Monitoring summary report for Shenzhen Kean Silicone Product Co., LTD.
MONITORING ID: 25-0340941-1

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Trade with purpose

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 **Follow-up Monitoring**	Monitoring Partner **TUV Rheinland**
Monitoring Start Date **25/08/2026**	Closing Meeting Finished Date **25/08/2026**	Submission Date **30/08/2026**
Expiration Date **17/09/2027**	Announcement Type **Semi Announced**	
Site **Shenzhen Kean Silicone Product Co., LTD.**	Site amfori ID **156-002757-002**	

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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: TÜV Rheinland.

Audit schedule details: The audit was planned for 1 auditor x 1 day onsite.
Start Time: 09:30, End Time:21:30.

Announcement Type: Semi-Announced. This follow-up audit only covered the Performance Areas of 1,5,6,7. Other Performance Areas were not covered in this audit and all rated questions and selected evidence in these Performance Area were kept the same as previous audit.

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 was 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. The auditee will subcontract the silk-printing process to other factories as client's order requirement, related subcontractor information was provided for review during the audit.

Audited location information:
The auditee was in an area with independently wall, one 4-storey production building and one 1-storey production building and one 5-storey dormitory building were available in it, no other factories were available in the auditee area, the total area about 6,300 sq.m. All buildings were leased from the landlord. No kitchen and transportation were provided by the auditee. 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 and finished goods storage area.
3/F and 4/F: Raw materials and semi-finished goods storage area and office aera.

The 1-storey production building:
This building previously served as a finished goods warehouse, but it was being converted into a silicone molding workshop since August 2026. As of the audit day, the renovation has not been completed and the workshop has not yet been put into use.

The 5-storey dormitory building.
1/F: It was used by private as shop area.
2/F: The auditee used it as 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: The auditee used it as dormitory area.

Operating shifts and hours:
The normal working hours were 8 hours per day and 5 days per week. The security guards and silicone molding workers worked in two shifts (Day shift: 08:00-20:00, Night shift:20:00-08:00) and other workers worked in one shift (08:00-12:00,13:00-17:00).

Time recording system: Finger printing/face scanning.

Salary payment details:
All workers were paid by monthly rate. Wages were issued on or before the 7th day of the following month by bank transfer.

Worker number information:

Total worker number: 98 (male 56 and female 42)
Production worker number:73 (male 43 and female 30)
Domestic migrant workers:87 (male 50 and female 37)
No child workers, young workers, disabled workers, breastfeeding workers, pregnant women workers, foreign migrant workers and no other special group workers (interns, apprentices, contractor workers etc.) were available in the auditee.

Good practices: 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 2026.

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

Summary of findings:
PA1: Insufficient management system; Imperfect capacity plan.

PA6: Excessive monthly overtime.

PA7: No cabinet with lock in dormitory room.

#Living wage calculation:
Publish month and year of the GLWC estimate: September 30, 2024
Link to the resource document GLWC: https://www.globallivingwage.org/living-wage-benchmarks/urban-shenzhen-china/

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 TÜV Rheinland in China before the audit and ensured that relevant personal data and information provided to TÜV Rheinland auditor had been obtained the individual's consent during the audit.
2.There was no contractor or agency company used by the auditee, and the relevant contract or license was not applicable. There was no government waiver approved by local government in the auditee, and it was not applicable. There was no collective bargaining agreement in the auditee, and it was not applicable.

Remark: PA12 was not covered in this follow-up audit, so no related environmental documents evidence was uploaded.

#Night Audit: Shift 2(20:00-08:00),two workers were interviewed.

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**98**	**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	**4,401**	**Monthly**
Total sample	**10**	**Workers**

Other Metrics

Male workers	**56**	**Workers**
Female workers	**42**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**56**	**Workers**
Permanent workers - Female	**42**	**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	**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	**33**	**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	**50**	**Workers**
Domestic migrant workers - Female	**37**	**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	**56**	**Workers**
Workers hired directly - Female	**42**	**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	**4**	**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, document review, management interview and worker interview, the auditee established the amfori BSCI management system, but it was not effectively implemented. Some non-conformance items were identified in some performance areas (PA1/PA6/PA7) during this audit, such as the excessive monthly overtime, the dormitory room didn't equip with the cabinet with lock. The management stated that they need more time to improve the management system step by step. (Refer to the amfori BSCI system manual)	被审核方部分遵守该原则，因为基于现场观察、文件审核、管理层访谈和员工访谈，被审核方建立了amfori BSCI的管理体系，但没有有效执行。在此次审核中发现在几个执行领域（PA1/PA6/PA7）存在一些不符合项，如月加班超时、宿舍房间没有配置带锁的储物柜。管理层表示他们需要更多时间 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, management interview and worker interview, the auditee established the procedure about the production cost calculation and production capacity evaluation, but it was not effectively implemented. The auditee didn't implement an effective production capacity plan to meet order delivery requirements, resulting in all sampled workers exceeding 36 hours of overtime per month. All interviewed workers stated that they were perfectly fine with the current overtime intensity and hoped to earn more money by working overtime. The management stated that the amount of overtime was directly tied to the level of employees' earnings. If the overtime hours were too few, it would be impossible to retain workers, and they were unable to resolve the issue of excessive overtime for the time being. (Refer to the amfori BSCI system manual)	被审核方部分遵守该原则，因为基于文件审核、管理层访谈以及员工访谈，被审核方建立了生产成本计 算和生产能力评价的程序，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 致所有抽样员工每月加班时间超过36小时。所有访谈员工表示他们完全可以接受目前的加班强度且希 望可以通过加班来挣更多的钱。管理层表示加班时间的多少直接与员工的收入高低相关，如果加班时间 太少就没办法留住员工，他们暂时没办法改善加班超时的问题。（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, all sampled workers monthly overtime hours exceeded the local law requirement (No more than 36 hours per month). Based on the attendance records from September 2025 to the audit day provided by the auditee, the monthly overtime hours of 10 out of 10 randomly sampled workers exceeded 36 hours in July 2026 with the highest of 86 hours; the monthly overtime hours of 10 out of 10 randomly sampled workers exceeded 36 hours in March 2026 with the highest of 84 hours；the monthly overtime hours of 10 out of 10 randomly sampled workers exceeded 36 hours in January 2026 with the highest of 80 hours. All interviewed workers stated that they were perfectly fine with the current overtime intensity and hoped to earn more money by working overtime. The management stated that the amount of overtime was directly tied to the level of employees' earnings. If the overtime hours were too few, it would be impossible to retain workers, and they were unable to resolve the issue of excessive overtime for the time being. (Refer to the Labor Law of the People's Republic of China (2018 Amendment), Article 41) Remark: The maximum monthly overtime hours in August 2026 were 72 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被审核方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，所有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2025年9月至审核当天的考勤记录，在2026年 7月，随机抽取的 10名工人中有10名工人月加班时间超过36小时，最高达到 86小时；在2026年 3月，随机抽取的 10名工人中有10名工人月加班时间超过36小时，最高达到 84小时；在2026年1月，随机抽取的 10名工人中有10名工人月加班时间超过36小时，最高达到 80小时。所有访谈员工表示他们完全可以接受目前的加班强度且希望可以通过加班来挣更多的钱。管 理层表示加班时间的多少直接与员工的收入高低相关，如果加班时间太少就没办法留住员工，他们暂时 没办法改善加班超时的问题。（参考《中华人民共和国劳动法》（2018修正），第四十一条） 备注：2026年8月的最大月加班时间为72小时。

PA 7: Occupational Health and Safety

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

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 dormitory room. The management stated that it will be corrected immediately. (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。管理层表示会立即整改。（参考《宿舍建筑设计规范》，第4. 2.3条）