Monitoring summary report for GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD

MONITORING ID: 25-0343048

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Trade with purpose

Monitored Party **GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD**	amfori ID **156-008574-000**	Address **Floor1-4,1-1Yinquan Street, Zhanqian Street Jinzhou District, 116199 Dalian, Liaoning Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **TUV Rheinland**
Monitoring Start Date **13/10/2025**	Closing Meeting Finished Date **15/10/2025**	Submission Date **21/10/2025**
Expiration Date **21/10/2026**	Announcement Type **Semi Announced**	
Site **GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD**	Site amfori ID **156-008574-004**	

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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	**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: Snow Fan; APSCA membership number: CSCA 21702064
Monitoring partner name: TÜV Rheinland
Audit schedule details: The audit is planned for 1 auditor x 2.5 days.
Announcement Type: Semi-Announced.

Business partner information: The auditee established on August 11, 2016 and operated at current address (Floor 1-4,1-1 Yinquan Street, Zhanqian Street, JinZhou District, DaLian City, Liaoning Province, China /中国辽宁省大连市金州区站前街道银泉街1-1号1-4层) since June 1 2025. The original address (Floor 1-2,No.83-1 Tangjiatun ,Houshi Village, Daweijia Street, Jinzhou District, Dalian City, Liaoning Province,China/中国辽宁省大连市金州区大魏家街道后石村唐家屯83-1号1-2层) has been no longer in use. Currently, all production activities were operated in the new address. The main products manufactured by the facility are wooden and bamboo knives, forks, spoons, coffee bars and packaging decoration printing production. The main production processes are listed as follows: molding, burnishing, printing, inspection and packing. All processes operated normally in the audit days.

Audited location information: Through on-site observation, there were three 4-storey buildings in the factory yard. The auditee rented and used all buildings and the whole factory yard. The auditee used building A as office. The auditee used building B and C as workshop and warehouse. The construction areas used by the auditee were 13,000 square meters. The auditee did not provide dormitory, kitchen and canteen to employees. The detail building using status was listed as below: Building A: 1F was idle. 2F and 3F used as office. 4F was idle. Building B: 1F used as printing workshop. 2F used as molding, inspection and packing workshop. 3F used as burnishing, molding, inspection and packing workshop. 4F used as molding, inspection and packing workshop. Building C: 1F used as raw materials warehouse. 2F used as packing material warehouse. 3F used as inspection and packing workshop. 4F used as finished goods warehouse.

Operating shifts and hours: The normal working hours were 5 days (from Monday to Friday) per week and 8 hours per day. The employees worked in one shift (7:30-11:30, 12:30-16:30). They worked 1 hour's overtime from 16:30-17:30 and at most 3 times per week on normal working days and 8 hours' overtime on Saturdays. The maximum overtime hours were 1 hour per day, 11 hours per week and 52 hours per month. The auditee paid 150% and 200% of normal wages to employee worked on normal working days and Saturdays respectively. In this audit, 17 employees was selected as samples. Their attendance records from December 2024, June 2025 and August 2025 were provided for review. There was no obvious peak season in the auditee. The auditee provided attendance records from September 1, 2024 to October 15, 2025 for review.

Time recording system: The auditee used finger printing attendance machine to record employees' working hours.

Salary payment details: Employees' wages were calculated in hourly rate and paid by cash before the 25th of next month. The local minimum wage standard was set at RMB 2100 per month and RMB 12.07 per hour since May 1, 2024. The wages included wages on normal working hours, overtime wages, wages on paid leaves and full attendance allowance etc. Currently, the minimum hourly wage paid by the auditee was RMB 3500 per month and RMB 20.11 per hour. The auditee paid 100% of normal wages on statutory holidays and paid leaves. The auditee provided payroll records from September 2024 to August 2025 for review. 17 employees were selected as samples. Their payroll records from December 2024, June 2025 and August 2025 were selected as samples for review.

Worker number information: There were 140 employees including 13 non production employees (7 male employees and 6 female employees) and 127 production employees (69 male employees and 58 female employees) in the auditee. There were 58 domestic migrant employees including 27 domestic migrant male and 31 domestic migrant female employees. No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based, interns, apprentices, contractor workers worked in the auditee.

Good practices: None observed.

Worker organization details: There was no union, worker committee or any other worker organizations existed in the auditee. The employees freely elected two employee representative on July 1, 2025.

Circumstances: There was no special circumstance during the audit. Management representative and employee representatives attended the opening and closing meeting. The management representative stated they would be cooperative in this audit. At the closing meeting, auditor introduced all findings to them. They accepted these findings.

Summary of findings: Some findings was raised in below PAs:
PA1: Social Management System
1.The auditee did not effectively implement amfori BSCI management system and working hour/ benefits management regulation etc.
2.The auditee did not effectively implement working hour management regulation and productivity evaluation regulation.
PA 2: Workers Involvement and Protection
1.The auditee did not assess the effective of grievance mechanism.
PA 6: Decent Working Hours
1.Excessive monthly overtime hours
PA 7: Occupational Health and Safety
1.Electrical wire placed on the ground in packing workshop.
2.Some signs on all evacuation maps do not have Chinese annotations, such as safety exits, fire extinguishers, and fire hydrants.
3.Raw materials in the warehouse were stored against the wall.
PA 13: Ethical Business Behaviour
1.The employee privacy protection policy does not specify the disciplinary measures for violating confidentiality policies.

For # Living Wage: a. No anker wage available for the producers location, so we used the data provided by auditing company. b. The calculation methodology refers to anker living wage structure. c. The data comes from the local bureau of statistics for the current year.

Attachment:
1. For Personal Information Protection: The Personal Information Protection Law of the People’s Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.
2. The auditee did not use any contractor/agency, did not obtain any Government waivers, and did not sign Collective bargaining agreements, which made the Contractor license/permit, Agency labour contract, Government waivers, Collective bargaining agreements not applicable in this audit.

SITE DETAILS

Site
GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD

Site amfori ID
156-008574-004

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Housewares & Specialties

amfori Process Classifications

Raw materials reception / handling / storage (the site does not use hazardous chemicals)

GS1 Classifications

Segment	**Kitchenware and Tableware**
Family	**Tableware**
Product Class	**Tableware (Disposable)**

NACE Classification

Manufacture of cutlery, tools and general hardware

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**140**	**Workers**
Legal minimum wage in local currency	**2,100**	**Monthly**
Lowest wage paid for regular work at the site	**3,500**	**Monthly**
Calculated living wage in local currency	**2,450.37**	**Monthly**
Total sample	**17**	**Workers**

Other Metrics

Male workers	**76**	**Workers**
Female workers	**64**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**76**	**Workers**
Permanent workers - Female	**64**	**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	**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	**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	**27**	**Workers**
Domestic migrant workers - Female	**31**	**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	**76**	**Workers**
Workers hired directly - Female	**64**	**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	**9**	**Workers**
Sample - Female	**8**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-004

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	
The auditee partially respected the principle, because based on document review, on site observation, employee interview, employee representative interview and management interview, the auditee established amfori BSCI management system and working hour management regulation. However, above mentioned system and regulation were not implemented effectively. In this audit, the finding about the monthly overtime hours exceeded law's regulation and some health and safety findings were found. The management stated, for the finding about monthly overtime hours, they need more time to correct it because of lack of workforce and employees' wills. They would correct health and safety findings as soon as possible, Refer to the requirements of amfori BSCI system manual.	被审核方部分遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方已经建立amfori BSCI管理体系及工时管理制度。但是上述体系和制度没有有效的执行。在本次审核中发现月加班时间超过法律规定的问题以及一些健康安全问题。管理人员表示针对月加班时间问题，因为劳动力短缺和员工意愿，他们需要更多的时间来改善。他们会尽快改善健康安全方面的问题。 参考amfori BSCI系统手册中的要求。

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
Finding	
The auditee partially respected the principle, because based on document review, on site observation, employee interview, employee representative interview and management interview, the auditee had set up productivity evaluation and working hour management procedure files. However, above mentioned regulations were not implemented effectively. The finding about the monthly overtime hours exceeded law's regulation was found in this audit. The auditee stated that for the finding about monthly overtime hours, they made correction plan, but the correction could not be implemented effectively. Currently, they had to arrange employee to work overtime	被审核方部分遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方建立了产能评估和工时管理的程序文件，但是上述制度没有有效的执行。在本次审核中发现月加班时间超过法律规定的问题。被审核方表示针对月加班时间问题，他们制定了改善计划，但是改善计划没有有效执行，目前，因为劳动力短缺，他们不得不安排员工加班。另外，员工也希望有一定加班工资来维持收入水平。他们需要更多的时间来改善这个问题。员工表示加班是自愿的。 参考amfori BSCI系统手册中的要求。

Finding	
because of lack of workforce. In addition, the employees also hoped to get some overtime wages to retain total wages level. They need more time to correct it because of lack of workforce. The employees stated the overtime was voluntary. Refer to the requirements of amfori BSCI system manual.	

PA 2: Workers Involvement and Protection

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-004

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	
The auditee partially respected the principle, because based on document review, on site observation, employee interview, employee representative interview and management interview, the auditee established grievance mechanism and channels. Suggestion box was installed in confidential area. The auditee had two employee representatives. The auditee also provided grievance management procedure and grievance record sheet for review. No complaint has been raised by far. The auditee did not assess the effective of grievance mechanism. The management staff stated they neglected the finding. Refer to the requirements of amfori BSCI system manual.	被审核方部分遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，被审核方建立了申诉机制和渠道。意见箱被放置在隐秘区域。被审核方有两名员工代表。被审核方也提供了申诉管理程序和申诉记录表以供审核。到目前为止没有申诉发生。被审核方没有评估申诉机制的有效性。管理人员表示他们忽视了这个问题。 参考amfori BSCI系统手册中的要求。

PA 6: Decent Working Hours

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-004

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	
The auditee did not respect the principle, because based on document review, on site observation,	被审核方未遵守该原则，因为根据文件审核，现场审核，员工访谈，员工代表访谈和管理人员访谈，

Finding	
employee interview, employee representative interview and management interview, the auditee had set up productivity evaluation and working hour management procedure files. However, above mentioned regulations were not implemented effectively. The finding about the monthly overtime hours exceeded law's regulation (Local law required the monthly overtime hours should be controlled within 36 hours) was found in this audit. The auditee stated that for the finding about monthly overtime hours, they made correction plan, but the correction could not be implemented effectively. Currently, they had to arrange employee to work overtime because of lack of workforce. In addition, the employees also hoped to get some overtime wages to retain total wages level. They need more time to correct it because of lack of workforce. The employees stated the overtime was voluntary. (1) Through reviewing the attendance records in December 2024, the monthly overtime hours of all 17 randomly selected employees were 40-46 hours; (2) Through reviewing the attendance records in June 2025, the monthly overtime hours of all 17 randomly selected employees were 44 hours; (3) Through reviewing the attendance records in August 2025, the monthly overtime hours of all 17 randomly selected employees were 52 hours; Reference Law and Regulation: PRC Labour Law article 41. Remark: Through reviewing the attendance records in October 2025, till October 15, 2025, the monthly overtime hours of all 17 randomly selected employees were 22 hours;	被审核方建立了产能评估和工时管理的程序文件，但是上述制度没有有效的执行。在本次审核中发现月加班时间超过法律规定的问题(当地法律规定月加班时间应控制在36小时以内)。被审核方表示针对月加班时间问题，他们制定了改善计划，但是改善计划没有有效执行，目前，因为劳动力短缺，他们不得不安排员工加班。另外，员工也希望有一定加班工资来维持收入水平。他们需要更多的时间来改善这个问题。员工表示加班是自愿的。 (1) 通过查阅2024年12月员工考勤显示, 全部17名员工的月加班40-46小时。 (2) 通过查阅2025年6月员工考勤显示, 全部17名员工的月加班44小时。 (1) 通过查阅2025年8月员工考勤显示, 全部17名员工的月加班52小时。 参考法律法规：《中华人民共和国劳动法》第41条。 备注： 通过查阅2025年10月考勤显示，截至2025年10月15日，全部17名员工的月加班22小时。

PA 7: Occupational Health and Safety

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-004

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	
The auditee partially respected the principle, because based on on site observation, employee	被审核方部分遵守该原则，因为根据现场审核，员工访谈和管理人员访谈：包装车间地面上有电线，

Finding	
interview and management interview: There were electrical wires placed on the ground in packing workshop, which could cause obstruction and slipping hazards.The employees stated they were not tripped by the electrical wires. The management staff stated they enforced on site management. These electrical wires were temporarily installed. They would correct the finding as soon as possible. It was violated the requirement of amfori BSCI system Manual.	容易造成绊倒或滑倒的危险 。员工表示没有被电线绊倒过。管理人员表示他们已经加强了现场管理，这些电线是临时设置的。 他们会尽快改善这个问题。 这违反了amfori BSCI 系统手册的要求。

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected the principle, because based on on site observation, employee interview and management interview: 1. Raw materials in the warehouse were stored against the wall. The management staff stated that there were too many goods and they would strengthen on-site management. The employees stated that no relevant accidents or work-related injuries have occurred. Reference Law: General rules for fire safety management of storage occupancy (GA 1131-2014), article 6.8. 2. Some signs on all evacuation maps did not have Chinese annotations, such as safety exits, fire extinguishers, and fire hydrants. This was not conducive to employees understanding the meaning. The management stated that this issue was caused by negligence. Reference law: Design principles and requirements for evacuation plan (GB / T 25894-2010), Article 7.3 & 7.5.	被审核方部分遵守该原则，因为根据现场审核，员工访谈和管理人员访谈： 1. 仓库的原材料靠墙存放。管理人员表示货物太多，他们将加强现场管理。员工表示没有发生相关事故或者工伤。 参考法规：《仓储场所消防安全管理通则 》（GA 1131-2014），第6.8条。 2. 所有疏散图上的部分标识没有中文注释，例如安全出口，灭火器和消防栓等。这不利于员工理解含义。管理人员表示这是由于疏忽导致这个问题。 参考法律法规：《疏散平面图 设计原则与要求 GB/T 25894-2010》第 7.3条和第 7.5条。

PA 13: Ethical Business Behaviour

Site: GREENWOOD (DALIAN) INDUSTRIAL CO.,LTD | Site amfori ID: 156-008574-004

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected the principle, because based on document review, employee interview, employee representative interview and management interview, the employee privacy protection policy does not specify the disciplinary measures for violating confidentiality policies. The management staff and employees stated no information leakage incident occurred. The management stated they would improve the procedure as soon as possible. In accordance with the amfori BSCI system manual requirement.	被审核方部分遵守该原则，因为根据文件审核，员工访谈，员工代表访谈和管理人员访谈，员工隐私保护政策没有注明违法保密政策的处分方式。管理人员和员工表示没有信息泄露事件发生。管理人员表示将尽快改进这个程序。 根据amfori BSCI系统手册中要求。