

Monitored Party GLOBAL ART GIFTS CO., LTD	amfori ID 156-073149-000	Address 2nd Floor, Building A, Hushan Science and Technology Park, Shiwan Town, Boluo County, 516000 Huizhou City, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner LRQA
Monitoring Start Date 24/09/2026	Closing Meeting Finished Date 24/09/2026	Submission Date 08/10/2026
Expiration Date 08/10/2027	Announcement Type Semi Announced	
Site GLOBAL ART GIFTS CO., LTD	Site amfori ID 156-073149-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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: Tiger Li, APSCA membership number: CSCA 21701224.

Monitoring partner name (audit company): LRQA.

Audit schedule details: The audit was planned for 1 auditor x 1 day. The full audit (Semi Announced) was conducted on September 24, 2026.

Business partner information: GLOBAL ART GIFTS CO., LTD is located at 2nd Floor, Building A, Hushan Science and Technology Park, Shiwan Town, Boluo County, Huizhou City, Guangdong Province, China based on the business license. The factory address is the same with BSCI platform and BL and the actual production site. Factory started their operation in 2017. The factory's local name is "惠州众沐工艺礼品有限公司 (91441322MA4WEC9H9E)".

Audited location information: In view of the factory, the building area is around 2680 square meters. Factory used half of the 1st floor and the whole 2nd floor of 1 block of 5-storey production building. No canteen, kitchen or dormitory was provided in the factory. The other areas of the shared production building were used by other factories, these factories and auditee had independent business licenses, management and workers, no worker exchange was noted.

Main Products: Hardware crafts etc.

Main Production Processes: CNC, Die-casting, UV printing, coloring, assembly, inspection and packing.

Operating shifts and hours: Attendance records from August 2025 to audit day and payroll records from August 2025 to July 2026 were reviewed in this audit. By cross check those records, production records and interview with the management, all employees worked in one shift: 08:00-12:00, 14:00-18:00, and had overtime work 0-2 hours and on Saturday for 8 hours at most. They always rested on Sundays and public holidays.

Time recording system: Factory used face recognition attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage was RMB 15.98 per hour, which was no less than the local legal minimum payment requirement RMB 1850 per month and RMB 10.63 per hour since March 1, 2025; 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 via bank transfer at the end of the following month. Auditor had reviewed the social insurance records for latest 6 months, as per record for the latest month September 2026, part of the employees who were eligible to receive five types of social insurances had participated in pension insurance, occupational injury insurance, unemployment insurance, medical insurance and child-bearing insurance. No employee recruited from retirement was hired in the factory. No deduction was used for disciplinary measure.

Worker number information: Based on the audit booking, there are total 41 employees in the factory, including 28 male employees and 13 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 19 years old. There were 37 production employees and 4 non-production employees.

Good practices: None.

Worker organization details: There was no Trade Union established in the factory. However, there were 2 worker's representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7 & PA13.

Living wage calculation: This audit was used Anker Methodology to collect factory's living wage data. Factory had calculated the living wage before the audit and auditor accepted it.

SITE DETAILS

Site

GLOBAL ART GIFTS CO., LTD

Site amfori ID

156-073149-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	41	Workers
Legal minimum wage in local currency	1,850	Monthly
Lowest wage paid for regular work at the site	2,780	Monthly
Calculated living wage in local currency	2,530	Monthly
Total sample	5	Workers

Other Metrics

Male workers	28	Workers
Female workers	13	Workers
Non-binary workers	0	Workers
Permanent workers - Male	28	Workers
Permanent workers - Female	13	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	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	25	Workers
Domestic migrant workers - Female	11	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	28	Workers
Workers hired directly - Female	13	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	2	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

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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 document review, management interview, worker interview and factory tour, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA2, PA5, PA6, PA7 & PA13. (In accordance with amfori BSCI Code of Conduct)

根据文件审阅，管理层访谈，员工访谈和现场走访，在此次审核过程中，工厂部分遵守了此领域要求，工厂建立了确保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PA2，PA5，PA6，PA7和PA13领域均有缺失。(根据amfori BSCI Code of Conduct)

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 document review and worker interview, the main auditee partially respected this principle because the auditee had established workforce capacity procedure with assessment record was kept, however, finding on PA6.2 reflected workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)

根据文件审阅和员工访谈，在此次审核过程中，工厂部分遵守了此项要求，工厂有建立了生产能力评估程序且保留评估记录，但是PA6.2的问题点反映出人力规划并不是有效的。(根据amfori BSCI Code of Conduct)

PA 2: Workers Involvement and Protection

Site: GLOBAL ART GIFTS CO., LTD | Site amfori ID: 156-073149-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management interview, worker interview and factory tour, the main auditee

根据文件审阅，管理层访谈，员工访谈和现场走访，在此次审核过程中，工厂部分遵守了此领域要

Finding	
partially respected this principle because the auditee posted BSCI Code of Conduct in public and provided the training about BSCI Code of Conduct for all employees, however, one interviewed worker's representative and some interviewed workers were not aware of BSCI Code of Conduct. (In accordance with amfori BSCI Code of Conduct)	求，尽管被审核方有在公共地方张贴了BSCI行为准则且提供了BSCI行为准则的培训给全体员工，但是1名受访的工人代表和一些受访的工人并不了解BSCI的行为准则。(根据amfori BSCI Code of Conduct)

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, the main auditee partially respected this principle, because the auditee established grievance mechanism for internal workers and regularly opened suggestion box, but the auditee did not conduct the regular survey on the written procedure for the grievance mechanism to check its effectiveness and timeliness. (In accordance with amfori BSCI Code of Conduct)	根据文件审阅，在此次审核过程中，工厂部分遵守了此项要求，被审核方已经建立了内部员工申诉机制并定期开启意见箱，但是没有定期对申诉机制程序进行定期评估以检查它的有效性和时效性。(根据amfori BSCI Code of Conduct)

PA 5: Fair Remuneration

Site: GLOBAL ART GIFTS CO., LTD | Site amfori ID: 156-073149-001

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 did not respect this principle, because 41 out of 41 employees (no employee was recruited from retirement) were eligible to receive five types of social insurances in September 2026 according to the law, however, through review of social insurance enrollment list, only 9 employees (21.95%) were enrolled in pension insurance, occupational injury insurance, unemployment insurance, child bearing insurance and medical insurance. (In accordance with Social Insurance Act of the People's Republic of China, article 2 &	根据文件审阅，员工访谈和管理层访谈，工厂没有符合此领域要求，审核员发现工厂2026年9月份41名员工有41名员工（没有退休返聘人员）符合参加五种保险条件，然而，根据查阅社保记录，只有9名员工（21.95%）参加了养老保险，工伤保险，失业保险，生育保险和医疗保险。（根据《中华人民共和国社会保险法》第二条和第四条）

Finding

article 4)

PA 6: Decent Working Hours

Site: GLOBAL ART GIFTS CO., LTD | Site amfori ID: 156-073149-001

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, management interview and worker interview, the main auditee didn't respect this principle because based on 5 sampled employees' attendance records (5 samples from the most recent month of July 2026, 5 samples from June 2026 and 5 samples from December 2025), the monthly overtime hours of 5 out of 5 exceeded 36 hours in July 2026 with the highest of 78 hours; the monthly overtime hours of 5 out of 5 exceeded 36 hours in June 2026 with the highest of 66 hours; the monthly overtime hours of 5 out of 5 exceeded 36 hours in December 2025 with the highest of 78 hours. (In accordance with PRC Labor Law article 41)

根据文件审阅，管理层访谈和员工访谈，在此次审核过程中，工厂没有遵守此项要求，根据2026年7月，2026年6月和2025年12月抽样的共5名员工的考勤记录，在2026年7月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达到78小时；在2026年6月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达到66小时；在2025年12月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达到78小时。(根据中华人民共和国劳动法第41条)

PA 7: Occupational Health and Safety

Site: GLOBAL ART GIFTS CO., LTD | Site amfori ID: 156-073149-001

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

根据文件审阅，管理层访谈，员工访谈和现场走访，工厂部分达到此项要求是因为工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全培训等，但在审核过程中依旧存在着一些健康安全的问题。(根据amfori BSCI Code of Conduct)

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management interview and worker interview, the main auditee partially respected this principle because the factory only provided injury insurance to 9 out of 41 employees in the factory. No commercial insurance was provided to employees. (In accordance with Social Insurance Act of the People's Republic of China, article 2 & Article 4)	根据文件审阅，管理层访谈和员工访谈，工厂部分达到此项要求，是因为工厂仅仅给41名员工中的9名购买了工伤保险。没有给员工购买意外伤害险。（根据《中华人民共和国社会保险法》第二条和第四条）

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and worker interview, the main auditee partially respected this principle because workers and worker representative did not have an active cooperation with management during the risk assessment, the development and implementation of the OHS systems. (In accordance with amfori BSCI Code of Conduct)	根据文件审阅和员工访谈，在此次审核过程中，工厂部分符合该原则因为员工和员工代表未积极参与到健康安全的风险评估以及建设健康安全体系中。（根据amfori BSCI Code of Conduct）

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on factory tour, the main auditee partially respected this principle because the factory had provided personal protective equipment such as activated carbon masks to its workers in the factory. However, 2 workers in the coloring section contact to chemical did not wear the activated carbon mask properly. (In accordance with Law of the People's Republic of China on Work Safety article 45)	根据现场走访，工厂部分达到此项要求，因为工厂给工人提供了个人劳动防护用品如活性炭口罩，但上色车间2名接触化学品的员工没有正确佩戴活性炭口罩。（根据《中华人民共和国安全生产法》第四十五条）

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on factory tour, the main auditee partially respected this principle because 1) factory did not have safety facilities such as anti-leakage facilities for around 30% chemicals (such as printing ink etc.) stored and used in UV printing section and chemical store area. (In accordance with the People's Republic of China Hazardous Chemicals Safety Law, Article 37); 2) there was no label attached for around 10% of chemicals such as glue being stored and used in assembly section. (In accordance with Regulation for Chemical Usage Safety in Workplace, article 12 & Article 14).	根据现场走访，在此次审核过程中，工厂部分达到此项要求是因为1）工厂在UV印刷车间及化学品仓库储存和使用的大约30%化学品（例如油墨等）没有设置相应的安全设施，如防渗漏设施。（根据《中华人民共和国危险化学品安全法》第三十七条） 2) 工厂在装配车间储存和使用的大约10%的化学品例如胶水没有标签。（根据《工作场所安全使用化学品的规定》第十二条和第十四条）。

PA 13: Ethical Business Behaviour

Site: GLOBAL ART GIFTS CO., LTD | Site amfori ID: 156-073149-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, the main auditee partially respected this principle because the factory had established procedures on privacy protection, but no training on this part was provided to employees. (In accordance with amfori BSCI Code of Conduct)	根据文件审阅，工厂部分达到此项要求，工厂有建立有关保护个人隐私的程序但未给员工进行相关培训。（根据amfori BSCI Code of Conduct）