

Monitored Party	amfori ID	Address
Shenzhen Huizhizhen Smart Technology Co., Ltd.	156-062737-000	Room 101, Building 12, No.121 Qiankeng Road, Qiankeng Community, Fucheng Street, Longhua District, Shenzhen, Guangdong Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	SGS
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
15/05/2025	16/05/2025	23/05/2025
Expiration Date	Announcement Type	
23/05/2026	Semi Announced	
Site	Site amfori ID	
Shenzhen Huizhizhen Smart Technology Co., Ltd.	156-062737-001	

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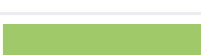

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OVERALL RATING



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	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

[Audit Information]

Name of lead auditor: Kealy Wang; APSCA membership number (CSCA21700024)

Name of team auditor (if applicable): Nil

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 leader auditor x 1.5 day. The full audit (semi-announced) was conducted on May 15-16, 2025.

[Business partner information] Shenzhen Huizhizhen Smart Technology Co., Ltd. (the Chinese name: 深圳市慧之臻智能科技有限公司 and the business license was 91440300MA5DM3DP35, which was Limited Liability Company) was located at Room 101, Building 12, No.121 Qiankeng Road, Qiankeng Community, Fucheng Street, Longhua District, Shenzhen City, Guangdong Province, China. (深圳市龙华区福城街道茜坑社区茜坑路121号12栋101). The establishment date Sep 30, 2016 based on the business license, and the valid business term was from Sep 30, 2016 to Sep 26, 2036. The factory buildings were rented from Shenzhen Dehuida Intelligent Technology Co., Ltd with rent term from Oct 5, 2023 to Oct 4, 2033.

The factory was focus on manufacturing Bluetooth speaker, LED lamp, Wireless charging, Humidifier, Aroma diffuser, Fan. The main production processes including mould making, crushing and mixing, injection molding, pad printing, assembling and packing. The production capacity was about 6000000 pcs per year.

[Audited location information] The audited factory used partial area (about 1100 square meters: including office, warehouse, pad printing, assembling and packing) of Building 12, 1F (about 1075 square meters: including mould making) of Building C and 1F (about 1075 square meters: including crushing and mixing, injection molding) of Building E in the industrial park. No dormitory, kitchen/canteen or transportation was provided for workers.

Remark: The business license address of the audited factory was Room 101, Building 12, No.121 Qiankeng Road, Qiankeng Community, Fucheng Street, Longhua District, Shenzhen, Guangdong, China, actually the audited factory used partial area of Building 12, 1F of Building C and 1F of Building E in the industrial park. Other areas were used by other factories of the industrial park. Based on onsite observations, management and workers interview, no workers were mixing used between the audited factory and other factories. This audit only covered the areas used by the audited factory.

[Operating shifts and hours] The main auditee had established wage and benefits policy. Factory used fingerprint attendance recorder to record the working time of workers. During the audit, the main auditee provided attendance records from May 1, 2024 to the audit day and wage records from May 2024 to Apr 2025 for review, based on review documents and interview with workers, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day. Partial workers in sample making and injection molding workshop worked by 2 shifts (8:00-20:00/20:00-8:00, including 2 hours overtime per shift). The other workers worked by 1 shift, the working time was 8:00-12:00, 13:30-17:30, OT at night started from 18:00 if production needed. Normally 0-2 hours overtime on weekdays and 0-10 hours on Saturdays were arranged, no overtime was arranged on Sundays and holidays. The workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal requirements. The maximum monthly overtime were 94 hours and maximum weekly working time were 60 hours.

1st sampled month (Aug 2024)– standard hours (40 hours) + maximum weekly OT (20 hours);

2nd sampled month (Nov 2024)– standard hours (40 hours) + maximum weekly OT (20 hours);

3rd sampled month (Apr 2025)– standard hours (40 hours) + maximum weekly OT (20 hours).

The factory did not obtain comprehensive working hours system approval.

No vulnerable workers (such as pregnant, young, disabled, foreign migrant, etc.) worked in the factory.

[Salary payment details] The factory had established wages and benefit paying system, which met legal requirement.

Based on the attendance records from May 1, 2024 to the audit day and wage records from May 2024 to Apr 2025 provided by the factory, all workers were paid by hourly rate, and wages were paid before the 7th of the following month by bank transfer. The minimum wage was RMB2520 per month, which met local legal requirement (RMB2360 per month before Mar 2025 and RMB2520 per month since Mar 2025). Workers' OT wages on weekdays and weekends were 150% and 200% of normal wages as per legal law. No overtime was arranged on holidays. Position allowance was provided for all workers. The benefits such as paid statutory holidays, paid annual leave, etc. were provided to all employees according to legal laws. All workers' wages were above the living wage.

[Worker number information]

- Total worker number: 95 (81 production workers and 14 non-production workers)

- Production worker number: 81 (57 males and 24 females)

- Vulnerable worker number: 78 domestic migrant workers (51 males and 27 females), no pregnant/nursing mother, young, disabled, foreign migrant, etc. worked in the factory.
- Any other special group workers: No interns, apprentices, contractor workers, etc. worked in the factory.

[Good practices] Nil

[Worker organization details] No trade union was established, but 2 worker representatives were elected by workers freely.

[Circumstances] During audit, the pad printing process was not in production. The factory management explained that the pad printing process would only operate when specific orders required it.

[The special circumstances can be classified as followed] No negative evidence was identified during the past year based on checking the Credit China and Qichacha websites.

[Summary of findings]

PA1: some gaps were found between procedures and implementation; the workforce capacity evaluation did not focus on legal requirement.

PA2: all interviewed workers did not know about amfori BSCI.

PA5: insufficient social insurance.

PA6: workers' monthly overtime hours exceeded legal requirement.

PA7: health safety finding issued due to management negligence; factory did not provide occupational medical examination for some workers; partial workers did not worn PPEs properly; the factory didn't provide tissue and soap in the toilet.

PA12: factory did not provide EIA report, EIA approval, environmental facility inspection and acceptance approval for review, and factory didn't conduct pollutant discharge registration of fixed pollution sources.

No finding in PA3/PA4/PA8/PA9/PA10/PA11/PA13.

[Living wage calculation] The living wage data is obtained from GLWC website.

[Personal Information protection law] The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments] It was noted that some of required documents are not applicable in organization like Agency labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document files.

SITE DETAILS

Site	Site amfori ID
Shenzhen Huizhizhen Smart Technology Co., Ltd.	156-062737-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Household Appliances		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,520	Monthly
Calculated living wage in local currency	3,719	Monthly
Total sample	10	Workers

Other Metrics

Male workers	63	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	63	Workers
Permanent workers - Female	32	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	5	Workers
Management - Female	6	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	13	Workers
Workers with night shift - Female	5	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	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	63	Workers
Workers hired directly - Female	32	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	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Shenzhen Huizhizhen Smart Technology Co., Ltd. | Site amfori ID: 156-062737-001

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	
<p>1.1 Finding: The main auditee partially respected this principle because based on document review and management interview, the factory had established management system according to amfori BSCI requirement and established procedures, defined responsibility of each department, but due to the deficiency in management, there were some gaps were found between procedures and implementation, such as issues were found on working time management, social insurance, health and safety, environment protection, etc.</p> <p>It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>1.1 发现点：被审核方部分遵循该准则，原因是根据文件审核和管理层访谈，工厂有按照amfori BSCI要求建立相应的管理体系和建立程序文件，定义相关部门的职责。但是由于管理缺失，审核期间仍有发现政策与执行存在差异的部分，例如工时管理，社保，健康安全，环保等。</p> <p>违反了amfori BSCI管理手册中问题1.1的要求。</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
Finding	
<p>1.4 Finding: The main auditee partially respected this principle because the main auditee evaluated cost and workforce capacity, but the workforce capacity evaluation did not focus on legal requirement, and it was found workers' monthly overtime exceeded legal laws.</p> <p>It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>1.4 发现点：被审核方部分遵循该准则，原因是被审核方评估了生产成本和产能，但产能评估没有关注工作时间的法律符合性，且审核发现员工的月加班时间超出法规要求。</p> <p>违反了amfori BSCI管理手册中问题1.4的要求。</p>

PA 2: Workers Involvement and Protection

Site: Shenzhen Huizhizhen Smart Technology Co., Ltd. | Site amfori ID: 156-062737-001

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	
<p>2.4 Finding: The main auditee partially respected this principle because the factory provided training on amfori BSCI Code for employees. But all interviewed workers did not know about amfori BSCI.</p> <p>It violated the requirement of question 2.4 in amfori BSCI system manual.</p>	<p>2.4 发现点：工厂未完全遵守该原则，因为尽管工厂给员工提供了 amfori BSCI 行为守则的培训，但是所有被访谈的工人不了解 amfori BSCI。</p> <p>违反了 amfori BSCI 管理手册中问题 2.4 的要求。</p>

PA 5: Fair Remuneration

Site: Shenzhen Huizhizhen Smart Technology Co., Ltd. | Site amfori ID: 156-062737-001

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	
<p>5.5 Finding: The main auditee did not respect this principle because based on document review, workers and management interview, the factory didn't provide social insurance to all workers as per legal requirement. There were total 95 employees (including 1 new employee joined the factory less than one month) in the factory during audit. Based on social insurance payment records of Apr 2025, the factory provided 5 kinds of social insurance (including retirement, injury, unemployment insurance, maternity and medical insurance) to 10 employees.</p> <p>Remark: The factory provided commercial accident insurance for all 95 employees, which was valid from Dec 2, 2024 to Dec 1, 2025.</p> <p>It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Article 73</p>	<p>5.5 发现点：被审核方未遵守该原则，原因是根据文件审核、员工和管理层访谈，工厂未按法规要求给全体员工缴纳社保。审核期间工厂共有 95 名员工（包含 1 名入职未满一个月的新员工）。根据 2025 年 4 月的社保缴费记录显示，工厂为 10 名员工提供了社保五险（包含养老、工伤、失业、生育和医疗保险）。</p> <p>备注：工厂为所有 95 名员工提供了商业意外险，有效期为 2024 年 12 月 2 日至 2025 年 12 月 1 日。</p> <p>违反了中华人民共和国劳动法（2018 修正）第七十二条和第七十三条</p>

PA 6: Decent Working Hours

Site: Shenzhen Huizhizhen Smart Technology Co., Ltd. | Site amfori ID: 156-062737-001

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
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Finding	
<p>6.2 Finding: The main auditee did not respect this principle because workers' monthly overtime hours exceeded the statutory overtime hour limits (36 hours per month). According to the attendance records provided by the factory from May 1, 2024 to the audit day, the sampled 10 workers exceeded the regulatory requirements for overtime in Aug 2024, Nov 2024 and Apr 2025:</p> <p>1st sampling month (Aug 2024) - Standard working hours (176 hours) - Maximum monthly overtime (94 hours),</p> <p>2nd sampling month (Nov 2024) - Standard working hours (168 hours) - Maximum monthly overtime (92 hours),</p> <p>3rd sampling month (Apr 2025) - Standard working hours (168 hours) - Maximum monthly overtime (82 hours).</p> <p>It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41</p>	<p>6.2 发现点：工厂未遵守该原则，原因是员工的月加班时间超出了法律规定的上限(36小时每月)。根据工厂提供的2024年5月1日至审核当天的考勤记录，抽取的10名工人在2024年8月、2024年11月和2025年4月月加班超过法规要求：</p> <p>第一个抽样月（2024年8月）-标准工时（176小时）-最大月加班（94小时），</p> <p>第二个抽样月（2024年11月）-标准工时（168小时）-最大月加班（92小时），</p> <p>第三个抽样月（2025年4月）-标准工时（168小时）-最大月加班（82小时）。</p> <p>违反了中华人民共和国劳动法（2018修正）第四十一条</p>

PA 7: Occupational Health and Safety

Site: Shenzhen Huizhizhen Smart Technology Co., Ltd. | Site amfori ID: 156-062737-001

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>7.1 Finding: The main auditee partially respected this principle because the auditee had established management system on health and safety, identified and collected of related legal regulation. But there was still health safety finding issued due to management negligence.</p> <p>It violated the requirement of question 7.1 in amfori BSCI system manual.</p>	<p>7.1 发现点：被审核方部分遵循该准则，原因是被审核方已建立健康安全管理体系，识别并收集了相关法规。但是由于管理疏忽，导致审核期间仍然有部分健康安全问题发生。</p> <p>违反了amfori BSCI管理手册中问题7.1的要求。</p>

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	
<p>7.3 Finding: The main auditee partially respected this principle because factory had carried out HS</p>	<p>7.3 发现点：被审核方部分遵守该原则，原因是工厂有进行风险评估且识别到各个工位存在的风险，</p>

Finding	
<p>risk assessment and identified the main risks which existed in each process, but based on document review, management and workers interview, the factory did not provide occupational medical examination for 1 sampled crushing worker (exposed to dust and noise), 2 pad printing workers (exposed to chemicals) and 1 soldering worker (exposed to dust).</p> <p>It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35</p>	<p>但是根据文件审核、管理层和工人访谈，工厂没有为抽样一名碎料工人（接触粉尘和噪声）、2名移印工人（接触化学品）、1名焊锡工人（接触粉尘）提供职业病体检。</p> <p>违反了中华人民共和国职业病防治法（2018修正）第三十五条</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	
<p>7.6 Finding: The main auditee partially respected this principle because one up and down moulds worker did not wear provided safety shoes and safety helmets, and one laser carving worker did not wear provided dust-proof mask and protective goggles.</p> <p>It violated Production Safety Law of the People's Republic of China (2021 Amendment), Article 45</p>	<p>7.6 发现点：被审核方部分遵守该原则，原因是1名上下模的工人没有穿戴工厂提供的安全鞋和安全帽，1名激光镭雕的工人没有佩戴工厂提供的防尘口罩和护目镜。</p> <p>违反了中华人民共和国安全生产法（2021修正）第四十五条</p>

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	
<p>7.22 Finding: The main auditee partially respected this principle because adequate private doors were installed in toilets, but the factory didn't provide tissue and soap in the toilet.</p> <p>It violated the requirement of question 7.22 in amfori BSCI system manual.</p>	<p>7.22 发现点：被审核方部分遵循该准则，原因是厕所虽然安装了合适的隐私门，但工厂没有在洗手间配备纸巾和肥皂。</p> <p>违反了amfori BSCI管理手册中问题7.22。</p>

PA 12: Protection of the Environment

Site: Shenzhen Huizhizhen Smart Technology Co., Ltd. | Site amfori ID: 156-062737-001

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>12.3 Finding: The main auditee did not respect this principle because the factory did not provide EIA report, EIA approval, environmental facility inspection and acceptance approval for review, and factory didn't conduct pollutant discharge registration of fixed pollution sources.</p> <p>It violated It violated Law of the People's Republic of China on Environmental Impact Assessment (2018Amendment), Article 16 & Article 22 & Regulations on the Administration of Construction Project Environmental Protection (2017 Revision), Article 17 & Classified Management Directory of Pollutant Discharge Permits For Fixed Pollution Sources (2019), Article 2.</p>	<p>12.3 发现点：主要被审核方未遵守该原则，原因是工厂未提供环评报告、环评批复、环保设施竣工验收供查看，且未进行固定污染源排污登记。</p> <p>违反了中华人民共和国环境影响评价法（2018修正）第十六条 & 第二十二条 & 建设项目环境保护管理条例（2017修订）第十七条 & 固定污染源排污许可分类管理名录（2019年版），第二条。</p>