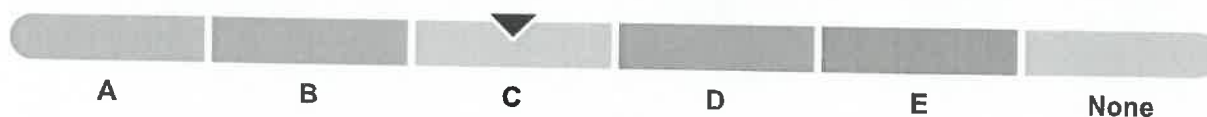
This is an extract of the online Monitoring Result, generated on 29/10/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

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### OVERALL RATING



### SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</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: Eli Ma. APSCA registration number: CSCA 21700316.

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

Audit schedule details: Total mandays are 3.0 mandays. The audit is planned for 1 auditor X 3.0 days. 2.5 day on site and 0.5 day for reporting.

Announcement Type: Semi-announced.

### Business partner information:

SUNSHINETEX APPARELS (MANGSHI) CO.,LTD (Local Name: 华阳服饰(芒市)有限公司, Uniform Code of Social Credit: 91533103MADG4G326C) was located at Building 9, No. 3, Padi Industrial Park, Fengping Town, Mangshi City, Dehong Prefecture, Yunnan Province, China. (Local address: 中国云南省德宏州芒市风平镇帕底工业园区3号9幢). The auditee was established on 9-April-2024. Total land area is 5000 m2 and building area is 13974.62 m2. The auditee was specialized in manufacture of garments, the main production processes was cutting, sewing, cotton filling, ironing, inspection and packaging.

### Audited location information:

The auditee consisted of one 5-storey building used as office, workshop and warehouse (1st floor used as material warehouse, finished goods warehouse, 2nd floor used as ironing, inspection and packing, 3rd floor used as sewing and cotton filling, 4th floor used as office, 5th floor used as office, cutting). No dormitory, canteen, kitchen and transportation provided by the auditee. The auditee had rented the building from Mangshi Construction Investment Development Group Co., Ltd. (landlord), lease contract had provided for review. Through management interview and document review, some primary documents were still using the name of Mangshi Construction Investment Development Group Co., Ltd, such as building construction acceptance report. According to building acceptance report and management interview confirmed, the building was established in September 2023.

### Operating shifts and hours:

The auditee used the face recognition attendance system to record the working hours. All production workers worked in one shift from 07:30 to 11:30 and from 13:00 to 17:00, office employees worked in one shift from 8:00 to 11:30 and from 13:00 to 17:30. 16 sampled workers' attendance records from September 2025 (current month), April 2025 (random month) and December 2024 (random month) were selected for checking. No peak month in the auditee. According to the provided attendance records and workers interviews, the maximum daily overtime hour is 1 hours and the maximum monthly overtime hours are 54 hours in September 2025. The auditee had provided attendance records from 1 October 2024 to 16 October 2025 for review.

### Time recording system:

The auditee used face recognition attendance system to record the working hours.

### Salary payment details:

The auditee has paid sufficient regular wages (RMB 1920 per month/ RMB 11.03 per hour) above the local minimum wage standard, the local minimum wage standard was set at RMB 1920 per month (RMB 11.03 per hour) from 1 October 2024. The auditee had provided payrolls from October 2024 to September 2025 for review. Workers were paid by hourly rate. 16 sampled workers' attendance records from September 2025 (current month), April 2025 (random month) and December 2024 (random month) were reviewed. For overtime wages, the auditee paid 150% and 200% of normal payment for overtime working on weekdays and Saturdays. The wages were paid by cash on 15th of following month. 4 employees had participated in basic endowment insurance, basic medical insurance, unemployment insurance and maternity insurance. The auditee did provide injury insurance and commercial insurance of disability caused by work-related injury or occupational disease for all employees.

### Worker number information:

Total worker number: 217 (including 18 non-production employees and 199 production employees), Production worker number: 199 including 54 male employees and 145 female employees. 3 domestic migrant employees (including 2 male employees and 1 female employee) from other province of China in the auditee. 210 foreign migrant employee from Myanmar used by the auditee.

Worker organization details:

There was one worker representative organization in the auditee. 3 worker representatives were elected by employees. No union in the auditee currently.

Circumstances:

The management was open and cooperative throughout the process of the audit. The requested documents were provided in a timely manner. All necessary areas were allowed access for tour and locked areas encountered during the audit were unlocked timely.

There was no special circumstance during the audit.

Summary of findings:

Performance area 1: The overall observation showed that the auditee partially fulfils the requirement of this performance area. Part procedures were not properly implemented. The auditee had not evaluated its workforce capacity.

Performance area 5: The overall observation showed that the auditee partially fulfils the requirement of this performance area. The auditee management did not assessment living wage. Insufficient social insurance participated.

Performance area 6: The overall observation showed that the auditee partially fulfils the requirement of this performance area. Overtime hours exceeded the legal requirement.

Performance area 7: The overall observation showed that the auditee partially fulfils the requirement of this performance area. The auditee had established EHS procedure, but the procedure was not fully performing. The auditee did not provide occupational health examination for employee. Employee did wear proper PPE. Part distribution box without external cover. No needle guard for sewing machine.

Living wage calculation:

The auditee did not identify the living cost of the workforce in the region, gap between actual remuneration and fair remuneration and potential actions to fill the gaps.

[Remark]:

- 1). There are no contractors used by the auditee, which makes the contractor license/permit not applicable.
- 2). There is 1 agency used by the auditee.
- 3). There are no Comprehensive Working Hours System Waiver and Social Insurance Waiver used by the auditee, which makes the government waivers not applicable.
- 4). There are no union and no collective bargaining agreements used by the auditee, which makes the collective bargaining agreements not applicable.
- 5). There is a personal data protection law in China. Auditor had concealed personnel information in personnel files, such as: employee name, employee telephone number and etc.
- 6). According to Classified Management Directory of Environmental Impact Assessment of Construction Projects (Version 2021), the auditee did not need Environmental Impact Assessment document, no Environmental Impact Assessment document was uploaded on amfori BSCI platform.



## SITE DETAILS

Site  
**SUNSHINETEX APPARELS  
(MANGSHI) CO.,LTD**

Site amfori ID  
**156-065215-001**

### GICS Classification

Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

N.A.

### NACE Classification

N.A.

### GS1 Classifications

N.A.

### Water Stress Situation

N.A.



## METRICS

### Key Metrics

Total workforce	217	Workers
Legal minimum wage in local currency	1,920	Monthly
Lowest wage paid for regular work at the site	1,920	Monthly
Calculated living wage in local currency	2,260.5	Monthly
Total sample	16	Workers

### Other Metrics

Male workers	54	Workers
Female workers	163	Workers
Non-binary workers	0	Workers
Permanent workers - Male	54	Workers
Permanent workers - Female	163	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	3	Workers
Management - Female	3	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	2	Workers
Domestic migrant workers - Female	1	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	50	Workers



Foreign migrant workers - Female	160 Workers
Foreign migrant workers - Non-binary	0 Workers
Workers hired directly - Male	3 Workers
Workers hired directly - Female	4 Workers
Workers hired directly - Non-binary	0 Workers
Workers hired indirectly - Male	50 Workers
Workers hired indirectly - Female	160 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	12 Workers
Sample - Non-binary	0 Workers



# FINDINGS

## PA1: Social Management System

Site: SUNSHINETEX APPARELS (MANGSHI) CO.,LTD | Site amfori ID: 156-065215-001

**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
<b>Finding</b>	
<p>Through document review, the auditee had established social compliance policy and procedures. But part procedures were not properly implemented, details please refer to Performance Area 1 Social Management System and Cascade Effect, Performance Area 2 Workers Involvement and Protection, Performance Area 5 Fair Remuneration, Performance Area 6 Decent Working Hours, Performance Area 7 Occupational Health and Safety and etc. It violated amfori BSCI 1.1.</p>	<p>通过文件查阅，被审核方建立了社会责任方针政策和管理程序。但被审核方部分程序没有有效实施，详细分别见执行领域1供应链管理与级联效应，执行领域2工人参与和保护，执行领域5公平报酬，执行领域6体面劳动时间，执行领域7职业健康与安全等。违反了amfori BSCI 1.1.</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
<b>Finding</b>	
<p>Through document review, the auditee had established workforce capacity management procedure, but the auditee had not reasonable evaluated whether its workforce capacity could meet the expectations of delivery orders or contracts. In addition, based on attendance records provided by the auditee, monthly overtime hours of randomly selected employees exceeded legal requirements. It violated amfori BSCI 1.4.</p>	<p>通过文件查阅，被审核方有建立生产能力管理程序。但没有合理的评估其生产能力是否可以满足其生产订单要求。另外，根据被审核方提供的考勤记录，随机抽取的员工的月加班时间超出了法规要求。违反了amfori BSCI 1.4.</p>

## PA 5: Fair Remuneration

Site: SUNSHINETEX APPARELS (MANGSHI) CO.,LTD | Site amfori ID: 156-065215-001

**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
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Finding	
Through document review and management interview, auditor noted that the auditee management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. The actual regular wage paid by auditee for all employees was more than the fair remuneration figure calculated by audit company and local minimum wage. It violated amfori BSCI 5.4.	通过文件查阅和管理人员访谈，审核员发现被审核方的管理层没有按照 amforiBSCI要求收集相关数据并对当地体面生活工资标准进行评估。但被审核方实际实付的所有员工基本工资高于审核公司计算的公平需求工资也高于最低工资标准。违反了 amfori BSCI 5.4。

**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	
Through document review and management interview, insufficient social insurance participated, there were 217 employees (including 2 workers who had reached retire age) in October 2025, 4 employees (1.86%) had participated in basic endowment insurance, basic medical insurance, unemployment insurance and maternity insurance. In addition, the auditee had provided employment injury insurance and commercial insurance of disability caused by work-related injury or occupational disease from 19 August 2025 to 18 August 2026 for all employees. Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44 and Article 53.	通过文件查阅和管理人员访谈，社会保险参保不足，被审核方2025年10月有217名员工（包括2名退休返聘人员），4人（1.86%）参加养老保险，医疗保险，失业保险，生育保险。此外，被审核方有为所有员工购买了工伤保险和商业意外保险，商业意外保险有效期从2025年8月19日到2026年8月18日。依据《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。

## PA 6: Decent Working Hours

Site: SUNSHINETEX APPARELS (MANGSHI) CO.,LTD | Site amfori ID: 156-065215-001

**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	
Through document review, overtime hours exceeded the legal requirement, auditor found that the monthly overtime hours of 16 out of 16 randomly selected employees were 54 hours in September 2025 (current month), 16 out of 16	通过文件审核，加班时间超过法规要求，审核员发现在抽取的2025年9月份（当前月）的考勤中，16名随机抽取的员工中16人月加班时间为54小时，2025年4月份（随机月）的考勤中，16名随机抽取的员工中16人月加班时间为53小时，2024年12月份

**Finding**

randomly selected employees were 53 hours in April 2025 (random month), 16 out of 16 randomly selected employees were 54 hours in December 2024 (random month). Reference law: The PRC Labour Law article 41.

〔随机月〕的考勤中，16名随机抽取的员工中16人月加班时间为54小时。依据《中华人民共和国劳动法》第41条。

**PA 7: Occupational Health and Safety**

Site: SUNSHINETEX APPARELS (MANGSHI) CO.,LTD | Site amfori ID: 156-065215-001

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

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

1. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, fire protection, escape routes and emergency exit, first aid etc. But the auditee was not fully in line its activities such as no needle guard was installed for sewing machine and etc. It violated amfori BSCI 7.1.  
2. During document review and management interview, auditor found that the auditee did not provide occupational health examination for 1 employee who contact chemical hazardous agents with dust. Reference law: PRC Law of Prevention and Control of Occupational Diseases Article 35.

1.被审核方大部分符合了职业健康安全与其活动相关的规定如关于电力、防火、逃生路线和紧急出口、急救等方面的规定。但是，被审核方没有完全遵守适用于其活动的职业健康安全规定，如缝纫机没有针档等。违反了amfori BSCI 7.1。  
2.通过文件查阅和管理人员访谈，被审核方未对接触粉尘职业危害因素的1名员工提供职业健康检查。依据《中华人民共和国职业病防治法》第三十五条。



**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**

During facility tour, auditor found that 1 employee working in the filling cotton workshop did not wear anti-dust mask which was provided by auditee, only wear normal mask. Reference law: In accordance with Law of the PRC on Work Safety Article 45.

在现场巡查时，审核员发现充棉1名员工没有佩戴被审核方提供的防尘口罩，仅佩戴普通口罩。依据《中华人民共和国安全生产法》第四十五条。

**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**

During factory tour, auditor noted that one distribution box in cutting workshop was not marked with avoid electric shock warning sign. Reference law: In accordance with Law of the PRC on Work Safety Article 35.

在现场巡查时，发现裁剪车间内1个配电箱没有标警告标识。依据《中华人民共和国安全生产法》第三十五条。

**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**

During facility tour, auditor found that no needle guard was installed for all sewing machines in the sewing workshop. Reference law: In accordance with National Safety Technical Code for Electric Equipments-GB19517-2009 Article 2.3.3.

通过现场走访，审核员发现缝纫车间所有缝纫机没有按照针档。依据《国家电气设备安全技术规范》GB19517-2009第2.3.3条。

