

Monitored Party <b>Tianchang Yaning Pet Products Co., Ltd.</b>	amfori ID <b>156-004509-000</b>	Address <b>Lulong Industrial Park, Renheji Town,, 239331 Tianchang, Anhui Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>ELEVATE</b>
Monitoring Start Date <b>03/09/2025</b>	Closing Meeting Finished Date <b>03/09/2025</b>	Submission Date <b>09/09/2025</b>
Expiration Date <b>09/09/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Tianchang Yaning Pet Products Co., Ltd.</b>	Site amfori ID <b>156-004509-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Jifeng Dong, APSCA membership number: CSCA 21701137

Monitoring partner name (audit company): LRQA/ELEVATE.

Audit schedule details: The audit was planned for 1 auditor x 1 day. The Follow-up audit (Semi Announced) was conducted on September 3, 2025.

Business partner information: Tianchang Yaning Pet Products Co., Ltd. is located at Lulong Industrial Park, Renheji Town, Tianchang City, Chuzhou City, Anhui Province, China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation in 2008 and never moved. The factory's local name is “天长市亚宁玩具有限公司 (913411816742135478)”.

Audited location information: In view of the factory, the building area used by the audited factory was around 4700 square meters. The facility occupied 3 blocks of 1-storey production buildings and 1 block of 4-storey production building as office area, workshops and warehouses. No canteen, kitchen or dormitory was provided for workers' use.

Operating shifts and hours: Attendance records from August 2024 to audit day and payroll records from August 2024 to July 2025 were reviewed in this audit. By cross check those records, production records and interviews with the management, all workers worked in 1 shift: 7:30-11:30, 13:00-17:00. They worked 5 normal working days per week and had overtime work from 18:00 to 20:00 and on Saturday for 8 hours. They always rested on Sundays and public holidays.

Time recording system: Factory used facial recognition and fingerprinting recognition attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 17.25 per hour, which was above the legal requirement of RMB 10.75 per hour; 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 were paid through bank transfer at the end of the following month. For the social insurance, through workers & management interview and documents review, the factory had provided related training to all workers. Auditor reviewed the social insurance records for the recent 6 months, a total of 23 employees (excluding 24 retired employees) were eligible to receive five types of social insurances in August 2025 according to the law. However, through review of social insurance enrolment list in August 2025, only 11 employees (47.8% of total eligible employees) were enrolled in occupational injury insurance, pension insurance, unemployment insurance, medical insurance and child-bearing insurance. Remarks: Other employees wanted to save money and did not want to pay for all social insurance fees themselves. The factory bought commercial injury insurance for all employees with the valid period from September 14, 2024 to September 13, 2025; but no waiver was obtained by the factory.

Worker number information: Based on the audit booking, there are total 47 employees in the factory, including 6 male employees and 41 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 29 years old. There were 41 production employees (including cutting, sewing, filling, embroidering, hand working, inspection and packing, warehouse) and 6 non-production employees (including management person and office workers).

Good practices: None

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were 2 worker 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, PA 5, PA6 and PA7.

Living wage calculation: The living wage was calculated and provided by factory.

## SITE DETAILS

Site	Site amfori ID
<b>Tianchang Yaning Pet Products Co., Ltd.</b>	<b>156-004509-002</b>

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Staples</b>	<b>Household &amp; Personal Products</b>	<b>Household Products</b>
Sub Industry		
<b>Household Products</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	47	Workers
Legal minimum wage in local currency	1,870	Monthly
Lowest wage paid for regular work at the site	2,898	Monthly
Calculated living wage in local currency	2,998.37	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	6	Workers
Female workers	41	Workers
Non-binary workers	0	Workers
Permanent workers - Male	6	Workers
Permanent workers - Female	41	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	1	Workers
Domestic migrant workers - Female	3	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	6	Workers
Workers hired directly - Female	41	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: Tianchang Yaning Pet Products Co., Ltd. | Site amfori ID: 156-004509-002

**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
<b>Finding</b>	
<p>Current Status: Not corrected.</p> <p>Based on documents review, factory tour and management &amp; worker interview, the main auditee partially respected this principle. Because the main auditee had set up the management system to implement the amfori BSCI Code of Conduct. However, during the audit, it was noted that the management system was not fully implemented due to there were some non-compliances noted in PA1, PA2, PA5, PA6 and PA7. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据文件审阅，现场查看，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂建立了一个管理系统来符合amfori BSCI 准则。但是在本次审核中审核员发现这个管理系统还不能有效实施，因为工厂在PA1，PA2, PA5, PA6和PA7领域还存在缺失。(根据 amfori BSCI 行为准则)</p>

**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
<b>Finding</b>	
<p>Current Status: Not corrected.</p> <p>Based on documents review, management &amp; worker interview, the main auditee partially respected this principle. Because the main auditee had set up one workforce capacity procedure and try to control the overtime hours within the legal requirement. However, during the audit, it was noted that the factory did not limit the overtime hours well and workforce capacity procedure was not fully implemented, due to all sampled workers' monthly overtime had exceeded the legal requirement. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据文件审阅，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂已经建立了生产能力评估程序，尝试控制工作时间在法律要求之内。但是在此次审核过程中，审核员发现工厂加班工时管控措施不到位，产能评估程序未充分执行，因为所有抽样工人的月加班时间有超过法规要求的情况。(根据 amfori BSCI 行为准则)</p>



## PA 2: Workers Involvement and Protection

Site: Tianchang Yaning Pet Products Co., Ltd. | Site amfori ID: 156-004509-002

**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
<b>Finding</b>	
<p>Current Status: Not corrected.</p> <p>Based on documents review, factory tour, management &amp; worker interview, the main auditee partially respected this principle. Because the main auditee had provided regular trainings about amfori BSCI Code of Conduct for workers and had posted the amfori BSCI Code of Conduct on-site. However, it was noted that the training effectiveness evaluation to some workers were not enough, some interviewed workers did not know what amfori BSCI means and their roles in amfori BSCI system. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据文件审阅，现场查看，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂给工人提供了关于amfori BSCI行为准则的定期培训，也在现场张贴了amfori BSCI行为准则。但是在此次审核过程中审核员发现工人的培训效果评估不足，部分访谈的工人不知道amfori BSCI是什么以及他们在amfori BSCI系统中的角色。(根据 amfori BSCI 行为准则)</p>

**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
<b>Finding</b>	
<p>Current Status: Not corrected.</p> <p>Based on documents review, management &amp; worker interview, the main auditee partially respected this principle. Because the main auditee had set up one grievance policy to manage the complaint. There was suggestion box set for workers to complain their concerns and workers also could talk to representatives or supervisors face to face directly. However, the provided grievance records showed that no complaint was reported by workers in last 12 months, but the auditee did not conduct the regular survey on the written procedure for the grievance mechanism to check its effectiveness and timeliness. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据文件审阅，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂建立了一个申诉程序来管理申诉。工厂有设置意见箱供工人提出他们的担忧，工人也可以直接与代表或主管面对面交谈。但是，在此次审核过程中，审核员发现记录显示工厂过去12个月还没有收到过申诉，但是没有定期对申诉机制程序进行定期评估以检查它的有效性和时效性。(根据 amfori BSCI 行为准则)</p>

**PA 5: Fair Remuneration**

Site: Tianchang Yanning Pet Products Co., Ltd. | Site amfori ID: 156-004509-002

**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
<b>Finding</b>	
<p>Current Status: Not corrected.</p> <p>Based on documents review, management &amp; worker interview, the main auditee did not respect this principle. Because the factory did not provide social insurance for all employees, a total of 23 employees (excluding 24 retired employees) were eligible to receive five types of social insurances in August 2025 according to the law. However, through review of social insurance enrolment list in August 2025, only 11 employees (47.8% of total eligible employees) were enrolled in occupational injury insurance, pension insurance, unemployment insurance, medical insurance and child-bearing insurance. Remarks: Other employees wanted to save money and did not want to pay for all social insurance fees themselves. The factory bought commercial injury insurance for all employees with the valid period from September 14, 2024 to September 13, 2025; but no waiver was obtained by the factory. (In accordance with Social Insurance Act of the People's Republic of China, article 2&amp;4)</p>	<p>未改善。根据文件审阅，管理层和工人访谈发现，工厂没有遵循此项准则。因为工厂没有按照法规要求为所有员工购买社会保险。根据工厂提供的社保缴费记录查看，在2025年8月共有23名员工（除去24名退休员工）符合参保资格，只有11名员工（符合条件员工的47.8%）参加了工伤保险，养老保险，失业保险，医疗保险和生育保险。备注：其他员工想存更多的钱而不想自己支付所有社保费用。工厂给所有员工购买了有效期从2024年9月14日到2025年9月13日的商业工伤保险；但没有获得社保批文。（根据《中华人民共和国社会保险法》第二条和第四条）</p>

## PA 6: Decent Working Hours

Site: Tianchang Yaning Pet Products Co., Ltd. | Site amfori ID: 156-004509-002

**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
<b>Finding</b>	
<p>Current Status: Not corrected.</p> <p>Based on documents review, management &amp; worker interview, the main auditee did not respect this principle. Because it was noted that the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in July 2025 with the highest of 70 hours; 5 out of 5 randomly selected workers exceeded 36 hours in May 2025 with the highest of 66 hours; 5 out of 5 randomly selected workers exceeded 36 hours in November 2024 with the highest of 72 hours. (In accordance</p>	<p>未改善。根据文件审阅，管理层和工人访谈发现，工厂没有遵循此项准则。因为在此次审核过程中，审核员发现抽样月份2025年7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70小时；在2025年5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66小时；在2024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72小时。（根据《中华人民共和国劳动法》第41条）</p>

Finding	
with PRC Labor Law article 41)	

## PA 7: Occupational Health and Safety

Site: Tianchang Yaning Pet Products Co., Ltd. | Site amfori ID: 156-004509-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Current Status: Not corrected.</p> <p>Based on documents review, factory tour, management &amp; worker interview, the main auditee partially respected this principle. Because the main auditee had set up one health and safety management system to manage the health and safety condition in the factory, including established one EHS workers and management committee, regular internal assessment, regular health and safety check, regular meetings and trainings and etc. However, due to lack of awareness and imperfect management, some health and safety issues were noted in this audit. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据文件审阅，现场查看，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂已有建立了健康安全管理体系，包括成立工人和管理层的健康安全委员会，定期的内审，定期健康安全检査、会议和培训等。但是由于意识不足和管理不完善，在审核过程中还是有一些健康安全问题发现。(根据 amfori BSCI 行为准则)</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Current Status: Not corrected.</p> <p>Based on documents review, management &amp; worker interview, the main auditee partially respected this principle. Because the main auditee had conducted health and safety risk assessment, however, factory workers did not have an active cooperation with management during the risk assessment, the development and implementation of the OHS systems. (In accordance with amfori BSCI Code of Conduct)</p>	<p>未改善。根据文件审阅管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂进行了健康安全风险评估，但此次审核过程中审核员发现员工未积极参与到健康安全的风险评估以及建设健康安全体系中。(根据amfori BSCI Code of Conduct)</p>

**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**

New Finding: Based on factory tour, management & worker interview, the main auditee partially respected this principle. Because the factory provided proper personal protective equipment for workers freely, however, it was noted that 1 filling worker did not wear the provided anti-dust mask during working time, only wore disposable medical mask. (In accordance with Law of the People's Republic of China on Work Safety Article 45)

新发现。根据现场查看，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂为员工提供了免费的合适的个人防护用品。但是在此次审核过程中，审核员发现工厂1名充棉工人在工作期间没有佩戴提供的防尘口罩，只佩戴了一次性医疗口罩。(根据《中华人民共和国安全生产法》第四十五条)

**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**

New Finding:  
Based on factory tour, management & worker interview, the main auditee partially respected this principle. Because the main auditee had installed sufficient and effective firefighting equipment in the factory. However, it was noted that the gap between stacks and walls was 0~0.2 meters in the finished goods warehouse in the factory, which was less than the legal requirement of at least 0.5 meters between stacks and walls. (In accordance with Article 18 of Rules for Warehouse Fire Prevention Safety Management).

新发现。根据现场查看，管理层和工人访谈发现，工厂部分遵循此项准则。因为工厂安装了充分和有效的消防设施，但是在此次审核过程中，审核员发现工厂成品仓库中垛与墙的间距为0~0.2米，小于垛与墙之间至少0.5米间距的法定要求。(根据《仓库防火安全管理规则》第18条)。