

|                                                                   |                                                    |                                                                                              |
|-------------------------------------------------------------------|----------------------------------------------------|----------------------------------------------------------------------------------------------|
| Monitored Party<br><b>Dingzhou Zeda Garment Co., Ltd</b>          | amfori ID<br><b>156-010306-000</b>                 | Address<br><b>Dawangnou village,dongliuchun township , Dingzhou city, Hebei Sheng, China</b> |
| Monitoring Activity<br><b>amfori Social Audit - Manufacturing</b> | Monitoring Type<br><b>Full Monitoring</b>          | Monitoring Partner<br><b>TÜV NORD CERT GmbH</b>                                              |
| Monitoring Start Date<br><b>26/08/2025</b>                        | Closing Meeting Finished Date<br><b>26/08/2025</b> | Submission Date<br><b>09/09/2025</b>                                                         |
| Expiration Date<br><b>09/09/2026</b>                              | Announcement Type<br><b>Semi Announced</b>         |                                                                                              |
| Site<br><b>Dingzhou Zeda Garment Co., Ltd</b>                     | Site amfori ID<br><b>156-010306-001</b>            |                                                                                              |

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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                                 | B |  |

|                                                      |          |                                                                                     |
|------------------------------------------------------|----------|-------------------------------------------------------------------------------------|
| PA 8: No Child Labour                                | <b>A</b> |  |
| PA 9: Special Protection for Young Workers           | <b>A</b> |  |
| PA 10: No Precarious Employment                      | <b>A</b> |  |
| PA 11: No Bonded, Forced Labour or Human Trafficking | <b>A</b> |  |
| PA 12: Protection of the Environment                 | <b>A</b> |  |
| PA 13: Ethical Business Behaviour                    | <b>A</b> |  |

## 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 day.

Business partner information:

The facility Dingzhou Zeda Garment Co., Ltd (定州泽达服装有限公司91130682MA09Q3988C) started business in 2018 in the place of Dawangnou village, dongliuchun township, Dingzhou city, Hebei, China (中国河北省定州市东留春乡大王藕村). The main business products were clothing. The main process included sewing, heat sealing, buttoning, inspection and packing.

Audited location information:

The facility used one 1-storey building as office, workshops and warehouse. There was no dormitory and canteen provided by the auditee.

Operating shifts and hours:

Employees worked from 8:00 to 12:00 and 13:30 to 17:30. Employees conducted Saturday work twice to four times per month.

The factory provided the working time records from July 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 66 hours. The max weekly working hour was 56 hours (standard weekly working hours 40 hours+ maximum weekly OT 16 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 2000 per month or RMB 11.49 per hour. The factory provided payrolls from July 2024 to June 2025 for review. Workers were paid by hourly rate. The basic wage was more than RMB 14 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 28th of each month. The auditee only provided 5 out of 30 employees (including 12 retired employees, coverage rate=28%) with all five types of social insurance. The other employees were covered by commercial insurances.

Worker number information:

There were 30 employees on the roster. All employees were permanent employees. 1 worker was migrant employee from other province in China. 28 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, PA5, PA6, PA7. No other serious issue was noted in this audit.

Summary of Interview: Worker interviews were conducted individually and in group. Randomly selected 6 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.

4. The auditee did not provide the building structure safety certificates for all production buildings for review.

5. The auditee did not provide the fire inspection certificate or record for all production buildings for review.

SITE DETAILS

Site

Dingzhou Zeda Garment Co., Ltd

Site amfori ID

156-010306-001

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

|                                               |          |         |
|-----------------------------------------------|----------|---------|
| Total workforce                               | 30       | Workers |
| Legal minimum wage in local currency          | 2,000    | Monthly |
| Lowest wage paid for regular work at the site | 2,436    | Monthly |
| Calculated living wage in local currency      | 1,536.31 | Monthly |
| Total sample                                  | 6        | Workers |

### Other Metrics

|                                        |    |         |
|----------------------------------------|----|---------|
| Male workers                           | 2  | Workers |
| Female workers                         | 28 | Workers |
| Non-binary workers                     | 0  | Workers |
| Permanent workers - Male               | 2  | 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                      | 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        | 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      | 1  | 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          | 2  | 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                          | 0  | Workers |
| Sample - Female                        | 6  | Workers |
| Sample - Non-binary                    | 0  | Workers |

## FINDINGS



### PA1: Social Management System

Site: Dingzhou Zeda Garment Co., Ltd | Site amfori ID: 156-010306-001

**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                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                    |
| 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                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                     |                                                                                          |
| 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: Dingzhou Zeda Garment Co., Ltd | Site amfori ID: 156-010306-001

**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                                |
|-------------------------------------------------------------------------------------------------|-----------------------------------------------|
| <b>Finding</b>                                                                                  |                                               |
| 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 5: Fair Remuneration

Site: Dingzhou Zeda Garment Co., Ltd | Site amfori ID: 156-010306-001

**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, management and worker interview, the auditee only provided 5 out of 30 employees (including 12 retired employees, coverage rate=28%) with all five types of social insurance. The other employees were covered by commercial insurances. The participation rate of factory employees in insurance programs is low. This finding was rated as fully non-compliance. (Reference Law: PRC Labor Law Article 72 and 73)

根据文件审查、管理层和工人访谈，被审核方仅为30名员工中的5名提供了五种社保(包含12名退休员工，参保比例28%)。其余员工参加了商业保险。因为工厂员工参保比例低，该发现被判定为完全不符合项。(参考法规：《中华人民共和国劳动法》第72和73条)

## PA 6: Decent Working Hours

Site: Dingzhou Zeda Garment Co., Ltd | Site amfori ID: 156-010306-001

**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 April 2025, May 2025 and June 2025 as samples and found all the random selected employees monthly overtime exceed 36 hours in April 2025, May 2025 and June 2025, also:  
1) the monthly overtime: 6 out of 6 random selected employees worked 54 hours in April 2025 (random month);  
2) the monthly overtime: 6 out of 6 random selected employees worked 66 hours in May 2025 (random month);  
3) the monthly overtime: 6 out of 6 random selected

根据选取的2025年4月，2025年5月，2025年6月作为样本，发现所有随机抽取的员工在2025年4月，2025年5月，2025年6月的月加班时间超过36小时，并且：  
1)随机抽取6名员工中有6名，在2025年4月，月加班为54小时(随机月)；  
2)随机抽取6名员工中有6名，在2025年5月，月加班为66小时(随机月)；  
3)随机抽取6名员工中有6名，在2025年6月，月加班为58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。

| Finding                                                                                                                                                                                                                |                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| employees worked 58 hours in June 2025 (current month);<br>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) | 《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: Dingzhou Zeda Garment Co., Ltd | Site amfori ID: 156-010306-001

**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 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. | 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: 7.9** 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 workers interview, the auditee did not post high temperature warning signs to hot water boiling machines. This finding was rated as fully non-compliance because the factory management said they did not know about relevant requirement. (Management Regulations on the Informing and Warning Signs of Occupational Hazards in Workplaces" (2014) Article 13) | 基于现场观察，管理访谈和员工访谈，被审核方没有在热水煮水器上张贴高温警告标识。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。（《用人单位职业病危害告知与警示标识管理规范》（2014），第13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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Based on onsite observation, document review, management interviews, the auditee did not provide the building structure safety certificates for all production buildings for review. Reference law/regulation: PRC Construction Law article 61</p> <p>2. Based on onsite observation, document review, management interviews, the auditee did not provide the fire inspection certificate or record for all production buildings for review. Reference law/regulation: PRC Fire Prevention Law article 13</p> <p>This finding was rated as fully non-compliance because the legal required documents were missing.</p> | <p>1.根据现场观察，文件审核，管理层访谈确认，被审核方没有提供所有生产建筑的建筑竣工报告。参照法规：《中华人民共和国建筑法》第61条</p> <p>2.根据现场观察，文件审核，管理层访谈确认，被审核方没有提供所有生产建筑的消防验收合格证书或备案记录。参照法规：《中华人民共和国消防法》第13条</p> <p>因为法律要求的文件缺失，该发现被判定为完全不符合项。</p> |

**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                                                                                                                                                                                                                                                                                                                                                             |                                                                                                     |
| <p>Based on onsite observation, management interview and workers interview, all sewing machines were missing needle guards. This finding was rated as fully non-compliance because the factory management said they did not know about relevant requirement. (General Safety and Hygiene Rules for Designing Production Equipment (GB5083-1999), Article 6.1.6)</p> | <p>基于现场观察，管理访谈和员工访谈，所有缝纫机缺少针挡。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。(生产设备安全卫生设计总则(GB5083-1999) 第 6.1.6条)</p> |