

Monitored Party Qingdao Bagest Co.,Ltd.Weifang Branch	amfori ID 156-066631-000	Address North 50 meters of Tanjiacun, Tanjiazhuang Community, Longdu Street, Zhucheng, 262201 Weifang, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 01/12/2025	Closing Meeting Finished Date 01/12/2025	Submission Date 05/12/2025
Expiration Date 05/12/2026	Announcement Type Semi Announced	
Site Qingdao Bagest Co.,Ltd.Weifang Branch	Site amfori ID 156-066631-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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: Mr. Lionel Wang; APSCA membership number: CSCA21700977

Name of team auditor (if applicable): Nil

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

Monitoring partner name: TÜV SÜD

Audit schedule details: The audit is planned for 1 auditor x 1 day on December 1, 2025 (Time in: 8:58; time out: 16:40).

Announcement Type: Semi Announced

Business partner information:

The audited factory named Qingdao Bagest Co., Ltd. Weifang Branch (Business license No.: 91370782MAETGGHLXW) was located at North 50 meters of Tanjiacun, Tanjiazhuang Community, Longdu Street, Zhucheng, Weifang, Shandong, China. The factory was established on August 8, 2025.

The factory specialized in the manufacture of non-woven shopping bags and cloth bags. The main production processes included cutting, sewing, and packing.

Audited location information:

The factory currently rented and used one 1-storey building as office and workshop for cutting, sewing, and packing processes and one 1-storey building as warehouse. The factory did not provide the dormitory, canteen, or kitchen for employees.

All buildings used by the factory were rented from another company named Zhucheng Fushiyuan Industry and Trade Co., Ltd and the lease contract was provided for review during the audit.

Operating shifts and hours:

The regular working hours of all employees were 8 hours per day and 40 hours per week. The regular working days of workers were 5 days from Monday to Friday per week and generally had 8 hours overtime on Saturdays. All workers fixed rest on Sundays. All employees worked in one shift (7:30-11:30, 13:00-17:00) and would have 0-2 hours overtime on weekdays. There were no obvious peak and low season in the factory.

The factory was founded on August 8, 2025 and started operating on August 18, 2025. So, the factory only provided the attendance records from August 18 to audit date for review during the audit.

Time recording system: The factory used fingerprint system to record working hours of all employees.

Salary payment details: All employees were paid by hourly rate, and the wages were paid in cash by the 7th of each month for the preceding month. The factory was founded on August 8, 2025 and started operating on August 18, 2025. So, the factory only provided the payrolls records from August 2025 to November 2025 for review during the audit. The wages of November 2025 were paid on December 1, 2025.

Worker number information:

On the audit day, there were total 35 employees working in the factory, that included 32 production employees (2 males and 30 females) and 3 management (2 males and 1 female) in the factory. There was no domestic migrant worker from other provinces of China and no foreign migrant worker in the factory. The factory did not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. The factory also did not have other special group workers such as interns, apprentices, contractor workers etc.

Good practices: Nil

Worker organization details: The factory did not have trade union; however, two worker representatives were elected by workers.

Circumstances:

1. There was no agency or contractor used by the factory, and no government waivers and collective bargaining agreement were provided during the audit.
2. No inconsistencies between time records and production records were observed.
3. Based on the Classification of Environmental Impact Assessment of Construction Project (Edition 2021), the factory can be exempt related Environment Impact Assessment Document.
4. There was no chemical observed in the factory during the audit.
5. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

Summary of findings: In this audit, non-compliances were observed in some performance areas, please refer to PA1, PA2, PA5, PA6, and PA7 for details.

Living wage calculation: #Living wage, the data on GLWC website was not used, but the calculation method still follows Anker's methodology. The data was mainly manually collected through local market investigation, and worker interview by the auditor.

SITE DETAILS

Site

Qingdao Bagest Co.,Ltd.Weifang Branch

Site amfori ID

156-066631-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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	35	Workers
Legal minimum wage in local currency	2,400	Monthly
Lowest wage paid for regular work at the site	2,900	Monthly
Calculated living wage in local currency	2,645.97	Monthly
Total sample	7	Workers

Other Metrics

Male workers	4	Workers
Female workers	31	Workers
Non-binary workers	0	Workers
Permanent workers - Male	4	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	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	4	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	1	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Qingdao Bagest Co.,Ltd.Weifang Branch | Site amfori ID: 156-066631-001

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 interview, worker interview, document review, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had established the social accountability management system and there was no systematic loss of control in the overall management of the factory; but it still needed to be improved as some non-compliance issues were detected in PA2, PA5, PA6, and PA7.

根据管理层访谈、工人访谈、文件审核和现场审核，本检查点为部分符合。因为工厂有建立社会责任管理体系，并且在整体管理上没有系统性失控；但是此次审核在PA2，PA5，PA6和PA7发现了问题点，仍需要改进。

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 interview, worker interview, document review; it was noted that this checkpoint was not compliant. It was because that the factory did not provide records of production cost, and capability assessment and planning for review; also, the workforce capacity was not properly organized to meet the expectation of the delivery order, which resulted that the overtime hours of workers systemically exceeded local legal requirement (Please refer to 6.2 for detailed information). This violated the BSCI Code of Conduct.

根据管理层访谈、员工访谈和文件审核，本检查点为不符合。因为工厂没有提供生产成本、产能评估及规划的记录；也没有适当组织劳动力以达到交付订单的预期要求，导致工人的加班时间系统性地超过法律要求（具体参考6.2）。这违反了BSCI行为准则。



PA 2: Workers Involvement and Protection

Site: Qingdao Bagest Co.,Ltd.Weifang Branch | Site amfori ID: 156-066631-001

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

Based on management interview, worker interview, and document review; it was noted that this checkpoint was not compliant. It was because that the factory completely did not establish long term goals/vision on protecting workers according to the BSCI Code of Conduct, such as reducing overtime hours of workers, increasing social insurance coverage rate, improving the working environment, reducing the pollution and emissions, reducing unethical behavior. This violated the BSCI Code of Conduct.

根据管理层访谈、工人访谈及文件审核，本检查点为不符合。因为工厂完全没有根据BSCI行为准则建立长期目标来保护员工；如减少工人加班时间，增加社保缴纳比例，改善工作环境，减少污染和排放，减少不道德的行为。这违反了BSCI行为准则。

PA 5: Fair Remuneration

Site: Qingdao Bagest Co.,Ltd.Weifang Branch | Site amfori ID: 156-066631-001

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 management interview, worker interview, and document review; it was noted that this checkpoint was not compliant. It was because that the factory did not buy sufficient social insurance per legal requirement in every month of past 4 months. The factory had 35 permanent employees in total including 19 retirees, and did not have temporary employee, dispatched employee, or newly joined employee. The social insurance payment receipts of November 2025 showed that only 37.5% of permanent employees (6 persons) had participated in retirement, maternity, injury, medical and unemployment insurances. The factory had provided the group commercial injury insurance for 100% of permanent employees (The validity period was from September 12, 2025 to September 11, 2026.). Based on management confirmation and workers interview, it was noted that the reason for some workers not participating in social insurance is that those workers did not want to buy the social insurance in the factory. This violated Articles 72 and 73 of the Labor Law of the People's Republic of China.

根据管理层访谈、工人访谈和文件审核，本检查点为不符合。因为工厂过去4个月均没有按照法规要求购买足够社保。工厂总计有35名正式员工包含19名退休人员，没有临时工、派遣工和新进员工。2025年11月的社保缴费收据显示，只有37.5%的正式员工（6人）参加了养老、生育、工伤、医疗和失业保险。工厂有提供团体意外伤害险给到100%的员工（有效期：2025年9月12日至2026年9月11日）。根据管理层确认及员工访谈，部分工人没有社保的原因是这些工人不愿意在工厂缴纳社保。这违反了《中华人民共和国劳动法》第72条和第73条。

PA 6: Decent Working Hours

Site: Qingdao Bagest Co.,Ltd.Weifang Branch | Site amfori ID: 156-066631-001

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 interview, workers interview, and document review; it was noted that this checkpoint was not compliant. It was because that the overtime working hours of all sampled employees did not meet legal requirement in sampled months. The factory only provided the attendance records from August 18, 2025 to audit date for review as the factory was founded on August 8, 2025 and started operating on August 18, 2025; and the attendance records of November 2025, October 2025 and September 2025 from cutting, sewing, and packing workshops were sampled for review. The factory normally arranged 0-2 hours overtime on regular working days and 8 hours overtime on Saturdays, and all overtime work was arranged on voluntary principle; however, the monthly overtime hours of all randomly sampled 7 employees were 40 hours in October 2025, 46 hours in September 2025 and exceeded the upper legal limit of 36 hours per month. This violated the PRC Labor Law article 41.

Remark: The monthly overtime hours of all randomly sampled 7 employees were 36 hours in November 2025 and did not exceed 36 hours.

根据管理层访谈、工人访谈和文件审核，本检查点为不符合。因为工厂所有抽样员工在抽样月份的加班都不符合法规要求。工厂2025年8月8日成立，于2025年8月18日开始运行；故，工厂提供只了2025年8月18日至审核当日的考勤记录，并且审核员抽样查看了裁剪、缝纫、包装车间2025年11月，2025年10月和2025年9月的考勤记录。工厂通常在工作日安排0-2小时的加班，周六安排8小时加班，所有的加班是基于自愿的原则进行安排的；但是7名被抽样员工2025年10月的月加班工时为40小时；2025年9月的月加班工时为46小时；均超过了法规要求的每月36小时。这违反了《中华人民共和国劳动法》第41条。

备注：7名被抽样员工2025年11月的月加班工时为36小时，未超36小时。

PA 7: Occupational Health and Safety

Site: Qingdao Bagest Co.,Ltd.Weifang Branch | Site amfori ID: 156-066631-001

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 management interview, worker interview, document review, and site tour; it was noted that this checkpoint was partially compliant. It was because that the factory had set up the occupational health and safety regulations and procedures, and there was no systematic loss of control in the overall management of occupational health and safety in the factory; but the factory still needed improvement in occupational health and

根据管理层访谈、工人访谈、文件审核和现场审核，本检查点为部分符合。因为工厂虽然建立了职业健康安全方面的程序和相关制度并且在职业健康安全整体管理上没有系统性失控；但是此次审核在7.8，7.11和7.17发现了问题点，工厂在职业健康安全方面仍需改善。

Finding	
safety as non-compliance issues were detected on 7.8, 7.11, and 7.17.	

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, site tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the factory had developed the accident and emergency procedures and provided related training to workers; but the factory had not displayed the accident and emergency procedures in a way that was clear for workers and first-aid personnel reference. This violated the BSCI Code of Conduct.	根据管理层访谈、工人访谈、现场审核和文件审核，本检查点为部分符合。因为工厂已经制定了意外和 应急程序，并且也有为工人提供相关的培训；但是工厂没有将意外和应急程序以清晰可见的方式展示以供工人和急救人员参考。这违反了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 management interview, onsite tour, and document review; it was noted that this checkpoint was partially compliant. It was because that the production buildings of the factory looked stable and safe, and the factory had provided the building structure acceptance certificate and fire inspection certificate for all buildings; but some goods in material warehouse and finished goods warehouse were being stored against wall, and the distance between goods and the wall was lower than the legal requirement of 0.5 meters. This violated the Rules for Storage Fire Prevention Safety Management, Article 18.	根据管理层访谈、现场审核及文件审核，本检查点为部分符合。因为工厂的生产建筑在外观上是稳固和 安全的，并且工厂提供了所有建筑的竣工验收合格证和消防验收合格证书；但是原料和成品仓库内的部 分货物靠墙放置，货物跟墙之间的距离低于法规规定的0.5米。这违反了《仓库防火安全管理规则》第18条。

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
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Finding

Based on management interview, worker interview, and site tour, it was noted that this checkpoint was partially compliant. It was because pulley guards were installed for all sewing machines, and needle guard or eye guard were available for most sewing machines; however, no needle guard was installed for two sewing machines at sewing workshop. This violated the General Safety and Hygiene Rules for Designing Production Equipment (GB5083-1999), Article 6.1.6.

根据管理层访谈、工人访谈和现场审核，本检查点为部分符合。因为工厂所有缝纫机均安装皮带轮防护罩并且大多数缝纫机都有护指器或者护眼板；但是工厂缝纫车间的2台缝纫机没有安装护指器。这违反了《生产设备安全卫生设计总则（GB5083-1999）》第6.1.6条。