

MONITORING ID: 25-0349307

Monitored Party Ningbo Nanpu Machinery and Electronic Co., Ltd	amfori ID 156-050087-000	Address No.579 Jinxi Road, Hengxi Town, Yinzhou District, 315131 Ningbo, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 14/10/2025	Closing Meeting Finished Date 15/10/2025	Submission Date 22/10/2025
Expiration Date 22/10/2026	Announcement Type Semi Announced	
Site Ningbo Nanpu Machinery and Electronic Co., Ltd	Site amfori ID 156-050087-001	

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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	A	
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: Nimo Jia; APSCA membership number: CSCA 21701178

Name of team auditor (if applicable): Andy Lu; APSCA membership number: CSCA 21701159

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

Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002

Business partner information: Factory name: Ningbo Nanpu Machinery and Electronic Co., Ltd (宁波南浦机电有限公司)

Factory address: No.579 Jinxi Road, Hengxi Town, Yinzhou District, 315131 Ningbo, China (中国浙江省宁波市鄞州区横溪镇金溪路579号)

Business license number: 91330212580529209Q

The factory was established on August 26, 2011, the factory was specialized in manufacture of cordless lithium battery power tools. The processing was injection (including mixing and crushing), silk printing, metalworking (including cutting, CNC, drilling, polishing, hydraulic pressing, cleaning etc.), SMT, assembly (including soldering tin etc.) and packing. Per management interview, all these processes were completed in the facility and no subcontractor was used. The peak season in the factory was not obvious. Their capacity was 10000000 pcs per year.

Audited location information:

There were 6 buildings (including one 4-storey building, three 5-storey buildings and two 6-storey buildings) within the auditee boundary, which belonged to the landlord. The auditee used all these areas for office, warehouse, production and canteen. No dormitory was provided. The total areas used by the auditee were around 96055 square meters.

The details of these building were as below:

1)1#: 6-storey building: 1-6F: Office and meeting room.

2) 2#: 5-store building: 1-2F: Warehouse; 3-4F: SMT workshop; 5F: Office.

3) 3#: 5-storey building: 1F: Metalworking workshop; 2-4F: Warehouse; 5F: R&D laboratory.

4) 4#: 5-storey building: 1F: Mold processing workshop; 2-3F: Warehouse; 4-5: SMT workshop.

5) 5#: 6-storey building: 1F: Injection workshop; 2F: Warehouse; 3-4F: Assembly and packing, silk printing workshop; 5-6F: Exhibition Hall.

6)6#: 4-storey building (one floor underground and three floors up ground): Underground floor: Canteen and car park; 1F: Warehouse; 2-3F: Assembly and packing workshop.

Operating shifts and hours: The attendance records from Sep. 1, 2024 to audit day were provided for review. The working hour: 1) Kitchen employees: 9:00-13:00, 14:00-18:00; 2) Production workers, security guards and warehouse keepers: 7:30-11:00, 12:00-16:30, if needed, overtime from 18:00 to 20:00; 3) Others (Office and admin. etc.): 8:00-11:00, 12:00-17:00. There was at least one day off provided for the workers in continuous 7 days. 25 workers were randomly selected. The attendance records in January 2025, March 2025 and August 2025 were reviewed, it was noted that the maximum overtime working hour was 2 hours per day, 12 hours per week and 58 hours per month. The longest consecutively working days were 6 days in the testing periods.

Time recording system: Production workers' working hours were recorded by biometric attendance machine with detailed time in and time out information.

Salary payment details: Management issued the wages of current month on or before 20th of following month by bank transfer. All employees were paid based on monthly rate.

According to the payroll and attendance records of each 25 sample employees from January 2025, March 2025 and August 2025 (the most recent paid month), it was noted that the regular wages of all sampled employees was at least RMB3500 per month, which was more than the local minimum wage RMB2490 per month equal to RMB 14.31 per hour since January 1, 2024. All sample employees were paid 150% and 200% of regular wages for their overtime work on weekdays and rest days respectively, which was not less than the statutory requirement.

There were 796 employees and 106 of them were retirees. Hence that, 690 employees should be provided with social insurance. According to the social insurance payment receipt of August 2025 provided by factory management, it was noted that only 665 out of 690 employees (96.4%) were provided with pension, unemployment, medical, accident and maternity insurance. Commercial accident insurance was provided to 119 employees valid from September 27, 2025 to September 26, 2026. All workers were covered by accident insurance.

Worker number information: There were totally 796 employees in the factory (409 male employees and 387 female employees), including 256 non-production employees and 540 production employees (277 males and 263 females). There were 673 domestic migrant workers (332 males and 341 females). The youngest employee working in the factory was 20 years old. No seasonal, temporary, foreign migrant, disabled or home-based workers were noted in this factory. And there were no any other special group workers (interns, apprentices, contractor workers etc.), either.

Good practices: None

Worker organization details: The factory had established policies to guarantee the rights of freedom of association and collective bargaining. The worker representative management procedure was established. 17 worker representatives were elected by all workers freely. The role of worker representative was communicated with all employees. The factory conducted communication meeting with worker representative about workers voice once per quarter. There was no trade union in the factory.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The non-compliances were noted in PA1 (1.1, 1.4), PA2 (2.4, 2.5), PA (5.5), PA6 (6.2), PA7 (7.3, 7.6, 7.7, 7.13), PA12 (12.2) in this audit. And the details refer to the relevant PA in the report.

Living wage calculation: BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Confidential interviews were conducted with 25 employees from different workshops. In the interview process, they were frank. All employees were satisfied with the working condition. At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Ms. Xu, Manager agreed with the findings and signed the corrective action plan.

Closing meeting factory representatives (name and titles) Ms. Xu, Manager, Mr. Huang/ Worker Representative

Remark: 1. There were no agencies and contractor used by the auditee, which made the agency labour contract and contractor license not applicable.

2. The auditee did not obtain government waivers and collective bargaining agreements, which made aforesaid documents not applicable.

3. The factory rented buildings from Ningbo Hanpu Machinery and Electronic Co., Ltd, hence that, factory name on fire safety license and building structure license were acceptable.

SITE DETAILS

Site
Ningbo Nanpu Machinery and Electronic Co., Ltd

Site amfori ID
156-050087-001

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

N.A.

METRICS

Key Metrics

Total workforce	796	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	2,685.22	Monthly
Total sample	25	Workers

Other Metrics

Male workers	409	Workers
Female workers	387	Workers
Non-binary workers	0	Workers
Permanent workers - Male	409	Workers
Permanent workers - Female	387	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	7	Workers
Management - Female	2	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	332	Workers
Domestic migrant workers - Female	341	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	409	Workers
Workers hired directly - Female	387	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	12	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Ningbo Nanpu Machinery and Electronic Co., Ltd | Site amfori ID: 156-050087-001

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>Based on management and worker interviews, factory tour and document review, the factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement, partial HS issues were found. Thereof auditor concluded it as partial non-compliance.</p> <p>In accordance with Performance Area 1: Social Management System 1.1</p>	<p>通过管理层访谈, 员工访谈, 现场走访和文件审核, 工厂已经建立了BSCI管理系统, 但是没有有效的被执行, 比如工人加班工作超法规要求, 部分健康安全的问题被发现。综上所述, 此问题点判为部分不符合。</p> <p>根据执行领域1: 社会管理体系1.1</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>Based on management and worker interviews, factory tour and document review, the facility had established the written procedure on calculation of the costs of production and delivery times. The facility calculated production capacity to schedule production to meet the requirement of orders and delivery dates. But the facility's workforce capacity was not properly organized to meet the expectations of the delivery order or contracts due to the overtime hours exceeded the legal requirement. Through interview, the employees were voluntary to work overtime. Employees were willing to work more overtime to earn more money. Through management interview, there was no case that the order was not delivered in time in the facility. Thereof auditor concluded it as partial non-compliance.</p> <p>In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p>	<p>通过管理层访谈, 员工访谈, 现场走访和文件审核, 企业建立了书面的生产成本和订单周期的制度。企业进行了产能的计算, 来安排生产以满足订单和交期要求。但企业的人力资源没有合适的进行组织以达到交付订单或合同的预期要求, 因为加班时间超过法规要求。根据员工访谈, 员工是自愿加班的。员工愿意多加班来获取更多工资。管理层访谈表示, 企业没有订单未及时交付的情况。综上所述, 此问题点判为部分不符合。</p> <p>根据执行领域1.4, 被审核方(生产商)应组织其劳工来达成交付订单和/或合同预期和要求。</p>



PA 2: Workers Involvement and Protection

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>Based on management and worker interviews and document review it was noted that the records of communication about requirements of social responsibility between the management and workers was provided. However, all interviewed workers did not know the requirements of social responsibility or the amfori BSCI Code. Thereof auditor concluded it as partial non-compliance. In accordance with Performance Area 2: Workers Involvement and Protection 2.4.</p> <p>The factory shall ensure all employees in the factory shall know the requirements of social responsibility or the amfori BSCI Code.</p>	<p>通过管理层访谈，员工访谈和文件审核，审核员发现工厂有提供进行管理层与员工之间关于社会责任的沟通的记录，但是访谈员工并不知道社会责任的要求和amfori BSCI的要求。综上所述，此问题点判为部分不符合。</p> <p>根据执行领域2：工人参与和保护2.4改善。工厂应该保证所有员工知道社会责任及amfori BSCI的要求。</p>

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on management and worker interviews and document review, the established grievance mechanism included all interested parties and there was designed personnel in charge of this issue. However, management represented that grievance of interested parties were not collected or recorded. Thereof auditor concluded it as partial non-compliance.</p> <p>This violated Performance Area 2: Workers Involvement and Protection 2.5.</p>	<p>通过管理层访谈，员工访谈和文件审核，工厂建立的申诉机制已包含所有利益相关方并且指定了专人负责。但管理层表示工厂没有收集或者记录相关方的申诉。综上所述，此问题点判为部分不符合。</p> <p>根据执行领域2：工人参与度和保护-2.5改善。</p>

PA 5: Fair Remuneration

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
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Finding

Based on interview and documents review, not all employees were provided with social insurance. There were 796 employees and 106 of them were retirees. Hence that, 690 employees should be provided with social insurance. According to the social insurance payment receipt of August 2025 provided by factory management, it was noted that only 665 out of 690 employees (96.4%) were provided with pension, unemployment, medical, accident and maternity insurance. Commercial accident insurance was provided to 119 employees valid from September 27, 2025 to September 26, 2026. All workers were covered by accident insurance. Thereof auditor concluded it as partial non-compliance.

In accordance with Article 73 of the Labor Law of the People's Republic of China and Article 33 of Social Insurance Law of the People's Republic of China.

通过访谈，文件审核，工厂部分员工没有参与社保。工厂有796名员工，其中106名员工达到退休年龄，因此690名员工应该提供社保。根据厂方提供的2025年8月社会保险缴费单据显示，仅为665/690名员工（96.4%）提供了养老，失业，医疗，工伤和生育保险。工厂为119名员工提供商业保险，有效期为2025年9月27号到2026年9月26号。所有员工都覆盖了工伤保险。综上所述，此问题点判为部分不符合。

根据《中华人民共和国劳动法》第73条和《中华人民共和国社会保险法》第33条。

PA 6: Decent Working Hours

Site: Ningbo Nanpu Machinery and Electronic Co., Ltd | Site amfori ID: 156-050087-001

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 interviews, according to the payroll and attendance records of 25 samples from January 2025, 25 samples from auditor selected month March 2025 and 25 samples from recent paid month August 2025, it was noted that 25 out of 25 sample population employees worked in excess of 36 overtime hours per month (i.e. 56 hours) in August 2025, 25 out of 25 sample population employees worked in excess of 36 overtime hours per month (i.e. 58 hours) in March 2025, which exceeded the statutory overtime hour limits of 36 hours a month. The factory established working hour control policy. Factory management was clear about the requirement. Per interviews, employees' overtime hours were mostly influenced by the production orders, and their overtime hours had exceeded statutory limit almost all the months during a year. Thereof auditor concluded it as non-compliance.

通过管理层访谈和员工访谈，根据2025年1月抽取25个，从随机月2025年3月抽取25个，从最近月2025年8月抽取25个员工的工资和考勤记录，审核员发现25/25名员工在2025年8月的加班时间为56小时，25/25名员工在2025年3月的加班时间为58小时，超过了法定限制的36小时每月。工厂已经建立了工时控制程序。工厂代表表示他们知道该要求。根据访谈，员工的加班时间受生产订单的影响，且员工过去一年大部分加班时间都超过法规要求。综上所述，此问题点判为完全不符合。

根据《中华人民共和国劳动法》第41条。

Finding

In accordance with Article 41 of the Labor Law of the PRC.

PA 7: Occupational Health and Safety

Site: Ningbo Nanpu Machinery and Electronic Co., Ltd | Site amfori ID: 156-050087-001

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

Based on management and worker interviews, factory tour and document review, it was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not cover chemicals and the special equipment, the regular monitoring and testing. So this finding was rated as partial non-compliance.

Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions. The risk assessment included workshop, warehouses, processes, machines, etc.

通过管理访谈, 员工访谈, 现场走访和文件审核, 发现工厂为健康安全卫生进行风险评估不充分。风险评估没有包括化学品, 没有包括特种设备, 没有包括定期监控和检测。综上所述, 此问题点判为部分不符合。

根据执行领域7.3, 被审核方(生产商)应定期执行安全、健康和卫生工作条件的风险评估。工厂风险评估包含了车间, 仓库, 工序, 机器设备等。

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

Per factory tour, documents review and interview, auditors noted that PPE procedure was established in the factory and PPE training was provided to workers, per factory tour, employees working in silk-printing section did not wear provided rubber gloves. Thereof auditor concluded it as partial non-compliance.

In accordance with Article 45 of Law of the People's Republic of China on Production Safety

通过访谈, 现场走访和文件审核, 审核员发现工厂建立了防护用品程序并给员工提供了防护用品培训, 但走厂发现工厂丝印岗位的工人在工作期间没有佩戴发放的乳胶手套。综上所述, 此问题点判为部分不符合。

根据《中华人民共和国安全生产法》第45条

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	
<p>Per factory tour, documents review and interview, it was noted that the factory had posted MSDS on site and chemical safety training was provided for employees. However, per factory tour, about 20% of chemical (e.g. printing ink) being used in the printing workshop or stored in the chemical warehouse were not posted with safety label. Thereof auditor concluded it as partial non-compliance.</p> <p>In accordance with Article 14 of the Regulation For Chemical Usage Safety in Work Place:</p>	<p>通过现场走厂，文件审核以及访谈，工厂在现场张贴了MSDS，并为员工提供化学品安全培训。但走厂发现工厂印刷车间和化学品仓库内使用和存放的约20%的化学品（如油墨）容器上没有张贴安全标签。综上所述，此问题点判为部分不符合。</p> <p>根据《工作场所安全使用化学品规定》第14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
Finding	
<p>Based on management and worker interviews, factory tour and document review, it was noted that the factory had established the management procedure on electricity safety, and there was qualified electrician responsible for checking and maintaining the electric equipment, but 3 electric boxes in the workshop were unlocked without inner cap. Thereof auditor concluded it as partial non-compliance.</p> <p>In accordance with Article 6.7 of the General Guide for Safety of Electric User.</p>	<p>通过管理访谈，员工访谈，现场走访和文件审核，发现工厂有建立用电安全程序，有专门的电工负责电气设备检查和维护，但车间有3个电箱没有上锁并且没有内盖。综上所述，此问题点判为部分不符合。</p> <p>根据《用电安全导则GB/T13869-2008》第6.7条</p>

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Remark: Transportation was not provided by the auditee.</p>	<p>备注：工厂不提供交通</p>

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
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Finding	
Remark: Dormitory was not provided by the auditee.	备注：工厂不提供宿舍

PA 9: Special Protection for Young Workers

Site: Ningbo Nanpu Machinery and Electronic Co., Ltd | Site amfori ID: 156-050087-001

Question: 9.2 CRUCIAL: Is there satisfactory evidence that young workers' working hours do not prejudice their attendance at school, their participation in vocational orientation approved by the competent authority or their capacity to benefit from training or instruction programmes?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: No young worker was hired by the auditee	备注：工厂没有未成年工

Question: 9.6 Is there satisfactory evidence that the auditee has a good overview of all young workers engaged in its production site?

ENGLISH	LOCAL LANGUAGE
Finding	
Remark: No young worker was hired by the auditee	备注：工厂没有未成年工

PA 12: Protection of the Environment

Site: Ningbo Nanpu Machinery and Electronic Co., Ltd | Site amfori ID: 156-050087-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on interview and documents review, the main auditee partially respects this principle because: The auditee collected the laws on environment but the laws are not updated in a timely manner. Thereof auditor concluded it as partial non-compliance. In accordance with BSCI 12.2.	根据访谈以及文件审核，发现被审核方部分遵守本条款，原因是：被审方搜集了环境方面的法律，但没有对法律进行及时更新。综上所述，此问题点判为部分不符合。 根据BSCI 12.2改善。