Monitoring summary report for Feihong Five Metals Wares Co., Ltd
MONITORING ID: 26-0445384

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Trade with purpose

Monitored Party **Feihong Five Metals Wares Co., Ltd**	amfori ID **156-029773-000**	Address **Longshan Industrial Zone, Qianpu Village, Yongning Town, Shishi, Quanzhou, Fujian Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Bureau Veritas Hong Kong Limited**
Monitoring Start Date **04/11/2026**	Closing Meeting Finished Date **06/11/2026**	Submission Date **12/11/2026**
Expiration Date **12/11/2027**	Announcement Type **Semi Announced**	
Site **Feihong Five Metals Wares Co., Ltd**	Site amfori ID **156-029773-001**	

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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: Jude Lu; APSCA membership number: CSCA 21701092.

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

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

Monitoring partner name: Bureau Veritas Consumer Products Service; APSCA number 11600002

Audit schedule details: The audit is planned for 1 auditor x 2.5 days.

All performance areas were covered and including document review, onsite-observation, employee's and management interview.

Business partner information: The name in Chinese per business license was 石狮市飞鸿五金饰品有限公司, Business License No. was 91350581611604196T and it was established on March 27, 1996 and the address in Chinese per business license was 石狮市永宁镇前埔龙山开发区. The auditee specialized in the manufacture of Metal Jewelry. The main production processes included molding, injection, vibrating, polishing, painting, spraying, assembling and packing. According to the factory management, peak season was not obvious.

Audited location information: The factory owned one 2-storey production building and one 6-storey dormitory building with the canteen on the 1st floor. The total land area of the factory was about 4,359 square meters. No traffic tools provided for employees in the factory.
Layout of factory building:
One 2-storey production building:
1F: Warehouse, office, molding, injection, vibrating, polishing, assembling workshop
2F: painting, spraying and packing workshop

One 6-storey dormitory building:
1F: canteen
2F to 6F: dormitory rooms

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. The normal working days were from Monday to Friday, and the regular rest days were Saturday and Sunday. There was only one working shift for workers and the working hour which was 8:00 to 12:00 and 13:30 to 17:30 with a rest break from 12:00 to 13:30. No vulnerable workers (pregnant, young, disabled, foreign migrant etc.) were noted. The maximum daily overtime was 2 hours, the maximum monthly overtime was 74 hours.

Time recording system: The factory adopted finger printing & facial scanning system to record working hours of employees.

Salary payment details: Wages of employees are paid around the 15th of next month via bank transfer with wage stubs issued to employees. Per payroll review and interview with management and employees, all employees are paid by hourly rate.

Worker number information: There are 130 employees (72 male employees and 58 female employees) in the factory currently, including 90 production employees (48 employees are male and 42 employees are female) and 40 non-production employees, 90 domestic migrant employees (51 male employees and 39 female employees). The youngest employee in the factory is 18 years old. No other vulnerable worker (e.g., foreign migrant, young, women pregnant, seasonal, temporary, disabled, home-based workers) or any other special group workers (interns, apprentices, contractor workers etc.) employed by the factory.

Good practices: The factory provided 15 minutes break to employees every 2 working hours and provided hygiene kits in

production workshops.

Worker organization details: There was no union but a worker representative committee established in the factory. Worker representatives were elected by workers freely.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The findings were raised under PA1, PA2, PA5, PA6 and PA7, please refer to report for finding details.

Living wage calculation: BV has used the methodology which follows Anker Benchmark methodology to estimate the living wage by estimating the cost of 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 the data of GLWC because no such data was available in the area. The data source: onsite audit information collection (BV BNW).
The factory uses Anker Benchmark methodology to calculate the Living Wage and meets the requirement. After evaluating and communicating with factory, auditor would like to enter the most accurate calculation with BV BNW which better reflected the cost of living.

Remark: 1. No agency or contractor was used by the auditee. No government waiver was obtained by the auditee. No Collective bargaining agreement in the auditee.

SITE DETAILS

Site
Feihong Five Metals Wares Co., Ltd

Site amfori ID
156-029773-001

GICS Classification

Sector
Consumer Staples

Industry Group
Household & Personal Products

Industry
Personal Care Products

Sub Industry
Personal Care Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**130**	**Workers**
Legal minimum wage in local currency	**2,195**	**Monthly**
Lowest wage paid for regular work at the site	**3,000**	**Monthly**
Calculated living wage in local currency	**3,011.54**	**Monthly**
Total sample	**15**	**Workers**

Other Metrics

Male workers	**72**	**Workers**
Female workers	**58**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**72**	**Workers**
Permanent workers - Female	**58**	**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	**9**	**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	**51**	**Workers**
Domestic migrant workers - Female	**39**	**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	**72**	**Workers**
Workers hired directly - Female	**58**	**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	**10**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
Based on management and worker interviews, factory tour and document review, it was noted that minor gap was noted in the factory management system, which resulted in the findings identified on PA1, PA2, PA5, PA6 and PA7. This question was rated as partially because the factory management system was operated effectively. Please refer to BSCI PA 1.1: The auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.	基于管理层和工人访谈、现场巡视以及文件审查，审核发现工厂的管理体系存在细微差距，导致在PA1，PA2，PA5，PA6和PA7区域发现问题。该问题被评为“部分”，因为工厂的管理体系有 有效运行。请参考BSCI PA 1.1：审核方（生产商）已确立执行amfori BSCI行为守则的有效管理体系。

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	
As per document review and employee interview, the factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. This question is rated as partially non-compliance. This violated Performance Area 1: Social Management System and Cascade Effect 1.4	根据文件审核和员工访谈，工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。 此问题点判为部分不符合。根据执行领域1：社会管理体系和级联效应1.4

PA 2: Workers Involvement and Protection

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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 management and worker interviews and document review, it was noted that no satisfactory evidence was provided to show that the factory had established an effective grievance mechanism for communities. For example, the suggestion box set up by the factory for local communities/ stakeholders to appeal was located next to the security room inside the factory, which was not convenient for the local community/stakeholders to appeal. This question was rated as partially because the factory had established an effective grievance mechanism for individuals and regular surveys on individuals' satisfaction with the grievance procedure had been conducted by them. BSCI Code of Conduct: The auditee establishes or participates in an effective grievance mechanism for individuals and communities. This violated Performance Area 2: Workers Involvement and Protection 2.5	根基于管理层和工人访谈以及文件审查，审核发现没有满意证据显示工厂有建立有效的团体申诉机制，例如：工厂设置给当地社区/利益相关方申诉的意见箱设置在厂内的保安室旁边，不便于当地社区/利 益相关方去申诉。 该问题被评为部分不符合，因为工厂有建立有效的个人申诉机制，也有对个人申诉程序满意度的常规调 查。BSCI行为守则：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。 根据执行领域2：工人参与和保护 2.5

PA 5: Fair Remuneration

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
According to the social insurance payment receipt provided by factory management, it was noted that only 64 out of 130 employees (49.2%) were provided with unemployment insurance, pension insurance, accident insurance, 48 out of 130 employees (36.9%) were provided with medical insurance and maternity insurance in October 2026. This question is rated as fully non-compliance. Remark: The factory had provided commercial accident insurance to all employees with valid period from May 1, 2026 to April 30, 2027. In accordance with Article 73 of the Labor Law of the People's Republic of China	根据厂方提供的2026年10月社会保险缴费单据显示工厂仅为64/130名员工 (49.2%) 购买了失业保险，养老保险，工伤保险，48/130名员工 (36.9%) 购买医疗保险和生育保险。此问题点判为完全不符合。 工厂为所有员工购买商业意外保险，有效期为2026年5月1日至2027年4月30日。 根据《中华人民共和国劳动法》第73条

PA 6: Decent Working Hours

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
As per document review, it was noted that 30 out of 45 sample population employees worked in excess of the statutory overtime hour limits. A review of 45 sample population employees' time records (15 sample employees from current paid month September 2026, 15 sample employees from June 2026 and 15 sample employees from month February 2026) yielded the following: a) 15 out of 15 sample population employees' monthly overtime in September 2026 reached 64-74 hours; b) 15 out of 15 sample population employees' monthly overtime in June 2026 reached 64-72 hours; This question was rated as fully non-compliance. In accordance with Article 41 of the Labor Law of the PRC	根据厂方提供的工时记录，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的考勤记录中 抽取45个样本(从最近工资支付月2026年9月，从2026年6月，从2026年2月各抽取1 5个样本)，发现共有30名员工加班时间超出了法定标准，具体为： a)15/15在2026年9 月的加班时间为64-74小时； b)15/15在2026年6月的加班时间为64-72小时。此问题点判为完全不符合。根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: Feihong Five Metals Wares Co., Ltd | Site amfori ID: 156-029773-001

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	
Based on management and employee interview and factory tour, it was noted that 5 out of 10 painting employees in the painting workshop were wearing disposable masks instead of carbon activated masks. Therefore, this finding was raised as partially non-compliance. In accordance with Article 45 of Law of the People's Republic of China on Production Safety.	经管理人员及员工面谈和现场巡查，审核员发现上色车间5/10名上色员工佩戴的是一次性口罩而不 是活性炭口罩。因此，这个问题被判定为部分不符合。根据《中华人民共和国安全生产法》第45条改善.

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	
Based on document review, management and	经文件查阅、管理人员及员工面谈和现场巡查，审

Finding	
employee interview and factory tour, it was noted that about 40% chemical (e.g. paints, etc.) in the workshop were not posted with safety labels. Therefore, this finding was raised as partially non-compliance. In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place.	核员发现车间的40%化学品（如：油漆等）的容器没有张贴安全标签。因此，这个问题被判定为部分不符合。根据《工作场所安全使用化学品规定》第14条改善。

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	
Per factory tour, it was noted that no toilet paper and soap for hand washing was supplied in the toilet during this audit. This question is rated as fully non-compliance. This violated Performance Area 7: Occupational Health and Safety 7.22	根据现场走访，审核发现工厂没有在厕所洗手区提供纸巾和洗手用的肥皂。此问题点判为完全不符合。 根据执行领域7：职业健康和安全 7.22