

Monitored Party <b>Jiangsu Mega Safety Products Co.,Ltd</b>	amfori ID <b>156-065338-000</b>	Address <b>No.108 Wei'er Road, Chengdong Town, Hai'an, Nantong, Jiangsu Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>17/09/2025</b>	Closing Meeting Finished Date <b>17/09/2025</b>	Submission Date <b>23/09/2025</b>
Expiration Date <b>23/09/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Jiangsu Mega Safety Products Co.,Ltd</b>	Site amfori ID <b>156-065338-001</b>	

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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	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Lulu Jiang; APSCA membership number (CSCA 21702049)

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 was conducted by 1 auditor x 1 day. The full audit (Semi-Announced) was conducted on September 17, 2025.

Business partner information: Limited liability company

Factory name: Jiangsu Mega Safety Products Co.,Ltd (江苏擎拓安全用品科技有限公司)

Factory address: No.108 Wei'er Road, Chengdong Town, Hai'an, Nantong City, Jiangsu Province, China (中国江苏省南通市海安城东镇纬二路108号)

Remark: The factory address on business license was "No.108 Group 5, Fengchan village, Chengdong Town, Hai'an City (海安市城东镇丰产村五组108号)". As confirmed by factory representative, it was the same address with " No.108 Wei'er Road, Chengdong Town, Hai'an, Nantong City " in this report, just different description, factory representative explained that current address was more accurate, and they had been using this address on the platform.

Business license number: 91320621MA7DQL5H1P, the validity period of business license was from Dec 8, 2021 to long term.

The main product manufactured by the auditee was work gloves. The mainly production processes were mixing, covering, dipping, packing. The production capacity was about 48,000,000 pairs per year.

Audited location information:

The factory rented one 1-storey part 3-storey building from landlord Nantong Jishan New Energy Co., Ltd. The lease agreement and separate business licenses were provided for review. Other buildings was rent to other companies by the landlord. Based on document review, management & workers interview, no business relationship, management & workers sharing between the other companies and auditee. This audit only covered the auditee's area. The auditee did not provide dormitory and food for employees. The details were as below:

1F: Office, warehouse, production workshop with 2200 square meters.

2F: Office with 600 square meters.

3F: Office with 600 square meters.

Operating shifts and hours: The factory established program files of Working Hour; it was according to amfori BSCI Code. Through management interviews, workers' interviews and document review, the regular working hours implemented in the factory were 8 hours per day and 40 hours per week, and one shift was implemented for all employees, i.e., 7:30-11:30, 13:30-17:30 for production workers; 8:30-11:30, 12:30-17:30 for office workers. Overtime work was arranged for 2 hours per day on weekdays from 18:30 to 20:30 and for 8 hours per day on Saturdays if needed. No obvious peak season was available. No inconsistency was detected. Maximum 2 hours overtime per day, 58 hours working hours per week, 82 hours overtime per month, one day off after seven days consecutive working days was guaranteed.

The detailed weekly working hours as below:

Jul. 2025 – standard hours (40) + maximum weekly OT (18)

Mar. 2025 – standard hours (40) + maximum weekly OT (18)

Dec. 2024 – standard hours (40) + maximum weekly OT (18)

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

Salary payment details: All workers were paid by hourly rate. Workers were paid on 20th of next following month by bank. The factory provided the payroll from Aug 2024 to Jul 2025 and the attendance record from Aug 1, 2024 to the audit day. The workers' minimum wage was RMB 2697 per month/RMB 15.5 per hour which was met with local minimum wage requirement (RMB 2260 per month/RMB 12.99 per hour since Jan. 2024). The factory had paid all workers at a legal mandated rate for their overtime hours, respectively 150%, 200% and 300% of regular pay for overtime work on weekdays, rest days and statutory holidays respectively. The factory had provided paid statutory holidays and annual leaves for all employees.

Worker number information:

- Total worker number: 26 workers including 16 production workers and 10 non-production workers.
- Production worker number:16 including 4 male workers and 12 female workers.
- Vulnerable worker number: Domestic migrant employees: 4 (2 male workers and 2 female workers), no underage workers, child workers, disabled workers, lactating employees, pregnant women.
- Any other special group workers (interns, apprentices, contractor workers etc.): No interns, apprentices, contractor workers in the factory during the audit.

Good practices: The factory provided a hygiene kit for female employees (such as menstrual products).

Worker organization details: The factory organized workers electing two worker representatives in 2025 Year. The worker representatives and workers worked together in the workshop, and they could communicate comments and suggestions freely.

Circumstances: There was no special circumstance during the audit.

The special circumstances can be classified as followed: Based viewing IPE check, the auditor does not have a special abnormal situation in recent two years.

Summary of findings:

PA1: 1.1 The auditee established complete social accountability policy and procedure on the basis of amfori BSCI Code, nevertheless some procedures were not implemented effectively, some issues about working hours, safety and health and other were identified in the audit. 1.4: The auditee did not arrange production plan in accordance with amfori BSCI requirement of overtime, the auditee did not control overtime per the regulation's requirement.

PA2: 2.4: The factory did not check the effect of BSCI training.

PA5: 5.4: The factory did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and factory management did not understand the remuneration of decent standard of living. 5.5: The factory did not provide social insurances to some employees.

PA6: 6.2: The overtime working hours of some workers exceeded legal requirement 36 hours.

PA7: 7.1: The auditee had established complete management system on health and safety. But there were still findings issued due to management negligence. 7.7: Chemical such as butadiene copolymer latex was not post chemical label or not put in secondary containment. 7.11: Some materials were stored against the wall. The factory did not provide the Building Structure Safety Certificates for one-storey part 3-storey building. 7.13: Two electric boxes were not locked and missing inner cover in workshop.

PA12: 12.3: The factory had not obtained the completion acceptance of environmental protection facilities.

PA3, PA4, PA8, PA9, PA10, PA11, PA13 was no finding.

#LivingWge: #LivingWge: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

Precautions taken about #COVID-19 in the facility: No Precautions taken about #COVID-19 in the facility in China.

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 : 1. There was no agency used by the auditee, which makes the agency labour contract not applicable. 2. The Government waivers were not applicable in the auditee. 3. The Collective bargaining agreements were not applicable in the auditee.

Remark: The factory did not provide the Building Structure Safety Certificates for one-storey part 3-storey building and the completion acceptance of environmental protection facilities.. So the documents were missing in document report.

SITE DETAILS

Site

Jiangsu Mega Safety Products Co.,Ltd

Site amfori ID

156-065338-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	26	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,697	Monthly
Calculated living wage in local currency	3,609	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	9	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	17	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	2	Workers
Domestic migrant workers - Female	2	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	9	Workers
Workers hired directly - Female	17	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	3	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-065338-001

**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
<b>Finding</b>	
1.1 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review and site tour it was identified that the auditee established complete social accountability policy and procedure on the basis of amfori BSCI Code, nevertheless some procedures were not implemented effectively, some issues about working hours, safety and health and other were identified in the audit. Reference: the requirement of question 1.1 in amfori BSCI system manual.	被审核方部分遵循该原则。原因是通过管理者访谈，员工访谈，文件审核，现场走访发现，被审核方建立了基于amfori BSCI的完整的社会责任政策和程序，但是一些程序未有效执行，导致工时、健康安全等问题的发生。参考标准：amfori BSCI管理手册中问题1.1的要求。

**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
<b>Finding</b>	
1.4 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review and site tour, the auditee established a capacity planning program, but the auditee only arranged the production plan according to the delivery time, the auditee did not arrange production plan in accordance with amfori BSCI requirement of overtime, the auditee did not control overtime per the regulation's requirement, employee's monthly overtime had exceeded the limit of local law. Reference: the requirement of question 1.4 in amfori BSCI system manual.	主要被审核方部分遵循该准则。原因是通过管理者访谈，员工访谈，文件审核，现场走访发现，被审核方制定了产能规划的程序，但是目前只是按照出货时间来排生产计划，被审核方未按amfori BSCI加班时间的要求安排生产计划，被审核方没有按法规要求来管控加班时间，员工的月加班时间超过法规要求。参考标准：amfori BSCI管理手册中问题1.4的要求。



### PA 2: Workers Involvement and Protection

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-065338-001



**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**

2.4 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review and site tour it was identified that most interviewed workers did not know the social responsibility and amfori BSCI Code. Though the auditee had conducted relevant training of amfori BSCI code to workers in June 2025 and posted amfori BSCI code onsite, but the auditee did not check the effect of training. Reference: the requirement of question 2.4 in amfori BSCI system manual.

主要被审核方部分遵循该准则。原因是通过管理者访谈，员工访谈，文件审核，现场走访发现大部分访谈的员工不了解社会责任的要求和amfori BSCI。虽然工厂在2025年6月对员工进行了amfori BSCI相关内容的培训，现场张贴了amfori BSCI行为准则，但没有验证培训的效果。参考标准：amfori BSCI管理手册中问题2.4的要求。

**PA 5: Fair Remuneration**

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-065338-001

**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**

5.4 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review it was identified the factory did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and factory management did not understand the remuneration of decent standard of living. Reference: the requirement of question 5.4 in amfori BSCI system manual.

主要被审核方（生产商）部分遵循该准则，原因是通过管理者访谈，员工访谈，文件审核，发现工厂没有按照amfori BSCI要求收集相关数据并对当地体面生活工资标准进行评估。同时员工和管理层不理解体面生活工资标准。参考标准：amfori BSCI管理手册中问题5.4的要求。

**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**

5.5 Finding: The main auditee did not respect this

主要被审核方（生产商）未遵循该准则。原因是通

Finding	
<p>principle because based on management interviews, worker interviews and document review the factory did not provide social insurance for all employees. There were 26 employees in total and 13 employees who reach to retirement age. The factory provided social insurance payment vouchers of the past three months (Jul. 2025 to Sep. 2025), the payment voucher of Sep. 2025 showed the factory provided five kinds of social insurance for 2 employees. The facility purchased the commercial injury insurance for other employees, and the valid date was from May 12, 2025 to May 11, 2026. Through employee interview, some employees were not willing to participate in social insurance. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 and Article 73.</p>	<p>过管理者访谈，员工访谈和文件审核发现，工厂没有给所有员工缴纳社会保险，工厂一共有26名员工，有13名员工到达退休年龄。工厂提供了最近三个月的缴费凭证(2025年7月到2025年9月)，记录显示工厂在2025年9月给2名员工缴纳了五项社会保险，工厂有给其它工人提供了商业保险，保险的有效期限从2025年5月12日至2026年5月11日。员工访谈中，一些员工也不愿意参加社保。参考法规：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: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-065338-001

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	
<p>6.2 Finding: The main auditee did not respect this principle because the monthly overtime hours of workers in the auditee exceeded legal limit, based on management interview and workers interview and three sampled months' attendance records (Jul. 2025(1st sampled month); Mar.2025(2nd sampled month); Dec.2024 (3rd sampled month)) review, all sampled months' overtime working hours of sampled workers exceeded legal requirement 36 hours.</p> <p>The detailed working hours as below:  Jul. 2025 – standard hours (184) + maximum monthly OT (78)  Mar. 2025 – standard hours (168) + maximum monthly OT (82)  Dec. 2024 – standard hours (176) + maximum monthly OT (76)</p> <p>The auditee stated that due to the workers' desire for more overtime pay and the demand for order quantity, employees worked overtime.  Reference: Labor Law of the People's Republic of</p>	<p>主要被审核方未遵循该准则。因为工人月加班超时，根据管理层访谈、员工访谈及抽样三个月（2025年7月（第一个抽样月）；2025年3月（第二个抽样月）2024年12月（第三个抽样月））显示所有抽样月份抽样员工的月加班时间超过法规要求的36小时，具体工时数据如下：</p> <p>2025年7月-标准工时（184）+最大月加班时间（78）  2025年3月-标准工时（168）+最大月加班时间（82）  2024年12月-标准工时（176）+最大月加班时间（76）</p> <p>被审核方表示由于工人希望获得更多的加班费以及订单量的需求，所以员工加班超时。参考法规：中华人民共和国劳动法（2018修正）第四十一条。</p>

## Finding

China (2018 Amendment), Article 41.

## PA 7: Occupational Health and Safety

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-065338-001

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

7.1 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review and site tour it was identified that the auditee had established complete management system on health and safety, including identification and awareness of related legal regulation, health and safety check, training etc. But there were still findings issued due to management negligence. Reference: the requirement of question 7.1 in amfori BSCI system manual.

主要被审核方部分遵循该准则。通过管理者访谈，员工访谈，文件审核，现场走访发现被审核方建立了完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等。但是由于管理疏忽，导致仍然有问题发生。参考标准：amfori BSCI 管理手册中问题7.1的要求。

**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 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review and site tour MSDS was post on site but chemical such as butadiene copolymer latex was not post chemical safe label or not put in secondary containment. Reference: Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23 and Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20.

主要被审核方部分遵循该准则。原因是通过管理者访谈，员工访谈，文件审核，现场走访发现，MSDS张贴在现场，但是化学品如（如丁腈胶乳）没有安全标签或没有放置在防泄漏设施里。参考法规：使用有毒物品作业场所劳动保护条例（2002）第二十三条及危险化学品安全管理条例（2013修订）第二十条。

**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
<b>Finding</b>	
<p>7.11 Finding: The main auditee did not respect this principle because based on management interviews, worker interviews, document review and site tour it was identified that</p> <ol style="list-style-type: none"> <li>1. Some materials were stored against the wall.</li> <li>2. The factory did not provide the Building Structure Safety Certificate for one-storey part 3-storey building.</li> </ol> <p>Remark: No third party assessment report for the building structural safety was provided during the audit.</p> <p>Reference: Regulations on Fire Prevention of Warehouse (1990), Article 18; Construction Law of the People's Republic of China (2019 Amendment), Article 61.</p>	<p>主要被审核方未遵循该准则。原因是通过管理者访谈，员工访谈，文件审核，现场走访发现 1.部分物料靠墙存放。2.工厂没有提供一栋1层局部三层厂房的竣工验收报告。</p> <p>备注：审核期间未提供该栋厂房第三方关于建筑结构安全的评估报告。</p> <p>参考标准：仓库防火安全管理规则（1990）第十八条，中华人民共和国建筑法（2019修正）第六十一条。</p>

**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
<b>Finding</b>	
<p>7.13 Finding: The main auditee partially respected this principle because based on management interviews, worker interviews, document review and site tour it was identified that the main auditee established the management program on electrical installations and equipment, appointed the person to inspect regularly, the inspection records were saved, but two electric boxes were not locked and missing inner cover in workshop by onsite observation. Reference: National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2.</p>	<p>主要被审核方部分遵循该准则。原因是通过管理者访谈，员工访谈，文件审核，现场走访发现，被审核方建立了电气设施管理程序且安排人员去负责定期检查，保留了电气设施检查记录，但根据现场观察，车间2处电箱未上锁，没有内盖。参考标准：国家电气设备安全技术规范（GB 19517-2009）2.2</p>

## PA 12: Protection of the Environment

Site: Jiangsu Mega Safety Products Co.,Ltd | Site amfori ID: 156-065338-001

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

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
12.3 The main auditee partially respected this	被审核方部分遵循该准则。基于现场观察，文件审

### Finding

principle because based on onsite observation, document review, management and worker interviews, the factory provided environmental impact report developed in Aug 2022 and the environmental impact assessment approval obtained in Mar 2023, but the factory had not obtained the completion acceptance of environmental protection facilities. Reference: Regulations on the Administration of Construction Project Environmental Protection (2017 Revision), Article 17.

核，管理层和员工访谈，工厂提供了2022年8月的环境影响报告表和2023年3月获得的环评批复，但是工厂还未进行环保设施竣工验收。参考法规：建设项目环境保护管理条例（2017修订）第十七条。