Monitoring summary report for Anhui Ancheng Bamboo and Wood Tableware Co., Ltd.

MONITORING ID: 25-0360744

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Trade with purpose

Monitored Party **Anhui Ancheng Bamboo and Wood Tableware Co., Ltd.**	amfori ID **156-051449-000**	Address **No. 006, Xingqiao Street, Qianrenqiao Town, Shucheng County, 231300 Lu'an, Anhui Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **TUV Rheinland**
Monitoring Start Date **08/12/2025**	Closing Meeting Finished Date **09/12/2025**	Submission Date **15/12/2025**
Expiration Date **15/12/2027**	Announcement Type **Semi Announced**	
Site **Anhui Ancheng Bamboo and Wood Tableware Co., Ltd.**	Site amfori ID **156-051449-001**	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	**B**	
PA 2: Workers Involvement and Protection	**C**	
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	**A**	
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: Rocky GAO; APSCA membership number: CSCA 21701948
Monitoring partner name: TUV Rheinland
Audit schedule details: The audit is planned for 1 auditor x 1.5 days.
First day: Time in: 08:02, Time out: 17:32
Second day: Time in: 07:33, Time out: 11:29
Announcement Type: Semi-announced

Business partner information: The auditee was located at No. 006, Xingqiao Street, Qianrenqiao Town, Shucheng County, Lu'an City, Anhui Province, China (中国安徽省六安市舒城县千人桥镇兴桥街006号). The auditee was established on 20 May 2022. The main products produced by the auditee were disposable bamboo pick and skewer, bamboo and wooden tableware (fork, spoon, knife, plate), bamboo and wooden toothpick, wooden coffee stirrer for food application. The auditee finished boiling, peeling, slicing, dicing, drying, polishing, forming, laser cutting, inspection and packing in the audit scope. No production processes were sub-contracted. No service provider used by the auditee.

Audited location information: There was a block of 4-storey buildings within the registered address. The building was owned by the auditee. The 1st floor was used as office, warehouse, boiling, peeling, slicing, dicing, drying, polishing and laser cutting workshops; the 2nd floor was used as forming workshop, the 3rd floor was used as packing workshop and warehouse, the 4th floor was used as packing workshop and warehouse. The auditee did not provide canteen, dormitory or transportation to workers. Remark: there were 2 blocks of building within the audit scope were under construction.

Operating shifts and hours: The auditee established "decent working hours" policy. Workers recorded the working hours through face recognition. 14 workers' attendance records from 01 November 2024 to 09 December 2025 were sampled and checked randomly. Sampling and interview confirmed that one shift for all departments: 07:30-11:30, 13:30-17:30; workers worked 8 hours a day; no overtime arranged from Monday to Friday. Sometimes, 8 hours' overtime might be arranged on Saturday. The overtime arrangement was based on workers' will. The management and workers confirmed that the auditee strictly implemented the policy of not exceeding overtime hours, ensuring that workers' monthly overtime hours did not exceed 36 hours. Sunday was guaranteed as the rest day. Workers worked overtime for 8 hours a week at most, 32 hours a month at most.

Time recording system: electronic attendance system was established, and workers recorded working hours through face recognition.

Salary payment details: The auditee established "fair remuneration" policy. The local minimum wage was RMB1930 per month, equivalent to RMB11.09 per hour before 01 September 2025. The local minimum wage standard was RMB2170 a month, equivalent to RMB12.47 per hour after 01 September 2025. Randomly sampled and checked 14 workers' wage payment records in recent one year (from November 2024 to October 2025). Sampling and interview found that workers' basic wages were calculated by hourly rate, and the lowest hourly rate was RMB20.4/hour. Workers' monthly income included basic hourly wage, overtime pay, and statutory leave wage. The auditee would pay workers' wages of current month by bank transfer (ABC) on or before 15th of the next month. Overtime pay was calculated by 1.5, 2 and 3 times of basic hourly rate for overtime on ordinary time, weekend and holiday.

Worker number information: total 93 workers included 8 non-production workers and 85 production workers; all the 93 workers were locals. The 85 production workers included 8 male workers and 77 female workers. No domestic migrant, foreign migrant, young, women pregnant, seasonal, disabled, home-based, or temporary workers in the auditee.

Good practices: Nil

Worker organization details: The auditee did not establish trade union; a worker was freely-elected as worker representative on 18 March 2025.
Circumstances: The management was positive and cooperative. The management permitted auditor take photos, review documents, interview workers confidentially. The management signed finding report without opposition. There was no special circumstance during the audit.

Summary of findings: Findings were noted in PA1, PA2, PA5, PA7. In PA1: not fully comply with the requirements of amfori BSCI Coc. In PA2: not established long-term goals to protect workers; the management not participated in "Gender Equality and Zero-Tolerance for Violence and Harassment in the Workplace (for factory workers) Training". PA5: insufficient social insurance. PA7: not conducted occupational hazard test, not provided health check; some workers not wore ear plugs.

Living wage calculation: #Living wage: 1) No anker wage available for the producers location, so we used the data provided by auditing company. 2) The calculation methodology refers to anker living wage structure. 3) The data comes from the local bureau of statistics for the current year.

Attachment:
The Personal Information Protection Law of the People’s Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.
Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. No collective bargain agreement between workers and the auditee.

SITE DETAILS

Site
Anhui Ancheng Bamboo and Wood Tableware Co., Ltd.

Site amfori ID
156-051449-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

Molding / Moulding (wood/bamboo)

GS1 Classifications

N.A.

NACE Classification

Manufacture of products of wood, cork, straw and plaiting materials

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**93**	**Workers**
Legal minimum wage in local currency	**2,100**	**Monthly**
Lowest wage paid for regular work at the site	**3,549.6**	**Monthly**
Calculated living wage in local currency	**2,615.15**	**Monthly**
Total sample	**14**	**Workers**

Other Metrics

Male workers	**13**	**Workers**
Female workers	**80**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**13**	**Workers**
Permanent workers - Female	**80**	**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	**4**	**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	**13**	**Workers**
Workers hired directly - Female	**80**	**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	**12**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Anhui Ancheng Bamboo and Wood Tableware Co., Ltd. | Site amfori ID: 156-051449-001

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. Based on management interview, worker representative interview, worker interview, onsite observation and document review, it was identified that, some issues with the effectiveness of amfori BSCI management were identified. For example, the auditee did not conduct occupational hazard factor testing and did not provide physical examinations for workers exposed to noise and dust. The management confirmed that due to being busy with production and neglecting relevant regulatory requirements; the occupational hazard factor testing would be carried out and worker physical examinations would be arranged as soon as possible. Refer to the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。基于管理层访谈，工人代表访谈，工人访谈，现场观察以及文件查阅，发现 了一些 amfori BSCI管理有效性的问题，比如，被审核方未开展职业危害因素检测，未给接触到噪音粉尘的工人提 供体检等。管理层确认因忙于生产，忽视了相关法规要求，接下来会尽快开展职业危害因素检测并安排 工人体检。参考amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site: Anhui Ancheng Bamboo and Wood Tableware Co., Ltd. | Site amfori ID: 156-051449-001

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	
The auditee did not respect this principle. Based on management, workers, worker representative interview and document review, it was identified that, the auditee did not establish the long-term goals for protecting employees. The management confirmed that there were no long-term goals to protect employees in accordance with the requirements of the amfori BSCI Code of Conduct. Refer to the requirements of the amfori BSCI System manual.	被审核方未遵守该原则。基于管理层，工人，工人代表访谈和文件审查，发现被审核方没有制定保护员 工的长期目标。管理层确认没有依据amfori BSCI行为守则的要求去制定保护员工的长期目标。参考amfori BSCI系统手册中的要求。

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. Based on management interview and document review, it was identified that, the management did not participate in "Gender Equality and Zero-Tolerance for Violence and Harassment in the Workplace (for factory workers) Training". The management forgot to attend the relevant training and download the certificate. Refer to the requirements of the amfori BSCI System manual.	被审核方部分遵守该原则。基于管理层访谈以及文件查阅，发现管理层没有参与“性别平等和零容忍-工作场所（工厂工人）暴力和骚扰培训”。管理层忘记去参加相关培训并下载证书。参考amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

Site: Anhui Ancheng Bamboo and Wood Tableware Co., Ltd. | Site amfori ID: 156-051449-001

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	
The auditee did not respect this principle. Based on management, worker representative, workers interview, and social insurance payment records review (from December 2024 to November 2025), it was identified that, as of Dec. 09, 2025, 41 workers did not purchase pension, medical, maternity and unemployment insurance, 40 workers did not purchase the work-related insurance. (Reference law: Social Insurance Law of P.R.C, Article 10, 23, 33, 44, 53) Note: 1) The auditee had a total of 93 workers, including 50 retired and re-hired workers (the retired and rehired workers might not participate in social insurance), no temporary workers, and no workers employed for less than a month. Therefore, 43 workers could purchase 5 types of social insurances. After verification, it was found that 2 people under the auditee had purchased pension, medical, maternity and unemployment insurance, 3 people had purchased the work-related injury insurance. 2) The auditee purchased employer's liability insurance for all 93 workers from Ping An Insurance Company, valid from May 8, 2025 to May 7, 2026. 3) The	被审核方未遵守该原则。基于管理层，工人代表，工人访谈以及社保缴费记录查阅 (自2024年12月至2025年11月)，发现截至到2025年12月9日，41名工人没有购 买养老，医疗，生育和失业保险，40名工人没有购买工伤保险。（参考法律法规：《中华人民共和国 社会保险法》第10、23、33、44及53条》）备注：1）被审核方共有93名工人，其中有50名退休返聘的工人（退休返聘人员可以不参加社保），没有临时工和入职未满一个月的工人，因此43名工人可以购买5项社会保险，核实后发现被审核方名下共有2人购买了养老，医疗，生育和失业保险，3人购买了工伤保险。2）被审核方在平安保险公司给全部93名工人购买了雇主责任保险，有效 期自2025年5月8日至2026年5月7日。3）管理层，工人代表和工人确认大多数工人因为入 职前购买了农村合作医疗和农村养老保险而不愿意重复购买保险。

Finding	
management, worker representative, and worker confirmed that most workers were unwilling to purchase insurance again because they purchased rural cooperative medical care and rural pension insurance before joining the company.	

PA 7: Occupational Health and Safety

Site: Anhui Ancheng Bamboo and Wood Tableware Co., Ltd. | Site amfori ID: 156-051449-001

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. Based on management interview, worker interviews and onsite observation, it was identified that, three workers did not wear earplugs during the assembly line operation (noise hazard). On site observation and interviews confirmed that the auditee provided protective ear plugs to the workers. (Laws and Regulations: The Production Safety Law of P.R.C, Article 45)	被审核方部分遵守该原则。基于管理层访谈，员工访谈和现场观察，发现3名工人在套装流水作业时没有佩戴耳塞（噪声危害）。现场观察和访谈确认被审核方给工人提供了耳塞。（参考法律法规：《中华 人民共和国安全生产法》第45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	
The auditee partially respected this principle. Based on management, workers, worker representative interview, document review, and on-site observations, it was identified that, 1) the auditee did not carry out occupational hazard factor testing, the possible occupational hazard factors in the auditee were noise hazard and dust hazard, noise and dust came from forming, laser cutting process, etc. 2) The auditee did not provide pre-job, on-job, and off-job occupational health examinations for workers exposed on noise and dust. The management confirmed that due to being busy with production and neglecting relevant regulatory requirements; the occupational hazard	被审核方部分遵守该原则。基于管理层访谈，员工访谈，工人代表访谈，现场观察以及文件证据，发现 ：1）被审核方没有开展职业危害因素检测，被审核方内可能的职业危害因素噪音危害和粉尘危害，噪 音和粉尘来自成型，激光切割等过程；2）被审核方没有给接触到噪音，粉尘的工人提供岗前，在岗以 及离岗的职业病健康体检。管理层确认因忙于生产，忽视了相关法规要求，接下来会尽快开展职业危害 因素检测并安排工人体检。（参考法律法规：《工作场所职业卫生管理规定》第 20 条；《中华人民共和国职业病防治法》第 35 条）

Finding	
factor testing would be carried out and worker physical examinations would be arranged as soon as possible. (Laws and Regulations: Regulations on occupational health management in workplace, Article 20; Occupation Disease Prevention Law of P.R.C, Article 35)	