

Monitored Party WUXI WELLERY TEXTILE TECHNOLOGY CO., LTD	amfori ID 156-047042-000	Address No.26-26, HUIBEI ROAD, SHANBEI STREET, LIANGXI DISTRICT, 214000 WUXI, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 10/06/2026	Closing Meeting Finished Date 11/06/2026	Submission Date 16/06/2026
Expiration Date 26/06/2027	Announcement Type Semi Announced	
Site WUXI WELLERY TEXTILE TECHNOLOGY CO., LTD	Site amfori ID 156-047042-001	

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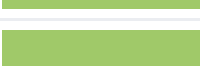
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OVERALL RATING



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	A	

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: Edison Li;

APSCA membership number: CSCA 21701814;

Monitoring partner name: TÜV Rheinland;

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

First day: Date Start Time: 8:02 am, Date End Time: 5:03 pm

Announcement Type: Semi-announced. Due to this audit was follow up audit, the PA 1,2, 5,6, 7 and 12 were included in this audit. Other performance areas' rating and evidence was same as previous report. The PA 5 was also included in this audit due to cross-checking with PA6.

Business partner information: The auditee was located at No.26-26, HUIBEI ROAD, SHANBEI STREET, LIANGXI DISTRICT, WUXI City, Jiangsu Province, China (中国江苏省无锡市梁溪区山北街道会北路26-26号), the facility was established in March 2019. The main products manufactured by the audited facility were sweaters. According to the management, their peak production months were not obvious. The main production processes were yarning, knitting, linking, sewing, washing, ironing, inspection and packing.

Audited location information: The audited facility was located in an industrial zone, all the buildings owned by different owners, The audited facility located at one 5-storey multiple building (1F used as washing, canteen and kitchen, 2A floor (the mezzanine) used as warehouse, 2F used as sewing, linking, ironing, inspection and packing workshop, 3F used as knitting workshop, 4F used as yarning and inspection workshop, 5F used as office.) with the building area of about 4000 square meters. The building was owned by facility. No dormitory or transportation was provided for workers in the audited facility. The building was combined with the other one 5-storey building (partial 6-storey) which was used by other facilities (main products were electronic products, clothing, robots, etc.). The facility stated that they were independently operated with their own management system, financial system, employees and working area, their products were different. No shared production or worker was found. There was no security guard in the factory since the management was in charge of the safety of the area.

Operating shifts and hours: The factory established the policy of working hours. Workers worked 8 hours per day, 5 days per week. Knitting employees worked in 3 shifts, the 1st shift was from 8:00 to 16:00, the 2nd shift was from 16:00-24:00, the 3rd shift was from 0:00-8:00; Canteen staff worked in one shift:8:30-14:00; 15:00-17:30. Other employees worked in one shift from 8:00 to 17:00 with 1 hour's lunch break from 11:30 to 12:30, overtime on working days was 2 hours from 18:00 to 20:00 if needed. Saturday was arranged as overtime, Sunday was guaranteed as the rest day. Attendance records from June 1, 2025 to audit day of 10 workers were randomly selected. Maximum overtime was 2 hours per day, maximum overtime was 14 hours per week, maximum overtime was 58 hours per month. Workers worked overtime voluntarily.

Time recording system: Fingerprint and face scan system was used to record the working hour.

Salary payment details: Wages were calculated by hourly rate and paid by bank transfer at the 15th for the previous month. Payroll records from June 2025 to April 2026 were selected and reviewed. The local minimum wage standard was RMB 2490 per month (14.31 per hour) before January 1, 2026 and RMB 2660 per month (15.29 per hour) since January 1, 2026. Overtime on regular days and weekend was paid at 150% and 200% of regular wage rate for all employees. No holiday overtime was conducted. Payroll record consisted of basic wages, overtime pay and paid leave salary.

Worker number information: There were 93 production employees (17 males and 76 females) and 4 non-production employees in the factory. 53 employees were local permanent employees and 44 employees were domestic migrant employees (12 males and 32 females). All employees were hired by the factory directly.

Good practices: The factory provided free meals for workers.

Worker organization details: There was no labor union in the factory. Workers freely elected worker representatives. The management held meetings with worker representatives regularly.

Circumstances: The facility management cooperated with the audit process well. All findings were accepted by the facility management during the audit. There was no special circumstance during the audit.

Summary of findings: PA1: Insufficient management and production planning is not complete; PA6: Sampled workers monthly overtimes were systematic exceeding the limitation of the local laws; PA7: No post-service occupational diseases examination, no occupational hazardous warning sign posted. PA12: No environmental Impact Report Form, environmental impact assessment approval, environmental protection acceptance check report.

Living wage calculation: #LivingWage a. No anker wage available for the producer location, so we used the data provided by auditing company; b. The calculation methodology refers to anker living wage structure; c. The data comes from the

latest data released by the local Bureau of Statistics. Please refer to the uploaded attachment in platform for the details; Attachment: The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit. Agency labour contract was not reviewed as no agency was used. No contractor license/permit was reviewed as no contractor was used during audit period. The auditee had not got any government waiver. No collective bargaining agreement used by the auditee, which made the collective bargaining agreement not applicable.

SITE DETAILS

Site
WUXI WELLERY TEXTILE
TECHNOLOGY CO., LTD

Site amfori ID
156-047042-001

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	97	Workers
Legal minimum wage in local currency	2,660	Monthly
Lowest wage paid for regular work at the site	3,600	Monthly
Calculated living wage in local currency	3,238.07	Monthly
Total sample	10	Workers

Other Metrics

Male workers	18	Workers
Female workers	79	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	79	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	1	Workers
Management - Female	2	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	7	Workers
Workers with night shift - Female	9	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	12	Workers
Domestic migrant workers - Female	32	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	18	Workers
Workers hired directly - Female	79	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	3	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: WUXI WELLERY TEXTILE TECHNOLOGY CO., LTD | Site amfori ID: 156-047042-001

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	
The auditee partially respected the principle. Through document review, site tour, employee interview and management interview, the facility had established social compliance written procedure, but the facility did not implement the procedures effectively which led non-compliances were noted in some Performance Areas, such as overtime exceeded legal requirement and insufficient occupational health surveillance. The facility management stated that due to production cost control, partial procedures could not be implemented fully, the non-compliances would be continuous improved. Interviewed employees stated that overtime were voluntary to choose, they were satisfied with the facility. Refer to the amfori BSCI system manual.	被审核方部分尊重该原则。通过文件查阅，现场走访，员工访谈及管理人员访谈，审核员发现工厂建立了社会责任的书面程序，但是没有有效地执行导致一些绩效领域存在不符合项，比如加班时间超出法律规定要求和职业健康监护不足。管理人员表示由于生产成本的控制，部分程序无法完全执行，将持续改善现有问题。被访谈员工表示加班自愿的，对工厂很满意。参考amfori BSCI系统手册。

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	
The auditee partially respected this principle, because based on onsite observation, document review, management and workers interview, the factory had assessed the workforce capacity and evaluated its capacity to meet the expectations of deliver order, however, the monthly overtime hours of the sampled employees exceeded the regulatory requirements. Therefore, the workforce capacity assessment was not implemented effectively. The management said there was gap between current and expected capability because it was hard to recruit enough workers. Refer to the amfori BSCI system manual.	被审核方部分遵守该原则，因为根据现场审核，文件审核，管理层和员工访谈，工厂已对劳动力产能进行评估是否可以满足其生产订单要求，但是抽样员工的月加班时间均超过了法规要求。所以工厂的产能评估并未有效实施。管理层称因为难以招到员工，所以现在的产能和预期有差距。参考amfori BSCI系统手册。



PA 6: Decent Working Hours

Site: WUXI WELLERY TEXTILE TECHNOLOGY CO., LTD | Site amfori ID: 156-047042-001

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

The auditee did not respect this principle because based on the worker interview, management interview and working hour record review, facility did not have an effective overtime management control system. Facility did not monitor compliance status of daily operation. The attendance system did not have the overtime hours limit warning. Workers said that the overtime work was voluntary. Facility did not take control to the overtime hours limit. Factory attendance officers and production leaders was aim to finish the orders first. 1) the maximum monthly overtime of 10 random selected workers worked 56 hours in November 2025; 2) the maximum monthly overtime of 10 random selected workers worked 58 hours in January 2026; 3) the maximum monthly overtime of 9 out of 10 random selected workers worked 50 hours in April 2026. Remark: the maximum monthly overtime of 10 random selected workers worked 48 hours in May 2026; the maximum monthly overtime of 10 random selected workers in June 2026 (until June 11, 2026) were 14 hours. Reference law: PRC Labour Law article 41, the total extension in a month shall not exceed thirty-six hours.

被审核方未遵守该原则因为基于员工访谈，管理人员访谈和工时记录审核，企业没有一个有效的加班管 控系统。企业未在日常运行中对加班时间进行监控。工厂考勤系统没有加班上限预警的提示，员工反映 加班是自愿的，工厂对加班上限并没有控制。工厂考勤负责人以及生产负责人还是以完成订单为最终目 标。 1) 随机抽取的10名员工，在2025年11月最大月加班为56小时; 2) 随机抽取的10名员工，在2026年1月最大月加班为58小时; 3) 随机抽取的10名员工，9人在2026年4月最大月加班为50小时; 备注：随机抽取的10名员工，10人在2026年5月最大月加班为48小时;随机抽取的10名员工，在2026年6月（截止2026年6月11日）月加班最高达14小时; 参考法律法规：《中华人民共和国劳动法》第41条，用人单位每月加班不得超过三十六小时。

PA 7: Occupational Health and Safety

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected to this principle, based on document review, onsite observation, management and employee interview, the factory had established occupational diseases control procedure, provided pre-job and on-service occupational diseases examination to workers who exposed to occupational disease hazards, but did not provide post-service occupational diseases

被审核方部分遵守该原则，根据文件审阅，现场查看，管理层和员工访谈，工厂建立了职业病控制程序，给接触职业危害的人员提供了在岗和岗前职业健康检查。但是没有提供离岗职业健康检查。管理层表示员工急着办理离职手续，来不及安排体检。参考法律法规：参考法律法规：中华人民共和国职业病防治法第三十五条。

Finding

examination to workers. The management stated that the employees were in a hurry to complete the resignation procedures and were unable to arrange a examination in time. Reference Law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

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

The auditee partially respected to this principle, based on document review, onsite observation, management and employee interview, the factory didn't post occupation hazard notification cards (such as noise) in knitting workshop. The management stated that they did not know this law requirement. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 24.

被审核方部分遵守该原则，根据文件审阅，现场查看，管理层和员工访谈，工厂没有在织造车间张贴职业危害告知卡如噪音。管理层表示不了解此法规要求。参考法律法规：中华人民共和国职业病防治法 第二十四条。

PA 12: Protection of the Environment

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Question: 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected this principle, according to document review, onsite observation and management interview, the factory has established environmental protection procedures, but did not provide environmental Impact Report Form, environmental impact assessment approval, and environmental protection acceptance check report. The washing process used softeners, smoothing agents, detergents, and degreasing agents. The management stated that the local environmental inspection did not impose any penalties, no written response was provided to the factory either. Reference law: PRC Environmental Impact Assessment Law article 16 and article 22,

被审核方部分遵守该原则，根据文件审阅，现场查看和管理层访谈，工厂建立了环保程序，但是工厂没有提供环境影响报告表，环境影响审查批复和环境保护验收报告。工厂水洗工序使用柔软剂、平滑剂、净洗剂、去油污剂。管理层表示当地环保检查没有提出过处罚，也没有给工厂书面答复文件。参考法律法规：《中华人民共和国环境影响评价法》第16条，22条。《建设项目竣工环境保护验收管理办法》第十七条。

Finding	
Management Regulations for Environmental Protection of Construction Projects, Article 17.	