

MONITORING ID: 26-0427387

Monitored Party Nantong Jincheng Zencare Technology Co., Ltd.	amfori ID 156-065172-000	Address No. 8, Heli Road, Jiuhua Town, Rugao City, 226541 Nantong, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner LRQA
Monitoring Start Date 19/08/2026	Closing Meeting Finished Date 26/08/2026	Submission Date 26/08/2026
Expiration Date 26/08/2027	Announcement Type Semi Announced	
Site Nantong Jincheng Zencare Technology Co., Ltd.	Site amfori ID 156-065172-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
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: Bobo Wang, APSCA membership number: CSCA 32400075

Name of team auditor (if applicable): NA

Monitoring partner name (audit company): LRQA

Monitoring schedule details: The audit was planned for 1 auditor * 1.0 day. The Full audit (Semi Announced) was conducted on Aug 19, 2026.

Business partner information: Nantong Jincheng Zencare Technology Co., Ltd. is located at No. 8, Heli Road, Jiuhua Town, Rugao City, Nantong City, Jiangsu Province, China (中国江苏省南通市如皋市九华镇合力路8号) based on the business license. The factory address is the same with BSCI platform and Business License and actual production site. Factory was established on Sept 19, 2008 and did not move the production location since its establishment. The factory's local name is “南通锦程臻护科技有限公司(91320682680520738C)”.

Audited location information: In view of the factory, there were total 3 buildings in the compound and owned by the audited factory, the audited factory only used part of the buildings, the total size used by the audited factory is about 3,600 square meters, and the detailed layout was as below:

One flat production building: Cutting, pressing molding & folding production line, inspection and packing workshops and raw material warehouse.

One 1-storey partial 2-storey building:

1F: Partial area was used as finished goods warehouse and the rest area was leased to “Nantong Chongbaisi Pet Suppliers Franchise Management Co., Ltd” as e-commerce warehouse;

2F: Partial area was office and the rest was leased to “Nantong Chongbaisi Pet Suppliers Franchise Management Co., Ltd” as office.

One 2-storey dormitory building:

1F: Kitchen, canteen and dormitory rooms;

2F: Dormitory room.

The lease agreement and the relevant business licenses were provided for review. Based on the workers interview and onsite observation, the workers and equipment were not shared. The factory did not provide transportation to employees.

Main Products: PET PAD, PET WASTE BAG, DOG DIAPER, ADULT NUSRING PAD.

Production Processes: Cutting, pressing molding & folding, inspection and packing.

Operating shifts and hours: Attendance records from Jul 2025 to audit day and payroll records from Jul 2025 to Jun 2026 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week. All production workers ran on one shift, from 8:00 to 17:00. Maximum overtime hours were 2 hours a day, 8 hours a rest day, 0 hours a holiday, 18 hours a week and 82 hours a month in the testing months. The longest consecutively working days was 6 days in the testing periods. They always rested on Sundays and public holidays.

Time recording system: Factory used face scan attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage of the sample workers was RMB 17.25/hour which was above to the local legal minimum payment requirement (RMB2260/21.75/8=RMB12.99 per hour before Jan 1, 2026, RMB2430/21.75/8=RMB13.97 per hour since Jan 1, 2026). For overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid through cash on the 30th of the following month. As per record of the latest month Jun 2026, a total of 23 employees (not included 5 retired employees and 0 employees entered the factory within one month) were eligible for insurance, 23 out of 23 eligible employees (100%) were enrolled in injury insurance, pension insurance, unemployment insurance, medical insurance and child bearing insurance. Factory had also provided commercial insurance for all employees, valid from Apr 25, 2026 to Apr 24, 2027.

Worker number information: Based on the audit booking, there are total 28 employees in the factory, including 9 male employees and 19 female employees currently working in the factory. No children or young workers worked in the factory,

and the youngest employee was 25 years old. There were 21 production employees and 7 non-production employees.

Good practices: The factory provided free work meals and dormitories for its employees.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were 2 worker's representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA6, PA7 and PA12.

Living wage calculation: The living wage data is provided by the auditee because there is no data on the GLWC website in the city where the factory is located. The living wage data was manually collected and calculated by auditee by using Anker methodology and auditor accepted the data after on-site verification. The reference family size is 3 and number of workers per family is 2. The relevant data comes from workers interview, management interview and market research.

SITE DETAILS

Site

Nantong Jincheng Zencare Technology Co., Ltd.

Site amfori ID

156-065172-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	28	Workers
Legal minimum wage in local currency	2,430	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,750	Monthly
Total sample	5	Workers

Other Metrics

Male workers	9	Workers
Female workers	19	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	19	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	1	Workers
Management - Female	6	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	1	Workers
Domestic migrant workers - Female	2	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	19	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	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Nantong Jincheng Zencare Technology Co., Ltd. | Site amfori ID: 156-065172-001

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 auditee partially respected this principle, because based on management and worker interviews, documents review and onsite tour, it was noted that the auditee established management manual about amfori BSCI and relevant documents of control procedures about social responsibility, but based on multi angle assessment, the factory did not ensure an effective management system to implement the amfori BSCI Code of Conduct and ensure that the amfori BSCI values and principles are followed in a satisfactory manner for the performance areas as below: PA2 (Workers Involvement and Protection), PA6(Decent Working Hours), PA7(Occupational Health and Safety) and PA12(Protection of the Environment). (In accordance with amfori BSCI Code of Conduct)	被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅和现场审核，发现被审核方建立了实施amfori BSCI体系的管理手册和相关社会责任程序文件，但是基于多角度审核工厂没有确保amfori BSCI行为准则以及amfori BSCI的价值和准则被满意的体现：以下PA均尚存在问题：PA2（工人参与和保护），PA6(体面劳动时间)，PA7（职业健康和安全）以及PA12（环境保护）。(根据 amfori BSCI行为准则)

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 auditee partially respected this principle, because based on management and worker interviews, documents review, it was noted that the auditee had established workforce capacity procedure, however, the monthly overtime of workers had exceeded the legal requirement which reflected that workforce capacity procedure was not fully implemented. (In accordance with amfori BSCI Code of Conduct)	被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅，发现被审核方建立了生产能力评估程序，但是工人的月加班时间有超过法规要求，反应出工厂的产能评估程序未充分执行。(根据 amfori BSCI行为准则)



PA 2: Workers Involvement and Protection

Site: Nantong Jincheng Zencare Technology Co., Ltd. | Site amfori ID: 156-065172-001

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

The auditee partially respected this principle, because based on management and worker interviews, documents review and onsite tour, it was noted that the auditee although had posted the BSCI Code of Conduct publicly, arranged related training, however, 3 interviewed workers were unaware of their roles in the amfori BSCI system. (In accordance with amfori BSCI Code of Conduct)

被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅和现场审核，发现被审核方公开张贴了BSCI行为准则，安排了相应培训，但访谈发现3名工人不知道他们在amfori BSCI系统中的角色。(根据amfori BSCI Code of Conduct)

PA 6: Decent Working Hours

Site: Nantong Jincheng Zencare Technology Co., Ltd. | Site amfori ID: 156-065172-001

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

The auditee did not respect this principle, because based on management and worker interviews and attendance records review, it was noted that the monthly overtime hours of 5 out of 5 randomly selected workers had exceeded 36 hours in Aug 2025 with the highest of 82 hours; 5 out of 5 randomly selected workers had exceeded 36 hours in Nov 2025 with the highest of 80 hours; 5 out of 5 randomly selected workers had exceeded 36 hours in Jun 2026 with the highest of 74 hours. (In accordance with PRC Labour Law article 41).

被审核方未遵循该准则，因为基于管理层和员工访谈以及考勤记录查阅，发现在2025年8月，随机抽取的5名工人中有5名工人的月加班时间超过36小时，最高达到82小时；在2025年11月，随机抽取的5名工人中有5名工人的月加班时间超过36小时，最高达到80小时；在2026年6月，随机抽取的5名工人中有5名工人的月加班时间超过36小时，最高达到74小时。(根据《中华人民共和国劳动法》第41条)

PA 7: Occupational Health and Safety

Site: Nantong Jincheng Zencare Technology Co., Ltd. | Site amfori ID: 156-065172-001

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle,

被审核方部分遵循此项准则，因为基于管理层和员

Finding	
because based on management and worker interviews, documents review and onsite tour, it was noted that the auditee 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. However, H&S issues were identified due to management negligence. (In accordance with amfori BSCI Code of Conduct)	工访谈，文件资料查阅和现场审核，发现被审核方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，健康安全检查和培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。(根据Amfori BSCI Code of Conduct)

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	
The auditee partially respected this principle, because based on management and worker interviews, documents review and onsite tour, it was noted that the auditee had provided personal protective equipment such as facemasks and earplugs to its workers who contacted with dust and high noise during the work, however, 4 cutting, pressing molding & folding production line workers did not wear earplugs during the work. (In accordance with PRC Safety Manufacturing Law article 45)	被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅和现场审核，发现被审核方给工作期间接触粉尘跟噪声的工人提供个人防护用品如口罩和耳塞，但4位切割成型折叠产线的工人 在工作期间没有佩戴耳塞。(根据《中华人民共和国安全生产法》第45条)

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
1. The auditee partially respected this principle, because based on management and worker interviews and onsite tour, it was noted that the packing materials (30%) in warehouses were stacked against walls. (In accordance with Rules Concerning Warehouse Safety and Fire Control, Article 18) 2. The auditee partially respected this principle, because based on management and worker interviews, documents review and onsite tour, it was noted that the auditee did not provide the construction acceptance inspection report and Fire	1. 被审核方部分遵循此项准则，因为基于管理层和员工访谈和现场审核，发现仓库的包材（30%）靠墙堆放。（根据《仓库防火安全管理规划》第18条） 2. 被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅和现场审核，发现被审核方未提供1栋1层建筑（大约建于2011年，面积大约1,800平米），1栋1层局部2层建筑（大约建于2011年，面积大约2,600平米）和1栋2层建筑（大约建于2011年，面积大约400平米）的竣工验收报告和消防验收报告。（根据《中华人民共和国建筑法》第61条和《中华人民共和国消防法》第十三条）

Finding

Safety acceptance inspection report for one 1-storey production building (built in about 2011 and was about 1,800 SQ.M), one 1-storey partial 2-storey building (built in about 2011 and was about 2,600 SQ.M) and one 2-storey building (built in about 2011 and was about 400 SQ.M).(In accordance with (In accordance with PRC Construction Law article 61 and PRC Fire Prevention Law article 13)

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

The auditee partially respected this principle, because based on management and worker interviews, documents review and onsite tour, it was noted that the factory did not have the food service operation permit for its canteen. (In according with People's Republic of China Law on Food Safety article 35)

被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅和现场审核，发现工厂食堂没有食品经营许可证。（根据《中华人民共和国食品安全法》第35条）

PA 12: Protection of the Environment

Site: Nantong Jincheng Zencare Technology Co., Ltd. | Site amfori ID: 156-065172-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle, because based on management and worker interviews, documents review and onsite tour, it was noted that the auditee had not installed fume purification facilities to collect the fume exhaust from the kitchen. (In accordance with the Article 250 of the Ecological and Environmental Code of the People's Republic of China)

被审核方部分遵循此项准则，因为基于管理层和员工访谈，文件资料查阅和现场审核，发现被审核方未安装油烟净化设施收集食堂油烟废气。（根据《中华人民共和国生态环境法典》第二百五十条）