

Monitored Party SHAONENG GROUP LUZHOU ECO(XINFENG)TECHNOLOGY CO.,LTD.	amfori ID 156-041585-000	Address NO.18 Xinma Avenue,Industrial Park, Matou Town,Xinfeng County, SHAOGUAN, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ELEVATE
Monitoring Start Date 14/01/2026	Closing Meeting Finished Date 15/01/2026	Submission Date 22/01/2026
Expiration Date 22/01/2027	Announcement Type Semi Announced	
Site SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD.	Site amfori ID 156-041585-001	

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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: Monica Lin, APSCA membership number: CSCA 21704274.

Name of team auditor: Eric Yu, APSCA membership number: CSCA 21704528.

Observers, interpreters, trainees: Nil

Monitoring partner name (audit company): LRQA/ELEVATE.

Monitoring schedule details: The audit was planned for 1 auditor x 1.5 days and 1 auditor x 2 days. The full audit (Semi Announced) was conducted on January 14-15, 2026.

Business partner information: Shaoneng Group Luzhou Eco (Xinfeng)Technology Co., Ltd. is located at NO.18 Xinma Avenue, Industrial Park, Matou Town, Xinfeng County, Shaoguan, Guangdong, China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. The factory's local name is “韶能集团绿洲生态（新丰）科技有限公司(91440233MA4X0EH00F)”. The factory was established in 2017.

Audited location information: In view of the factory, the building area is around 104147 square meters. The factory occupied two blocks of 2-storey production buildings, one block of 3-storey warehouse building, four blocks of 1-storey warehouse buildings, one block of 4-storey office building and one 12-storey dormitory building and the canteen and kitchen is on the 1F of the dormitory building.

Main Products: Disposable tableware.

Production Processes: Pulping, Molding, Trimming, Disinfecting, Inspection and Packaging

Operating shifts and hours: Attendance records from December 2024 to audit day and payroll records from December 2024 to November 2025 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; the non-production employees from 8:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30, and the production employees works two shifts, the first shift was from 8:00 to 20:00, the second shift was from 20:00 to 8:00; 2 hours overtime was in each shift. They always rested on Sundays and public holidays.

Time recording system: Factory used the facial recognition attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage was RMB 15.8 per hour which was more than the local legal minimum payment requirement (RMB 1750 per month and RMB 10.06 per hour since March 1, 2025 and RMB 1620 per month and RMB 9.31 per hour before March 2025.); 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 arranged on public holidays. Employees are paid by bank transfer around the 15th of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per record for the latest month December 2025, 545 out of 697 eligible employees had participated in pension insurance, unemployment insurance, occupational injury insurance and medical insurance (including child -bearing insurance). Factory also provide the commercial insurance to 300 workers with the valid period from April 11, 2025 to April 10, 2026.

Worker number information: Based on the audit booking, there are total 788 employees in the factory, including 457 male employees and 331 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 19 years old. There were 737 production employees and 51 non-production employees.

Good practices: Factory calculated the living wage.

Worker organization details: There was one Trade Union available in the factory, and there were 8 worker's representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances and good practice to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA3, PA5, PA6, PA7.

Living wage calculation: This audit was used Anker Methodology to collect factory's living wage data. Factory calculated the living wage by themselves, and auditor accepted it.

Remarks: All production employees had night shift production. The night shift working hours were from 20:00 to 8:00. The audit covered night shift operations started from 20:00-22:00. The night shift area tour for the whole section started at 20:00 and ended at 21:00 (1 hour). All night shift workers were interviewed. Relevant document review, night shift tour was conducted during this audit. No health and safety concerns were found in the night shift area.

Remark: The audit started at 09:30 and ended at 22:00 on January 14, 2026 and continued at 09:30 and ended at 15:10 on January 15, 2026.

SITE DETAILS

Site

SHAONENG GROUP LUZHOU
ECO (XINFENG) TECHNOLOGY
CO.,LTD.

Site amfori ID

156-041585-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	788	Workers
Legal minimum wage in local currency	1,750	Monthly
Lowest wage paid for regular work at the site	2,750	Monthly
Calculated living wage in local currency	2,371	Monthly
Total sample	25	Workers

Other Metrics

Male workers	457	Workers
Female workers	331	Workers
Non-binary workers	0	Workers
Permanent workers - Male	457	Workers
Permanent workers - Female	331	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	4	Workers
Management - Female	4	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	400	Workers
Workers with night shift - Female	337	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	42	Workers
Domestic migrant workers - Female	21	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	457	Workers
Workers hired directly - Female	331	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	14	Workers
Sample - Female	11	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD. | Site amfori ID: 156-041585-001

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 interview, documents review, worker interview and factory tour, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliance were noted in PA1, PA2, PA3, PA5, PA6, PA7. (In accordance with amfori BSCI Code of Conduct)	根据管理层访谈，文件审阅，员工访谈和现场走访，在此次审核过程中，工厂部分遵守了此项要求，建立了确保BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA1, PA2, PA3, PA5, PA6, PA7领域均有缺失。（根据amfori BSCI行为准则）

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	
Based on management interview, documents review and worker interview, the main auditee partially respected this principle because the auditee had established workforce capacity procedure and assessment record kept, but finding on 6.2 reflected workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)	根据管理层访谈，文件审阅，员工访谈，在此次审核过程中，工厂部分遵守了此项要求，工厂有建立生产能力评估程序保留了评估记录，但是问题点PA6.2也反映出人力规划并不是有效的。（根据amfori BSCI行为准则）

PA 2: Workers Involvement and Protection

Site: SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD. | Site amfori ID: 156-041585-001

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	
Based on management and worker interview and	根据管理层和员工访谈、和文件审阅，在此次审核

Finding	
document review, the main auditee partially respected this principle because though the factory has provided regular training for workers, 2 out of 25 interviewed workers did not know the detail of amfori BSCI Code of Conduct. (In accordance with amfori BSCI Code of Conduct)	过程中，工厂 部分遵守了此项要求，尽管工厂有定期提供培训，但是25名访谈员工中的2名不太清楚 amfori BSCI行为准则的内容。（根据amfori BSCI Code of Conduct）

PA 3: The Rights of Freedom of Association and Collective Bargaining

Site: SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD. | Site amfori ID: 156-041585-001

Question: 3.1 Is there satisfactory evidence that the auditee respects the right of workers to form unions - or to refrain from doing so- without distinction whatsoever and irrespective of gender in a free and democratic way?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management / worker interview, the auditee partially respects this principle, because eight worker representatives were elected by the workers in the factory in March 2025. However, individual interviewed worker did not know who the worker representative was. (In accordance with amfori BSCI Code of Conduct)	根据文件审阅、管理层访谈和员工访谈，工厂部分遵守了此项要求，因为工厂在2025年3月有组织 员工选举了8名员工代表，但是个别被访谈员工不清楚员工代表是谁。（根据amfori BSCI行为守则）

PA 5: Fair Remuneration

Site: SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD. | Site amfori ID: 156-041585-001

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	
Based on management and worker interview, and document review, the main auditee did not respect this principle because a total of 697 employees (total 788 employees, 85 employees reach retired age and 6 new employees) were eligible to receive five types of social insurances in December 2025 according to the law. However, only 545 employees (78.2%) were enrolled in pension insurance, unemployment insurance, occupational injury insurance and medical insurance (including child -bearing insurance).	根据管理层和员工访谈和文件审阅，在此次审核过程中，工厂没有遵守此项要求，2025年12月在 697 名(共788人，其中85人达到退休年龄和6名新员工)符合参保条件的员工中，只有545 名员工 (78.2%) 参加了养老保险、失业保险、工伤保险和医疗保险 (含生育险)。另外，工厂有 提供一份商业意外保险给300名员工 (从2025年4月11日至2026年4月10 日)。其他员 工出于自主意愿不愿意参加社会保险 因为不想缴纳费用。（根据《中华人民共和国社会 保险法》第二条 和第四条）

Finding

Besides, the factory has provided commercial accident injury insurance for 300 employees from April 11, 2025 to April 10, 2026. Other employees didn't want to join the social insurance by their own accord, because they would not like to pay for it. (In accordance with Social Insurance Act of the People's Republic of China, article 2 & article 4)

PA 6: Decent Working Hours

Site: SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD. | Site amfori ID: 156-041585-001

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 management and worker interview, and document review, the main auditee did not respect this principle because the monthly overtime hours of 25 out of 25 randomly selected workers exceeded 36 hours in November 2025 with the highest of 90 hours; 25 out of 25 exceeded 36 hours in August 2025 with the highest of 92 hours; 5 out of 5 exceeded 36 hours in April 2025 with the highest of 82 hours. (In accordance with the People's Republic of China Labor Law article 41)

根据管理层和员工访谈、文件审阅，在此次审核过程中，工厂没有遵守此项要求，在随机抽取的25名工人中，有25名工人的月加班时间在2025年11月超过36小时，最高达到90小时；在2025年8月，随机抽取的25名工人中有25名工人月加班时间超过36小时，最高达到92小时；在2025年4月，随机抽取的25名工人中有25名工人月加班时间超过36小时，最高达到82小时。（根据《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: SHAONENG GROUP LUZHOU ECO (XINFENG) TECHNOLOGY CO.,LTD. | Site amfori ID: 156-041585-001

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 management and worker interview, factory tour and document review, the main auditee partially respected this principle because the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. (In

根据管理层和员工访谈、现场走访和文件审阅，在此次审核过程中，工厂部分遵守了此项要求，工厂已建立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，导致仍然有健康安全问题存在。（根据amfori BSCI Code of Conduct）

Finding	
accordance with amfori BSCI Code of Conduct)	

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 site tour, management interview and workers interview, the main auditee partially respected this principle because the factory had provided personal protective equipment such as earplugs to its workers who contacted with noise in high level during the work, however, 5% workers in molding sections with high noise level did not wear the provided earplugs during working. (In accordance with Law of the People's Republic of China on Work Safety article 45)	根据现场走访，管理人员访谈和员工访谈，工厂部分遵守了此项要求，工厂给工作期间接触高噪音的工人提供个人劳动防护用品如耳塞和口罩，但成型工序的约5%的员工（接触高噪音）在工作期间没有佩戴提供的耳塞。（根据《中华人民共和国安全生产法》第45条）