

Monitored Party Zhongshan Huiheng Lighting Co.,Ltd.	amfori ID 156-068082-000	Address 21 Industrial Ave Central,Xiaolan Town, 528415 Zhongshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 02/02/2026	Closing Meeting Finished Date 10/02/2026	Submission Date 10/02/2026
Expiration Date 10/02/2027	Announcement Type Semi Announced	
Site Zhongshan Huiheng Lighting Co.,Ltd.	Site amfori ID 156-068082-001	

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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	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]: Brittany Hu; APSCA membership number: CSCA21700830

[Name of team auditor (if applicable)]: Sidney Zhang. APSCA membership number: CSCA21700944

[Name of observers, translators, trainees, advisors/consultants (if applicable)]: Nil

[Monitoring partner name]: TÜV SÜD

[Audit schedule details]: The audit is planned for 2 auditors x 1 day on February 2, 2026 and 2 auditors x 0.25 day on February 3, 2026. Time in: 08:58/time out:16:32 for day1 and time in: 08:56/time out:12:31 on day 2.

[Announcement Type]: Semi-announced.

[Business partner information]:

Zhongshan Huiheng Lighting Co.,Ltd. (Business license No. 914420005974834972) was established on May 18, 2012.

Factory's address was 21 Industrial Ave Central, Xiaolan Town, Zhongshan, Guangdong, China.

The total structure area was about 27506 square meters.

The main business products were lightings. The presented main operation included SMT, metal processing, spraying, plastic injection, die-casting, assembly and packing.

[Audited location information]:

The factory owned two 8-storey factory buildings (another factory shared one factory building with the audited factory, but no exchanged workers were used) and one 9-storey factory building. No dormitory was available. No kitchen & canteen were available.

Floor 1 of factory building 1#: die-casting.

Floor 2 of factory building 1#: metal processing.

Floor 3 of factory building 1#: metal processing.

Floor 4 of factory building 1#: warehouse.

Floor 5 of factory building 1#: cartoon workshop.

Floor 6 of factory building 1#: warehouse.

Floor 7 of factory building 1#: spraying.

Floor 8 of factory building 1#: warehouse.

Floor 1 of factory building 2#: plastic injection.

Floor 2 of factory building 2#: finished goods warehouse.

Floor 3 of factory building 2#: electronic warehouse.

Floor 4 of factory building 2#: metal warehouse.

Floor 5 of factory building 2#: packing materials warehouse.

Floor 6 of factory building 2#: assembly and packing.

Floor 7 of factory building 2#: assembly and packing.

Floor 8 of factory building 2#: plastic warehouse.

Floor 9 of factory building 2#: assembly and packing.

Floor 1 of factory building 3#: lobby and warehouse.

Floor 2 of factory building 3#: assembly and packing.

Floor 3 of factory building 3#: SMT and office.

Floor 4 of factory building 3#: vacant.

Floor 5 of factory building 3#: office and production area of another factory (Guangdong Fokker Lighting Technology Co., LTD which manufactured lightings).

Floor 6 of factory building 3#: office.

Floor 7 of factory building 3#: office.

Floor 8 of factory building 3#: office.

[Operating shifts and hours]:

The factory had no obvious low and peak season. The time records from January 1, 2025 to the audit day were available for review and those of April 2025, July 2025 and December 2025 were taken as samples. The normal working hours were

8 hours per day and 40 hours per week from Monday to Friday. Die-casting operators and metal processing operators worked in 2 shifts (08:00-20:00, 20:00-08:00) and others worked in 1 shift (08:00-12:00, 13:30-17:30). Workers generally had overtime for 2 hours on weekdays and had overtime for 8 hours on Saturdays. Reasonable rest breaks and one day off per 7 days were guaranteed and workers rested on Sundays. The maximum daily working time was 10 hours (8 hours regular + 2 hours overtime) and maximum weekly working time was 60 hours (40 hours regular time + 20 hours overtime). No inconsistency was identified during this audit.

[Time recording system]:

Workers' working time was recorded by scanning fingerprint.

[Salary payment details]:

The payroll records from January 1, 2025 were available for review and those of April 2025, July 2025 and December 2025 were taken as samples.

Workers were paid by hourly rate. Wages were issued at the 28th of the following month by bank transfer. The minimum wage was guaranteed. The lowest basic wage paid for workers was RMB2080 per month, which met legal requirements (RMB2080 per month since March 1, 2025) .

The overtime wages were 150%, 200%, 300% of normal rate for overtime on weekdays, on weekends, and on statutory holidays. Pay slips were provided so workers could understand the composition of their wages. And no illegal deduction was made.

[Worker number information]:

There were total 249 employees (157 males and 92 females) including 137 production workers (91 males and 46 females) and 112 non-production workers including 21 management (15 males and 6 females), 233 domestic migrants (150 males and 83 females) from other provinces of China such as Anhui, Guangxi, Guizhou etc., no foreign migrant, young, pregnant, seasonal, temporary, disabled, and home-based workers were used, and no interns, apprentices, contractor workers etc. were used.

[Good practices]: Position allowance, seniority award, full attendance award, and accommodation and meal subsidy were provided for employees.

[Worker organization details]:

Factory did not form trade union, but 3 workers representatives were elected by workers freely.

[Circumstances]:

1. There were no contractors used by the factory, which made the contractor license/permit not applicable.
2. There were no agencies used by the factory, which made the agency labor contract not applicable.
3. There was no government waiver obtained by the factory, which made government waiver not applicable.
4. There was no collective bargaining happened in the factory, which made collective bargaining agreement not applicable.
5. There were no inconsistencies identified during the audit, which made photos of inconsistencies not applicable.
6. Remark: There is Personal Information Protection Law in China. Hence, the personal information of employees is removed from the uploaded documents.

[Summary of findings]:

There were findings under PA1, 2, 5, 6, 7 identified during this audit, please refer to the PAs in report for details.

[Living wage calculation]:

#Living wage, we did not use the data on GLWC website, but the calculation method still followed Anker's methodology. The data were mainly manually collected through local market investigation and worker interview by auditor.

SITE DETAILS

Site

Zhongshan Huiheng Lighting Co.,Ltd.

Site amfori ID

156-068082-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Home Furnishings

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	249	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	3,180	Monthly
Calculated living wage in local currency	2,904.93	Monthly
Total sample	17	Workers

Other Metrics

Male workers	157	Workers
Female workers	92	Workers
Non-binary workers	0	Workers
Permanent workers - Male	157	Workers
Permanent workers - Female	92	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	15	Workers
Management - Female	6	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	30	Workers
Workers with night shift - Female	8	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	150	Workers
Domestic migrant workers - Female	83	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	157	Workers
Workers hired directly - Female	92	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	11	Workers
Sample - Female	6	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Zhongshan Huiheng Lighting Co.,Ltd. | Site amfori ID: 156-068082-001

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

The factory had established social policy and procedures based on amfori BSCI standards and legal requirements, appointed its General Office Director to implement the requirements together with others, provided relevant training for them, and conformed to amfori BSCI requirements and relevant legal requirements in part performance areas and most operation records were kept. Internal audit and management review were conducted each year. And non-compliances were identified during internal audit and correction action was taken partially later. But it was noted that improvement was still needed for the factory because non-compliances were identified during this audit.

工厂基于amfori BSCI标准及法律要求建立了社会责任政策和程序，任命总经办主任同其他人一起执行这些要求，提供了相关培训给他们，在部分执行领域符合amfori BSCI要求和相关的法规要求，保留了大部分运行记录。每年进行内审和管理评审。内审中识别到的不符合项，在后续部分地采取了整改行动。但是发现由于本次审核识别到不符合，工厂仍需要改进。

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 management interview, documents review and relevant workers interview, this part was rated as partially because only partial implementation was effective: Production plan was made. But production cost calculation evidence was not provided for review and workers' monthly overtime hours did not meet legal requirement. (amfori BSCI Code of Conduct)

根据管理层访谈、文件审核以及相关员工访谈，此部分被评级为部分符合是因为仅部分有效执行：制定了生产计划。但是未能提供生产成本计算证据供审核，且工人的月加班不符合法律要求。（amfori BSCI行为守则）

PA 2: Workers Involvement and Protection

Site: Zhongshan Huiheng Lighting Co.,Ltd. | Site amfori ID: 156-068082-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Per documents review and confirmed with management and worker, this part was rated as partially because only partial implementation was effective: The factory had established long-term goals to protect workers, but workers and worker representatives were not involved in defining these goals. (amfori BSCI Code of Conduct)	根据文件审核，并与管理层和工人确认，此部分被评级为部分符合是因为仅部分有效执行：工厂建立了保护工人的长期目标，但是工人和工人代表没有参与目标的制定。（amfori BSCI行为守则）

PA 5: Fair Remuneration

Site: Zhongshan Huiheng Lighting Co.,Ltd. | Site amfori ID: 156-068082-001

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 documents review, workers interview, worker representative interview, and management interview, this part was rated as no because the factory did not manage to provide social insurance for all the employees. (Labor Law of the People's Republic of China (1995), Article 72 & Article 73) There were no newly hired employees within recent one month, no retirees, no temporary workers, and no dispatched workers working at the factory. Based on the provided social insurance participation information of January 2026, it was noted that about 90.8% employees were provided with retirement insurance, work-related injury insurance, unemployment insurance, medical insurance, and child bearing insurance. The factory had provided group commercial insurance for approximately 72.3% of its employees from BOC INSURANCE COMPANY LTD. The validity period is from July 26, 2025 to July 25, 2026. Workers stated that the reason that they did not buy social insurance was because that they had bought new rural cooperative medical insurance or medical insurance for urban residents or they did not want to bear the cost of individual part. The facility management declared that some workers were reluctant to buy social insurance.	根据文件审核、员工访谈、员工代表访谈及管理层访谈，此部分被评级为不符合是因为工厂没有设法提供社保给全体员工。（中华人民共和国劳动法 第七十二条和七十三条） 最近1个月内无新员工，无达到退休年龄未参保的员工，无临时工，无派遣工。 根据工厂提供的2026年1月的社保参保信息，发现工厂提供养老保险、工伤保险、失业保险、医疗保险和生育保险给约90.8%的员工。 工厂从中银保险有限公司为约72.3%的员工提供了团体商业保险，有效期从2025年7月26日至2026年7月25日。 工人表示他们不买社保的原因是他们已经购买了新农合作医疗保险或城镇居民医保，或者他们不想承担个人部分的成本。 工厂管理层表示有些工人不愿意买社保。

PA 6: Decent Working Hours

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 time records of 3 months were sampled to review. Workers generally had overtime for 2 hours on weekdays and 8 hours on Saturdays. The overtime work was arranged on voluntary basis. Per document review, management interview, worker representative interview and worker interview, this part was rated as no because implementation was systematically ineffective: It was noted that workers' monthly overtime hours did not meet legal requirement. (PRC Labor Act (1995), Article 41) The factory provided workers' attendance records from January 1, 2025 to the audit date and payroll records from January 2025 to December 2025 for review, from which attendance records and payroll records of 17 workers from admin., QC department, warehouse and production department of April 2025, July 2025 and December 2025 were sampled for review, based on which it was noted that 16 out of 17 sampled workers' monthly overtime hours exceeded 36 hours in above mentioned months and were up to 72 hours, 86 hours and 86 hours respectively.	抽样了3个月的考勤记录。员工一般工作日加班2小时、周六加班8小时，在自愿的基础上安排加班。根据文件审核、管理层访谈、员工代表访谈和员工访谈，此部分被评级为不符合是因为执行系统性失效：发现工人的月加班时间不符合法律要求。（《中华人民共和国劳动法 第四十一条》） 工厂提供了工人2025年1月1日至审核当日的考勤及2025年1月至2025年12月的工资记录，根据从中抽取17名来自行政部门、品质部门、仓库及生产部门工人2025年4月、2025年7月以及2025年12月的考勤及工资记录，发现在上述月份抽样17人当中分别有16名抽样工人的月加班在上述月份均超过36小时，分别达最大72小时、86小时以及86小时。

PA 7: Occupational Health and Safety

Site: Zhongshan Huiheng Lighting Co.,Ltd. | Site amfori ID: 156-068082-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
The factory had established OHS management system. But it was noted that some non-conformities raised in health and safety section.	工厂建立了职业健康安全管理体系但是发现健康安全方面出现一些不符合。

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?	
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ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, workers interview, and documents review, this part was rated as partially because only partial implementation was effective: Risk assessment on safe, healthy and hygienic working conditions was conducted. But it was noted that occupational health hazards such as hazardous chemicals existed, but factory did not conduct workplace occupational hazardous factors testing. (Regulation on Supervision and Control of Occupational Health in Workplaces (2012), Article 20).	根据管理层访谈、员工访谈和文件审核，此部分被评为部分符合是因为仅部分有效执行：工厂进行了健康、安全和工作条件的风险评估。但是发现存在职业健康危害如危险化学品，但是工厂没有进行工作场所职业危害因素检测。（《工作场所职业卫生管理规定（2012）》第二十条）

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	
According to on-site inspected, workers interviewed, and management confirmed, It was noted that: 1) At least 8 barrels of chemicals in the die-casting workshop on the first and second floors of production building 1# were placed directly on the ground, without secondary containers in place. (Regulation for Safety of Hazardous Chemical, Article 20) 2) The factory did not provide pre-job and leave-the-job occupational health examination for the workers exposed to the occupational hazards. (PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2018), Article 35) This issue was rated as "partially", due to a lack of implementation in the management of chemicals, and all sampled chemicals were labeled in Chinese. The factory management stated that they neglected to inspect the on-site situation.	根据现场巡视，工人访谈和管理层确认，发现： 1）1栋建筑的1楼和2楼的压铸车间至少8桶化学品直接放置在地面上，没有设置二次容器。（《危险化学品安全管理条例》第20条）。 2）工厂没有提供岗前和离岗职业健康体检给接触到职业危害的工人。（《中华人民共和国职业病防治法（2002）》，修订版（2018）》，第三十五条） 此问题被评为"部分符合"，因为化学品的管理存在执行上的缺失，而抽样的化学品均张贴了中文标签。工厂管理层表示他们忽略了检查现场情况。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
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Finding	
According to on-site inspected, workers interviewed, and management interviewed, it was noted that the internal insulation cover was not installed for one electrical box in the assembly workshop on the 9th floor of production building 2# and the assembly workshop in production building 3# respectively. (General Guide for Safety of Electric User (GB/T13869-2017), Article 5.1.2). This issue was rated as "partially", due to deficiencies in electrical management execution, and the overall electrical system is safe and stable. The factory management stated that they overlooked this point.	根据现场检查，工人访谈和管理层访谈：发现2号厂房9楼的组装车间和3号厂房的组装车间各有1个电箱没有安装内绝缘盖。（《用电安全导则GB/T13869-2017》第5.1.2条） 此问题被评为“部分符合”，因为电气管理在执行上存在缺失，电器系统总体上是安全与稳定的。工厂管理层表示他们忽略了这一点。

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	
According to on-site inspected, workers interviewed, and management confirmed, it was found that the factory did not post the evacuation plan in the production building 1#-3#. (General Code for Fire Protection of Buildings and Constructions (GB 55037-2022), Article 7.2.1) Due to the factory fail to post the evacuation plan in all buildings, there is a systemic deficiency in the factory's evacuation management. Therefore, this issue can be rated as "No". The factory management stated that the evacuation plans are still in the process of being produced.	根据现场检查，工人访谈和管理层确认：发现工厂在1至3号厂房均没有张贴逃生图。（建筑防火通用规范（GB 55037-2022）第7.2.1条） 因为工厂在所有建筑都没有张贴逃生图，工厂在疏散管理上存在系统性缺失，因此这个问题可以被评为“不符合”。工厂管理层表示逃生图还在制作的过程中。

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	
According to on-site inspected, interviewed with workers, and confirmed from management, it was found that two hooks in die-casting workshop on the 1st floor of the production building 1# were not equipped with anti-off devices. (Crane safety rules GB6067-85 Article 2.1.3) This issue has been rated as "partially", although there are deficiencies in the management of	根据现场巡视，工人访谈和管理层确认：发现1号栋厂房的1楼的压铸车间有2个吊钩没有安装防脱装置。（机械安全进入机械的固定设施 第3部分：楼梯、阶梯和护栏, 第7.1条） 此问题被评为“部分符合”，虽然工厂在机器与设备的管理上存在缺失，但是工厂的机器与设备总体上是安全与稳定的。工厂管理层解释他们忽略了这一点。

Finding

machines and equipment in the factory, overall the machines and equipment in the factory are safe and stable. The factory management explained that they overlooked this point.