

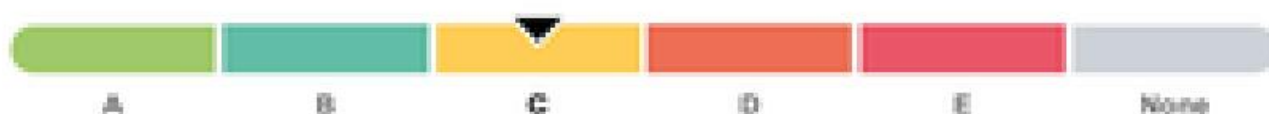
Monitored Party TAIZHOU TAILI LIGHTING CO.,LTD	amfori ID 156-859856-008	Address 2nd floor, Unit 2, NO.11 Building, Caifeng Park, Dongcheng , Linhai, 317600 Taizhou, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 15/12/2025	Closing Meeting Finished Date 15/12/2025	Submission Date 22/12/2025
Expiration Date 22/12/2026	Announcement Type Semi Announced	
Site TAIZHOU TAILI LIGHTING CO.,LTD	Site amfori ID 156-859856-001	

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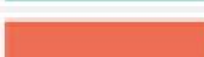
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OVERALL RATING



SECTION RATING

PA 1: 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: Ken Zheng; APSCA membership number: Cisca 21700284

Name of team auditor (if applicable): N/A; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: Bureau Veritas Consumer Products Service, Audit Company APSCA Number: 11800002

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Business partner information: Factory name: TAIZHOU TALU LIGHTING CO.,LTD.台州市台利灯饰有限公司

Factory address: 2nd floor, Unit 2, NO.11 Building, Caide Park, Dongcheng, Linhai, Taizhou, Zhejiang, China浙江省台州市临海市东城街道灯创园11幢2单元

Business license number: 91331082MA2A8H4555

The factory was established on April 8, 2018, it specialized in manufacturing Christmas lights and Decorative lights. The main production activities included injection, welding, soldering, rolling, assembly, inspection and packing. Their capacity was 1,000,000 pcs per year. Peak season in the factory was not obvious.

Audited location information: The factory consisted of 2F and 3F (unit 2) of one 4-storey building (1F: belong to other units; 2F: office, injection section, welding section, soldering section, rolling section, assembly section and packing section; 3F: warehouse and show room; 4F: belong to other units). The total construction area was 2,400 square meters. The floors were owned by factory. The floors were bought from Linhai Linya Real Estate Development Co., Ltd., the factory provided a bought contract for review. The other buildings and floors in the same compound belong to the other units. The main products or services of these units were lights, lights accessory, etc. The management of the factory stated that the above units had independent business licenses, different legal representatives, employees and operations, so the above areas were not included in the audit scope. A quick factory tour upon these factories were allowed, through employee interview on site, all the interviewees claimed that they only worked in their own factory. The working environment was clean, organized, well-lit and ventilated. No dormitory or canteen was provided by the factory.

Operating shifts and hours: Their regular workdays were from Monday to Friday with 8 hours per day. Employees ran one shift from 7:30 to 17:00 with 1.5 hours lunch break from 11:00 to 12:30. And the sample employees' maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 18 hours a week and 56 hours a month in the testing months. The maximal weekly working hours were 56 hours. No overtime working hours were noted on statutory and holidays. The longest consecutively working days were 6 days in the testing periods.

Time recording system: Production workers' working hours were recorded by face or finger recognition attendance machine with detailed time in and time out information.

Salary payment details: Management issued the wages of the current month on or before 25th of following month via cash. All employees were paid based on hourly rate. According to the payroll and attendance records of each 5 sample employees from January 2023, May 2023 and October 2023 (the most recent paid month), it was noted that the regular wages of all sampled employees was at least RMB22.99 per hour, which was more than the local minimum wage RMB2070 per month, equal to RMB11.9 per hour from August 1, 2021 to December 31, 2023 and RMB2260 per month, equal to RMB12.99 per hour since January 1, 2024. All sample employees were paid 150% and 200% of regular wages for their overtime work on weekdays and rest days respectively, which was not less than the statutory requirement.

Worker number information: There were totally 24 employees in the factory, including 11 non-production employees and 13 production employees (4 males and 9 females). There were 7 male employees and 17 female employees. There were 12 domestic migrant employees (5 males and 7 females) in the factory, but no seasonal, temporary, foreign migrant, disabled or home-based workers were noted in this factory. And there were no any other special group workers (interns, apprentices, contractor workers etc.), either. The youngest employee working in the factory was 21 years old.

Good practices: The factory provided 15 minutes' short breaks per every two working hours to all workers during working time in the morning and afternoon.

Worker organization details: The factory had established policies to guarantee the rights of freedom of association and

collective bargaining. The worker representative management procedure was established. One worker representative was elected by all workers freely. The role of worker representative was communicated with all employees. The factory conducted communication meeting with worker representatives about workers voice once per quarter. There was no trade union in the factory.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The non-compliances were noted in FA1.1, 1.4, FA2.4, 2.5, FA3.5, FA6.2, FA7.1, 7.3, 7.7, 7.25 in this audit. And the details refer to the relevant FA in the report.

Living wage calculation: BIV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BIV does not use Anker benchmark is no data in GLINC for the area where the factory is located. The data source: onsite audit information collection (BIV BMR).

The attendance records were cross-checked against production records and interviews. No inconsistency regarding working hours was found.

Confidential interviews were conducted with 5 employees from different workshops. In the interview process, they were frank. All employees were satisfied with the working condition. At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Ms. Wang Linjie / Manager agreed with the findings and signed the corrective action plan.

Opening meeting factory representatives (name and titles) Ms. Wang Linjie / Manager, Mr. Ye XX / Worker Representative

Remark: 1. There were no agencies and contractor used by the auditee, which made the agency labour contract and contractor license not applicable.

2. The auditee did not obtain government waivers and collective bargaining agreements, which made aforesaid documents not applicable.

3. As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope. In accordance with the Article 5 of Classified Administration Catalogue of Environmental Impact Assessments for Construction Projects (2021 Revision), construction projects not specified in this catalogue shall not be included in the environmental impact assessment management of construction projects.

SITE DETAILS

Site	Site amfori ID
TAIZHOU TAILI LIGHTING CO.,LTD	156-039856-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Home Furnishings		

amfori Process Classifications

N/A.

NACE Classification

Manufacture of furniture

GSI Classifications

N/A.

Water Stress Situation

N/A.

METRICS

Key Metrics

Total workforce	34	Workers
Legal minimum wage in local currency	3,260	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	2,253.84	Monthly
Total sample	5	Workers

Other Metrics

Male workers	7	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	7	Workers
Permanent workers - Female	17	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	5	Workers
Domestic migrant workers - Female	7	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	7	Workers
Workers hired directly - Female	17	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	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: TAIZHOU TAILI LIGHTING CO.,LTD | Site amfori ID: 156-036856-001

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

Based on interviews, factory tour and document review it was noted that the auditee had set up some management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as insufficient social insurance participated and overtime hours exceed local law's requirements etc. Therefore auditor concluded it as partial non-compliance. In accordance with Performance Area 1: Social Management System 1.1.
Factory management agreed with the issue and would take corrective action as soon as possible.

通过访谈、现场走访和文件审核，审核员发现被审核方建立了确保amfori BSCI CoC有效实施的管理制度，但不是所有制度都得到了有效实施，比如社保缴纳不足，加班超时等。综上所述，此问题点列为部分不符合。
根据执行领域1：社会责任管理体系1.1改善。
工厂同意该问题点表示尽快改善。

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

Based on interviews, factory tour and document review it was noted that the factory established the production capacity assessment procedure. However, the production capacity assessment was not conducted. And workers overtime hours exceeded the statutory overtime hour limits. Therefore auditor concluded it as partial non-compliance. In accordance with Performance Area 1: Social Management System 1.4.
Factory management agreed with the issue and would take corrective action as soon as possible.

通过访谈、现场走访和文件审核，审核员发现工厂建立了生产能力评估程序，但没有进行生产能力评估，员工加班时间超出了法规要求。综上所述，此问题点列为部分不符合。根据执行领域1：社会责任管理体系1.4改善。
工厂同意尽快改善。

PA 2: Workers Involvement and Protection

Site: TAIZHOU TAILI LIGHTING CO.,LTD | Site amfori ID: 156-036856-001

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	
Based on interviews and document review it was noted that the records of communication about requirements of social responsibility between the management and workers was provided. However, all interviewed workers did not know the requirements of social responsibility or the amfori BSCI Code. Therefore auditor concluded it as partial non-compliance. In accordance with Performance Area 2: Workers Involvement and Protection 2.4. Factory management agreed with the issue and would take corrective action as soon as possible.	通过访谈和文件审核，审核员发现工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是有员工并不知道社会责任的要求和amfori BSCI的要求。综上所述，此问题点判为部分不符合。根据执行领域2：工人参与和保护2.4改善，工厂同意该问题并表示尽快改善。

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	
Based on interviews and document review the factory had established grievance mechanism, but the factory didn't conduct satisfaction survey on the grievance procedure. Therefore auditor concluded it as partial non-compliance. In accordance with Performance Area 2: Workers Involvement and Protection 2.5. Factory management agreed with the issue and would take corrective action as soon as possible.	通过访谈和文件审核，审核员发现工厂已经建立了申诉机制，但是工厂没有对申诉机制进行满意度调查。综上所述，此问题点判为部分不符合。根据执行领域工人参与和保护2.5改善，工厂同意该问题并表示尽快改善。

PA 5: Fair Remuneration

Site: TAIZHOU TAILI LIGHTING CO.,LTD | Site amfori ID: 156-036856-001

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	
Based on interviews and according to the social insurance payment receipt of November 2025 provided by factory management, it was noted that there were 24 employees in November 2025, only 9 out of 24 employees (38%) were provided with pension, unemployment, medical, maternity and accident insurance in November 2025. Meanwhile,	通过访谈和根据工厂提供的2025年11月社会保险缴费单据显示，2025年11月工厂有24名员工，仅为24名员工中的9名员工（38%）提供养老、失业、医疗、生育和工伤保险。另外工厂给剩余的15名员工都购买了商业意外险，有效期从2025年7月27日到2026年7月26日。根据工厂管理层访谈，社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈，员工

Finding

the factory provided commercial accident insurance for the rest employees, the valid period was from July 27, 2025 to July 26, 2026. According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. All employees interviewed also confirmed that they were voluntarily to participate in the social insurance program. Thereof auditor concluded it as non-compliance.

In accordance with Article 73 of the Labor Law of the People's Republic of China and Article 33 of Social Insurance Law of the People's Republic of China (2018 Amendment)

Factory management agreed with the issue and would take corrective action as soon as possible.

自愿交的社保。综上所述，此问题点列为完全不符合。

根据《中华人民共和国劳动法》第73条和《中华人民共和国社会保险法》第33条
工厂同意尽快改善。

PA 6: Decent Working Hours

Site: TAIZHOU TAILI LIGHTING CO.,LTD | Site amfori ID: 156-036856-001

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

Based on interviews and according to the payroll and attendance records of 5 sampled workers in May 2025, 5 sampled workers in January 2025 and 5 sampled workers in October 2025, it was noted that 5 out of 5 sampled workers in May 2025 worked 46 hours overtime work a month, 5 out of 5 sampled workers in October 2025 worked 56 hours overtime work a month, which exceeded the statutory overtime hour limits of 36 hours a month. The factory established working hour control policy. Factory management was clear about the requirement. For interviews, employees' overtime hours were mostly influenced by the production orders, and their overtime hours had exceeded statutory limit in part of months during a year. Thereof auditor concluded it as non-compliance. In accordance with Article 41 of the Labor Law of the PRC, Factory management agreed with the issue and would take corrective action as soon as possible.

通过访谈和根据审核员抽样的2025年5月5名员工，2025年1月5名员工，2025年10月5名员工的工资和考勤记录，审核员发现2025年5月5名员工月加班46小时，2025年10月5名员工月加班56小时，超过了法定限制的36小时每月。工厂已经建立了工时控制程序。工厂管理层表示他们知道该要求。通过访谈了解，员工的加班时间主要受生产订单影响，且在一部分月份加班时间超过了法定限制。综上所述，此问题点列为完全不符合。根据《中华人民共和国劳动法》第41条。工厂同意尽快改善。

PA 7: Occupational Health and Safety

Site: TAIZHOU TAILI LIGHTING CO., LTD | Site audit ID: 156-036456-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on interviews, factory tour and document review it was noted that the factory did not provide the occupational health checks to employees in welding section, injection section, rolling section and soldering section who were in contact with hazardous materials such as chemical, noise and dust yearly. The factory shall ensure that occupational health checks were provided to all employees handling hazardous materials. Therefore auditor concluded it as non-compliance. In accordance with Article 26 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases. Factory management agreed with the issue and would take corrective action as soon as possible.

通过访谈，现场走访和文件审核，审核员发现工厂没有为在焊接车间，注塑车间，绕线车间和焊锡车间 接触有毒有害物质化学品，噪声和粉尘的员工提供职业体检。工厂应该接触有毒有害物质的员工提供职业体检。综上所述，此问题点判为完全不符合。
依据《中华人民共和国职业病防治法》第26条。
工厂同意该问题并表示尽快改善。

Question: 7.2 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Based on interviews, factory tour and document review it was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not cover all production activities, workplaces, machinery, equipment, chemicals, tools and processes and regular monitoring and testing. Therefore auditor concluded it as partial non-compliance. In accordance with Performance Area 7: Occupational Health and Safety 7.3. Factory management agreed with the issue and would take corrective action as soon as possible.

通过访谈，现场走访和文件审核，审核员发现工厂进行了健康安全卫生的风险评估，但是不够充分。风险评估未能覆盖所有的生产活动、生产车间、机器、设备、化学品、工具和过程，也没有有定期监控和检测。综上所述，此问题点判为部分不符合。
依据执行领域7：职业健康和安全 7.3改善。工厂同意该问题并表示尽快改善。

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	
1) Based on interviews and factory tour it was noted that there was no anti-leakage facility (e.g. secondary container) for glue was being used in the welding section. The factory had posted complete MSDS onsite, conducted risk assessments for hazardous chemicals but did not provide occupational health examination for relevant employees. no secondary container might cause the operator did not know the risk of the chemical. Thereof auditor concluded it as non-compliance. In accordance with article 20 of Regulation for Safety of Hazardous Chemical. Factory management agreed with the issue and would take corrective action as soon as possible. 2) Based on interviews and factory tour it was noted that glue was being used in the welding section but no safety labels were posted for them, only content labels were posted. The factory had posted complete MSDS onsite, conducted risk assessments for hazardous chemicals, but did not provide occupational health examination for relevant employees. no safety label might cause the operator did not know the risk of the chemical. Thereof auditor concluded it as non-compliance. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place. Factory management agreed with the issue and would take corrective action as soon as possible.	1) 通过访谈和现场走访，审核员发现工厂焊接车间使用的胶水没有配备二次容器，工厂现场有张贴完整的MSDS，进行了危险化学品风险评估，但是没有提供职业体检给相关的员工，也没有二次容器可能导致操作人员不清楚化学品的风险。综上所述，此问题点判为完全不符合。 根据《危险化学品安全管理条例》第20条，工厂同意该问题并表示尽快改善。 2) 通过访谈和现场走访，审核员发现焊接车间使用的胶水没有张贴安全标签只张贴了内容标签，工厂现场有张贴完整的MSDS，进行了危险化学品风险评估，但是没有提供职业体检给相关的员工，没有安全标签可能導致操作人员不清楚化学品的风险。综上所述，此问题点判为完全不符合。 根据《工作场所安全使用化学品规定》第14条，工厂同意该问题并表示尽快改善。

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark : No canteen was provided in the factory.	备注：工厂没有提供餐厅。

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark : No transportation was provided in the factory.	备注：工厂没有提供交通。

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH

LOCAL LANGUAGE

Finding

Remark: No dormitory was provided in the factory.

备注：工厂没有提供宿舍。

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH

LOCAL LANGUAGE

Finding

Based on interviews, factory tour and document review it was noted that the goods were stored against the wall in the warehouse. Per management interview, they did not know this requirement. Therefore auditor concluded it as non-compliance.
In accordance with Article 18 of Rules for Storage Fire Prevention Safety Management Factory management agreed with the issue and would take corrective action as soon as possible.

通过访谈、现场查看和文件审查，审核员发现工厂仓库中货物靠墙堆放。通过管理层访谈，工厂不清楚此项要求。综上所述，此问题应判为完全不符合。
根据《仓库防火安全管理规则》第18条，工厂同意该问题并表示尽快改善。

PA 9: Special Protection for Young Workers

Site: TAIZHOU TAILI LIGHTING CO.,LTD | Site amon ID: 156-036656-001

Question: 9.2 CRUCIAL: Is there satisfactory evidence that young workers' working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programmes?

ENGLISH

LOCAL LANGUAGE

Finding

Remark: No young employee hired in the auditee at current.

备注：工厂目前未招聘未成年工。

Question: 9.6 Is there satisfactory evidence that the auditee has a good overview of all young workers engaged in its production site?

ENGLISH

LOCAL LANGUAGE

Finding

Remark: No young employee hired in the auditee at

备注：工厂目前未招聘未成年工。

Finding	
current	