

Monitored Party Shuyang E-RUN Garment Co.,Ltd	amfori ID 156-001935-000	Address No.1, Zhangwei Industrial Park, Shuyang County,, 223600 Suqian, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 30/06/2026	Closing Meeting Finished Date 06/07/2026	Submission Date 06/07/2026
Expiration Date 06/07/2027	Announcement Type Semi Announced	
Site Shuyang E-run Garment Co., Ltd	Site amfori ID 156-001935-002	

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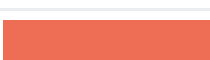
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OVERALL RATING



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	C	
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: Betty Deng; APSCA membership number (CSCA21701984)

Name of team auditor: Nil

Name of observers: Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for one Auditor in one day. The initial audit (Semi announced) was conducted on Jun. 30, 2026(09:00-17:00).

Business partner information:

Shuyang E-run Garment Co., Ltd (沭阳亿润服饰有限公司) is located at No.1, Zhangwei Industrial Park, Shuyang County, Suqian, Jiangsu, China (中国江苏省宿迁市沭阳县张圩工业园区1号). Business license No.: 91321322346147819M valid from Jun. 23, 2015 to long term. The factory changed its name from Jiangsu E-run Garment Co., Ltd to Shuyang E-run Garment Co., Ltd in October 2025, with no changes to management, management system, or production address.

The main products were Garment. Production Capacity is about 1500000 PCS per year.

The main processes are cutting, heat transfer printing, sewing, rubber strip hot pressing, button placement, ironing, inspection, packing.

Audited location information:

The factory used one 3-storey building as production workshop and warehouse and office, used one 2-storey building as canteen and dormitory. The factory rented one 2-story building to a fishing net processing plant and provided a lease agreement. No transportation was provided for workers.

The details were as below:

One 3-storey building (3300 square meters): 1F: warehouse, office, 2-3F: office, workshop.

One 2-storey building (420 square meters): 1F: canteen and kitchen, 2F: dormitory room.

Operating shifts and hours:

All workers' attendance were recorded by electronic attendance recorder (face recognition or scanning fingerprint). The auditee provided the payroll list from Jun. 2025 to May 2026 and working time records from Jun. 1, 2025 to audit day (Jun. 30, 2026) for review. All workers worked in one shift: 08:00-11:30, 12:30-17:00. Maximum 2 hours per day were arranged on some workdays (18:00-20:00), and max 8 hours overtime were arranged on Saturday irregularly. No obvious peak season in the factory. No inconsistency was detected. Sampled the attendance records of 6 workers from the production positions for three months, and the monthly overtime work of all sampled employees exceeded the 36 hours/month required by regulations in the sampling months.

1st sample month (Nov. 2025): Standard working hours (40 hours), the maximum weekly OT hours are 14 hours.

2nd sample month (Jan. 2026): Standard working hours (40 hours), the maximum weekly OT hours are 14 hours.

3rd sample month (May 2026): Standard working hours (40 hours), the maximum weekly OT hours are 14 hours.

All workers had one day off per seven days. For overtime wages, 150% and 200% of regular wages were paid to employees for their overtime hours on workdays and Saturdays, no overtime was arranged on Sundays and in statutory holidays.

Salary payment details:

The auditee provided the payroll list from Jun. 2025 to May 2026 for review. All workers' wages were paid by hourly rate. They were paid on or before the end of the following month by cash. As shown in the payroll, the paid minimum wage was CNY3500 per month which was more than the local legal minimum wage standard of CNY2010 per month from Jan. 2024 to Dec. 2025 and CNY2180 since Jan. 2026. Not all workers were provided for 5 social insurances, and all workers were provided with commercial accident insurance. No wage deduction for discipline measure was identified according to wages records of workers. All these processes and evidence were cross-checked by document review, worker interview and management interview.

Worker number information:

Total worker number: 37 including 35 production workers and 2 non-production workers.

Production worker number: 35 including 4 males and 31 females.

Vulnerable worker number:

No migrant workers, child labor, disabled workers, young labor, breastfeeding employees, pregnant women used in auditee. No interns, apprentices, dispatched or contractor workers used by auditee.

Good practices: The auditee provided free working meals for workers.

Worker organization details:

There was no union established in auditee, one worker representative was elected by workers freely.

Circumstances:

The factory management agree the auditor to access to all facilities, copy documents and records requested by the audit; take photo of the factory, copy relevant document records and conduct confidential worker interview.

The special circumstances can be classified as followed:

No special situations occurred during audit. According to the IPE and China Credit official website, the factory had no record of being punished during the past year.

Summary of findings:

1.1: Not all policies were properly implemented.

1.4: The factory did not control overtime per the regulation's requirement.

2.4: The training on BSCI code provided to workers were not effective.

5.4 Workers' wage was lower than local decent living wage standard.

5.5: Not all workers were provided for 5 social insurances.

6.2: The monthly overtime hours of workers exceeded legal limit.

7.1 Did not fully implement the health and safety requirements of amfori BSCI.

7.11 Some materials were stored against the wall. The factory did not provide the Fire Safety Certificates and Building Structure Safety Certificates for all the buildings.

7.13 One sampled distribution box in workshop was not locked during audit.

7.17 No finger safeguard for all the sewing machines.

7.21 The factory didn't provide one cook's health certificate. The factory didn't obtain the hygiene license for the kitchen.

7.22: The toilet was missing toilet paper, hand sanitizer.

PA3, PA4, PA8, PA9, PA10, PA11, PA12 and PA13: Nil

Precautions taken about #COVID-19 in the facility: There are currently no control requirements for COVID-19 in China.

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.

Living Wage: 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.

Attachments :

1.The factory has no comprehensive time keeping approval and collective bargaining agreement.

2. There are no Comprehensive Working Hours System Waiver and Social Insurance Waiver used by the auditee, which makes the government waivers not applicable.

SITE DETAILS

Site

Shuyang E-run Garment Co., Ltd

Site amfori ID

156-001935-002

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	37	Workers
Legal minimum wage in local currency	2,180	Monthly
Lowest wage paid for regular work at the site	3,500	Monthly
Calculated living wage in local currency	3,614	Monthly
Total sample	6	Workers

Other Metrics

Male workers	6	Workers
Female workers	31	Workers
Non-binary workers	0	Workers
Permanent workers - Male	6	Workers
Permanent workers - Female	31	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	0	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	0	Workers
Domestic migrant workers - Female	0	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	6	Workers
Workers hired directly - Female	31	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	1	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Shuyang E-run Garment Co., Ltd | Site amfori ID: 156-001935-002

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	
1.1 The main auditee partially respects this principle because the auditee had set up the management procedures to implement the amfori BSCI Code of Conduct, internal review was conducted in Mar. 2026, but not all policies were properly implemented, Such as Workers Involvement and Protection, Occupational Health and Safety and working hour etc. Reference: the requirement of question 1.1 in amfori BSCI system manual.	主要被审核方部分遵守该准则。原因是被审核方建立了确保amfori BSCI行为准则有效实施的管理制度，在2026年3月进行了内审，但是不是所有制度都得以有效实施。如工人的参与和保护，职业健康和 安全、工作时间等。 参考：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
Finding	
1.4 The main auditee partially respects this principle because the audited factory established a capacity planning program, the factory only arranged the production plan according to the delivery time, the factory did not arrange production plan in accordance with amfori BSCI requirement of overtime, the factory 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。被审核方制定了产能规划的程序，工厂目前只是按照出货时间来排生产计划，工厂未按amfori BSCI加班时间的要求安排生产计划，工厂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：amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Shuyang E-run Garment Co., Ltd | Site amfori ID: 156-001935-002

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
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Finding	
2.4 The main auditee partially respects this principle. The factory had provided training of amfori BSCI Code to all employees and posted amfori BSCI code onsite, but the factory did not assess the training effect, most interviewed workers did not know the BSCI Code clearly. 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。工厂对所有员工进行amfori BSCI内容的培训，现场张贴了amfori BSCI行为准则，但工厂没有评估培训效果，大部分访谈员工不太了解BSCI的内容。 参考标准：amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: Shuyang E-run Garment Co., Ltd | Site amfori ID: 156-001935-002

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 The main auditee does not respect this principle. Based on management interviews, worker interviews and the evaluation data, the net local decent living wage at Jiangsu Province was CNY3614 per month, but all sampled workers did not reach this standard and workers obtained about CNY3500 per month (excluding overtime pay). Reference: the requirement of question 5.4 in amfori BSCI system manual	主要被审核方未遵循该准则。通过管理者访谈，员工访谈及评估数据，江苏省当地的净体面生活工资是 3614元/月，但是所有抽样工人未达到此标准，这些工人每月获得3500元（除去加班费）。 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 The main auditee does not respect this principle because the factory did not provide social insurance for some of all 37 employees: there were 18 employees could not be participated in social insurance due to overage. The invoices of Mar. to May 2026 indicated the factory provided 5 social insurances to 2 (10.53%) employees. The factory purchased commercial insurance with one year period for all rest employees since May 12, 2026. Social insurance benefit was communicated with the employees upon hiring per workers interview	主要被审核方未遵循该准则。工厂没有为所有37名员工中的部分人提供社会保险。工厂有18名已超过缴纳社保的年龄的员工。2026年3-5月的社保发票显示工厂为其中2名（10.53%）员工缴纳了五项社会保险，工厂于2026年5月12日为剩下的工人购买了一年期限的商业保险。根据员工和管理层访谈，社保福利在员工入职的时候和员工沟通。部分受访员工表示他们不愿意在工厂买社保，因为他们不愿意从工资中扣除社保费用，且他们家里有农保。工厂没有收集农保的相关记录。

Finding

and the facility management interview. Some interviewed workers stated that they did not want to have social insurance in the facility, as they did not want wage to be deducted of social insurance fee, and they had rural insurance at home. The facility did not collect the related rural insurance records.

Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Article 73

参考标准：中华人民共和国劳动法（2018修正）第七十二条 及第七十三条

PA 6: Decent Working Hours

Site: Shuyang E-run Garment Co., Ltd | Site amfori ID: 156-001935-002

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

6.2 The main auditee does not respect this principle because the monthly overtime hours of workers in the factory exceeded legal limit. Based on management interview, workers interview, workers' attendance records from Jun. 1, 2025 to Jun. 30, 2026 provided by the auditee, sampled the attendance records of 6 workers from the production positions for three months, and the monthly overtime work of all sampled employees exceeded the 36 hours/month required by regulations in the sampling months:

1st sample month (Nov. 2025): Standard working hours (160 hours), maximum monthly overtime (64 hours),

2nd sample month (Jan. 2026): Standard working hours (168 hours), maximum monthly overtime (66 hours),

3rd sample month (May 2026): Standard working hours (152 hours), maximum monthly overtime (54 hours).

The maximum weekly working hours are 54 hours respectively.

The factory 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 China (2018 Amendment), Article 41

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，被审核方提供了2025年6月1日至2026年6月30日的考勤记录，抽样计算了6名来自生产岗位的工人三个月的考勤，所有抽样员工的月加班在抽样月均超过法规要求的36小时/月：

第一个抽样月（2025年11月）：标准工时（160小时），最大月加班（64小时），

第二个抽样月（2026年1月）：标准工时（168小时），最大月加班（66小时），

第三个抽样月（2026年5月）：标准工时（152小时），最大月加班（54小时）。

最大周工作时间分别为54小时。

工厂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：中华人民共和国劳动法（2018修正）第四十一条

PA 7: Occupational Health and Safety

Site: Shuyang E-run Garment Co., Ltd | Site amfori ID: 156-001935-002

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 The main auditee partially respects this principle. The auditee had established management system on health and safety, but the auditee did not fully implement the health and safety requirements of amfori BSCI.

Reference: the requirement of question 7.1 in amfori BSCI system manual and Regulations on Fire Prevention of Warehouse, Article 18

主要被审核方部分遵循该准则。被审核方建立了健康安全管理体系，但是工厂未完全执行amfori BSCI对健康安全的要求。

参考标准：amfori BSCI管理手册中问题7.1的要求和安全生产法第二十五条

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

Finding

7.11 The main auditee does not respect this principle because based on management interviews, worker interviews, document review and site and site tour it was identified that 1. Some materials were stored against the wall. 2. The factory did not provide the Fire Safety Certificates and Building Structure Safety Certificates for all the buildings. The factory did not provide the building date of the building. Remark: No third party assessment report for the building structural safety/building fire safety was provided during the audit.

Reference: Regulations on Fire Prevention of Warehouse (1990), Article 18; Construction Law of the People's Republic of China (2019 Amendment), Article 61; Fire Prevention Law of the People's Republic of China (2019 Amendment), Article 11, Article 13.

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.工厂没有提供所有建筑的消防验收及竣工验收报告。工厂没有提供该栋厂房建筑年代。备注：审核期间未提供该栋厂房第三方关于建筑结构安全及建筑消防安全的评估报告。

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，中华人民共和国消防法（2019修正）第十一条及第十三条。

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	
7.13 The main auditee partially respects this principle. Based on site observation, management interviews and document review, the factory entrusted a qualified electrician to inspect the electrical facilities regularly, but it was noted that one sampled distribution box in workshop was not locked during audit.	主要被审核方部分遵循该准则。根据现场观察、管理层访谈及文件审核，工厂委托了1名有资质的电工定期对电气设施进行检查，但审核期间在车间内抽样的1个电箱没有上锁。
Reference: National Safety Technical Code for Electric Equipments (GB19517-2009) 2.2.3	参考标准：国家电气设备安全技术规范（GB19517-2009）2.2.3

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.17 The main auditee partially respected this principle because based on management interviews, worker interviews and site tour it was identified that there was no finger safeguard for all the sewing machines.	被审核方部分遵循该准则。原因是通过管理者访谈，员工访谈及现场走访发现车间所有缝纫机没有安装护指环。
Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999).	参考标准：生产设备安全卫生设计总则（GB 5083-1999）

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
7.21 The main auditee partially respects this principle, because based on management interview and documents review, the factory didn't provide one cook's health certificate. The factory didn't obtain the hygiene license for the kitchen.	被审核方部分遵循该准则，原因是根据管理层访谈和文件评审，工厂未提供1名厨工的健康证。工厂未获得食堂的餐饮许可证。
Reference: Food Safety Law of the People's Republic of China (2021 Amendment), Article 45, Article 35.	参考标准：中华人民共和国食品安全法（2021修正）第四十五条、第三十五条。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
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Finding

7.22 The main auditee partially respects this principle. According to management interviews, worker interviews and on-site audits, the factory did not provide the necessary equipment and appropriate hygiene products to meet the specific health needs of women, including pregnant and lactating women and women who are menstruating. It was identified that the toilet was clean and tidy, washing facility were equipped for workers in the audited factory, but the toilet was missing toilet paper, hand sanitizer.

Reference: the requirement of question 7.22 in amfori BSCI system manual

主要被审核方部分遵循该准则。根据管理层访谈、工人访谈及现场审核，工厂没有提供必要的设备和适当的卫生用品以满足女性的特殊健康需求，包括孕妇和哺乳期女性以及月经期女性的需求。工厂厕所干净整洁，并配备了洗手设施，但是没有配备厕纸、洗手液。

参考：amfori BSCI管理手册中问题7.22的要求