

Monitored Party Pretty Arts Products Co., Ltd.	amfori ID 156-000779-000	Address No. 6 Fuqiang Road, Industrial Park(North District), Zhitang Town, Changshu, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 28/07/2026	Closing Meeting Finished Date 28/07/2026	Submission Date 04/08/2026
Expiration Date 04/08/2027	Announcement Type Semi Announced	
Site Pretty Arts Products Co., Ltd.	Site amfori ID 156-000779-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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	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: Ellen Lu; APSCA membership number: CSCA 21700389

Name of team auditor: None; APSCA membership number: N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Intertek

Audit schedule details: The audit is planned for one auditor x 1 day onsite.

Day 1: time in/9:05, time out/17:05 on 28th July 2026;

Announcement Type: Semi-Announced (Facility tour, document review, employees' interview and management' interview were conducted during the full audit, which covered all PA1 to PA13 sections).

Business partner information: Pretty Arts Products Co., Ltd. (Local name: 常熟市钟意工艺品有限公司, Uniform Code of Social Credit: 91320581799087185U) was located at No. 6 Fuqiang Road, Industrial Park(North District), Zhitang Town, Changshu City, China. (中国常熟市支塘镇工业园区(北园区)富强路6号). Remark: The business license lists the auditee's address as Industrial Park(North District), Zhitang Town, Changshu City, which corresponds to the same physical location as the address registered on the amfori BSCI platform, though the latter provides a more detailed description. The factory was established in March 2007; the main products were bags. The main production processes were cutting, printing (silk screen printing, digital printing), sewing, ironing, inspection and packing.

Audited location information: The auditee consisted of one 3-storey building as office, workshop, and warehouse, one flat building as workshop and warehouse, and one flat building as canteen and kitchen. No dormitory was provided. All the buildings were owned by the auditee. The total construction area was about 3,751 square meters, and the total land area was about 3,787 square meters. The building information was as follows:

#1. 3-storey building: 1F Sewing and ironing workshop, 2F Printing (silk screen printing, digital printing) workshop, 3F Office.

#2. Flat building: 1F Cutting workshop, warehouse.

#3. Flat building: 1F Canteen, kitchen.

Operating shifts and hours: Attendance records from 1st June 2025 to 28th July 2026 were reviewed in this full audit.

Employees work 5 days per week and 8 hours per day. Kitchen staffs worked from 9:00 to 18:00 with 1 hour's break from 12:30-13:30. The normal working hours of all other employees are from 8:00 to 17:00 with 1 hour's rest from 11:30 to 12:30. Employees normally worked overtime for 2 hours on each normal working day and 8 hours on rest days. The maximum weekly working hours were 50 hours. At least 1 day off in every 7-day period was provided. The peak season was not obvious as per the management interview.

Time recording system: Fingerprint scanning attendance system is used for time keeping and every employee should scan their finger when they go in and out of work.

Salary payment details: Payroll records from June 2025 and May 2026 were reviewed in this full audit. The employees' wages are calculated on hourly rated basis. Through payroll records review and employees' interview, the lowest wage paid for regular work RMB2850 per month equivalent to RMB16.38 per hour, which was above the local legal minimum wage RMB2660 per month equivalent to RMB15.29 per hour. The highest total wages were RMB4490, and average total wages were RMB4139 per month based on the payroll records of the latest paid month May 2026. 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 taken on public holidays. Employees were paid by cash on or before the 30th day of each month after the previous wage calculation cycle. The facility provided social benefits for all eligible employees, such as social insurance, annual leave, maternity leave, etc. Additionally, facility has purchased a group accidental injury insurance policy covering 48 employees, effective from 5th January 2026 to 4th January 2027.

Remark:

1) Living wage calculation: Living wage data was from GLWC website. The GLWC living wage data of Suzhou City was released on 14th December 2025 and the link was <https://www.globallivingwage.org/living-wage-benchmarks/urban-suzhou-china/>.

2) The local minimum wage standard was set at RMB2490 per month as equivalent to RMB14.31 (2490/21.75/8) per hour from 1st January 2024 to 31st December 2025, and RMB2660 per month as equivalent to RMB15.29 (2660/21.75/8) per

hour since 1st January 2026.

Worker number information: A total of 48 employees including 6 male employees and 42 female employees work in the facility, it includes 10 non-production employees and 38 production employees. There are 46 local employees from Jiangsu province, and 2 migrant employees come from other provinces in China such as Henan and Zhejiang. There is no foreign migrant, pregnant, seasonal, temporary, home-based, interns, apprentices, disabled, young or contractor employees in the facility. All employees are hired by facility directly.

Good practice: The facility has been certified to ISO 14001:2015 by Chengbiao International Certification (Jiangsu) Co., Ltd. (Certificate No. 59224E0052R0S), with a validity period from 2nd July 2024 to 1st July 2027.

Worker organization details: There is no union, but a worker committee existed in the facility with 2 worker representatives freely elected by employees.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1.1 The social management system was not implemented effectively.

PA1.4 The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement.

PA2.4 Some employees were not aware of the amfori BSCI Code of Conduct.

PA5.4: The facility had no understanding of living wages, had not conducted any calculations on living wages or developed any plan.

PA6.2 Excessive monthly overtime.

PA7.1 The facility did not fully comply with the legal health and safety requirements.

PA7.7-1 No safety label was attached for chemicals.

PA7.7-2 No secondary containment for some chemicals.

PA7.11 Partial goods were stored against the wall and pillar in the warehouse.

Remark:

1. There is no agency or contractor used by the facility, which makes the agency labour contract and contractor license not applicable.
2. There is no collective bargaining agreement in the facility, which makes the collective bargaining agreement not applicable.
3. The facility does not obtain government waiver, which makes the government waiver not applicable.

SITE DETAILS

Site	Site amfori ID
Pretty Arts Products Co., Ltd.	156-000779-002

GICS Classification

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

amfori Process Classifications

Sewing / Stitching

NACE Classification

Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a 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	2,850	Monthly
Calculated living wage in local currency	4,669	Monthly
Total sample	8	Workers

Other Metrics

Male workers	6	Workers
Female workers	42	Workers
Non-binary workers	0	Workers
Permanent workers - Male	6	Workers
Permanent workers - Female	42	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	0	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	1	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	42	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	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Pretty Arts Products Co., Ltd. | Site amfori ID: 156-000779-002

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	
1.1 The facility had set up a management system to implement the amfori BSCI Code of Conduct, but the management system was not implemented completely as some gaps were found between implementation and policy in PA2, PA5, PA6 and PA7. Please refer to relevant performance areas for details. The facility had set up a management system to implement the amfori BSCI Code of Conduct and only some gaps were found, so auditor rated this checkpoint as "Partially". This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.	1.1 企业有建立系统来实施amfori BSCI的原则要求，但是系统执行得不充分，因为在执行领域PA2、PA5、PA6、PA7发现了部分缺失，具体请参考相应的执行领域。因为企业已建立一个管理系统来执行amfori BSCI的原则要求，并且只发现部分缺失，所以审核员把此检查点列为“部分符合”。此问题点违反amfori BSCI行为守则社会管理体系原则。

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	
1.4 The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint 6.2 for details. This checkpoint was rated as “No” since the facility did not have a labor/production plan in place to reduce unnecessary overtime and no emergency plan was in place to prevent production slowdown or interruption. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.	1.4 企业没有有效组织其劳工来达成交付订单和/或合同的预期。在随机查阅的月份中，员工的加班时间超过了当地法律规定。详情请见6.2。这个检查点判定“不符合”是因为企业没有制定劳动力规划/生产计划减少不必要的加班，也没有应急计划以防生产放缓或中断。此问题点违反amfori BSCI行为守则社会管理体系原则。



PA 2: Workers Involvement and Protection

Site: Pretty Arts Products Co., Ltd. | Site amfori ID: 156-000779-002

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

Finding

2.4 Through interviews with workers & workers' representative, it was noted that 80% of randomly selected interviewed employees were not clear of the specific sections for amfori BSCI Code and some relevant content and requirements. This checkpoint was rated as "No" because most of interviewed employees were not clear about amfori BSCI requirements. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.

2.4 通过员工及员工代表访谈，发现80%随机抽取的被访谈员工不清楚amfori BSCI行为守则的具体部分的相关内容和要求。该检查点判定为“不符合”，因为大部分受访员工不了解amfori BSCI的行为守则。这个问题点违反了amfori BSCI行为守则关于工人参与和保护的原则。

PA 5: Fair Remuneration

Site: Pretty Arts Products Co., Ltd. | Site amfori ID: 156-000779-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

5.4 The facility had no understanding of living wage, had not conducted any calculation on living wage or developed any plan. The wage paid for regular work was higher than the local legal requirement but was lower than the living wage calculated by the Global Living Wage Coalition. The checkpoint was rated as "No" because the facility did not have a process for calculating living wages and the wage for regular work was lower than the living wage calculated by the Global Living Wage Coalition. It was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.

5.4. 企业不了解生活工资，也没有进行任何生活工资的计算或制定任何计划，虽然正常工作时间支付的工资高于当地法律法规要求，但低于GlobalLiving Wage Coalition (GLWC)全球生活工资联盟计算的生活工资。该检查点被评为“不符合”，因为该企业没有计算生活工资的流程，且正班时间支付的工资低于Global Living Wage Coalition（全球生活工资联盟）计算的生活工资。其违反了amfori BSCI行为守则中的公平报酬原则。

PA 6: Decent Working Hours

Site: Pretty Arts Products Co., Ltd. | Site amfori ID: 156-000779-002

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	
.2 Through documents review, auditors found that: the monthly overtime hours of 8 out of 8 randomly selected employees were 40 hours in May 2026 (current month), monthly overtime hours of 8 out of 8 randomly selected employees were 48 hours in January 2026 (random month), and monthly overtime hours of 8 out of 8 randomly selected employees were 40 hours in September 2025 (random month). The question was rated "No" because sampled employees' monthly overtime hours exceeded the legal requirement systematically. Law: In accordance with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.	6.2 通过文件审核，审核员发现： 在2026年5月份（当前月），8名随机抽取的员工中8名员工的月加班时间为40小时； 2026年1月份（随机月），8名随机抽取的员工中8名员工的月加班时间为48小时； 2025年9月份（随机月），8名随机抽取的员工中8名员工的月加班时间为40小时。该问题点判断为“不符合”，因为抽样员工月加班超时系统性不符合法规要求。 法规：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

Site: Pretty Arts Products Co., Ltd. | Site amfori ID: 156-000779-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 Through document review, facility tour and employee interview, it was noted that the facility was not fully in line with the occupational health & safety regulations because gaps were noted. Please refer to the relevant checkpoint in PA7 for details. This checkpoint was rated as "Partially" as the facility had complied with most of the occupational health and safety regulations. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.	7.1 通过现场走访和员工面谈，审核员发现企业没有完全符合职业健康安全的相关法规，因为发现了差距，请详见PA7的相关问题点。企业符合大部分职业健康安全的相关法规要求，因此该检查点被判定为“部分符合”。此问题点违反了amfori BSCI行为守则中的职业健康和安全原则。

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	
7.7 1) During facility tour, auditor found that there was no label attached for chemicals such as ink and glue, etc. used and stored in the silk screen printing workshop on the 2/F of the 3-storey production building and chemical warehouse. This checkpoint was rated as “No” due to there was systematically deficiency in chemical management. Law/COC: In accordance with the Regulations on the Safe Use of Chemicals in Workplace, Article 12 The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker. 2) During facility tour, auditor found that hazardous chemicals such as ink and glue, etc. were used or stored in the silk screen printing workshop on the 2/F of the 3-storey production building and chemical warehouse, but there was no secondary containment for 30% of hazardous chemicals. This checkpoint was rated as “No” due to there was systematically deficiency in chemical management. Law/COC: In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipments for prevention of leakage.	7.7 1)通过现场走访，发现生产楼一栋三层生产楼的二楼丝印车间和化学品仓库使用和存放的化学品如油墨和胶水等没有标识。这个检查点判定“不符合”是因为企业的化学品管理存在系统性缺失。 法规/行为准则：依据《工作场所安全使用化学品规定》第十二条，使用单位使用的化学品应有标识，危险化学品应有安全标签，并向操作人员提供安全技术说明书。 2) 在现场巡查时，审核员发现企业在一栋三层生产楼的二楼丝印车间和化学品仓库30%使用和存放的化学品(如油墨和胶水等)，没有按要求设置防泄漏安全措施。这个检查点判定“不符合”是因为企业的化学品管理存在系统性缺失。 法规/行为准则：危险化学品安全管理条例第二十条，生产、储存危险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。生产、储存危险化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。

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	
7.11 Partial goods were stored against the wall and pillar in the warehouse. During facility tour, around 10% of goods were stored against the wall and pillar in warehouse. Through employee interview	7.11 企业仓库中部分货物靠墙靠柱堆放。经现场走访发现，企业仓库中约10%货物靠墙靠柱堆放。通过员工访谈和管理人员访谈，他们表示企业要求货物不能靠墙靠柱堆放，但是因为疏忽，部分货物存

Finding

and management interview, the facility required that the goods should not be stored against the wall and pillar, but because of negligence, partial goods were not stored properly. So this question was rated as "Partially".

Law: General Rules for Fire Safety Management of Storage Occupancies XF1131-2014 Article 6.8 The following requirements shall be met for goods or materials to be piled up in warehouse: a) The distance between the top of any stacking and the floor or flat roof shall be no less than 0.3m (for any roof truss of herringbone shape, the distance shall be calculated from the crossbeam); c) The distance between the goods or materials and the wall shall be no less than 0.5m; d) The distance between any stacking of goods or materials and any pillar shall be no less than 0.3m; e) The distance between different stacking of goods or materials shall be no less than 1m.

放没有 符合要求。因此这一问题评级为"部分违反"。

法规：仓储场所消防安全管理通则 XF1131-2014 第6.8条库房内堆放物品应满足以下要求：a) 堆垛上部与楼板、平屋顶之间的距离不小于0.3m（人字屋架从横梁算起）；c) 物品与墙之间的距离不小于0.5m；d) 物品堆垛与柱之间的距离不小于0.3m；e) 物品堆垛与堆垛之间的距离不小于1m。