

Monitored Party Huizhou Gold Rose Technology Co.,Ltd.	amfori ID 156-064654-000	Address D-1 District, 5th Floor, Plant 12th Songyang Road, Zhongkai Hi-tech Zone, Huizhou, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 12/08/2025	Closing Meeting Finished Date 12/08/2025	Submission Date 19/08/2025
Expiration Date 19/08/2026	Announcement Type Semi Announced	
Site Huizhou Gold Rose Technology Co.,Ltd.	Site amfori ID 156-064654-001	

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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	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: Merlin Wang; APSCA membership number (CSCA 21701978)

Name of team auditor (if applicable): Nil.

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

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

Audit schedule details: The audit is planned for 1 auditor with total 1 day. The Full Monitoring (Semi Announced) was conducted on Aug 12, 2025.

Business partner information:

Huizhou Gold Rose Technology Co.,Ltd. (Chinese name: 惠州市金玫瑰科技有限公司) was a private company and was located at D-1 District, 5th Floor, Plant 12th Songyang Road, Zhongkai Hi-tech Zone, Huizhou, China. (Chinese address: 惠州市仲恺高新区松阳路12号厂房5楼D-1区)

The business license register number was 91441300MA51E0Q84Q, the valid date was from Mar 15, 2018 to long term.

The main products manufactured in the main auditee were Home medical and health care products. The main production activities included assembling and packing. The production capacity was about 500,000 PCS per year.

Audited location information:

The factory rented half of the 5th floor with about 1150 square meters of one 6-storey production building as warehouse, production workshop and office area. Details as below:

One 6-storey production building:

1F: shared by Huizhou Yinchao Precision Technology Co., LTD and Huizhou Xinshida Technology Co., LTD;

2F: shared by Huizhou Huayijia Technology Co., LTD and Huizhou New Hope Automation Equipment Co., LTD;

3F: shared by Huizhou Taiyi Technology Co., LTD. / Huizhou Jiayite Technology Co., LTD;

4F: used by Huizhou Pineng New Energy Co., LTD;

5F: the rest 1461 square meters was used by Mingyang Automation Technology (Huizhou) Co., LTD,

6F: used by Guangdong Muxin New Materials Co., LTD.

Based on onsite observation and workers/management interview, the main auditee operated individually from other factories in the same shared production building. No dormitory or canteen was provided to the main auditee workers.

Operating shifts and hours / Time recording system:

The main auditee had established wage and benefits policy, and using finger printing timecard attendance system to record workers' working time. During the audit, the main auditee provided attendance records from Jul 1, 2024 to audit day and wage records from Jul, 2024 to Jun, 2025 for review. Based on review documents and interview with workers, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day. All workers worked in one shift: 07:50-11:50, 13:30-17:30. Workers worked overtime 0~2 hours from 18:00-20:00 on weekdays and 0~8 hours on Saturday. The maximum daily overtime was 2 hours, maximum monthly overtime was 64 hours, and maximum weekly working time was 54 hours. The sampled three months' weekly working hours were below:

1st sampled month (Nov, 2024)—standard hours (40 hours) + maximum weekly OT (14 hours);

2nd sampled month (Mar, 2025)—standard hours (40 hours) + maximum weekly OT (14 hours);

3rd sampled month (Jun, 2025)—standard hours (40 hours) + maximum weekly OT (14 hours).

Salary payment details:

The main auditee had established wages and benefit paying system, which met legal requirement. Based on the wage records from Jul, 2024 to Jun, 2025 provided by the main auditee, all workers were paid by hourly rate, the minimum wage was at least RMB1900/month, which was higher than the local legal requirement RMB1850 per month. Different workers had different position allowance based on their working ability and position. Overtime wage of regular working day, rest day and holiday were 150%, 200% and 300% of regular wage respectively. And during the audit, the main auditee assessed the local decent living stand, the living wages paid to workers were higher than the living standard. The main auditee provided social insurance to parts of employees. The main auditee provided paid statutory holiday to all workers. The wage was issued on the 15th of next month on cash. No dormitory or meals was provided to workers.

Worker number information:

Total 24 workers (10 production workers and 14 non-production workers).
Production workers: 10 (male: 5 and female: 5)
13 domestic migrant workers (male: 8 and female: 5) worked onsite.
No young worker, female workers on parental leave, or pregnant workers worked onsite.
No vulnerable workers, interns, apprentices, or contractor workers worked onsite.

Good practices:

The main auditee provides RMB1700-1900 per month as position allowance, and RMB100 per month as attendance allowance to workers.

Worker organization details:

The main auditee established a worker committee with 1 worker representative was elected by workers freely on Mar 18, 2025.

Circumstances: No circumstances that affected the normal course of the assessment.

The special circumstances can be classified as followed:

By checking the IPE website and the creditable China website, no special abnormal situation occurred in the past year.

Summary of findings:

PA1:

- 1.1 The main auditee social management system was not implemented effectively.
- 1.4 The main auditee did not evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work.

PA2:

- 2.2 The main auditee did not monitor the achievement of the long-term goals to protect workers.
- 2.5 The main auditee did not set grievance mechanism for local community.

PA5:

- 5.5 The main auditee did not provide social insurance to parts of workers.

PA6:

- 6.2 The main auditee workers' overtime exceeded legal laws.

PA7:

- 7.1 The main auditee occupational health and safety management system was not implemented effectively.
- 7.7 The main auditee 10% chemicals missed complete chemical safety label.

Living wage calculation:

#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.

Precautions taken about #COVID-19 in the facility:

There was no special requirement for the main auditee to the pandemic.

Remark:

- 1. 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.

Attachments :

During document review it was evidence that some of required documents are not applicable in organization like Agency labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. All of above documents were not involved in document files.

SITE DETAILS

Site

Huizhou Gold Rose Technology Co.,Ltd.

Site amfori ID

156-064654-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Household Appliances		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	24	Workers
Legal minimum wage in local currency	1,850	Monthly
Lowest wage paid for regular work at the site	1,900	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	14	Workers
Female workers	10	Workers
Non-binary workers	0	Workers
Permanent workers - Male	14	Workers
Permanent workers - Female	10	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	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	8	Workers
Domestic migrant workers - Female	5	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	14	Workers
Workers hired directly - Female	10	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Huizhou Gold Rose Technology Co.,Ltd. | Site amfori ID: 156-064654-001

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	
The main auditee partially respects this principle. Based on management and worker interviews, onsite observation, and documents review, it was identified that although the main auditee had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to the factory didn't effectively implement it, lead to some issues appeared in Decent working hours, Fair Remuneration, Health & safety and etc. Reference: the requirement of question 1.1 in amfori BSCI system manual.	被审核方部分符合该准则。根据管理层及员工访谈，现场观察及文件审核确认，被审核方有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在体面劳动时间，公平报酬，健康安全等方面等出现问题。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	
The main auditee partially respects this principle. Based on management and worker interviews, and documents review, it was identified that although the main auditee has established workforce capacity procedure and implemented capacity planning as procedure, but because the auditee did not effective evaluate the production capacity, human resource and equipment status against the delivery requirement to avoid the excessive overtime work. Reference: the requirement of question 1.4 in amfori BSCI system manual.	被审核方部分符合该准则。根据管理层及员工访谈，及文件审核确认，虽然被审核方建立了生产能力评估程序并按程序执行了产能规划，同时有实施该规划，但是因为工厂接受订单时未能根据客户的交货期，及时有效的评估自己的生产能力，人员和设备情况，以避免出现加班超时的情况。参考 amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Huizhou Gold Rose Technology Co.,Ltd. | Site amfori ID: 156-064654-001

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	
The main auditee partially respects this principle. Based on management and worker interviews, and documents review, it was identified that long term goals were established to protect workers according to the amfori BSCI Code of Conduct, and communicated with workers. But because the main auditee did not understand the related requirements, did not monitor the achievement of goals. Reference: the requirement of question 2.2 in amfori BSCI system manual.	被审核方部分符合原则。根据管理层及员工访谈，及文件审核确认，工厂有根据amfori BSCI行为准则定义长期目标来保护员工并将长期目标同员工进行沟通，但是由于对要求理解不足导致没有监控目标达成情况。参考amfori BSCI管理手册中问题2.2的要求。

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 main auditee partially respects this principle. Based on management and worker interviews, and documents review, it is identified that effective grievance mechanism for workers is established, but because the main auditee does not understand the related requirements, no grievance mechanism is set for local community. Reference: the requirement of question 2.5 in amfori BSCI system manual.	被审核方部分符合该准则。根据管理层及员工访谈，及文件审核确认，被审核方有建立有效的供员工的申诉机制，但由于对要求理解不足导致未建立社区的申诉机制。参考amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Huizhou Gold Rose Technology Co.,Ltd. | Site amfori ID: 156-064654-001

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	
The auditee does not respect this principle because based on workers and management interview, and document review, the main auditee provided social insurance for pasts of employees. Based on the social insurance payment records in Jul, 2025, there were 24 employees in the factory, the main auditee provided medical, retirement, injury, unemployment, and maternity insurance to 18 employees (75%) who need to purchase with social	工厂未遵守该原则，因为根据员工及管理层访谈，文件审核发现，工厂为部分员工提供了社保。根据2025年7月的社保购买记录显示，工厂有24名员工，工厂为18名员工（75%）购买了医疗，养老，工伤，失业和生育保险。工厂为所有工人购买商业意外险，周期为2025年3月13日至2026年3月12日。工厂解释部分工人不愿意购买保险。参考中华人民共和国劳动法（2018修正）第七十二条和中华人民共和国社会保险法（2018修正）第十条，第二十三

Finding	
insurance. The factory provided commercial accident insurance for all workers with the period of Mar 13, 2025 to Mar 12, 2026. The factory explained that parts of workers do not want to purchase the social insurances. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Social Insurance Law of the People's Republic of China (2018 Amendment), Article 10, Article 23, Article 33, Article 44, Article 53, Article 58, Article 60.	条，第三十三条，第四十四条，第五十三条，第五十八条和第六十条。

PA 6: Decent Working Hours

Site: Huizhou Gold Rose Technology Co.,Ltd. | Site amfori ID: 156-064654-001

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	
The main auditee does not respect this principle. Based on document check, worker representative interview, worker interview, management interview, and the main auditee provides attendance records from Jul 1, 2024 to the audit day for review, based on the 5 sampled workers' attendance records in Nov, 2024, Mar, 2025 and Jun, 2025, 5 out of 5 sampled workers' monthly overtime hours exceed the legal requirement in above three months: 1st sampled month (Nov, 2024)– standard hours (168 hours) + maximum monthly OT (60 hours); 2nd sampled month (Mar, 2025)–standard hours (168 hours) + maximum monthly OT (64 hours); 3rd sampled month (Jun, 2025)–standard hours (160 hours) + maximum monthly OT (54 hours). The main auditee explains that because the production needs and workers voluntary over time work, arranges workers overtime work more than 36 hours per month in peak season. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	被审核方未遵循该准则，根据员工访谈，员工代表访谈，管理层访谈和文件审核，工厂提供了2024年7月1日至审核当天的考勤记录，根据5名抽样工人在2024年11月，2025年3月和2025年6月的考勤记录发现，5名抽样员工中的5名员工月加班在上述3个月超过法规要求： 第一个抽样月（2024年11月）-标准工时（168小时）-最大月加班（60小时）； 第二个抽样月（2025年3月）-标准工时（168小时）-最大月加班（64小时）； 第三个抽样月（2025年6月）-标准工时（160小时）-最大月加班（54小时）； 工厂解释由于要满足生产需要及工人自愿加班，导致工厂在旺季安排工人加班工作超36小时每月。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: Huizhou Gold Rose Technology Co.,Ltd. | Site amfori ID: 156-064654-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

The main auditee partially respects this principle because based on management interview and onsite observation, the main auditee has collected the local law and amfori BSCI code of conduct, but the management representative responsible for health and safety doesn't know well about the amfori BSCI requirement on health and safety, and lead to some issues are raised in health and safety section. Reference: the requirement of question 7.1 in amfori BSCI system manual.

被审核方部分符合该准则，原因是通过管理层访谈和现场审核，工厂有收集法律法规文件和amfori BSCI行为守则，但是健康安全管理者代表不是很了解amfori BSCI对健康安全的要求，导致健康安全方面出现问题。参考 amfori BSCI管理手册中问题7.1的要求。

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

The main auditee partially respected this principle because based on management interview and onsite observation, 10% chemicals stored in the factory chemical warehouse were not identified with complete chemical safety labels. The factory management explained that they did not well implement the chemical management policy. Reference: Regulations on Safety in Workplaces Where Chemicals Are Used, Article 12.

被审核方部分符合该准则，原因是根据现场观察及管理层访谈确认，工厂化学品仓库存放10%化学品未张贴完整的化学品安全标签。工厂解释他们未能很好执行化学品管理政策。违反工作场所安全使用化学品规定第十二条。