

Monitored Party ShenZhen Kanghao Industrial Co., LTD.	amfori ID 156-008804-000	Address Workshop 203,Building 3, Feixi Second Industrial Zone, Liuhe Community, Pingshan Street, Pingshan District, , 518118 Shenzhen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
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Site ShenZhen Kanghao Industrial Co., LTD.	Site amfori ID 156-008804-001	

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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: Dan Huang; APSCA membership number: CSCA 21701177

Name of team auditor: N/A; APSCA membership number: N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service (Audit Company APSCA Number: 11600002)

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Business partner information: The factory was established on December 2, 2013, and its business license number was 91440300084644902C. The factory name in Chinese on Business License was 深圳市康豪实业有限公司, the factory address in Chinese on Business License was 深圳市坪山区坪山街道六和社区飞西第二工业区3栋厂房203. The factory specialized in the production of plastic accessories, plastic packaging boxes, plastic tableware and other plastic injection products. Production processes included smashing, injection molding, inspection and packing. No production process was subcontracted. There was no peak season affected its production during the past 12 months.

Audited location information: The factory rented and occupied part of the 2nd floor and part of the 5th floor of one 4-storey production building with partial 5th floor. Total occupied area by the factory was approximately 1350 square meters. No transportation, dormitory or canteen was provided to employees. And the factory shared this production building with other factories (e.g. Shenzhen XinBoya Boutique Model Co., Ltd. and Shenzhen Shanglisheng Technology Co., Ltd.). Further, auditor verified the company names in the same building, and they were independent with its own business license and no shared employees were noted. Therefore, only the area occupied by the factory was covered in this audit.

The layout of factory buildings was as below:

Production building: 1/F: other factories; 2/F: other factories, warehouse, smashing, injection molding, inspection and packing; 3-4/F: other factories; 5/F: office, some areas were idle, other factories' equipment room.

Operating shifts and hours: The factory arranged one shift for employees, which was 8:00-12:00 and 13:30-17:30. And the working days for all shifts were from Monday to Friday, with Saturday and Sunday off (8 hours a day and 5 days a week).

Time recording system: The factory adopted a biometric attendance system to record working hours of employees.

According to all samples' time records, auditor noted that they worked at most 48 overtime hours per month and 2 overtime hours per weekday. The maximum consecutive working day was 6 days and the maximum weekly working hours were 52 hours.

Salary payment details: Wages of employee were paid on or before the 7th of next month by cash with wage stubs issued to employees. And employees were paid by hourly rate. During the audit, the time records and payrolls of 15 employees were sampled as follows for working hour and wage testing: 5 samples from current paid month of March 2026, 5 samples from February 2026 and 5 samples from January 2026 respectively. Auditor noted that all sampled employees were paid no less than local minimum wages. And all sampled employees were paid 150% and 200% of normal wages for the overtime worked on regular days and rest days in the test period, which met the legal overtime compensation rate. No worker worked overtime on statutory holidays in the test period.

Worker number information:

Total worker number: 25 (including 17 production workers and 8 non-production workers)

Production worker number: 17 (including 4 male production workers and 13 female production workers)

Vulnerable worker number: 6 male domestic migrant workers and 12 female domestic migrant workers.

No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers or other special group workers (interns, apprentices, contractor workers etc.) were noted during this audit. And the youngest worker in the factory was 18 years old.

Good practices: Post allowance was provided to employees monthly.

Worker organization details: Worker union was not established yet, but workers' representative was elected by workers.

Circumstances: None

Summary of findings:

The findings were raised under PA1, PA2, PA5, PA6 and PA7. Refer to report for finding details.

Living wage calculation: GLWC estimated in November 2024.

GLWC Web link: <https://www.globallivingwage.org/living-wage-benchmarks/urban-shenzhen-china/>

Others: There were no agencies/ contractor used by the factory, which made the agency labour contract and the contractor license/permit not applicable; No any kind of collective bargaining agreement/government waivers were noted, which made these documents not applicable.

This audit was finished under the co-operation with the factory representatives. A closing meeting was held with factory representatives and all findings were communicated to them along with corresponding corrective action plans and Mr. Quan Jiangyou/Manager and Worker Representative signed the onsite CAP and agreed to take corrective actions step by step.

SITE DETAILS

Site

ShenZhen Kanghao Industrial Co., LTD.

Site amfori ID

156-008804-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products
Sub Industry		
Household Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	25	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,520	Monthly
Calculated living wage in local currency	4,005	Monthly
Total sample	5	Workers

Other Metrics

Male workers	8	Workers
Female workers	17	Workers
Non-binary workers	0	Workers
Permanent workers - Male	8	Workers
Permanent workers - Female	17	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	6	Workers
Domestic migrant workers - Female	12	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	8	Workers
Workers hired directly - Female	17	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: ShenZhen Kanghao Industrial Co., LTD. | Site amfori ID: 156-008804-001

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 management and worker interviews, factory tour and document review, it was noted that minor gap was noted in the factory management system, which resulted in the findings identified on PA1, PA2, PA5, PA6 and PA7.

This question was rated as partially because the factory management system was operated effectively.

Please refer to BSCI PA 1.1: The auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.

基于管理层和工人访谈、现场巡视以及文件审查，审核发现工厂的管理体系存在细微差距，导致在PA 1，PA2，PA5，PA6和PA7区域发现问题。

该问题被评为“部分”，因为工厂的管理体系有效运行。

请参考BSCI PA 1.1：审核方（生产商）已确立执行amfori BSCI行为守则的有效管理体系。

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 management and worker interviews and document review, it was noted that the factory did not recruit enough employees or organize its workforce capacity to meet the expectations of the delivery order and/or contracts, so that employees' monthly overtime hours exceeded the legal limit.

This question was rated as partially because the factory had established the production capacity assessment and production cost calculation procedure.

Please refer to BSCI PA 1.4: The auditee should organize its workforce capacity to meet the expectations of the delivery order and/or contracts.

基于管理层和工人访谈以及文件审查，工厂没有招聘足够的员工或者进行良好的生产组织来达成交付订单和/或合同预期，以至于员工月加班超出法律规定。

该问题被评为“部分”，因为工厂已建立生产能力评估和生产成本核算程序。

请参考BSCI PA 1.4：被审核方（生产商）组织其劳工来达成交付订单和/或合同预期和要求。

PA 2: Workers Involvement and Protection

Site: ShenZhen Kanghao Industrial Co., LTD. | Site amfori ID: 156-008804-001

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 management and worker interviews and document review, it was noted that no satisfactory evidence was provided to show that regular surveys on individuals' satisfaction with the grievance procedure had been conducted by the factory. This question was rated as partially because the factory had established an effective grievance mechanism for individuals and communities. Please refer to BSCI PA 2.5: The auditee establishes or participates in an effective grievance mechanism for individuals and communities.	基于管理层和工人访谈以及文件审查，审核发现没有满意证据显示工厂有对个人申诉程序满意度的常规调查。 该问题被评为“部分”，因为工厂有建立有效的个人和团体申诉机制。 请参考BSCI PA 2.5：被审核方（生产商）建立或参与了有效的个人和团体申诉机制。

PA 5: Fair Remuneration

Site: ShenZhen Kanghao Industrial Co., LTD. | Site amfori ID: 156-008804-001

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 management and worker interviews and document review, it was noted that the basic wages of all employees were not less than local legal minimum wage requirement, but the basic wages of some employees were less than the local decent living wage indicated by GLWC. This question was rated as Partially because the factory management had calculated the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. Please refer to BSCI PA 5.4: The auditee provides sufficient remuneration that allows workers to meet a decent living standard.	基于管理层和工人访谈以及文件审查，审核发现工厂所有员工的基本工资均不低于当地法定最低工资要求，但部分员工的基本工资低于GLWC规定的当地体面生活工资。 该问题被评为“部分”，因为工厂管理层有进行基本需求工资信息计算以识别其实际支付的工资和基本需求工资之间的差距。 请参考BSCI PA 5.4：被审核方（生产商）提供允许工人达到体面生活标准的足够报酬。

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 management and worker interviews and document review, the factory's coverage of social	基于管理层和工人访谈以及文件审查，审核发现工厂的社会保险覆盖不足。根据厂方提供的2026年 4

Finding

insurance was insufficient. According to the social insurance payment receipt of April 2026 provided by factory management, it was noted that only 10 out of 25 employees (40%) were provided with pension insurance and medical insurance, and only 9 out of 25 employees (36%) were provided with maternity insurance, unemployment insurance and accident insurance. All employees were permanent workers. And commercial accident insurance was provided to 16 employees currently, which was valid until August 9, 2026.

This question was rated as No because less than 80% of workers were covered by five types of social insurance.

This violated Article 73 of the Labor Law of the People's Republic of China.

月社会保险缴费单据显示工厂仅为10/25名（40%）员工提供养老保险和医疗保险，仅为9/25名（36%）员工提供生育保险、失业保险和工伤保险。所有员工均为固定工。目前工厂有为16名员工提供商业意外保险，有效期至2026年8月9日。该问题被评为“否”，因为不到80%的工人参加了五种类型的社会保险。根据《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

Site: ShenZhen Kanghao Industrial Co., LTD. | Site amfori ID: 156-008804-001

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 management and worker interviews and document review, it was noted that 10 out of 15 sample population employees worked in excess of the statutory overtime hour limits (no more than 36 overtime hours per month). A review of the sample population employees' time records (5 samples from current paid month of March 2026, 5 samples from February 2026, and 5 samples from January 2026) yielded the following:

- 1) In March 2026, 5 out of 5 sample population employees worked 46 to 48 overtime hours.
- 2) In January 2026, 5 out of 5 sample population employees worked 46 overtime hours.

This question was rated as No because monthly overtime working exceed legal requirement observed in 2 out of 3 sampled months.

This violated Article 41 of the Labor Law of the PRC.

基于管理层和工人访谈以及文件审查，审核员发现10/15名抽样员工加班时间超出了法定标准（每月加班时间不能超过36小时）。审核员抽取15个样本（从最近工资支付月2026年3月、2026年2月和2026年1月各抽取5个样本），具体为：

（1）2026年3月，5/5名员工的月加班时间为46-48小时；

（2）2026年1月，5/5名员工的月加班时间为46小时。

该问题被评为“否”，因为在三个抽样月中有两个月发现每月加班超过法定要求。

根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: ShenZhen Kanghao Industrial Co., LTD. | Site amfori ID: 156-008804-001

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	
Based on management and worker interviews and document review, it was noted that risk assessment for safe, healthy and hygienic working conditions in production area had been carried out by the audited factory. However, risk assessment did not include the potential risks that might cause by the other factories within the same production building. This question was rated as partially because risk assessment for safe, healthy and hygienic working conditions for the audited factory area was carried out. Please refer to BSCI PA 7.3: The auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions.	基于管理层和工人访谈以及文件审查，审核发现工厂有对生产区域的健康、安全、卫生等状况进行风险评估，但是没有包含同一生产楼内其它工厂可能引起的潜在风险。 该问题被评为“部分”，因为被审核工厂区域均有进行健康、安全、卫生等状况风险评估。 请参考BSCI PA 7.3：被审核方（生产商）定期执行安全、健康和卫生工作条件的风险评估。

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 management and worker interviews and factory tour, it was noted that high temperature warning sign was not posted on drinking water devices in production workshops. This question was rated as No because the factory management was not aware of this requirement. Please refer to BSCI PA 7.9: The auditee makes visible potential hazards to the workers through signs and warnings.	基于管理层和工人访谈以及现场巡视，工厂车间的饮用水设备上没有张贴高温警告标识。 该问题被评为“否”，因为工厂不清楚这点要求。 请参考BSCI PA 7.9：被审核方（生产商）通过标记和警示让工人看见潜在危害。

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management and worker interviews and factory tour, it was noted that the gap between some goods in the warehouse and walls was 0 meter, which was less than the legal requirement of 0.5 meter. This question was rated as No because the factory	基于管理层和工人访谈以及现场巡视，审核发现工厂仓库部分货物与墙的间距为0米，小于法定0.5米的要求。 该问题被评为“否”，因为工厂不清楚这点要求。 根据《仓库防火安全管理规则》第18条。

Finding

management was not aware of this requirement.
This violated Article 18 of Rules for Storage Fire
Prevention Safety Management.