

Monitored Party Orient Handbag Manufacture Co., Ltd. Quanzhou	amfori ID 156-065778-000	Address 230 Chong Hong West Road, Qingmeng Economy and Technology Development Zone, quanzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 09/10/2025	Closing Meeting Finished Date 13/10/2025	Submission Date 13/10/2025
Expiration Date 13/10/2027	Announcement Type Semi Announced	
Site Orient Handbag Manufacture Co., Ltd. Quanzhou	Site amfori ID 156-065778-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	A	

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: Stanley Yang; APSCA membership number: CSCA21702342

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

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

Monitoring partner name: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for 1 auditor x 1.5 days

Audit Scope: This is a full audit, the scope covered all PAs with evaluations are done according to management and employee interview, factory tour and document review.

- Business partner information: According to the business license, Orient Handbag Manufacture Co., Ltd. Quanzhou (泉州东方手袋厂有限公司) was located at 230 Chong Hong West Road, Qingmeng Economy and Technology Development Zone, quanzhou, China. The factory was established on December 21, 1983 (Uniform Code of Social Credit: 91350500611526597M) and the factory being audited specialized in the manufacture of bags. The main production activities included cutting, sewing, lasting, inspection and packing. The peak season and non-peak season were not obvious.

- Audited location information: The factory owned one 4-storey office building and one 3-storey production building. The 3F of production building was rented to Fanmei company. No dormitory or canteen was provided.

Layout as below:

Production building:

1F: warehouse and cutting area

2F: sewing, lasting, inspection and packing area

3F: Fanmei company.

Office building:

1-4F: office area

Operating shifts and hours: There was 1 shift for employees from 08:00 to 12:00, 13:30 to 17:30. Workers worked 8 regular hours per day and 40 regular hours in a week from Monday to Friday, and the rest days for employees were Sundays and statutory holidays required by the legal requirement. There was no peak season month in this factory.

Time recording system: The factory used face scan recording system to record working hours.

Salary payment details: The workers' wages were paid on the 20th of the next month through bank with wage stubs issued to employees.

Worker number information: There was a total of 98 workers in this factory with 5 management employees and 93 production workers (including 34 male worker and 59 female workers). There were 49 domestic migrant workers (22 male workers and 27 female workers). All employees were at present on the audit day. 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.

Good practices: The factory had provided 15-minute breaks in the morning and afternoon.

Worker organization details: There was no union in this factory. The factory respected the rights of workers to elect the workers' representatives. 1 worker representative was elected by all workers in 2025.

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were non-compliances at Performance Area 1.1, Performance Area 2.2, 2.4 Performance Area 5.5 and Performance Area 7.3, 7.4 and 7.8 during this audit.

Living wage calculation: BV 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 BV does not use Anker benchmark is no data in GLWC for area where the factory is located. The data source: onsite audit information collection (BV BNW)

Remark:

1. Documents not attached in the report:

- Contractor license/permit

Not Applicable. There was no contractor used in this factory.

- Agency labor contract

Not Applicable. There was no agency labor used in this factory.

- Government waivers

Not Applicable. There was no government waiver provided by the factory.

- Collective bargaining agreements

Not Applicable. No collective bargaining agreements were provided by the factory.

SITE DETAILS

Site

Site amfori ID

Orient Handbag Manufacture Co., Ltd. Quanzhou

156-065778-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Textiles		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	2,195	Monthly
Calculated living wage in local currency	2,444.87	Monthly
Total sample	10	Workers

Other Metrics

Male workers	38	Workers
Female workers	60	Workers
Non-binary workers	0	Workers
Permanent workers - Male	38	Workers
Permanent workers - Female	60	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	22	Workers
Domestic migrant workers - Female	27	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	38	Workers
Workers hired directly - Female	60	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Orient Handbag Manufacture Co., Ltd. Quanzhou | Site amfori ID: 156-065778-001

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

Through factory tour, document review and interview of employee and management, the auditee did not strictly take a cyclical management system approach (i.e. plan, do, check and adjust) to ensure that all policies and procedures are followed. Although the factory had set up management system to implement the amfori BSCI Code of Conduct, gaps were still noted in Performance Area 1, 2, 5, 6 and 7. This finding is rated as P. The factory manager stated that they will correct this finding ASAP. This violated BSCI 1.1.

通过现场巡视，文件审核，员工和管理层面谈，被审核方未能严格采取循环的管理体系（即计划、执行、检查、调整）以确保所有的政策和程序均被执行。尽管工厂建立了管理体系来执行amfori BSCI行为守则，但执行领域1、2、5、6和7仍存在差距。这个问题点判定为部分不符合。工厂经理表示他们将尽快改善这个问题点。根据BSCI 1.1改善。

PA 2: Workers Involvement and Protection

Site: Orient Handbag Manufacture Co., Ltd. Quanzhou | Site amfori ID: 156-065778-001

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

Based on management interview and document review it was identified that, the factory had established long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. However, workers and worker representatives were not involved when defining these goals. This question is rated as partially. The factory represented that they would complete the long-term goals to protect employees' rights completely. In accordance with Amfori BSCI Requirement 2.2.

通过管理层访谈和文件审核，发现工厂已经依据BSCI行为守则制定了保护工人的长期目标，但是该长期目标制定过程中没有工人及工人代表的参与。这个不符合问题属于部分不符合。工厂表示将完善长期目标，全面地保护员工的权利。根据BSCI 2.2改善。

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 document review, management and worker interviews, it was noted that the factory developed relevant social policies based on Amfori BSCI CoC and applicable laws and regulations. And the factory had conducted the Amfori BSCI CoC training for management and employees regularly and the Amfori BSCI CoC was posted in the public board. This finding is rated as "Partially" because according to the interview statement of workers, employees were not very clear about the specific content of Amfori BSCI CoC, and did not understand the measures and purposes of implementing the code in the factory. This violated BSCI 2.4	基于文件查阅、管理层访谈和员工访谈，审核发现工厂基于Amfori BSCI行为守则和适用的法律法规制定了社会责任政策，对管理层和员工进行了定期的Amfori BSCI行为准则培训，并将该行为准则张贴在了工厂的公告栏。此问题点判定为部分不符合的原因在于，根据员工访谈，员工对Amfori BSCI行为守则的具体内容并不是非常清晰，对工厂执行该准则的措施和目的并不了解。根据BSCI 2.4要求改善。

PA 5: Fair Remuneration

Site: Orient Handbag Manufacture Co., Ltd. Quanzhou | Site amfori ID: 156-065778-001

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 management and employee interview, and social insurance receipt review, it was noted that only 92 out of 98 employees were provided with accident, pension and unemployment insurance, 91 out of 98 employees were provided with medical and maternity insurance in September 2025. The factory had provided commercial accident insurance to all 98 employees from February 20, 2025 to February 19, 2026. No social insurance waiver was obtained. No rural pension insurance participation record was provided for review and the facility did not provide the reason for the rest employees not joining the social insurance. Therefore, this finding was raised as P. This violated with Article 73 of the Labor Law of the People's Republic of China.	经管理人员及员工面谈及工厂提供的社保缴费凭证审阅，审核员发现根据厂方提供的2025年9月的社保收据显示，工厂仅为92/98名员工提供工伤、养老和失业保险；为91/98名员工提供医疗和生育保险。工厂为全部98名员工提供了商业意外险，有效期为2025年2月20日至2026年2月19日。工厂没有获得社保批文。工厂未提供新农保参保记录供审核，也未对剩余的员工没有购买社保的原因进行解释。因此，这个问题被判定为部分不符合。根据《中华人民共和国劳动法》第73条改善。

PA 7: Occupational Health and Safety

Site: Orient Handbag Manufacture Co., Ltd. Quanzhou | Site amfori ID: 156-065778-001

Question: 7.3 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	
Through factory tour, it was noted that the factory did not provide sufficient hygiene supplies, such as pregnant and menstruation, etc. This finding is rated as P. This violated BSCI 7.3	通过现场巡视，审核发现工厂没有提供充足的卫生用品，诸如怀孕和女士例假。这个问题点判定为部分不符合。按照BSCI 7.3改善

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	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that workers were not involved in the risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.4. This question is rated as "Partially" because the factory had set up its OHS system.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工人未参与安全、健康和卫生工作条件的风险评估。根据BSCI 7.4改善。该问题评为“部分符合”，因为工厂已建立了职业健康与安全体系。

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
Per document review and onsite observation, it was noted that the factory had established emergency procedure, but not displayed the emergency procedures at production place. This question is rated as Partially. Though the factory had provided the related training regarding to the accident and emergency requirement to employees, the procedure not posting onsite, it was unable to effectively strengthen the memory of employees and raise the awareness of employees. In accordance with Amfori BSCI Requirement 7.8.	通过文件审核和现场巡视，审核员发现工厂已经建立了事故应急处理程序，但未在生产区域张贴事故应急处理程序。这个不符合问题属于部分不符合。工厂虽然通过培训将意外及应急要求告知员工，但是没有在现场张贴相关的要求，无法加强员工的记忆，提高员工的意识。根据BSCI 7.8改善。