

Monitored Party Zhangzhou Evermore New Material Technology Co., Ltd.	amfori ID 156-036362-000	Address Room 102, 1 / F, Building C, 17 Hongjian Road, Jiaomei Town, Taiwanese Investment Zone, Zhangzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 06/06/2025	Closing Meeting Finished Date 08/06/2025	Submission Date 08/06/2025
Expiration Date 08/06/2026	Announcement Type Semi Announced	
Site ZHANGZHOU EVERMORE NEWMATERIAL TECHNOLOGY CO., LTD	Site amfori ID 156-036362-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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: Carol Ding with APSCA registration number of CSCA 21700103

Monitoring partner name: QIMA LIMITED Membership Number: 11600049

Audit schedule details: Total MD was 1.5 man-days, and the audit was planned for 1 auditor x 1 day. 1 day on site and 0.5 day for reporting.

Audit type: Semi-announced full audit

[Business partner information:]

Zhangzhou Evermore New Material Technology Co., Ltd. / 漳州永越新材料技术有限公司 (Business license registration number: 91350681MA8UG1AC08), located at Room 102, 1/F, Building C, 17 Hongjian Road, Jiaomei Town, Taiwanese Investment Zone, Zhangzhou City, Fujian Province, China / 中国福建省漳州台商投资区角美镇鸿渐路17号C栋一楼102室厂房. The auditee established on Dec-30-2021.

The main product manufactured by the auditee was plastic and silica gel product, and the production processes include rubble mixing, oil pressing, plastic injection and packing.

[Audited location information:]

The auditee rented about 2/3 1F of one 6-storey building as office, workshops and warehouses, did not provide kitchen & canteen and dormitory. The total used areas were about 1400 square meters. Besides, the rest areas of the production building were used by the following factories:

-the rest area of the 1F was used by "Zhangzhou Taiwanese Investment Zhenghe Game Technology Co., Ltd".

-2F was used by "Pingyuan County Caibiao Yixing Plastic Co., Ltd".

-3F was used by "Zhangzhou Lianyin Plastic Co., Ltd".

-4F was used by "Zhangzhou Xingbei Industrial & Trade Co., Ltd".

-5F was used by "Zhangzhou Mingfa optics Technology Co., Ltd"

-6F was empty to be used and managed by the landlord.

Through factory tour, management interview and worker interview, auditor knew that there were neither cargos nor employees commingled between the auditee and other factories in the same building.

[Operating shifts and hours:]

The auditee used electric attendance system to record workers' working time. All employees work for 8 hours per day and 5 days a week from Monday to Friday. All employees worked from 8:00 to 17:00 with 1 hour for lunch time from 12:00 to 13:00 and 2 hours as overtime hour from 17:30 to 19:30 for production workers. The peak months were not obvious.

The attendance records from May-01-2024 to the audit day were reviewed in the audit. 6 sampled workers' attendance records from Apr-2025 (current month), Aug-2024 (random month) and Jun-2024 (random month) were selected for checking.

According to the provided attendance records and workers interviews, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hours were 10 hours and the maximum monthly overtime hours were 46 hours in Aug-2024.

[Time recording system:]

The auditee used electric attendance system to record workers' working time.

[Salary payment details:]

The local minimum wage was RMB 2045 per month equal to RMB 11.75 per hour since Apr-01-2025 and RMB 1810 per month equal to RMB 10.40 per hour before Apr-01-2025. Payroll records from May-2024 to Apr-2025 were provided for review. 6 sampled workers' payroll records from Apr-2025 (current month), Aug-2024 (random month) and Jun-2024 (random month) were selected for checking. Workers were paid by hourly rate basis; the minimum basic wage was RMB 16.38 per hour in the period from May-2024 to Apr-2025, which was higher than the legal requirement. Wage was released by cash at about 15th of next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and Saturdays respectively. No overtime work was arranged on Sundays or holidays. All employees had participated in social insurances.

[Worker number information:]

- Total worker number: 33 including 4 non-production employees and 29 production employees.
- Production worker number: 29, including 14 males and 15 females.
- Vulnerable worker number: 26, including 13 male domestic migrant workers and 13 female domestic migrant workers.
- Any other special group workers: 0

[Worker organization details:]

No trade union was found in the factory due to no such local law. Total 2 worker representatives were elected by workers freely, and the auditee had conducted internal communication meetings with the worker representatives regarding workplace-related issues regularly.

[Summary of findings:]

PA 1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area.

The Social Management System were not implemented properly.

The auditee had not conducted production cost calculation and excessive overtime was detected.

PA 6:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area.

Monthly overtime hours exceeded the legal requirement (36 hours per month).

PA 7:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area.

Partial production workers did not wear PPE correctly.

Partial materials and goods were stored against the wall in warehouses.

[Living wage calculation:]

The auditee had evaluated the living wage for all workers. According to the calculation, the calculated living wage standard was RMB 2200 per month.

Remark:

1. There are no agencies and contractor used by the auditee, which makes the contractor license/permit and agency labor contract not applicable. No government waivers and collective bargaining agreements are available in the auditee.

SITE DETAILS

Site

**ZHANGZHOU EVERMORE
NEWMATERIAL TECHNOLOGY
CO., LTD**

Site amfori ID

156-036362-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Consumer Electronics

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	33	Workers
Legal minimum wage in local currency	2,045	Monthly
Lowest wage paid for regular work at the site	2,850	Monthly
Calculated living wage in local currency	2,200	Monthly
Total sample	6	Workers

Other Metrics

Male workers	15	Workers
Female workers	18	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	18	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	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	13	Workers
Domestic migrant workers - Female	13	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	15	Workers
Workers hired directly - Female	18	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	3	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: ZHANGZHOU EVERMORE NEWMATERIAL TECHNOLOGY CO., LTD | Site amfori ID: 156-036362-001

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 had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas. However, some performance areas should be improved, for example, systematically overtime and insufficient occupational health and safety performance were found.
Reference code: Amfori BSCI COC requirement.

受审核方已建立社会责任体系,进行了内审及管理评审,在大部分执行领域符合了BSCI要求和相关的法规要求。但一些领域仍需要提高,如存在系统性地加班,不充分的健康安全表现等。
参考条款: Amfori BSCI行为守则要求。

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

Though the auditee had complied workforce capacity procedure, the auditee had not conducted production cost calculation. There's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime was detected.
Reference code: Amfori BSCI COC requirement.

受审核方虽然编撰了产能程序,但是没有进行生产成本计算,也没有关于劳动生产能力分析及生产计划的完善记录,并存在加班超时的情况。
参考条款: Amfori BSCI行为守则要求。

PA 6: Decent Working Hours

Site: ZHANGZHOU EVERMORE NEWMATERIAL TECHNOLOGY CO., LTD | Site amfori ID: 156-036362-001

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

Monthly overtime hours exceeded the legal

工人的工作时间超出法规要求(每月36小时)。受

Finding

requirement (36 hours per month). The auditee had provided the attendance records from May-01-2024 to audit day. According to the sampled records, the monthly overtime hours of all 6 sampled production workers were 46 hours in Aug-2024 (random month) and all 6 sampled workers were 40 to 42 hours in Jun-2024 (random month) respectively. The auditee management explained that working overtime was to catch up with orders, and they would arrange the production plan reasonably in the future to reduce overtime.
Reference law: the PRC Labor Law article 41.

审核方提供了2024年5月1日到审核当天的考勤记录。抽样发现，2024年8月（随机月），抽取的所有6名员工，月加班为46小时；2024年6月（随机月），抽取的所有6名员工，月加班为40至42小时。受审核方管理层表示加班是要赶订单，他们以后会合理安排工作计划，减少加班。
参考法律：《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

Site: ZHANGZHOU EVERMORE NEWMATERIAL TECHNOLOGY CO., LTD | Site amfori ID: 156-036362-001

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 was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as PPE use, material stored in warehouse, etc.
Reference code: Amfori BSCI COC requirement.

受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、逃生路线和紧急出口、急救等方面的规定。但是，受审核方没有完全遵守适用于其活动的职业健康安全规定，如防护用品的使用，仓库堆货等。
参考条款：Amfori BSCI行为守则要求。

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

Through document review, auditor noted that the auditee had established the PPE procedure, provided the PPE training to relative employees. However, through auditee tour, auditor noted that one rubble mixing worker only wore ordinary non-woven mask not the needed active carbon face mask, which had provided by the auditee; two oil pressing workers did not wear earplugs, which had

通过文件审核，审核员发现：受审核方建立了个人防护用品程序，提供了劳保用品培训。但是现场观察，审核员发现：炼胶车间一名工人工作时只佩戴普通无纺布口罩，没有佩戴受审核方已提供的活性炭口罩；油压车间两名工人工作时没有佩戴受审核方已提供的耳塞。
参考法律：《中华人民共和国安全生产法》第42条

Finding	
provided by the auditee. Reference law: PRC on Work Safety article 42	

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
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Finding	
Through factory tour, auditor noted that partial goods were stored against the wall or in material warehouse and finished products warehouse. Reference law: Rules Concerning Warehouse Safety and Fire Control article 18	通过现场走访，审核员发现：原料仓和成品仓库的部分货物靠墙堆放。 参考法律：《仓库防火安全管理规划》第18条