

Monitored Party Zhangjiagang Guotai Yarui Garment Co.,Ltd	amfori ID 156-052036-000	Address 1-3 Floors, Building 3, No.419 Nanmen Road,Y angshe Town, Zhangjiagang City, Jiangsu Province, China, Zhangjiagang, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 17/12/2025	Closing Meeting Finished Date 18/12/2025	Submission Date 29/12/2025
Expiration Date 29/12/2026	Announcement Type Semi Announced	
Site Zhangjiagang Guotai Yarui Garment Co.,Ltd	Site amfori ID 156-052036-001	

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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	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: Eric PENG; APSCA membership number: CSCA 21700770

Monitoring partner name: TÜV NORD CERT GmbH (APSCA Member: 11600051)

Announcement type: Semi Announced

Monitoring: Full Monitoring

Audit schedule details: The audit is planned for 1 auditor x 1.5 days.

Business partner information:

The facility Zhangjiagang Guotai Yarui Garment Co.,Ltd (张家港市国泰亚瑞服装有限公司913205820586413961) started business in 2012 in the place of 1-3 Floors, Building 3, No.419 Nanmen Road, Yangshe Town, Zhangjiagang City, Jiangsu Province, China (中国江苏省张家港市杨舍镇南门路419号3号楼一至三楼). The main business products were garments. The main process included cutting, sewing, ironing, finishing, inspection and packing.

Audited location information:

The facility used one 3-storey building as office area and production area. There was no canteen or dormitory provided in the facility.

Operating shifts and hours:

Employees worked from 8:00 to 11:30 and 12:00 to 16:30. Employees conducted Saturday work twice to four times per month.

The factory provided the working time records from Nov 2024 to audit date for review. The regular working time was 8 hours per day, 5 days per week, 8 hours overtime on Saturday normally. The max monthly overtime was 82 hours. The max weekly working hour was 58 hours (standard weekly working hours 40 hours+ maximum weekly OT 18 hours).

Time recording system:

The factory used the electronic attendance system to record the working hours.

Salary payment details:

The local minimum wage was RMB 2490 per month or RMB 14.31 per hour. The factory provided payrolls from Nov 2024 to Oct 2025 for review. Workers were paid by hourly rate. The basic wage was more than RMB 18.97 per hour. For overtime wages, the factory paid 150% of normal pay for overtime working on normal working day and paid 200% of normal pay for overtime working on Saturday. The wages were paid by cash on or before 30th of each month. All employees were covered by social insurances or commercial insurances.

Worker number information:

There were 95 employees on the roster. All employees were permanent employees. 44 workers were migrant employees from other provinces in China. 62 employees were female. All employees showed on the audit dates.

Worker organization details:

No labor union was found. And worker committee was found in the facility.

Summary of findings:

The facility management and workers (representative) showed a positive attitude to this audit during the whole process. The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the audited factory. The performance areas needed improvements are as follows: PA1, PA2, PA6, PA7. No other serious issue was noted in this audit.

Summary of Interview: Worker interviews were conducted individually and in group. Randomly selected 15 employees, and no complaint was raised.

Remark:

1. There was no contractor or agency used by the auditee, so the agency labour contract or license/permit did not applicable for the auditee.

2. The auditee did not obtain any government waivers.
3. There was no collective bargaining agreement in the auditee.

SITE DETAILS

Site

**Zhangjiagang Guotai Yarui
Garment Co.,Ltd**

Site amfori ID

156-052036-001

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	3,300	Monthly
Calculated living wage in local currency	2,793.15	Monthly
Total sample	15	Workers

Other Metrics

Male workers	33	Workers
Female workers	62	Workers
Non-binary workers	0	Workers
Permanent workers - Male	33	Workers
Permanent workers - Female	62	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	3	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	16	Workers
Domestic migrant workers - Female	28	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	33	Workers
Workers hired directly - Female	62	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	5	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Zhangjiagang Guotai Yarui Garment Co.,Ltd | Site amfori ID: 156-052036-001

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 onsite observation, document review, management and worker interviews, the auditee established management system; however, it was not effective for some performance areas, such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc. The factory mainly complied with Amfori BSCI requirement, but not all policies were properly implemented, such as monthly overtime exceeded local limit. So this finding was rated as partially.	根据现场观察，文件审核，管理层和员工访谈确认，被审核方已建立社会责任管理体系，但是并未有效执行，如工人的参与和保护，职业健康和安全和工作时间等。被审核方基本上遵守了Amfori BSCI的要求，但是不是所有制度都得以有效实施，比如出现了员工月加班超时的不符项，因此该发现被判定为部分不符合项。

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 the document review, management interview and workers interview, the auditee didn't organize workforce capacity properly and monthly overtime exceeded legal requirement. (Refer to PA6.2). The facility was aware of controlling overtime hours. So this finding was rated as partially.	根据文件审核，管理层和员工访谈，被审核方没有对其产能进行合理规划，从而导致工厂的月加班超出法规要求。（详见PA6.2）工厂有控制加班时间的意识，因此该发现被判定为部分不符合项。



PA 2: Workers Involvement and Protection

Site: Zhangjiagang Guotai Yarui Garment Co.,Ltd | Site amfori ID: 156-052036-001

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 and management and worker interview, the auditee had defined long term	根据文件审核，员工及管理层访谈确认，被审核方制定了保护工人的长期目标，但未显示如何循序渐进

Finding	
goals to protect its employees, but did not specify clearly how to achieve those goals step by step. Such as how to reduce overtime hours. The facility was aware of controlling overtime hours. So this finding was rated as partially.	进 达成那些目标的过程。例如如何减少加班时间。工厂有控制加班时间的意识，因此该发现被判定为部分 不符合项。

PA 6: Decent Working Hours

Site: Zhangjiagang Guotai Yarui Garment Co.,Ltd | Site amfori ID: 156-052036-001

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 selected August 2025, September 2025 and October 2025 as samples and found all the random selected employees monthly overtime exceed 36 hours in August 2025, September 2025 and October 2025, also: 1) the monthly overtime: 15 out of 15 random selected employees worked 82 hours in August 2025 (random month); 2) the monthly overtime: 15 out of 15 random selected employees worked 76 hours in September 2025 (random month); 3) the monthly overtime: 15 out of 15 random selected employees worked 70 hours in October 2025 (current month); This finding was rated as fully non-compliance because excessive overtime hours were systematic. (Laws and Regulations: Labor Law of the P.R.C, Article 41)	根据选取的2025年8月，2025年9月，2025年10月作为样本，发现所有随机抽取的员工 在2025年8月，2025年9月，2025年10月的月加班时间超过36小时，并且： 1)随机抽取15名员工中有15名，在2025年8月，月加班为82小时（随机月）； 2)随机抽取15名员工中有15名，在2025年9月，月加班为76小时（随机月）； 3)随机抽取15名员工中有15名，在2025年10月，月加班为70小时（当前月）； 因为系统性超时，该发现被判定为完全不符合项。 （参考法律法规：《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: Zhangjiagang Guotai Yarui Garment Co.,Ltd | Site amfori ID: 156-052036-001

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	
Through document review and management interview, auditor noted that the auditee had carried	通过文件查阅和管理人员访谈，审核员发现被审核方有定期执行有关安全、健康和卫生工作条件的风

Finding	
out risk assessments for safe, healthy and hygienic working conditions. But the content of risk assessment did not include whether hygiene kits are required. This finding was rated as fully non-compliance because the factory management said they did not know about relevant requirement.	险 评估，但风险评估内容没有包括是否需要配备卫生用品包。因为工厂管理层不了解相关要求，该发现被 判定为完全不符合项。

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interview, during risk assessment, EHS management system developing and implementation, no worker representative was involved. This finding was rated as fully non-compliance because the factory management said they did not know about relevant requirement.	根据文件审查、管理层和工人访谈，在风险评估过程，健康安全管理系统开发和执行过程中，无员工代表的参与。因为工厂管理层不了解相关要求，该发现被判定为完全不符合项。