

Monitored Party Ningbo Exfatter Apparel Co.,Ltd.	amfori ID 156-050146-000	Address 2/F and 4/F, BLD 3, No.655-77 Qiming Road, Panhuo Street, Yinzhou District, 315105 Ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 17/07/2026	Closing Meeting Finished Date 17/07/2026	Submission Date 22/07/2026
Expiration Date 22/07/2027	Announcement Type Semi Announced	
Site Ningbo Exfatter Apparel Co.,Ltd.	Site amfori ID 156-050146-002	

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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	B	
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: Irene Chen; APSCA membership number: CSCA 21701772.

Name of team auditor (if applicable): No team auditor; APSCA membership number: N/A.

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

Monitoring partner name: ALGI HOLDING COMPANY LLC; APSCA membership number: 11600033.

Audit schedule details: The Full audit (Semi - Announced) is planned for 1 auditor x 1.0 onsite day (July 17, 2026) and finished audit on the same day.

Business partner information: Ningbo Exfatter Apparel Co.,Ltd. (Local Name: 宁波斐特服饰有限公司 Uniform Code of Social Credit: 91330212MA2H8KM559) was located at "2/F and 4/F, BLD 3, No.655-77 Qiming Road, Panhuo Street, Yinzhou District, Ningbo, Zhejiang Province, China (浙江省宁波市鄞州区启明路655-77号3幢第2层、第4层)". The factory was established in October 2020 and specializes in the manufacturing of garment. Main production activities include cutting, sewing, ironing, inspection and packing. No production or service was subcontracted.

Audited location information: The audited factory rented 2/F and 4/F of one 4-storey building from the landlord "Ningbo Yinzhou Jingyi Machinery Technology Co., Ltd" as office, warehouse and production workshops. No dormitory, canteen and kitchen were provided. Other area of this building and other buildings were used by many other factories which were rent out by landlord. Cross check by documents review, onsite observation, management interview and workers interview, the audited factory and many other factories in the same compound had independent business license, management and workers, attendance systems, no worker was exchanged. The building details were as below:

One 4-storey building: 2/F was used as office, cutting, ironing, inspection and packing workshops and finished goods and raw material warehouse; 4/F was used as sewing workshop; other area was used by many other factories.

Operating shifts and hours: All the employees worked in one shift from 8:00 to 17:00 with 1.0 hour lunch break from 11:30 to 12:30. Normal working days are from Monday to Friday. Workers worked overtime voluntarily for 2 hours from 18:00 to 20:00 on normal working days and for 8 hours on Saturdays if need. The Sunday and holiday would be arranged to rest.

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

Salary payment details: All employees in the factory were paid by hourly rate. Wages were paid hourly by bank transfer before the 10th of every month for the preceding month.

During the current audit, payroll records from July 2025 to June 2026 and attendance records from July 1, 2025 to July 17, 2026 were provided for review. The auditor randomly selected 10 samples from each of June 2026 (last paid month), December 2025 (random month) and August 2025 (random month) for verification.

Worker number information: On the day of audit, there were 48 employees present (4 non-production employees and 44 production workers). There were 44 production workers (12 male production workers and 32 female production workers) and 43 migrant workers (12 male workers and 31 female workers) were from other provinces in China. No any other special group workers (such as child labor, young, disabled, pregnant woman, interns, apprentices, contractor workers) were noted during this audit. As per management interview, no obvious peak or non-peak month in the past 12 months.

Good practices: NA

Worker organization details: No labor union was available. Two worker representatives were elected by workers.

Circumstances: Mr. Sun Zhangyue/ Factory manager and Ms. Jiang Honghong / Worker Representative participated in the opening & closing meeting. The opening meeting started at 8:00 on July 17, 2026 and the closing meeting ended at 17:00 on July 17, 2026. The auditor communicated the findings in detail to them and allowed them to ask questions and make

any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:

PA1: Social Management System

1.1. The social management system was not implemented effectively.

1.4. Workforce capacity was not properly planned, which lead excessive overtime hours.

PA 2: Workers Involvement and Protection

2.5. The grievance mechanism did not include all interested parties.

PA 5: Fair Remuneration

5.5. Insufficient participation of social insurances.

PA 6: Decent Working Hours

6.2. Monthly overtime hours exceeded 36 hours.

PA 7: Occupational Health and Safety

7.1. Non-compliance with health and safety local law and regulations and goods were placed against the walls.

7.13. One electrical box was not locked or without inner cover.

7.17. No finger protectors or needle guards were installed on most sewing machines.

7.22. The factory did not provide some cleaning supplies in toilet.

Minimum wage calculation: The local legal minimum wage standard is CNY 2490 per month or equivalent to CNY 14.31 per hour before January, 2026 and CNY 2660 per month or equivalent to CNY 15.29 per hour since January 1, 2026.

#Living Wage: [The audited factory was located in Ningbo City, the auditor used the Living wage calculation published on the GLWC website for the region (<https://www.globallivingwage.org/living-wage-benchmarks/benchmark-report-2024-living-wage-report-for-ningbo-china/>), which is estimated at the amount of CNY 4198 per month on September, 2025. As recommended, GLWC method of calculation is considered by the auditor for this audit. GLWC benchmark data are uploaded as part of the report attachments.]

Remark:

1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable.

2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.

SITE DETAILS

Site

Ningbo Exfatter Apparel Co.,Ltd.

Site amfori ID

156-050146-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,660	Monthly
Lowest wage paid for regular work at the site	4,200	Monthly
Calculated living wage in local currency	4,198	Monthly
Total sample	10	Workers

Other Metrics

Male workers	14	Workers
Female workers	34	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	Workers
Permanent workers - Female	34	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	12	Workers
Domestic migrant workers - Female	31	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	14	Workers
Workers hired directly - Female	34	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	4	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Ningbo Exfatter Apparel Co.,Ltd. | Site amfori ID: 156-050146-002

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
Finding	
Based on documents review, onsite observation, management and worker interviews, it was noted that the factory did not have an effective management system regarding Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health. (For details, please refer to Performance Area 1, 2, 5, 6 and 7 respectively.) The factory management claimed that they will make continuous improvement. This question is rated as partially due to the factory established the social responsibility procedures or management systems, but the non-conformances only noted in above PAs. This is partially in compliance with requirements of amfori BSCI CoC.	根据文件查阅，现场观察，管理层访谈和员工访谈，发现工厂在社会管理体系、工人参与和保护、公平 报酬、体面劳动时间以及职业健康和安全方面缺少有效的管理。（详细分别见第1、2、5、6和7部分）工厂管理层表示他们会进行持续改善。该项被判定为局部符合是因为工厂建立了社会责任程序或者 管理体系，但不符合项仅出现在上述部分。这局部符合amfori BSCI CoC。

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	
Based on documents review, onsite observation, management and worker interviews, it was noted that the factory developed the procedures about production capacity planning & cost accounting, the production capacity could satisfy the customer needs and all the goods could be delivered to the clients on time, but it was noted that the factory could not adequately evaluate the production capacity, human resources and equipment status against the delivery requirements to avoid the undue monthly overtime working, so that the workers' monthly overtime hours exceeded the law limit (For details, please refer to PA6.2). The factory management claimed that the factory had taken the action (e.g. optimizing production efficiency) to control the workers' overtime hours. The checkpoint was rated as partially because	根据文件查阅，现场观察，管理层访谈和员工访谈，发现工厂建立了产能评估和成本计算程序，生产能力能够满足客户需求且所有货物均能被准时交付给客户，但发现工厂未能根据客户交货期要求，充分地 评估生产能力、人员和设备情况，以避免出现月加班超时的现象，导致工人的月加班时间有超出法规要求（对于细节，请参考PA6.2）。管理层表示工厂已经采取行动措施（比如提升生产效率）以控制 工人的加班时间。该检查点被评为部分符合，因为管理人员清楚生产效率、交货期以及法规对工作时间 的要求，且工厂为每个订单制定了详细的生产计划，以安排生产活动。这局部符合《中华人民共和国劳动法》第41条。

Finding

management staffs were clear of the production rate, date of delivery and regulatory working hours requirements, the factory made the detailed production plan for each order to arrange the production activities. This is partially in compliance with PRC Labor Law article 41.

PA 2: Workers Involvement and Protection

Site: Ningbo Exfatter Apparel Co.,Ltd. | Site amfori ID: 156-050146-002

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

Finding

Based on documents review, worker interviews and management interview, it was noted that the factory established the grievance mechanism, but the grievance mechanism did not include all interested parties (such as suppliers and clients), only including internal part. The factory management claimed that they did not clearly know grievance mechanism should be including all interested parties. This question is rated as partially due to the factory had established grievance mechanism. This is partially in compliance with requirements of amfori BSCI CoC.

根据文件查阅，工人访谈以及管理层交谈，发现工厂建立的申诉机制没有包含所有利益相关方（例如供应商和客户），只是对工厂内部适用。工厂管理层表示他们并不清楚申诉机制应包含所有利益相关方。该项被判定为局部符合是因为工厂建立了申诉机制。这局部符合BSCI CoC的要求。

PA 5: Fair Remuneration

Site: Ningbo Exfatter Apparel Co.,Ltd. | Site amfori ID: 156-050146-002

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

Finding

Based on management interview, workers interview and reviewing the social insurance participation from July 2025 to June 2026, it was noted that not all employees were provided with social insurance. In June 2026, there were total 48 employees (48 employees included 14 retired employees and 0 new employee), but only 9 out of 34 eligible

根据管理层访谈，员工访谈和查看2025年7月至2026年6月的社保参保状态发现，工厂社保没有覆盖到所有员工。2026年6月一共有48名员工（48名员工包含14名退休员工和0名新进员工），但是全部34名符合参保条件的员工中仅9名员工（26.5%）参加了养老，失业，医疗和生育保险和25名员工参加了工伤保险。工厂为其余员工提供了有效期从

Finding

employees (26.5%) were provided with pension, unemployment, medical and maternity insurances and 25 employees were provided with industrial injury insurances. The factory provided the group commercial injury insurance with the period from November 1, 2025 to October 31, 2026 to other employees to make sure all employees were covered by injury insurance. No social insurance waiver was available. The factory management claimed that rest employees had new rural cooperative pension insurance and did not want to buy these 5 kinds of social insurances. This question is rated as no due to the social insurance participation rate was low. This is not in compliance with the PRC Labor Law article 72 & 73.

2025年11月1日至2026年10月31日的团体意外保险以确保所有员工均被工伤保险覆盖。工厂没有取得社保豁免批文。工厂管理层称剩余的员工参加了新型农村合作养老保险且不想买这5种社会保险。该项被判定为不符合是因为社保参保率低。这不符合《中华人民共和国劳动法》第72、73条。

PA 6: Decent Working Hours

Site: Ningbo Exfatter Apparel Co.,Ltd. | Site amfori ID: 156-050146-002

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

Finding

Based on management interview, workers interview and documents review, it was noted that the monthly overtime working hours of 3 out of 3 randomly sampled months exceeded the legal limit of 36 hours per month. The details were as follow: the monthly overtime working hours of all 10 sampled workers were 54 hours in June 2026 (last paid month); The monthly overtime working hours of all 10 sampled workers were 56 hours in December 2025 (random month); The monthly overtime working hours of all 10 sampled workers were 60 hours in August 2025 (random month). The factory management claimed that urgent orders led to excessive monthly overtime working hours. This question is rated as no due to excessive monthly overtime working hours noted in all sampled months. This is not in compliance with the PRC Labor Law article 41.
Remark: The workers' overtime work was voluntary.

根据管理层访谈，员工访谈和文件查阅，发现3个随机抽样月份中有3个月份的月加班时间超过了法律规定的每月加班不超36小时。详细如下：所有10名抽样员工在2026年6月份（最近发薪月份）的月加班时间为54小时；所有10名抽样员工在2025年12月份（随机抽样月份）的月加班时间为56小时；所有10名抽样员工在2025年8月份（随机抽样月份）的月加班时间为60小时。工厂管理层表示急单导致了月加班超时。该项被判定为全部不符合是因为所有抽样月份发现月加班超时。这不符合《中华人民共和国劳动法》第41条。
备注：员工的加班时间属于自愿加班。

PA 7: Occupational Health and Safety

Site: Ningbo Exfatter Apparel Co.,Ltd. | Site amfori ID: 156-050146-002

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

ENGLISH	LOCAL LANGUAGE
Finding Based on documents review, onsite observation, management and worker interviews, it was noted that: 1. the factory had set up its own occupational health and safety regulations and procedures, the actual practice throughout the factory was not fully in compliance with requirements of local laws in the part of Warehouse Safety, Electrical safety and Machine protection. The factory management claimed that they will make continuous improvement. This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.13 & PA 7.17 for specific health and safety regulations.) 2. It was noted that around 20% goods in the warehouse were placed against the walls. The factory management claimed that limited space caused this happened. This is partially in compliance with the Rules Concerning Warehouse Safety and Fire Control article 18. This question is rated as partially due to the factory have awareness of occupational health and safety and assigned specialized management staff to take charge of it, but there are still the problems in the actual practice process of the factory.	
	根据文件查阅，现场观察，管理层访谈和员工访谈，发现： 1. 虽然工厂建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题。例如 仓库安全、用电安全以及机器防护。工厂管理层表示他们会进行持续改善。这局部符合当地健康安全方面的法规。（具体的健康安全法规条款请参阅PA7.1, PA7.13 & PA 7.17）。 2. 现场发现工厂仓库约20%货物靠墙堆放。工厂管理层表示工厂空间有限导致了该问题发生。这局部符合《仓库防火安全管理规划》第18条。该项被判定为局部符合是因为工厂对职业健康安全有一定的意识并指派了专门的管理层负责,但是工厂在实际的执行过程中还存在问题。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding Based on documents review, onsite observation, management and worker interviews, 1 electrical box out of 10 sampled electrical boxes was not locked or without inner cover such as cutting workshop. The factory management claimed that the electrician did not check and lock in time. This question is rated as partially due to the factory had established the management program and protective covers were installed on most electrical boxes and switches and locked, but one electrical box was not locked or without inner cover. This is	
	根据文件查阅，现场观察，管理层访谈和员工访谈，抽样10个电箱中有1个电箱没有上锁或没有内盖如裁剪车间。工厂管理层解释，电工未及时点检并上锁。该项被判定为局部符合是工厂建立了电气设施管理程序和大部分电箱和开关都安装保护盖和上锁，但是1个电箱没有上锁或无内盖。这局部符合用电安全导则《GB/T13869-2017》第5.1.2条。

Finding	
partially in compliance with the General Guide for Safety of Electric User (GB/ T13869-2017), Article 5.1.2.	

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on documents review, onsite observation, management and worker interviews, it was noted that no finger protectors or needle guards were installed on about 70% sewing machines in the sewing workshop. The factory management claimed that the safety director did not check in time. This question is rated as no due to no finger protectors or needle guards were installed on most sewing machines. This is not in compliance with General Rules of Design on Health and Safety of Production Facility (GB 5083-2023).	根据文件查阅，现场观察，管理层访谈和员工访谈，发现针车车间约70%的针车没有安装护指环或挡针板。工厂管理层表示安全负责人没有及时点检。该项被判定为不符合是因为大部分针车没有安装护指环或挡针板。这不符合生产设备安全卫生设计总则（GB 5083-2023）。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on onsite observation, management and workers interview, it was noted that the factory did not provide some cleaning supplies such as toilet paper in toilet for employees use. The factory management claimed that they will buy the cleaning supplies soon. This question is rated as partially due to the sanitary condition was good in toilet in factory and the factory provided the liquid soap in toilet, but the factory did not provide some cleaning supplies such as toilet paper in toilet for employees use. This is partially in compliance with requirements of amfori BSCI CoC.	根据现场观察，管理层访谈和员工访谈发现，工厂洗手间没有提供部分清洁用品如厕纸供员工使用。工厂管理层表示他们会尽快购买相关的清洁用品。该项被判定为局部符合是因为工厂卫生间卫生状况良好和提供了洗手液，但是工厂洗手间没有提供部分清洁用品如厕纸供员工使用。这局部符合amfori BSCI CoC。