

Monitored Party Suzhou Stitch Textile Technology Co.,Ltd	amfori ID 156-032510-000	Address Building 25A, New Materials Industrial Park, Shengze Town, Wujiang District, 215228 Suzhou, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 01/07/2026	Closing Meeting Finished Date 08/07/2026	Submission Date 08/07/2026
Expiration Date 08/07/2028	Announcement Type Semi Announced	
Site Site 1	Site amfori ID 156-032510-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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	C	

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: Water Wang

APSCA membership number: CSCA21702601

Name of team auditor (if applicable): Nil

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

Monitoring partner name: TUV SUD

Audit schedule details: The audit is planned for 1 auditor x 1 day on July 1, 2026. The audit started at 9:00 AM and finished at 19:05 PM on July 1, 2026.

Announcement Type: Semi Announced. This is Full Audit.

Business partner information:

The audited factory named Suzhou Stitch Textile Technology Co., Ltd. (Uniform Code of Social Credit: 91320509MA1MEMY600) was located at Building 25A, New Materials Industrial Park, Shengze Town, Wujiang District, Suzhou, Jiangsu, China. The factory was established on January 21, 2016. The factory was specialized in the manufacturing of silk sleep bedding, silk sleep mask, silk clothing, silk accessories. The main production processes included cutting, sewing, ironing, inspection and packing.

Remark: The address of business license was 101, building #25, No. 599 Shengping Road, Shengze Town, Wujiang District, Suzhou, Jiangsu that was a little different with address on BSCI platform and Pre-Audit Questionnaire. The factory manager stated that these two addresses were the same location. The factory provided the address statement from local government.

Audited location information:

All the buildings were owned by the landlord (Suzhou Jinrong Technology Industrial Park Operation and Management Co., Ltd.) at the audited location. The factory rented and used the whole 1F, 3F, 4F and 5F of one 5-storey building (#25A) as workshop, warehouse and office (1F: warehouse; 3F: ironing, inspection and packing workshop; 4F: cutting and sewing workshop, warehouse; 5F: office). Leasing contract was provided for review. The landlord rented the whole 2F of one 5-storey building (#25A) to Suzhou Shuangzhen Knitting Co., Ltd. that was used as kitchen, canteen and warehouse. The auditee collected the copy of Suzhou Shuangzhen Knitting Co., Ltd.'s business license and leasing contract for review. No any worker or management exchanging was observed. Based on onsite observation and worker interview, the auditee shared Suzhou Shuangzhen Knitting Co., Ltd.'s kitchen and canteen that located at the second floor. The audit covered the rented and used area of auditee and kitchen and canteen area. The factory did not provide transportation and dormitory for workers.

Operating shifts and hours:

The factory used electronic attendance machine to record workers' working time. The factory provided the attendance records from January 2025 to the audit date that could cover the period of Comprehensive Working Hours System Approval. Total 6 sampled workers' attendance records of May 2026, January 2026 and September 2025 were reviewed. All workers were arranged in 1 shift: 8:00-11:30, 13:00-17:30 from Monday to Friday. Maximum 2 hours overtime was arranged on working days sometimes, 8 hours overtime was arranged on Saturday during necessary. All workers had a rest on Sundays and holidays. No obvious off/peak season in the factory. The maximum working time was 10 hours (8 hours regular time + 2 hours overtime) per day, 56 hours (40 hours regular time + 16 hours overtime) per week. The maximum monthly overtime hours were 52 hours. Workers were guaranteed with at least one day off per seven days. The auditee had obtained Comprehensive Working Hours System Approval, the total working hours did not exceed the limit of Comprehensive Working Hours System (CWHS).

Time recording system:

The factory used electronic attendance system to record working hours of all employees.

Salary payment details:

The factory provided payroll records from June 2025 to May 2026, and 6 sampled workers' payroll records of May 2026, January 2026 and September 2025 were reviewed, wages were issued no later than the 15th of the following month by bank transfer. The lowest wage paid for sampled employees RMB3101.4 per month including free meals (RMB 300 per month) which was higher than the local legal minimum wage standards: RMB2660 per month since January 1, 2026 and

RMB2490 per month before January 1, 2026. The overtime was paid as 150% and 200% of normal rate for the overtime on weekdays and Saturday respectively. No illegal deduction was made from wages.

Worker number information:

On the audit day, there were total 46 workers working in the factory, that included 31 production workers (6 males and 25 females), 15 non-production workers (8 males and 7 females) including 3 management (2 males and 1 female). There were 37 domestic migrant workers (13 males and 24 females) from other province of China and no foreign migrant worker in the factory. The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers, etc.

Good practices:

The factory provided free meal (RMB 300 per month) for workers.

Worker organization details:

The factory did not have trade union; however, two worker representatives were elected by workers.

Circumstances:

1. There were no contractors and agencies used by the auditee, which made the contractor license/permit and agency labor contract not applicable.
2. There were no government waivers and no collective bargaining occurred in the factory, which made the government waivers and collective bargaining agreements not available.
3. There were no inconsistencies between time and production records identified, which made the photographs of inconsistencies between time and production records not available.

Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees was removed from the uploaded documents.

Summary of findings:

In this audit, non-compliances were observed in 5 performance areas, please refer to PA1, PA2, PA5, PA6 and PA7 for details.

Living wage calculation:

#living wage, we use the data on GLWC website.

Publish month and year of the GLWC estimate: June/2025

Link to the resource document GLWC: <https://www.globallivingwage.org/living-wage-benchmarks/urban-suzhou-china/>

SITE DETAILS

Site

Site amfori ID

Site 1

156-032510-001

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 not located in a water stressed region

METRICS

Key Metrics

Total workforce	46	Workers
Legal minimum wage in local currency	2,660	Monthly
Lowest wage paid for regular work at the site	3,101.4	Monthly
Calculated living wage in local currency	3,913	Monthly
Total sample	6	Workers

Other Metrics

Male workers	14	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	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	2	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	13	Workers
Domestic migrant workers - Female	24	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	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	2	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Site 1 | Site amfori ID: 156-032510-001

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 the document review, management and worker interview and site tour, it was observed that there were deficiencies in implementation of BSCI COC requirements. These deficiencies were detailed in PA1, PA2, PA5, PA6 and PA7. These deficiencies led to a failure to fully fulfil the requirements of the amfori BSCI management system. This question was therefore rated as partially.

通过文件审核、管理层和工人访谈以及现场观察，发现在执行BSCI COC要求方面存在不足。这些缺陷在PA1、PA2、PA5、PA6和PA7中有详细的描述。这些缺陷导致未能完全满足amfori BSCI管理系统的要求。因此这个问题被评为部分不符合。

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 site observation, management and worker interviews and documents review, this question is rated as partially because the auditee had defined the procedure of production capacity planning and production cost evaluation. Through management interview, they understood the production rate and date of delivery. In addition, the auditee had obtained Comprehensive Working Hours System Approval, the total working hours did not exceed the limit of Comprehensive Working Hours System (CWHS). However, the cost calculation and production planning records were not provided for review. It is partially against Amfori BSCI Code of Conduct.

根据现场走访，管理层和员工访谈以及文件查阅，此项被判为部分符合是由于审核方已经制定了产能规划程序和生产成本评估程序。根据管理人员访谈，他们清楚了解工厂生产效率和交货期。受审核方已取得综合计算工时工作制核准批复，其总工时未超出综合计算工时工作制（CWHS）的法定限额。但被审核方没有提供成本核算及生产计划的记录供查看。部分违反了BSCI行为准则。

PA 2: Workers Involvement and Protection

Site: Site 1 | Site amfori ID: 156-032510-001

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 document review, management interview, worker interview and worker representative interview, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory had defined long-term goals for protecting workers. But the factory did not monitor the achievement status of long-term goals on a regular basis according to the BSCI Code of Conduct. It violated BSCI Code of Conduct.	基于文件审核、管理者访谈、工人面谈、工人代表面谈，这个问题被评为部分不符合，原因是审计员发现了一些令人满意的证据，比如工厂制定了保护工人的长期目标。但工厂未按照BSCI行为准则定期监控长期目标的实现情况。这违反了BSCI行为准则。

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 interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory had posted BSCI COC on site and relevant training was provided for the employees. But interviewed worker representative was not aware of the principle of BSCI Code of Conduct. It violated BSCI Code of Conduct.	基于文件审核、管理者访谈、工人访谈、工人代表访谈和现场观察，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，例如工厂在现场张贴了BSCI COC，并对员工进行了相关培训。但受访工人代表不了解BSCI行为准则的原则。这违反了BSCI行为准则。

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 156-032510-001

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	
Based on management/workers interview and document review, the factory management were clear about the decent living wage and the local living cost, and the actual wage level of the factory could high than the local law requirement, but it was noted that the workers' lowest wage paid by the factory was less than the decent living wage.	基于管理层/员工访谈和文件审核，管理人员清楚体面生活工资和当地生活成本，且工厂的实际工资水平高于当地法规要求，但是工厂支付给员工的最低工资低于体面的生活工资。这个问题被评为部分不符合。这违反了BSCI行为准则。

Finding

This question is rated as partially. This violated the BSCI Code of Conduct.

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 document review, management interview, worker interview and worker representative interview, insufficient social insurance participated. This question was rated as no because there was no management/control system in place to address the question being asked. There were total 46 employees of the factory, 8 retired employees, no newly joined employee within one month, no temporary employees and dispatched employees in the factory. The factory provided social insurance voucher of May 2026, April 2026 and March 2026 for review. But the factory only purchased the medical insurance, maternity insurance, injury insurance, unemployment insurance and retirement insurance for 12 out of 38 (31.6%) employees (excluding retirees) per the social insurance voucher of May 2026. The factory provided the group commercial accident insurance to all employees (100%) covering all employees without injury insurance. The limited period of the group commercial accident insurance was from October 13, 2025 to October 12, 2026. Known from management interview and workers interview, the reason for workers not joining the social insurance was that they gave up the social insurance voluntarily or bought rural pension insurance at their hometown and could not repeat purchasing social insurance. This violated Article 73 of the Labor Law of the People's Republic of China.

基于文件审查，管理者访谈，员工访谈和员工代表访谈，社保参与不足。这个问题被评为完全不符合，因为没有适当的管理/控制系统来解决被问到的问题。工厂共有员工46人，8名退休员工，一个月内无新入职员工，工厂无临时工和派遣工。工厂提供了2026年5月、2026年4月和2026年3月的社保凭证供审核。但是2026年5月的社保凭证显示工厂为38名员工（排除退休员工）中的12名(31.6%)购买了医疗保险、生育保险、工伤保险、失业保险和养老保险。工厂为所有员工提供团体商业意外保险，覆盖所有未购买社保的员工。保单的保险期限从2025年10月13日至2026年10月12日。通过管理层访谈和工人访谈，工人不参加社会保险的原因是他们自愿放弃社保或者他们在家乡购买了农村养老保险，不能再重复购买社会保险。违反了中华人民共和国劳动法第七十三条。

PA 6: Decent Working Hours

Site: Site 1 | Site amfori ID: 156-032510-001

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

Based on site observation, management and worker interviews and documents review, this question is rated as partially because the auditee had obtained Comprehensive Working Hours System Approval, the total working hours did not exceed the limit of Comprehensive Working Hours System (CWHS). However, the factory has not established management control procedures for the comprehensive work hours system, nor has it designated specific personnel to be responsible for tracking and monitoring overtime hours under this system. Through employee interview, they said they were willing to conduct overtime work to earn more money. As per management and worker representative interviews, the principal reason for this finding was management negligence. It is partially against Amfori BSCI Code of Conduct.

根据现场走访，管理层，员工访谈以及文件查阅，此项被判为部分符合是由于受审核方已取得综合计算工时工作制核准批复，其总工时未超出综合计算工时工作制（CWHS）的法定限额。但工厂尚未建立综合工时制的管理控制程序，也未指定专人负责统计和监控该制度下的加班时长。此外，通过员工访谈了解到，员工表示愿意通过加班工作赚取更多收入。根据管理层和员工代表访谈得知，发生此问题的主要原因是管理疏忽。部分违反了BSCI行为准则。

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 156-032510-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory had set up its own occupational health and safety regulations and procedures. But the actual practice throughout the facility was not fully in compliance with the BSCI Code of Conduct and legal requirement, such as finding in PA7.7, PA7.9, PA7.11, PA7.13, PA7.17 and PA7.21. It violated BSCI Code of Conduct.

基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审计员发现了一些令人满意的证据，例如工厂建立了职业健康安全方面的程序和相关制度。但工厂在实际的执行过程中并不完全符合BSCI行为准则和法律要求，如在PA7.7, PA7.9, PA7.11, PA7.13, PA7.17和PA7.21发现问题。这违反了BSCI行为准则。

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	
Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory provided MSDS at the chemical storage area. But partial chemical containers were not equipped with secondary containment and were not posted with labels. This violated Chemical Safe Usage in Workplace (1997), Article 12 and Regulations on Dangerous Chemical Safety Management (2002), Amendment (2011), Article 20.	基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，例如工厂有在化学品储存区域提供物质安全资料表。但是部分化学品容器没有配备二次容器，部分没有张贴标签。违反了工作场所安全使用化学品规定第十二条和危险化学品安全管理条例第二十条。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as electrical switches were posted with warning signs at most of areas. But two electrical facilities were not posted with warning signs at workshop and warehouse. This violated Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 2-7.	基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审计员发现了一些令人满意的证据，比如大部分区域电气开关都张贴了警示标识。但在车间和仓库两个处电气设施没有张贴警示标识。违反了安全标志及使用导则(GB 2894-2008)警示标志第2-7条。

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	
Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory provided the building structure safety certificate and fire safety certificate for review. But cargos were leaning against wall at the warehouse. This violated Rules for Storage Fire Prevention Safety Management, Article 18.	基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审计员发现了一些令人满意的证据，例如工厂提供了建筑的竣工验收和消防验收证明。但仓储区内货物靠墙堆放。违反了仓库防火安全管理规则第十八条。

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 document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as all electrical equipments had insulating outer cover. The factory conducted periodical inspection on the electrical installations. But one electrical cabinet did not have insulating inner cover at workshop. This violated General Guide for Safety of Electric User (GB/T13869-2017), Article 5.1.2.	基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审计员发现了一些令人满意的证据，比如所有电气设备都有绝缘外盖。工厂对电气装置进行了定期检查。但车间内一个电气柜没有绝缘内盖。违反了用电安全导则GB/T13869-2017，第5.1.2条。

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 onsite observation, management interview, worker interview, worker representative interview and document review, this question was rated as partially because the auditor found some satisfactory evidence, such as the factory had formulated safety protection specifications for the machinery and equipment and provided safety protection training for the workers. But two sewing machines were not equipped with eyes safety guards at sewing workshop. This violated General Safety and Hygiene Rules for Designing Production Equipment (GB5083-1999), Article 6.1.6.	通过现场观察、管理者访谈、工人访谈、工人代表访谈和文件审核，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，例如工厂制定了机器设备的安全防护规范，并对工人进行了安全防护培训。但车缝车间内两台包边机没有安装护眼挡板。违反了生产设备安全卫生设计总则(GB5083-1999)第6.1.6条。

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management interview, worker interview, worker representative interview and onsite observation, this question was rated as partially because the auditor found some satisfactory evidence, such as the canteen was clean and tidy. The auditee shared Suzhou	基于文件审查，管理者访谈，员工访谈，员工代表访谈和现场观察，这个问题被评为部分不符合，原因是审核员发现了一些令人满意的证据，例如工厂食堂干净整洁。但工厂与苏州双针纺织有限公司共用其位于二层的食堂和餐厅。但工厂没有提供食品经营许可证和厨工的健康证供审查。违反了中华人

Finding

Shuangzhen Knitting Co., Ltd.'s kitchen and canteen that located at the second floor. The factory did not provide the food business license and health certificate of kitchen worker for review. This violated the Law of the PRC on the Food Safety, Article 35 and Article 45.

民共和国食品安全法第三十五条和第四十五条。