Monitoring summary report for Ningbo Fenghua Shuguang Printing Co., Ltd.

MONITORING ID: 26-0390555

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Trade with purpose

Monitored Party **Ningbo Fenghua Shuguang Printing Co., Ltd.**	amfori ID **156-040435-000**	Address **NO.25, Shangqiao Road, Xiwu, Fenghua, Ningbo, Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **SGS**
Monitoring Start Date **20/04/2026**	Closing Meeting Finished Date **22/04/2026**	Submission Date **28/04/2026**
Expiration Date **28/04/2027**	Announcement Type **Semi Announced**	
Site **Ningbo Fenghua Shuguang Printing Co., Ltd.**	Site amfori ID **156-040435-001**	

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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: Silver Wang (APSCA member No. CSCA 21701797).
Name of team auditor (if applicable): NA
Name of observers, translators, trainees, advisors/consultants (if applicable): Nil
Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006).
Audit schedule details: The audit is planned for 1 auditor x 2.5 days. The full audit (Semi-announced) was conducted on Apr 20-22, 2026(Day 1:Arrive time: 9:20, Leave time: 17:30; Day 2:Arrive time: 9:00, Leave time: 17:00;Day 3:Arrive time: 8:30, Leave time: 12:30;).

Business partner information:
Ningbo Fenghua Shuguang Printing Co., Ltd. (宁波市奉化曙光印务有限公司) is located at NO.25, Shangqiao Road, Xiwu, Fenghua, Ningbo, Zhejiang, China(中国浙江省宁波市奉化区西坞街道尚桥路25号). The factory registered in Market Supervision Administration of Ningbo City, having unified social credit code 9133028372408019XQ, valid date from Sep 6, 2000 to Sep 5, 2040. The main product manufactured in the auditee was puzzles,board games, card games and paper toys. The annual output were about 5000000 PCS. The main processing was injection, cutting, die-cutting, printing, face treatment, box making, pressing, assembly and packing.

Audited location information: The factory rented and used three 4-storey buildings and one 1-storey building as workshops, warehouses, canteen and office. No dormitory was provided for workers.
The details as below:
Building A 1F: about 1072 square meters per the floor, used as office, cutting and warehouse.
Building A 2F: about 1072 square meters per the floor, used as office.
Building A 3F: about 1072 square meters per the floor, used as canteen and kitchen.
Building A 4F: about 1072 square meters per the floor, during the audit was idle.
Building B 1F: about 2935 square meters per the floor, used as printing, face treatment workshops.
Building B 2F: about 2935 square meters per the floor, used as packing workshop.
Building B 3F: about 2935 square meters per the floor, used as assembly workshop.
Building B 4F: about 2935 square meters per the floor, used as warehouse.
Building C 1F: about 620 square meters per the floor, used as injection workshop and warehouse..
Building D 1F: about 1728 square meters per the floor, used as die-cutting and pressing workshops.
Building D 2F: about 1728 square meters per the floor, used as box making workshop.
Building D 3F~4F: about 1728 square meters per the floor, used as warehouse.

Operating shifts and hours & Time recording system: The auditee had established a working hour policy to describe the standards of working hours and labor intensity and communicated the policy to each worker. The auditee ensured normal working hours comply with legal requirement and the use of overtime was voluntary. The working hours were recorded by IC card attendance recorder. Based on attendance records provided by the factory from Mar 1, 2025 to Apr 20, 2026, it was noted that all workers conducted one shift as 7:30-11:00,11:30-16:00, 2 OT hours from 16:30 to 18:30 if busy). And workers had right to choose working overtime or not. Factory ensured all workers rest on Sundays and holidays. The auditee supported the right to resting breaks including short breaks during working hours, meal break and night rest.150% and 200% of normal rate would be compensated for overtime on normal working days and Saturdays respectively, and no OT was arranged on Sundays and holidays. The max OT hours were 2 hours per day and 62 hours per month, and the max weekly working hours were 54 hours.
1st sampled month(Aug, 2025) – standard hours (40) + maximum weekly OT (14)
2nd sampled month(Nov, 2025)– standard hours (40) + maximum weekly OT (14)
3rd sampled month(Mar, 2026) – standard hours (40) + maximum weekly OT (14)
1st sampled month(Aug, 2025)– standard hours (168) + maximum monthly OT (62)
2nd sampled month(Nov, 2025)– standard hours (160) + maximum monthly OT (62)
3rd sampled month(Mar, 2026) – standard hours (176) + maximum monthly OT (54)

Salary payment details: The factory set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Mar, 2025 to Feb, 2026 provided by the factory, all workers were paid by monthly rate, and the minimum wage in the factory was RMB4200 per month and

RMB24.14 per hour, which was above the legal requirement. Legal minimum wage was RMB2490/month and RMB14.31/hour since Jan 1, 2024 and RMB2660/month and RMB15.29/hour since Jan 1, 2026. The payment cycle was calendar month.The wage was paid at the end of the following month by bank transfer and pay slip was also provided each month. No deduction except tax was identified according to wages records of workers.

Worker number information:
• Total worker number (production and management workers): 145
• Production worker number (male and female number details should be given):107 (male:62 female: 45)
• Vulnerable worker number (male and female number details should be given): Domestic migrant workers: 96 (male:49 female:47)
• Any other special group workers (interns, apprentices, contractor workers etc.): 0
Good practices: Nil
Worker organization details: No trade union was established in the factory. 2 worker representatives were elected by all employees freely.
Circumstances: Nil
The special circumstances can be classified as followed: Auditor checked on IPE and APP of Tianyancha (a software of checking factory's business license information), and no violation record or fines were found.

Summary of findings:
PA1: 1.1 & 1.4 amfori BSCI code management and working hours' management system was not perfect.
PA2: 2.2 No long term goal was established.
PA5: 5.5 Social insurance did not cover all employees.
PA6: 6.2 Monthly OT hours exceeded legal requirement.
PA7: 7.1 The management system on health and safety was not perfect. 7.6 Some workers did not wear PPEs properly. 7.7 No safety label for some chemicals.
PA3, PA4, PA8, PA9, PA10, PA11, PA12, PA13: Nil

Living wage calculation: Living Wage: The living wage data is obtained from GLWC website.

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

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:
During document review it was evidence that some of required documents were not applicable in organization like Agency Labor Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document report.

SITE DETAILS

Site
Ningbo Fenghua Shuguang Printing Co., Ltd.

Site amfori ID
156-040435-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

Sub Industry
Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**145**	**Workers**
Legal minimum wage in local currency	**2,660**	**Monthly**
Lowest wage paid for regular work at the site	**4,200**	**Monthly**
Calculated living wage in local currency	**3,693**	**Monthly**
Total sample	**15**	**Workers**

Other Metrics

Male workers	**79**	**Workers**
Female workers	**66**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**79**	**Workers**
Permanent workers - Female	**66**	**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	**8**	**Workers**
Management - Female	**2**	**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	**49**	**Workers**
Domestic migrant workers - Female	**47**	**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	**79**	**Workers**
Workers hired directly - Female	**66**	**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	**10**	**Workers**
Sample - Female	**5**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Ningbo Fenghua Shuguang Printing Co., Ltd. | Site amfori ID: 156-040435-001

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	
1.1 The main auditee partially respected this principle because based on document review and management interview, the factory established amfori BSCI management system but the factory did not have a good understanding of the relationship between the long-term goals and short-term investments, so no long-term goal as BSCI requirement was defined. And there were still gaps between the current situation and the amfori BSCI Code, such as: 1) Social insurance was not covered for all employees; 2) No effective system was established to control workers OT working hours etc. Reference: The requirement of question 1.1 in amfori BSCI system manual.	1.1 被审核方部分遵循该准则。原因是根据文件审核和管理层访谈，工厂已建立BSCI管理系统，但由于工厂没有很好的理解长期目标和短期投资的关系，导致工厂没有按照BSCI要求建立长期目标。且工 厂的当前情况与BSCI的行为准则仍然存在一些差距，例如：1）工厂的员工未全员购买社保；2） 工厂未建立有效的系统控制工人的加班时间。 参考标准：amfori BSCI管理手册中问题1.1的要求。

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	
1.4 The main auditee partially respected this principle because based on document review, management interview and workers interviews, factory had established production capacity planning and cost calculation procedures. But relevant procedures were not implemented effectively. Workers' overtime was not controlled. So workers' overtime hours didn't comply with local law requirement. Reference: The requirement of question 1.4 in amfori BSCI system manual.	1.4 被审核方部分遵循该准则。原因是根据文件审核、管理层访谈和员工访谈发现，工厂有建立产能规划及 成本核算程序，但是相关程序没有有效实施，没有控制工人的加班时间，因此工人的加班时间不符合当 地法规要求。 参考标准：amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Ningbo Fenghua Shuguang Printing Co., Ltd. | Site amfori ID: 156-040435-001

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	
2.2 The main auditee did not respect this principle because based on document review and management interview, the long-term goals to protect workers according to the amfori BSCI Code of Conduct was not established in the factory. Reference: The requirement of question 2.2 in amfori BSCI system manual.	2.2 被审核方未遵守该准则。原因是根据文件审核和管理层访谈，工厂未根据amfori BSCI行为准则建立保护员工长期目标。 参考标准：amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

Site: Ningbo Fenghua Shuguang Printing Co., Ltd. | Site amfori ID: 156-040435-001

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	
5.5 The main auditee did not respect this principle because the factory did not provide social insurance to workers as per legal requirement. There were total 145 employees including 25 retired employees and 8 new employees who entered the factory in Apr, 2026, based on social insurance payments review and confirmed with management interview, the factory only provided retirement, illness, maternity, unemployment insurance for 77 employees, and work-related injury insurance or commercial accident insurance for all employees respectively. Based on workers interviewing, they abandoned social insurance by their own volition. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 & 73.	5.5 被审核方未遵循该准则，原因是工厂未按照法规要求给员工缴纳社保。工厂共145名员工包含25名退休员工和2026年4 月新入职的8名员工，根据工厂提供的社保缴费记录及管理层访谈确认，工厂为其中77名员工缴纳了 养老，医疗，生育，失业保险，给所有员工提供了工伤保险或商业险。根据员工访谈，他们自愿放弃社 保。 参考标准：中华人民共和国劳动法（2018修正）第七十二条和第七十三条。

PA 6: Decent Working Hours

Site: Ningbo Fenghua Shuguang Printing Co., Ltd. | Site amfori ID: 156-040435-001

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	
6.2 The main auditee did not respect this principle because the facility established working hours regulation according to local law. Management knew the local law requirement clearly, but due to the high cost of manpower and order delivery was urgent, it was hard to establish effective overtime control system. Based on attendance records from Mar 1, 2025 to Apr 20, 2026, 15 workers' attendance records of Aug, 2025, Nov, 2025 and Mar, 2026 were sampled, and the monthly overtime hours exceeded 36 hours systematically, the maximum monthly overtime working hours were 62 hours (including 22 OT hours in weekdays and 40 OT hours in weekends) in Aug, 2025 and Nov, 2025. 1st sampled month(Aug, 2025)– standard hours (168) + maximum monthly OT (62) 2nd sampled month(Nov, 2025)– standard hours (160) + maximum monthly OT (62) 3rd sampled month(Mar, 2026) – standard hours (176) + maximum monthly OT (54) Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	6.2 被审核方未遵循该准则，原因是工厂依据当地法规建立工时规定，管理人员清楚法规要求，但由于招工成本高，且订单紧急，因 此很难建立一个有效的加班管控系统，根据提供的2025年3月1日-2026年4月20日的考勤 ，抽样15名员工2025年8月，2025年11月和2026年3月的考勤记录，工厂月加班系统 性的超过36小时。最大的月加班时间为2025年8月和11月的62小时，包含22小时的平时加 班及40小时的周末加班。 抽样月一（2025年8月）：标准工时（168）+最大月加班（62） 抽样月二（2025年11月）：标准工时（160）+最大月加班（62） 抽样月三（2026年3月）：标准工时（176）+最大月加班（54） 参考标准：中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: Ningbo Fenghua Shuguang Printing Co., Ltd. | Site amfori ID: 156-040435-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 The main auditee partially respected this principle because based on document review, management interview and observation onsite, the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But there were still finding issued due to management negligence. Reference: The requirement of question 7.1 in amfori BSCI system manual.	7.1 被审核方部分遵循该准则。原因是根据文件审核、管理层访谈和现场观察发现，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。 参考标准：amfori BSCI管理手册中问题7.1的要求。

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	
7.6 The main auditee partially respected this principle because based on observation onsite, management interview and workers interviews, though factory had provided PPEs to relevant operators, but some workers did not wear them properly when in operation, such as two production workers who contacted with noise did not wear safety earplugs when in operation. The factory provided PPE training for workers, but the training was not fully effective. Reference: Production Safety Law of the People's Republic of China (2021 Amendment), Article 45.	7.6 被审核方部分遵循该准则。原因是现场观察、管理层访谈和员工访谈，尽管工厂已经给相关工人提供了 劳保用品，但是仍然有部分工人操作时未正确佩戴，例如2名接触噪音的生产员工操作时未佩戴防护耳 塞。工厂给工人提供了劳保用品方面的培训，但培训未完全有效。 参考标准：中华人民共和国安全生产法（2021修正）第四十五条。

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	
7.7 The main auditee partially respected this principle because based on document review, management interview and observation onsite, though factory had established chemical safety procedure, obtained the MSDS for all chemicals and set secondary containment for chemicals, but no safety label was available for 10% chemicals, such as white glue.The factory provided chemical safety training for workers, but the training was not fully effective. Reference: Regulations on Safety Use of Chemicals in Workplaces (1996) Article 12.	7.7 被审核方部分遵守该原则，原因是根据文件审核、管理层访谈和现场观察，工厂已经建立了化学品安全 程序，获取了所有化学品的安全数据表，并设置了二次容器。但是10%化学品未张贴安全标签，如白 胶。工厂给工人提供了化学品安全方面的培训，但培训未完全有效。 参考标准：工作场所安全使用化学品规定（1996）第十二条。