

Monitored Party KUIP MAKE	amfori ID 156-007746-000	Address No. 68, Xingye Road, Yingdong Development Zone, 236000 Fuyang , Anhui Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 09/04/2025	Closing Meeting Finished Date 16/04/2025	Submission Date 16/04/2025
Expiration Date 16/04/2026	Announcement Type Semi Announced	
Site KUIP MAKE	Site amfori ID 156-007746-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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	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: Joe Cai; APSCA membership number: CSCA 21701672

Name of team auditor (if applicable): None; APSCA membership number: None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: ALGI Holding Company LLC, APSCA membership number: 11600033.

Audit schedule details: The audit was planned for 1 auditor x 1 onsite day. The semi announced full audit was conducted on 9 April 2025.

Business partner information:

KUIP MAKE (Local name: 安徽葵普科技有限公司, Uniform Social Credit Code: 91341200MA2N9QQ4XG) was located at No. 68, Xingye Road, Yingdong Development Zone, Fuyang, Anhui, China. The factory was established on 26 December 2016. They specialized in manufacturing outdoor furniture, disposable wood tableware, cleaning and garden tools, stairs and railings, bamboo and wood products, sports equipment. Main production activities included wood processing, sanding, painting, assembly and packing. No sub-contractor was used in the factory.

Audited location information:

The factory used three 1-storey production buildings, one 3-storey production building and one 4-storey office building. Canteen and kitchen was provided in the factory, but no dormitory was available.

The 1st 1-storey production was used as a warehouse, the 2nd 1-storey production building was used as painting, assembly and packing workshops, the 3rd 1-storey production building was used as wood processing workshop.

In the 3-storey production building, the 1st floor was used as sanding workshop, the 2nd floor was used as warehouse and rattan weaving workshop, the 3rd floor was used as warehouse. In the 4-storey office building, the 1st floor was used as office and canteen& kitchen, the 2nd floor was used as office, the 3rd floor was used as show rooms, the 4th floor was not used. There was another 1-storey auxiliary building in the boundary. One boiler and two drying machines were placed there. These machines were not used during the audit. The factory explained they would not use these machines anymore.

Operating shifts and hours:

Security guards worked in 2 shifts, the 1st shift was from 7:00 to 15:00, the 2nd shift from 15:00 to 23:00. All other workers worked in one shift; kitchen worker worked from 9:00 to 13:00, 14:00 to 18:00, the rest workers worked from 8:00 to 12:00, 13:00 to 17:00. Workers could work overtime voluntarily for 2 hours on regular working days and 8 hours on Saturdays.

One rest day in every 7-day period was guaranteed. As per management interview, peak season in the factory was not obvious during the past year.

Time recording system:

The factory used fingerprint attendance system to record all workers' working hours.

Salary payment details:

Based on documents review and management interview, it was noted that all employees in the factory were paid by hourly rate. Wages were paid monthly by bank transfer no later than the 15th of each month for the preceding month.

Worker number information:

The factory had 48 employees, including 10 non-production employees and 38 production workers. There were 13 male production worker and 25 female production workers. There was 1 male domestic migrant worker and 0 female domestic migrant worker in the factory. And no pregnant worker, young worker or disabled worker was working in the factory.

Good practices:

No good practice was noted in the audit.

Worker organization details:

No labor union was available. However, 2 worker representatives were elected by workers in the factory.

Circumstances:

No special circumstances were noted during this audit.

The factory was cooperative during the audit. Mr. Yu Tao/Production Manager, Ms. Mao Chunlei/ Worker Representative attended the opening and closing meeting. The opening meeting started at 8:00 on 9 April 2025, and the closing meeting ended at 17:00 on 9 April 2025. The auditor communicated the findings in detail with them and allowed them to ask questions and make clarifications. They agreed on the findings and signed on the on-site finding report.

Summary of findings:

PA1:

PA 1.1. The social management system was proved to be not effective.

PA 1.4. Production was not properly planned; the workers' monthly OT hours exceeded the legal limit sometime.

PA2:

PA 2.5 Suggestion box at improper place.

PA5:

PA5.4. The factory did not know the BLW and did not calculate the BLW.

PA5.5. Insufficient social insurance.

PA6 :

PA6.2 The monthly overtime exceeded the legal requirement.

PA7:

PA7.1. Non-compliances with Health and Safety local law and regulations. Improper warehouse storage.

PA7.3. No occupational health examination report and no occupational hazard factor monitoring report.

PA7.6. Part of workers wearing insufficient PPE.

PA7.7. Part of chemical without label and SDS.

PA 7.9 Insufficient warning sign.

PA7.13 Part of electrical switches without cover

Living wage calculation:

The local legal minimum wage standard was raised to CNY 1870 per month or CNY 10.75 per hour since 1 March 2023.

#LivingWage: [The audited factory was in Fuyang City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY 2691.99 per month, which was manually collected and calculated by the auditor through Anker's methodology. The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.]

Remark:

1. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, the requirements of amfori BSCI and GDPR.

2. The documents such as agency labor contracts and collective bargaining agreements were not applicable for this audited factory because there were no agencies used by the factory and no collective bargaining happened in the factory. And the factory did not obtain some waivers such as working hour waivers, which made the government waivers not applicable during this audit.

3. During the current audit, payroll records from March 2024 to February 2025 and attendance records from March 2024 to the audit date were provided for review. The auditor randomly selected 8 samples from February 2025 (the latest paid month), November 2024 (random month) and June 2024 (random month) for verification.

4. The factory had another business license named “阜阳市金木工艺品有限公司 (Fuyang Jinmu Arts & Crafts Co., Ltd.)” with the same production buildings, same management and employees with the auditee. The management stated that “阜阳市金木工艺品有限公司 (Fuyang Jinmu Arts & Crafts Co., Ltd.)” was mainly for the domestic market, and the auditee was mainly for foreign trade. Part of documents were under the name of “阜阳市金木工艺品有限公司 (Fuyang Jinmu Arts & Crafts Co., Ltd.)”.

SITE DETAILS

Site
KUIP MAKE

Site amfori ID
156-007746-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Home Furnishings

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of furniture

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	1,870	Monthly
Lowest wage paid for regular work at the site	2,800	Monthly
Calculated living wage in local currency	2,691.99	Monthly
Total sample	8	Workers

Other Metrics

Male workers	17	Workers
Female workers	31	Workers
Non-binary workers	0	Workers
Permanent workers - Male	17	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	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	2	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	1	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	17	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	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: KUIP MAKE | Site amfori ID: 156-007746-001

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 onsite observation, document review, management and workers interviews, it was noted that the social management system needed improvement since non-compliance issues were detected regarding Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety, Protection of the Environment. Please refer to PA1, PA2, PA5, PA6, PA7 and PA12 for details. This was partially in compliance with BSCI CoC. This question was rated as partially, as most PAs were in compliance with BSCI requirements.</p>	<p>根据现场检查，文件检查，管理层和员工访谈，工厂的社会责任管理体系尚待完善，因为在此次审核中，发现了关于社会责任管理体系，工人参与和保护，公平报酬，体面劳动时间，职业健康与安全和保护环境方面的问题。具体请参考PA1, PA2, PA5, PA6, PA7和 PA12。该问题点部分符合BSCI行为守则。该问题点评为部分符合，因为大部分PA符合BSCI的要求。</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 document review and interview with management and workers, it was noted that the factory did not establish proper procedure on workforce planning, did not consider how to handle the emergency order, and workers' monthly overtime exceeded legal requirement. Please refer to 6.2 for detail. The factory explained that workers wanted to have adequate overtime to earn more wages and adequate overtime was helpful for the factory to deliver goods on time. this was not compliant with the PRC Labor Law article 41. This question was rated as no because all sampled workers' overtime in most sampled months exceeded legal requirement.</p>	<p>根据文件检查，管理访谈和员工访谈。发现工厂没有建立合理的生产能力规划管理程序，没有考虑如何处理紧急订单，同时发现工人月加班超出法规要求。具体请参考6.2。工厂解释工人希望有足够的加班可以赚得更多的工资，足够的加班也有利于工厂按时交货。这不符合《中华人民共和国劳动法》第41条。该问题点评为不符合，因为抽样的工人在大部分抽样的月份加班时间都超过了法律要求。</p>



PA 2: Workers Involvement and Protection

Site: KUIP MAKE | Site amfori ID: 156-007746-001

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

Based on onsite observation, document review, management interview and worker interview, it was noted that the suggestion box was placed at the entrance of office; it was inconvenient for workers to raise their anonymous complaint. It was partially in compliance with BSCI CoC and rated as partially because the factory had established grievance procedure. The workers knew the grievance procedure.

根据现场检查，文件检查，管理层访谈和员工访谈，意见箱放置在办公室门口，不便于员工匿名投诉。该问题点部分符合BSCI行为守则，评为部分符合，因为工厂已建立申诉程序，员工也了解申诉程序。

PA 5: Fair Remuneration

Site: KUIP MAKE | Site amfori ID: 156-007746-001

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

Based on the document review, management and workers interviews it was noted that the factory did not know local living wage and did not calculate local living wage. The factory explained that they had not time to learn about the BLW calculation and collect data. This question was partially in compliance with BSCI COC and rated as partially, because all sampled workers' wages in sampled months (February 2025, November 2024 and June 2024) were CNY 2800~4000 per month) which were higher than local living wage (CNY 2691.99 per month). The basic living wage was calculated by auditor through Anker's methodology based on the data from local government.

根据文件检查,管理层访谈和员工访谈,工厂不了解当地生活工资,也没有计算当地生活工资。工厂解释他们没有时间收集相关数据。该问题点部分符合BSCI行为守则评为部分符合,因为在抽样的月份(2025年2月,2024年11月和2024年6月)所有抽样的员工的工资(每月2800~3300元)高于当地生活工资每月2691.99元。基本生活工资由审核员用恩格尔方式以当地政府公布的数据计算。

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

Based on the document review, management and workers interviews it was noted that there were

根据文件检查,管理层和员工访谈,工厂目前有48名全职员工,其中有17名退休人员,没有临时工/派

Finding

total 48 permanent employees in the factory including 17 retirees in the factory, and no temporary, dispatch or newly hired employee. Based on the social insurance payment receipts of March 2025, it was noted that only 14 out of 31 eligible employees (45.2%) had participated in injury, retirement, unemployment, maternity and medical insurance. This was not compliant with Articles 72 and 73 of the Labor Law of the People's Republic of China. Remark: 1. The management said the workers were not willing to buy the social insurances and they bought new rural social pension insurance at home, but no valid evidence was provided. No social insurance waiver was obtained by the factory. 2. The factory provided group commercial injury insurance for all workers, valid until 31 August 2025. This question was rated as No, because most workers were not provided with social insurance.

遣工/新进人员。但是通过查看工厂提供的2025年3月的社保缴费收据，发现工厂31名适合参保的员工中，只有14人（45.2%）参加了工伤，养老，失业，生育和医疗保险。这不符合《中华人民共和国劳动法》第72、73条。备注：1. 管理层和访谈的员工表示，社保不足的原因工人表示不愿意购买社会保险且他们在家购买了新农保，但未提供有效证据。工厂没有获得社保批文。2. 工厂提供商业团体工伤保险给所有的员工，有效期至2025年8月31日。该问题点评为不符合，因为大部分员工没有提供社保。

PA 6: Decent Working Hours

Site: KUIP MAKE | Site amfori ID: 156-007746-001

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 the document review, management and workers interviews, workers worked overtime voluntarily, but the monthly overtime exceeded legal limit (36 hours per month). The monthly overtime for 8 randomly selected employees was 40~52 hours in November 2024 (random month), 8 randomly selected employees had 40~56 hours overtime in June 2024 (random month). This was not in compliance with the PRC Labor Law article 41. (12 randomly selected employees had 16~30 hours overtime in February 2025 (the latest paid month)). The factory explained that workers wanted to have adequate overtime to earn more wages, and adequate overtime was helpful for the factory to deliver goods on time. Because all workers' overtime in 2 out of 3 sampled months exceeded legal requirement, this question was rated as no.

根据文件检查，管理层访谈和员工访谈，员工加班都是自愿的，但是工厂的月加班工时超过法定的36小时。2024年11月(随机月)，8名被抽查员工的月加班工时为40~52小时；2024年6月(随机月)，8名被抽查员工的月加班工时达到40~56小时。这不符合《中华人民共和国劳动法》第41条。(2025年2月(最近工资支付月)，8名被抽查员工的月加班工时为16~30小时)。工厂解释工人希望有足够的加班可以赚得更多的工资，足够的加班也有利于工厂按时交货。因为工人在3个抽样月中的其中2个月的加班时间都超过了法律要求，该问题点评为不符合。



PA 7: Occupational Health and Safety

Site: KUIP MAKE | Site amfori ID: 156-007746-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on onsite observation, document review, management interview and worker interview,</p> <p>1. The factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law in warehouse storage, the occupational health examination, occupational hazard factor monitor, PPE, chemical safety, warning sign and electrical safety. This was partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.3, PA7.6, PA7.7, PA7.9 and PA7.13 for specific health and safety regulations.)</p> <p>2. Based on onsite observation, 20% finished goods in warehouse were stored against wall. The distance between finished goods and wall was less than the legal requirement of 0.5 meters. The factory explained the warehouse worker want to save more storing space. This was partially compliant with the Rules Concerning Warehouse Safety and Fire Control article 18.</p> <p>This question was rated as partially, because most questions in this PA was in line with legal requirement.</p>	<p>根据现场观察，文件检查，管理层访谈，员工访谈：</p> <p>1. 工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在违反仓库存放，职业病体检，职业危害因素检测，劳保用品，化学品安全，警告标识，电气安全的法规的问题。这局部符合健康安全相关法律。（具体的健康安全法规条款请参阅PA7.1, PA7.3, PA7.6, PA7.7, PA7.9, PA7.13）</p> <p>2. 现场检查发现，工厂仓库约20%成品靠墙放置。成品与墙的距离小于法定的0.5米。工厂解释仓库员工想节省存储空间。这局部符合《仓库防火安全管理规划》第18条。</p> <p>该问题点评为部分符合，因为该领域的大部分问题点都符合法规要求。</p>

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	
<p>Based on onsite observation, document review and management interview, the factory did not provide the occupational hazardous factors monitoring report for the chemical, dust and noise at wood processing, sanding, painting and assembly workshops and did not provide the occupational health examination report for the workers who contacted with chemical, dust and noise. The factory explained that they arrange the</p>	<p>根据现场检查，文件检查和管理层访谈，工厂没有提供木工，打磨，喷漆和组装车间的职业危害因素如化学因素，粉尘和噪音的检测报告，没有提供接触化学品，粉尘和噪音的工人的职业病健康报告。工厂解释他们每年安排职业危害因素检测和职业病体检，但是当下找不到相关记录。不符合《工作场所职业卫生监督管理规定》第20条和《中华人民共和国职业病防治法（2018修正）》第三十五条。该问题点评为不符合，因为工厂既没有提供职业危害</p>

Finding	
occupational hazardous factors monitoring and occupational health examination every year, but they could not find out the reports currently. This was not compliant with Provisions on the Supervision and Administration of Workplace Occupational Health, Article 20 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35. This question rated as no because the factory did not provide the occupational hazardous factors monitoring report and occupational health examination report.	因素检测报告也没有提供职业病体检报告。

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	
Based on onsite observation, interview with management and workers, it was noted that one drilling worker in wood processing workshop was not wearing goggle during working. The factory explained that they forget to provide the goggle to the worker. This was partially in compliance with the Law of the PRC on Work Safety article 42. This question was rated as partially because the factory provided PPE for most workers and trained workers to wear PPE during working.	根据现场观察，管理层访谈和员工访谈，木工车间1个钻孔工在工作时没有佩戴护目镜。工厂解释工厂忘记了给员工提供护目镜。这部分符合《中华人民共和国安全生产法》第42条，该问题点评为部分符合，因为工厂提供了大部分的劳保用品给员工，并且培训员工工作时要佩戴劳保用品。

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	
Based on onsite observation, document review and management interview, it was noted that 1 bottle of chemicals (glue) at assembly workshop was not labeled and no MSDS was available for the glue. This was partially compliant with the Regulation of Chemical Safety Usage in Workplace, Article 19 and Regulations on the Safety Management of Dangerous Chemicals article 15. This rated as partially because most chemical in the factory were stored properly.	根据现场检查，文件检查和管理层访谈，发现工厂组装车间存放的一瓶化学品（胶水）没有提供标识和物质安全数据表。这局部符合《工作场所安全使用化学品规定》第十九条和《危险化学品安全管理条例》第十五条。该问题点评为部分符合，因为大部分化学品都有妥善存放。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

LOCAL LANGUAGE

Finding

Based on onsite observation, management interview and document review, no high voltage warning sign was posted for 10% electricity switches in the factory. It was partially compliant with Article 4.2 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008. This question was rated as partially because warning sign at most areas were properly posted in the factory.

根据现场检查，管理层访谈和文件检查，工厂10%配电开关没有高压标识。局部符合《安全标志及其使用导则》GB2894-2008 4.2条。该问题点评为部分符合，因为工厂其他区域都合理张贴了警告标识。

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

Based on onsite observation, document review and management interview, The factory established the management policy about electrical facilities and a qualified electrician conducted the regular inspection and maintenance, maintained the inspection records per month, but the facility was partially compliant with Safety code of electric power industry—Part1: Thermal and machine Article 3.5.5, and this question was rated as partially because 10% electrical switches in the factory were found without cover.

根据现场检查，文件检查和管理层访谈，工厂有建立电气设施管理程序且一名合格的电工定期进行检查和维护，保留了每月检查记录查看，但是工厂局部符合《电业安全工作规程第1部分：热力和机械》第3.5.5条，该问题点评为部分符合，因为工厂10%的电开关没有盖子。