

Monitored Party Shenzhen Kean Silicone Product Co., LTD.	amfori ID 156-002757-000	Address 101-401, No. 52, Xinhe Road, Shangmugu Community, Pinghu Street, Longgang District, 518111 Shenzhen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 11/09/2025	Closing Meeting Finished Date 12/09/2025	Submission Date 17/09/2025
Expiration Date 17/09/2026	Announcement Type Semi Announced	
Site Shenzhen Kean Silicone Product Co., LTD.	Site amfori ID 156-002757-002	

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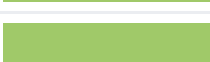
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OVERALL RATING



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: Phillip Hu, APSCA membership number: CSCA 21701344.

Monitoring partner name: TUV Rheinland.

Audit schedule details: The audit was planned for 1 auditor x 1.5 days onsite.

Announcement Type: Semi-Announced.

Business partner information:

The auditee was located at 101-401, No. 52, Xinhe Road, Shangmugu Community, Pinghu Street, Longgang District, Shenzhen City, Guangdong Province, China(中国广东省深圳市龙岗区平湖街道上木古社区新河路52号厂房101-401). It was established in June 2011. The auditee mainly engaged in silicone foldable water bottles, silicone household products, and silicone mother and baby products production and the mainly production processes were mold making/silicone molding/assembly/packing, and the auditee will subcontract the silk-printing process as client's order requirement.

Audited location information:

The auditee was in an area with independently wall, there were one 4-storey production building and one 1-storey warehouse building and one 5-storey dormitory building, no other factories were available in the auditee area, all buildings were leased from the landlord, the total area about 6,300 sq.m. The detail information as below:

The 4-storey production building.

1/F: Silicone molding and mold making workshop.

2/F: Assembly/packing workshop and office area.

3/F and 4/F: Raw materials and semi-finished goods warehouse area and office area.

The 1-storey warehouse building.

It was used as finished goods warehouse.

The 5-storey dormitory building.

1/F: It was used as the private shop area, all shop doors were opened directly along the street.

2/F: Canteen area and dormitory area, the food was delivered to the canteen by an external catering company, and the auditee only provided canteen without kitchen.

3/F-5/F: Dormitory area.

Operating shifts and hours:

No obvious peak season available in the auditee. Attendance records from September 2024 to audit day were provided for review and 15 samples of August 2025, April 2025, December 2024 were taken as primary samples for checking details.

The normal working hours were 8 hours per day and 5 days per week. Ten silicone molding workers and security two guards worked in two shifts (day shift: 08:00-20:00, night shift:20:00-08:00, with 2 hours overtime hours per day) and other workers only worked in one shift (08:00-12:00,13:00-17:00, 0-2 hours overtime hours on normal working days and 8 hours overtime hours on Saturday). The maximum weekly working hours were 60 hours in sampled months. The maximum monthly overtime hours were 92 hours in sampled months. Reasonable rest breaks and the 7th day of rest were guaranteed. Overtime work was conducted voluntarily per the interview.

Time recording system: Workers used the face scanning/finger printing attendance system to record the working hours.

Salary payment details:

Payroll records from September 2024 to August 2025 were provided for review and 15 samples of August 2025, April 2025, December 2024 were taken as primary samples for checking details. All workers were paid by hourly rate and the minimum wage was paid as RMB 13.79 per hour/equal to RMB 2400 per month since September 1,2024 and RMB 14.66 per hour/equal to RMB 2550 per month since March 1,2025, it was higher than the local requirements (RMB 2360 per month/equal to RMB 13.56 per hour since January 1,2022 and RMB 2520 per month/equal to RMB 14.48 per hour since March 1,2025).Workers were paid at 150%, 200% of the regular wages for the overtime conducted on normal working

days, rest days, and no workers worked on statutory holidays. Wages were issued on or before 7th day of each month by bank transfer.

Worker number information:

Total worker number: 95(male 42 and female 53)

Production worker number:78(male 30 and female 48)

Domestic migrant workers:77(male 34 and female 43)

No child workers, young workers, disabled workers, breastfeeding employees, pregnant women employees, no other special group workers (interns, apprentices, contractor workers etc.)

Good practices:

1.The auditee provided free meals and dormitory for all workers.

Worker organization details:

There was no labor union in the auditee. Workers freely elected 2 worker representatives in May 2025. The management held meetings with worker representative regularly.

Circumstances:

The auditee management was collaborative and receptive. Free access to auditee areas were granted, all required documents were provided, and employees interview were conducted in a confidential way. No special circumstances were detected.

Summary of findings:

PA1:

- 1.Some non-compliances were identified in some performance areas.
- 2.Imperfect capacity plan.

PA6:

- 1.Exceeded monthly overtime hours limit.

PA7:

- 1.The lasering worker didn't wear protective glass when operation.
- 2.No private cabinet with lock in bedroom.

Attachment:

1. 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 had been obtained the individual's consent during the audit.
2. There was no contractor or agency company used by the facility currently, and the relevant contract or license was not applicable. There was no government waiver approved by local government, and it was not applicable. There was no collective bargaining agreement in the facility, and it was not applicable.

SITE DETAILS

Site

Shenzhen Kean Silicone Product Co., LTD.

Site amfori ID

156-002757-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	95	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,550	Monthly
Calculated living wage in local currency	3,728	Monthly
Total sample	15	Workers

Other Metrics

Male workers	42	Workers
Female workers	53	Workers
Non-binary workers	0	Workers
Permanent workers - Male	42	Workers
Permanent workers - Female	53	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	3	Workers
Management - Female	0	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	12	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	34	Workers
Domestic migrant workers - Female	43	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	42	Workers
Workers hired directly - Female	53	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	6	Workers
Sample - Female	9	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Shenzhen Kean Silicone Product Co., LTD. | Site amfori ID: 156-002757-002

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 this principle, because based on on-site observation and document review and management interview and worker interview, the auditee generally established and implemented the management system of amfori BSCI, but it was not effectively implemented. No zero tolerance issues were identified during the audit. However, some non-compliances were identified in some performance areas (PA1/PA6/PA7) during this audit, such as exceeded monthly overtime hours limited and no wear PPE as requirement etc. The management stated that they need more time to improve their management system step by step. (Refer to the amfori BSCI system manual)	被审核方部分遵守该原则，因为基于现场审核和文件审核，管理层访谈以及员工访谈，被审核方总体上建立和实施了amfori BSCI的管理体系，但没有有效执行。审核过程中没有发现零容忍的问题。但是，在此次审核中发现被审核方在几个执行领域（PA1/PA6/PA7）存在一些不符合项，如月加班超时，没有按要求佩戴PPE等。管理层表示他们需要更多的时间逐步改善管理体系。（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 document review and management interview and worker interview, the auditee established the procedure about the product cost calculation and capacity planning control, but it was not effectively implemented. The auditee didn't arrange the effective capacity plan to meet the order delivery requirements, which resulted in the workers working more than 36 hours of monthly overtime in each month. All interviewed workers stated that they hoped to earn more money by taking overtime hours. The management stated that due to unstable market, the auditee didn't carry out large-scale manpower recruitment or replace highly advanced production equipment to increase production capacity. (Refer to the amfori BSCI system manual)	被审核方部分遵守该原则，因为基于文件评审和管理层访谈、员工访谈，被审核方建立了关于产品成本计算与产能规划控制的程序，但没有有效实施。被审核方没有安排有效的产能计划以满足订单交付要求导致工人每月加班时间超过36小时。所有访谈员工表示他们希望通过加班获得更高的工资。管理层表示产品由于市场不稳定，被审核方没有进行大规模人力招聘或者更换高先进的设备以提高产能。（参考amfori BSCI系统手册）

PA 6: Decent Working Hours

Site: Shenzhen Kean Silicone Product Co., LTD. | Site amfori ID: 156-002757-002

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 didn't respect this principle, because based on management interview and worker interview and the attendance records provided by the auditee, the auditee didn't effectively control the workers' monthly overtime hours, most of the sampled workers' monthly overtime hours exceeded the local law requirement (no more than 36 hours per month). Based on the attendance records from September 2024 to the audit day provided by the auditee, the monthly overtime hours of 15 out of 15 sampled workers exceeded 36 hours in August 2025 with the highest of 92 hours; the monthly overtime hours of 14 out of 15 sampled workers exceeded 36 hours in April 2025 with the highest of 68 hours ; the monthly overtime hours of 14 out of 15 sampled workers exceeded 36 hours in December 2024 with the highest of 84 hours. The management of the auditee explained that due to unstable market, the auditee didn't carry out large-scale manpower recruitment or replace highly advanced production equipment to increase production capacity, and all interviewed workers stated that they hoped to earn more money by taking overtime hours. (Refer to the PRC Labor Law, Article 41)

Remark: As of September 11, 2025, the maximum monthly overtime for all sampled workers in September 2025 was 26 hours.

被审核方没有遵守该原则,因为基于管理层访谈和员工访谈以及工厂提供的考勤记录确认,被审核方没有有效的控制员工的月加班时间,大量抽样员工的月加班时间超法规要求(不超过36小时每月)。根据被审核方提供的2024年9月至审核当天的考勤记录,在2025年8月,随机抽取的15名工人中有15名工人月加班时间超过36小时,最高达到92小时;在2025年4月,随机抽取的15名工人中有14名工人月加班时间超过36小时,最高达到68小时;在2024年12月,随机抽取的15名工人中有14名工人月加班时间超过36小时,最高达到84小时。管理层解释说由于市场不稳定,被审核方没有进行大规模的人力招聘或者通过更换先进的生产设备来增加产能,所有被访谈的员工都表示希望通过加班来赚更多的钱。(参考《中华人民共和国劳动法》,第41条)

备注:截止2025年9月11号,所有抽样员工在2025年9月最大的月加班时间为26小时。

PA 7: Occupational Health and Safety

Site: Shenzhen Kean Silicone Product Co., LTD. | Site amfori ID: 156-002757-002

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

The auditee partially respected this principle, because based on on-site observation and

被审核方部分遵守该原则,因为基于现场观察和管理层访谈以及工人访谈和文件审核,被审核方进行

Finding	
management interview and worker interview and document review, the auditee conducted PPE risk assessment and provided related training to all workers, but it was not effectively implemented. Three lasering workers didn't wear the protective glasses that provided by the auditee when operation during the audit day. The worker interview confirmed that wearing protective glasses would affect vision, so they weren't worn as required. The management stated that they would replace the protective glasses with better light transmission for these workers. (Refer to the Production Safety Law of the People's Republic of China (2021 Amendment), Article 45)	了PPE风险评估且为所有员工提供了相关培训，但没有有效执行。审核当天三名镭雕员工作业时没有佩戴被审核方提供的防护眼镜，员工访谈确认佩戴防护眼镜会影响视线，所以没有按要求佩戴。管理层表示他们会更换透光性较好的防护眼镜给这些员工。（参考《中华人民共和国安全生产法（2021年修订）》，第四十五条）

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle, because based on on-site observation and management interview, the auditee provided free dormitories for all workers, but no private cabinet with lock was available in the bedroom. The management stated that they will equip with it in later. (Refer to Code for Design of Dormitory Building, Article 4.2.3)	被审核方部分遵守该原则，因为基于现场观察和管理层访谈，被审核方提供了免费的宿舍给所有员工，但宿舍房间内没有配置带锁的储物柜。管理层表示他们后续会配置。（参考《宿舍建筑设计规范》，第4.2.3条）