

MONITORING ID: 25-0337145

Monitored Party Quanzhou Rainbow Outdoor Products Co., Ltd	amfori ID 156-026651-000	Address No. 159-3, Meilong Road, Meishan Town, Nan'an City, Quanzhou, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 20/08/2025	Closing Meeting Finished Date 27/08/2025	Submission Date 27/08/2025
Expiration Date 27/08/2026	Announcement Type Semi Announced	
Site Quanzhou Rainbow Outdoor Products Co., Ltd	Site amfori ID 156-026651-001	

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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	C	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	B	
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: Gabriel Chen; APSCA membership number: CSCA 21702035

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: Bureau Veritas Consumer Products Service (Audit Company APSCA Number: 11600002)

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

Business partner information: The auditee (business license number: 91350583060367285M, factory name in Chinese: 泉州市润柏旅游用品有限公司, factory address in Chinese: 南安市梅山镇梅龙路159-3) was established on January 8, 2013 and specializes in the manufacture of bags. The main production activities in the factory include cutting, sewing, and packing, while the printing process is subcontracted. Per factory management, there is no obvious peak season for production.

Audited location information: The auditee rents the 1st to 5th floors (1F: cutting workshop and warehouse; 2F: packing workshop and warehouse; 3F: sewing workshop; 4F: office; 5F: sewing workshop) of one 6-storey production building, while the 6th floor is used by another company. The auditee and another company within the production building have independent business licenses and management systems, and there has been no exchange of workers. The auditee does not provide canteen or housing facilities for workers.

Operating shifts and hours: Regular working hours were 8 hours a day and 40 hours a week from Monday to Friday. There was only one shift from 08:00 to 18:00 with a break from 12:00 to 14:00 for production employees. According to payroll and attendance records of 5 samples from January 2025, 5 samples from February 2025, and 5 samples from the most recent paid month June 2025, it was noted that the maximum overtime hours were 2 hours a day and 72 hours a month. The maximum weekly working hours were 58 hours a week and the maximum consecutive working days were 6 days.

Time recording system: The factory used face and fingerprint recognition system to record working hours.

Salary payment details: Workers were paid hourly rates in cash at the end of each month. The minimum wage paid to employees was CNY 14.37 per hour, which is above the local minimum wage of CNY 2195 per month or CNY 12.61 per hour since April 2025. Furthermore, all employees were paid 150% of their normal wages for the overtime working hours on the normal working days and 200% of their normal wages for the overtime working hours on the rest days. No overtime working hours was noted on the statutory holidays.

Worker number information:

- Total worker number: 48 (9 office employees and 39 production workers)
- Production worker number: 4 male and 35 female
- Vulnerable worker number: 9 domestic migrant workers (5 male and 4 female). No foreign migrant, young, pregnant, seasonal, temporary, disabled or home-based workers were noted in the factory.
- Any other special group workers: N/A

Good practices: None

Worker organization details: No worker union was established. Worker representatives were elected by workers.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Gaps were noted in PA 1: Social Management System (PA 1.1, PA 1.4), PA 2: Workers Involvement and Protection (PA 2.4, PA 2.5), PA 5: Fair Remuneration (PA 5.4, PA 5.5), PA 6: Decent Working Hours (PA 6.2), and PA 7: Occupational Health and Safety (PA 7.2, PA 7.3, PA 7.11, PA 7.16, PA 7.17, PA 7.22).

Living wage calculation: BV has used a methodology which is similar to Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent lifestyle for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark: There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

SITE DETAILS

Site
**Quanzhou Rainbow Outdoor
Products Co., Ltd**

Site amfori ID
156-026651-001

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,195	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,334.87	Monthly
Total sample	5	Workers

Other Metrics

Male workers	9	Workers
Female workers	39	Workers
Non-binary workers	0	Workers
Permanent workers - Male	9	Workers
Permanent workers - Female	39	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	5	Workers
Domestic migrant workers - Female	4	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	9	Workers
Workers hired directly - Female	39	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	1	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Quanzhou Rainbow Outdoor Products Co., Ltd | Site amfori ID: 156-026651-001

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	
<p>Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the auditee did not strictly take a cyclical management system approach (i.e. plan, do, check, and adjust) to ensure that all policies and procedures are followed. This violated BSCI 1.1. This question is rated as "Partially" because gaps were still noted in Performance Area 1, 2, 5, 6 and 7 although the factory had set up a management system to implement the amfori BSCI Code of Conduct.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，被审核方未能严格采取循环的管理体系（即计划、执行、检查、调整）以确保所有的政策和程序均被执行。根据BSCI 1.1改善。该问题评为“部分符合”，因为尽管工厂建立了管理体系来执行amfori BSCI行为守则，但执行领域1、2、5、6和7仍存在差距。</p>

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	
<p>Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that although the factory had set up a written procedure on workforce capacity planning, workers' overtime hours were not well controlled. This violated BSCI 1.4. This question is rated as "Partially" because the factory had set up a written procedure on workforce capacity planning although the procedure was not strictly followed.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现尽管工厂建立了产能规划的书面程序，但是工人的加班时间未能得到很好地控制。根据BSCI 1.4改善。该问题评为“部分符合”，因为工厂已建立了产能规划的书面程序，尽管工厂未严格执行。</p>



PA 2: Workers Involvement and Protection

Site: Quanzhou Rainbow Outdoor Products Co., Ltd | Site amfori ID: 156-026651-001

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
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Finding	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that workers were not aware of the content of the amfori BSCI Code of Conduct although training was provided. This violated BSCI 2.4. This question is rated as "Partially" because training had been provided.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现尽管工厂提供了培训，但是工人对amfori BSCI行为守则内容不了解。根据BSCI 2.4改善。该问题评为“部分符合”，因为工厂已经提供了培训。

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 management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not establish or participate in an effective grievance mechanism for its external stakeholders although a grievance mechanism had been set up for its workers to lodge suggestions or complaints. This violated BSCI 2.5. This question is rated as "Partially" because the factory had set up a grievance mechanism for its workers.	根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，审核员发现虽然工厂已为工人建立了供其提出建议或进行投诉的申诉机制，但未建立或参与有效的外部利益相关方的申诉机制。根据BSCI 2.5改善。该问题评为“部分符合”，因为工厂已为工人建立一个申诉机制。

PA 5: Fair Remuneration

Site: Quanzhou Rainbow Outdoor Products Co., Ltd | Site amfori ID: 156-026651-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, workers' representative interview, and documentary evidence, the auditee did not complete a living wage gap analysis. This violated BSCI 5.4. This question is rated as "No" because the factory did not calculate a living wage that allows workers to meet a decent living standard in the region and determine a potential gap between the actual remuneration and the living wage.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，被审核方未进行生活工资差距分析。根据BSCI 5.4改善。该问题评为“不符合”，因为工厂未计算足以让工人在该地区达到体面生活标准的生活工资、未了解实际报酬和生活工资之间可能存在的差距。

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	
<p>Based on management interview, worker interview and workers' representative interview and according to the social insurance payment receipt provided by factory management, it was noted that only 7 out of 48 employees (i.e. 14.58% of the total workforce) were provided with pension and unemployment insurance, only 3 out of 48 employees (i.e. 6.25% of the total workforce) were provided with maternity and medical insurance, and no employee was provided with accident insurance in August 2025. This violated Article 73 of the Labor Law of the People's Republic of China. This question is rated as "No" because it is a systematic issue.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和厂方提供的2025年8月社会保险缴费单据，工厂仅为7/48名员工（即总人数的14.58%）提供了养老和失业保险、仅为3/48名员工（即总人数的6.25%）提供了生育和医疗保险、未为员工提供工伤保险。根据《中华人民共和国劳动法》第73条改善。该问题评为“不符合”，因为这是系统性问题。</p>

PA 6: Decent Working Hours

Site: Quanzhou Rainbow Outdoor Products Co., Ltd | Site amfori ID: 156-026651-001

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	
<p>Based on management interview, worker interview, workers' representative interview, and documentary evidence, it was noted that sampled employees worked in excess of the statutory overtime hour limits. A review of 15 sampled employees' time records (5 samples from January 2025, 5 samples from February 2025, 5 samples from the most recent paid month June 2025) yielded the following: 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 56 hours) in January 2025, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 46 hours) in February 2025, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 68 to 72 hours) in June 2025, which was not in compliance with the legal requirement. This violated Article 41 of the Labor Law of the PRC. This question is rated as "No" because it is a systematic issue.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现员工加班时间超出了法定标准。审核员从厂方提供的工时记录中抽取15个样本(其中从2025年1月抽取5个，从2025年2月抽取5个，从最近月份2025年6月抽取5个)，发现员工加班时间超出了法定标准，具体为：5/5名员工在2025年1月的加班时间为56小时，5/5名员工在2025年2月的加班时间为46小时，5/5名员工在2025年6月的加班时间为68至72小时，超过每月加班时间不能超过36小时的法律规定。根据《中华人民共和国劳动法》第41条改善。该问题评为“不符合”，因为这是系统性问题。</p>

PA 7: Occupational Health and Safety

Site: Quanzhou Rainbow Outdoor Products Co., Ltd | Site amfori ID: 156-026651-001

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 management interview, worker interview, workers' representative interview and documentary evidence, it was noted that the factory did not seek workers' protection in case of accident through compulsory insurance schemes. No employees were provided with accident insurance, and no commercial accident insurance was provided by the factory to supplement the public social insurance scheme. This violated BSCI 7.2. This question is rated as "No" because it is a systematic issue.

根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工厂没有通过强制保险方案在意外发生时为工人寻求保护。工厂未为员工提供工伤保险，也未另外为员工提供商业保险以补充公共社保方案。根据BSCI 7.2改善。该问题评为“不符合”，因为这是系统性问题。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, worker interview, workers' representative interview, documentary evidence and site observation, it was noted that the factory did not take into consideration the potential risks that may be caused by the other company within the production building when carrying out risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.3. This question is rated as "Partially" because the factory had carried out risk assessments in the production area.

根据管理层面谈、工人面谈、工人代表面谈、文件核查和现场观察，审核员发现工厂在进行安全、健康和卫生工作条件的风险评估时未考虑到厂房内其它公司可能引起的潜在风险。根据BSCI 7.3改善。该问题评为“部分符合”，因为工厂已对其生产区域进行了风险评估。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, documentary evidence and site observation, it was noted that
1. The factory could not provide the construction safety documents (e.g. report or registration files of

根据管理层面谈、文件核查和现场观察，审核员发现
1. 工厂未能提供生产楼加盖的第6层的结构安全证明文件（如建筑工程竣工验收报告或相关备案资

Finding	
<p>inspection for completed building construction projects) for the extended 6th floor of the production building. This violated Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects.</p> <p>2. The Fire Protection Acceptance Check documents for the extended 6th floor of the production building were not available for review. This violated Article 14 of Interim Provisions on Management of Fire Prevention Design Examination and Acceptance Check of Construction Project.</p> <p>This question is rated as "Partially" because the factory provided the construction safety and Fire Protection Acceptance Check documents for the original 5-storey production building.</p>	<p>料)。根据《中华人民共和国建筑法》第61条和《建设工程质量管理条例》第49条改善。</p> <p>2. 厂方未能提供生产楼加盖的第6层的消防验收文件。根据《建设工程消防设计审查验收管理暂行规定》第14条改善。</p> <p>该问题评为“部分符合”，因为工厂提供了原5层厂房的结构安全和消防验收文件。</p>

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on management interview, worker interview, workers' representative interview and site observation, it was noted that the location of fire alarm was not marked on the escape and evacuation plans posted in the factory. This violated BSCI 7.16 and Article 5.10 of Escape and evacuation plan – Design principles and requirements (GBT 25894-2010). This question is rated as "Partially" because the evacuation plans had included viewers' position, location of emergency exits, placements of fire extinguishers and fire hydrants, etc.</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和现场观察，审核员发现工厂张贴的疏散平面图未标明消防警铃的位置。根据BSCI 7.16和《疏散平面图设计原则与要求》GBT 25894-2010第5.10条改善。该问题评为“部分符合”，因为疏散平面图已包含读图者、紧急出口、灭火器和消防栓等的位置。</p>

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on management interview, worker interview, workers' representative interview and site observation, it was noted that all sewing machines being used in the sewing workshops were not</p>	<p>根据管理层面谈、工人面谈、工人代表面谈和现场观察，审核员发现工厂针车车间正在使用的所有针车均未安装针挡/挡针板，且约20%的针车未安装皮带防护罩。根据《生产设备安全卫生设计总则</p>

Finding	
equipped with eye or needle guards, and nearly 20% of sewing machines were not equipped with pulley guards. This violated Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene. This question is rated as "No" because it is a systematic issue.	(GB5083-1999)》第6.1.6条改善。该问题评为“不符合”，因为这是系统性问题。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, workers' representative interview and site observation, it was noted that toilet stalls in the production area were not equipped with doors to protect individual privacy. Furthermore, toilet paper and soap were not provided in the toilets. This violated BSCI 7.22. This question is rated as "No" because it is a systematic issue.	根据管理层面谈、工人面谈、工人代表面谈和现场观察，审核员发现生产区域的厕格未安装门以保护个人隐私。另外，工厂没有在洗手间提供厕纸和肥皂。根据BSCI 7.22改善。该问题评为“不符合”，因为这是系统性问题。