

Monitored Party C MIC LIMITED	amfori ID 156-061060-000	Address Room203, Building 28th, Shapuwei Second Factory Area, Songgang Street, Bao'an District, Shenzhen , Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner LRQA
Monitoring Start Date 08/09/2026	Closing Meeting Finished Date 08/09/2026	Submission Date 15/09/2026
Expiration Date 15/09/2027	Announcement Type Semi Announced	
Site C MIC LIMITED	Site amfori ID 156-061060-001	

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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: Sophia Xia, APSCA membership number: CSCA 21701396.

Monitoring partner name (audit company): LRQA.

Monitoring schedule details: The audit was planned for 1 auditor x 1 day. The full audit (Semi- Announced) was conducted on September 8, 2026.

Business partner information: C Mic Limited is located at Room 203, Building 28th, Shapuwe Second Factory Area, Songgang Street, Bao'an District, Shenzhen City, Guangdong Province and China based on the business license. The factory address is same as BSCI platform and BL and actual production site. The actual factory started their operation in 2016. The factory's local name is "辰马实业(深圳)有限公司(91440300MA5DGKGL30)".

Audited location information: In view of the facility, the building area of facility is 1300 square meters. The factory occupied half part of 2F of 1 block of 2-storey production building, no dormitory, canteen or kitchen was available for workers' use.

Remark: the rest floors of the production building were used by other factories. According to factory tour, document review and management interview, these factories had independent business licenses and management systems, no transferred workers were noted.

Main Products: packaging carton

Production Processes: Die-cutting, bonding, handwork, inspection & packing

Operating shifts and hours: Attendance records from September 2025 to audit day and payroll records from September 2025 to August 2026 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week. Workers from all sections worked for 1 shift: 08:00-12:00, 13:30-17:30. They always rested on Sundays and public holidays.

Time recording system: Factory used finger printing attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage was RMB 25.86 per hour which was more than the local legal minimum payment requirement (RMB 2520 per month and RMB 14.48 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 by bank transfer on the 7th of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per record for the latest month of August 2026, 17 employees (total 18 employees, 1 employee was above child - bearing insurance, medical insurance, pension insurance and unemployment insurance enrolment age) were eligible to receive four types of social insurances, 18 employees were eligible to receive injury insurance according to the law. However, through review of social insurance enrolment list, only 16 employees had participated in pension insurance and 17 employees had participated in injury insurance; all 17 employees had participated in child - bearing insurance, medical insurance and unemployment insurance. Commercial insurance had been provided by the facility to all employees valid from August 15, 2026 to August 14, 2027.

Worker number information: Based on the audit booking, there are total 18 employees in the factory, including 10 male employees and 8 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 25 years old. There were 10 production employees and 8 non-production employees.

Good practices: Nil.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there were 2 workers' 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.

Living wage calculation: This audit did not use the living wage data for Shenzhen City provided on the GLWC website because the auditee is located in rural area, the living cost is relatively lower than the living wage data provided on the GLWC website. The living wage data was manually collected and calculated by auditee by using Anker methodology and auditor accepted the data after on-site verification. The reference family size is 3 and number of workers per family is 2. The relevant data comes from workers interview, management interview and market research.

Remarks: Nil

SITE DETAILS

Site
C MIC LIMITED

Site amfori ID
156-061060-001

GICS Classification

Sector Materials	Industry Group Materials	Industry Containers & Packaging
Sub Industry Paper & Plastic Packaging Products & Materials		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	18	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	4,500	Monthly
Calculated living wage in local currency	3,320.35	Monthly
Total sample	5	Workers

Other Metrics

Male workers	10	Workers
Female workers	8	Workers
Non-binary workers	0	Workers
Permanent workers - Male	10	Workers
Permanent workers - Female	8	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	5	Workers
Management - Female	3	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	4	Workers
Domestic migrant workers - Female	5	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	10	Workers
Workers hired directly - Female	8	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: C MIC LIMITED | Site amfori ID: 156-061060-001

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 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 PA 1, PA2, PA5, PA6 & PA7. (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行为守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PA1, PA2, PA5, PA6 & PA7领域均有缺失。(根据amfori BSCI 行为守则)

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 行为准则)

PA 2: Workers Involvement and Protection

Site: C MIC LIMITED | Site amfori ID: 156-061060-001

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 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工人并不了解BSCI的行为准则。(根据amfori BSCI 行为准则)。

PA 5: Fair Remuneration

Site: C MIC LIMITED | Site amfori ID: 156-061060-001

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 and worker interviews, social insurance records review, the main auditee partially respected this principle. 17 employees (total 18 employees, 1 employee was above child - bearing insurance, medical insurance, pension insurance and unemployment insurance enrolment age) were eligible to receive four types of social insurances in August 2026, 18 employees were eligible to receive injury insurance in August 2026 according to the law. However, through review of social insurance enrolment list, 17 employees (94.4% of total eligible employees) had participated in injury insurance; 16 employees were enrolled in pension insurance(94.1% of total eligible employees); all 17 employees (100% of total eligible employees) had participated in child - bearing insurance, medical insurance and unemployment insurance.

Remarks: The factory did not provide injury insurance for 1 retired employee as the factory didn't know the requirement that the injury insurance should be provided to retired employees. No waiver was obtained by the facility. Commercial insurance had been provided by the facility to all employees valid from August 15,2026 to August 14,2027. (In accordance with Social Insurance Act of the People's Republic of China, Article 2, Article 4 and Interim Provisions on Safeguarding the Basic Rights and Interests of Over - Age Workers, Article 15).

基于管理层和员工访谈，社保缴费记录查阅，工厂部分遵循此项准则。在2026年8月，17名员工符合生育保险，医疗保险，养老保险和失业保险参保资格（工厂总共18人，1名员工超过生育保险，医疗保险，养老保险和失业保险参保年龄），18名员工符合工伤保险参保资格。但通过查阅社保参保记录，17名员工（符合条件员工的94.4%）参加了工伤保险；16人参加了养老保险（符合条件员工的94.1%）；所有17名员工（符合条件员工的100%）参加了生育保险，医疗保险和失业保险。。备注：工厂没有给1名退休员工提供工伤保险是因为他们不清楚需要给退休返聘员工提供工伤保险。工厂没有社保批文。工厂给所有员工提供了有效期限从2026年8月15日-2027年8月14日的商业险。（根据《中华人民共和国社会保险法》第二条、第四条和《超龄劳动者基本权益保障暂行规定》第十五条）。

PA 6: Decent Working Hours

Site: C MIC LIMITED | Site amfori ID: 156-061060-001

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 the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in August 2026 with the highest of 48 hours; 5 out of 5 randomly selected workers exceeded 36 hours in March 2026 with the highest of 54 hours; 5 out of 5 randomly selected workers exceeded 36 hours in December 2025 with the highest of 50 hours. (In accordance with Article 41 of the Labor Law of the PRC)

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，在2026年8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48小时；在2026年3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54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50小时。（根据中华人民共和国劳动法第41条）

PA 7: Occupational Health and Safety

Site: C MIC LIMITED | Site amfori ID: 156-061060-001

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，健康安全检查和培训等，但在审核过程中依旧存在着一些健康安全问题的。（根据amfori BSCI行为准则）

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 documents review, worker interview and factory tour, the main auditee partially respects this

根据文件审阅，员工访谈和现场走访，被审核方（生产商）部分遵循该准则。原因是：审核员发

Finding	
principle because it was noted that the factory provided activated carbon masks for its handwork workers who used glue in handwork section but 2 of these workers only worn disposable masks during work. (In accordance with Law of PRC on Work Safety article 45 and 47)	现工厂 提供活性炭口罩给手工部的使用胶水的工人，但是这些员工有2名上班时佩戴的是一次性口罩。(根据《中华人民共和国安全生产法》第45,47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 documents review, worker interview and factory tour, the main auditee partially respected this principle because it was noted that the factory did not have anti-leakage facilities for 2 bottles of glue used in the handwork section of the factory. (In accordance with the People's Republic of China Hazardous Chemicals Safety Law, Article 37)	根据文件审阅，员工访谈，现场走访，工厂部分达到此项要求，工厂没有为手工车间使用的两瓶胶水设置相应防渗漏设施。(根据《中华人民共和国危险化学品安全法》第三十七条)