

Monitored Party Jinjiang Yuchuang Shoes Co., Ltd.	amfori ID 156-071621-000	Address No.11 Lianxing Road, Xiaocun Village, Neikeng Town, Jinjiang,, 362269 Quanzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner LRQA
Monitoring Start Date 30/06/2026	Closing Meeting Finished Date 30/06/2026	Submission Date 03/07/2026
Expiration Date 03/07/2027	Announcement Type Semi Announced	
Site Jinjiang Yuchuang Shoes Co., Ltd.	Site amfori ID 156-071621-001	

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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	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: Linda He, APSCA membership number: CSCA 21704172

Name of team auditor (if applicable): No team auditor.

Monitoring partner name (audit company): LRQA

Audit schedule details: The audit was planned for 1 auditor (lead) for 1.0 onsite day. The full audit (semi-announced) was conducted on June 30, 2026.

Business partner information:

Jinjiang Yuchuang Shoes Co., Ltd. (Local Name: 晋江市煜创鞋业有限公司, Uniform Code of Social Credit: 91350582MA32MEFB8T) is located at No.11 Lianxing Road, Xiacun Village, Neikeng Town, Jinjiang, Quanzhou City, Fujian Province, China. Factory was established and started its operation in 2019. The auditee address on BSCI platform was the same as the address on actual production site.

Audited location information:

The factory consists of partial 1F & partial 3F of one 3-storey production building as warehouse, office and production line. The factory did not provide kitchen, canteen, dormitory or transportation for all employees. The mentioned building was rented by the factory. In view of the factory, the building area is around 2150 square meters.

Main Products: Shoes

Main Production Processes: tagging, solidification, inspection and packing. No production process was subcontracted to external companies.

Operating shifts and hours:

Attendance records from June 2025 to audit day and payroll records from June 2025 to May 2026 were reviewed in this audit. By cross checking those records, production records and interviews with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week. All production employees worked in 1 shift: 8:00-12:00 and 13:00-17:00 and had 2 hours of overtime from 18:00 to 20:00 at night on weekdays and on Saturday for 8 hours. They always rested on Sundays and public holidays.

Time recording system:

Factory used the fingerprint recognition identification attendance system for time recording.

Salary payment details:

All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 2900 per month which was more than the local legal minimum payment requirement (RMB2195 per month); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid by bank transfer around the 30th of the following month.

Sampled months: During the current audit, payroll records from June 2025 to May 2026 and attendance records from June 2025 to audit day were provided for review. The auditor randomly selected 6 samples from each of May 2026 (last paid month), December 2025 (random month) and March 2026 (random month) for verification. Auditor has reviewed the social insurance records for recent 6 months, as per record for the latest month June 2026, 10 employees were enrolled in retirement insurance, unemployment insurance, occupational injury insurance, child-bearing insurance and medical insurance. The factory provided group commercial injury insurance for all 39 employees. (Remark: validity period of commercial insurance from 1 January 2026 to 31 December 2026).

Worker number information:

Based on the audit booking, there are total 39 employees in the factory, including 11 male employees and 28 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 29 years old. There were 31 production employees (including Production process, QC and warehouse) and 8 non-production employees (including management person, office worker, sales and services).

Good practices:

Nil

Worker organization details:

There was no Trade Union or worker committee available in the factory, but there were two worker's representatives selected by workers.

Circumstances:

The auditee management and workers were positive for this audit, all findings were communicated to the auditee management and fully accepted by the auditee, they promised that they would carry out improvements continuously.

Summary of findings:

The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, and PA7.

Living wage calculation:

The living wage data is provided by the auditee because there is no data on the GLWC website in the city where the factory is located. The living wage data was manually collected and calculated by auditee by using Anker methodology and auditor accepted the data after on-site verification. The reference family size is 3 and number of workers per family is 2. The relevant data comes from workers interview, management interview and market research.

SITE DETAILS

Site

Jinjiang Yuchuang Shoes Co.,
Ltd.

Site amfori ID

156-071621-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Footwear

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	39	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	2,900	Monthly
Calculated living wage in local currency	2,585	Monthly
Total sample	6	Workers

Other Metrics

Male workers	11	Workers
Female workers	28	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	Workers
Permanent workers - Female	28	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	4	Workers
Management - Female	4	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	11	Workers
Workers hired directly - Female	28	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	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Jinjiang Yuchuang Shoes Co., Ltd. | Site amfori ID: 156-071621-001

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 documents review, worker interview, management interview and factory tour, the main auditee partially respected this principle because the main auditee had set management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA1, PA2, PA5, PA6, and PA7. (In accordance with amfori BSCI Code of Conduct)

根据文件审核，员工访谈，管理层访谈和现场走访，工厂部分遵守了此项原则，因为被审核方建立了确保amfori BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA1, PA2, PA5, PA6, 和PA7领域均有一些缺失。(根据amfori BSCI 行为准则)

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 documents review, management interview and workers interview, the main auditee partially respected this principle because the company didn't have a good capacity planning to meet the expectations of the delivery order led to the monthly overtime exceed 36 hours. (In accordance with amfori BSCI Code of Conduct)

根据文件审核，管理层访谈和员工访谈，工厂部分遵守了此项原则，因为工厂没有一个完善的产能计划去完成预期的订单交货以致于员工月加班超36小时。(根据amfori BSCI 行为准则)



PA 2: Workers Involvement and Protection

Site: Jinjiang Yuchuang Shoes Co., Ltd. | Site amfori ID: 156-071621-001

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 document review, management / worker interview, the auditee partially respected this principle, because the factory had established and

基于文件评审、管理层/员工访谈，工厂部分达到此项要求，工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议和投诉的权利，并且

Finding

participated in an effective grievance mechanism for individuals, the grievance mechanism allowed worker to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the factory management. However, it was noted that the factory didn't establish an effective operational-level grievance mechanism for external stakeholder (i.e. neighbors, factories, suppliers, local government, NGO, etc.). (In accordance with amfori BSCI Code of Conduct)

开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂没有建立针对外部利益相关方（如周边居民，工厂，供应商，当地 政府，NGO等）有效的建议和申诉机制。（根据amfori BSCI行为守则）

PA 5: Fair Remuneration

Site: Jinjiang Yuchuang Shoes Co., Ltd. | Site amfori ID: 156-071621-001

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

Based on document review, workers interview and management interview, the main auditee not respected this principle because it was noted that 27 out of 39 employees (excluding 12 retire employee) were eligible to receive five types of social insurances in June 2026 according to the law. However, through review of social insurance enrollment list, 10 employees (37%) enrolled in retirement insurance, unemployment insurance, occupational injury insurance, child-bearing insurance and medical insurance. The factory provided group commercial injury insurance for all 39 employees. (Remark: validity period of commercial insurance from 1 January 2026 to 31 December 2026). There was no valid written waiver obtained from the local social insurance bureau. The factory management declared that they will provide related training to workers to increase the participation rate in social insurance. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4) Remark: For the reason why some employees did not participate in social insurance, the management explained that those employees themselves did not want to participate the social insurance. It was confirmed by workers' interview.

根据文件审查、管理层和工人访谈，工厂没有遵守这条原则。根据记录，2026年6月份，注意到工厂当时39个员工里面（不包括12人达到了退休年龄的员工），有27个员工是依法有资格参加5种社会保险的，然而有10人（37%，除开了退休的员工）参加了养老、工伤、生育、医疗和失业保险。另外，工厂给所有39名员工提供商业团体意外险（备注：有效期从2026年1月1日到2026年12月31日）。工厂没有获得当地有效的社保部门的书面批文。管理层表示他们会为员工提供相应培训来提高社保参保率。（根据《中华人民共和国社会保险法》第二条和第四条）备注：对于为什么部分员工没有参加社保，管理层解释员工自己不想购买社保。和员工访谈得到证实。

PA 6: Decent Working Hours

Site: Jinjiang Yuchuang Shoes Co., Ltd. | Site amfori ID: 156-071621-001

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 document review and workers interview, the main auditee did not respect this principle because it was noted that all 6 sampled employees' monthly overtime hours exceeded 36 hours in December 2025 with the highest of 78 hours. All 6 sampled employees' monthly overtime hours exceeded 36 hours in March 2026 with the highest of 76 hours. All 6 sampled employees' monthly overtime hours exceeded 36 hours in May 2026 with the highest of 80 hours. Daily overtime hours were 2 at the maximum. (In accordance with PRC Labor Law article 41)

根据文件查阅和员工面谈，被审核方没有符合此领域要求。在此次审核过程中，审核员发现抽样月份2025年12月6名抽样员工的月加班均超36小时，最高达到78小时；2026年3月6名抽样员工的月加班均超36小时，最高达到76小时；2026年5月6名抽样员工的月加班均超36小时，最高达到80小时。每日加班最高为2小时。（根据《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: Jinjiang Yuchuang Shoes Co., Ltd. | Site amfori ID: 156-071621-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on factory tour, document review and management interview, the main auditee partially respected this principle because the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. (In accordance with amfori BSCI Code of Conduct)

根据现场走访，文件查阅和管理层面谈，被审核方部分尊重该原则。原因是工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。（根据amfori BSCI行为准则）

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

Based on onsite observation and management /

基于现场观察和管理层/员工访谈，工厂部分达到此

Finding	
worker interview, the auditee partially respected this principle, because the warehouse was maintained safe and clean. However, auditors noted that partial goods in the warehouse were placed against the wall. (In accordance with Rules for Storage Fire Prevention Safety Management, Article 18)	项要求，因为仓库维护得足够安全和整洁。但是，审核员发现仓库有部分产品靠墙堆放。（根据《仓库防火安全管理规则》第18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
Finding	
Based on onsite observation, management / worker interview, the auditee partially respected this principle, because toilets were clean. However, tissue paper and liquid soap were not provided in the toilets near production workshop. (In accordance with amfori BSCI Code of Conduct)	基于现场观察、管理层/员工访谈，工厂部分达到此项要求，因为洗手间卫生干净。但是生产车间附近的洗手间没有提供纸巾和洗手液。（根据amfori BSCI行为守则）