

Monitored Party Dongguan Yacai Cosmetics Co.,Ltd.	amfori ID 156-030776-000	Address 东莞市清溪镇葵清路45号3号楼301室 Room301 , Building3 , No.45 Kuiqing Road , Qingxi Town , Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 20/03/2025	Closing Meeting Finished Date 20/03/2025	Submission Date 21/03/2025
Expiration Date 30/03/2026	Announcement Type Semi Announced	
Site Dongguan Yacai Cosmetics Co.,Ltd.	Site amfori ID 156-030776-001	

This is an extract of the online Monitoring Result, generated on 26/03/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.






amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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	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: Jack Dong; APSCA number: CSCA21703843

Monitoring partner name: QIMA LIMITED, APSCA Membership Number: 11600049

Audit schedule details: (Total MD is 1.5 MD), the audit is planned for 1 auditor x 1 onsite day and 0.5 day for reporting.

Audit type: Semi announced follow up audit

Business partner information: The audited company of Dongguan Yacai Cosmetics Co.,Ltd. (东莞市雅彩化妆用品有限公司) is registered at Room301, Building3, No.45 Kuiqing Road, Qingxi Town, Dongguan City, Guangdong Province, China (中国广东省东莞市清溪镇葵青路45号3栋301室). The company was established on July 17, 2015. The business license number is 91441900345543836P. The productive operation was injection, silk-printing, assembly and packing. The main products were cosmetic products.

Audited location information: Within the premises, the audited factory occupied the whole 3rd to 4th floors and half part of 5th floor of one 5-storey production building. The other floors were occupied by another factory per onsite observation. No dormitory or canteen was available. The total construction area was about 4000 square meters. The audited factory rented the production site.

Details of the building:

1/F to 2/F: used by another factory named of Dongguan Hengnaili Electronics Co., Ltd

3/F: materials warehouse and office

4/F: assembly, packing section and finished product warehouse

5/F: injection and silk printing section; half part was used by used by another factory named of Dongguan Hengnaili Electronics Co., Ltd as its warehouse

Operating shifts and hours: According to management and provided time records from February 2024 to the audit day, workers worked for 5 days a week from Monday to Friday in one shift. The regular working hours were from 8:00 to 12:00 and 13:30 to 17:30. 2 regular overtime hours of 18:30 to 20:30 were conducted for 0 to 1 times a week and 8 rest day overtime hours on Saturday was also arranged generally. And the sample workers' maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 10 hours a week and 38 hours a month in the sampled months. The most consecutive working days without rest were 6. As per factory management, there was no obvious peak production season in the factory.

Time recording system: Workers use fingerprint scan system to record their working hour information.

Salary payment details: Payroll from February 2024 to January 2025 were provided for review and the months of December 2024, September 2024 and January 2025 were selected as samples. The minimum regular monthly wage of the sample workers was RMB 1914, which was higher than the local legal minimum monthly rate of RMB 1900. The regular overtime hours and rest day overtime hours were paid at 150% and 200% of regular rate, respectively. Employees were paid by hourly rate at the end of each month for previous payment cycle by bank transfer.

Worker number information: A total of 50 employees are currently working at the factory, which included 40 production employees (24 male workers plus 16 female workers) and 10 office employees. The factory has 39 domestic employees (20 male workers plus 19 female workers). There are no interns, apprentices or contractor workers in the factory.

Worker organization details: There is not any worker union but 2 worker representatives fairly elected by all employees in the factory.

Circumstances: During this audit, the factory management is collaborative and receptive. Free access to factory 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: The overall observation showed that the auditee partially fulfilled the requirements of this performance area. The

factory did not conduct capacity assessment.

PA2: The overall observation showed that the auditee partially fulfilled the requirements of this performance area. No any control and target was defined by factory and no satisfaction survey for grievance mechanism was conducted.

PA5: The overall observation showed that the auditee partially fulfilled the requirements of this performance area. Social insurance coverage was insufficient.

PA6: The overall observation showed that the auditee partially fulfilled the requirements of this performance area. Excessive monthly overtime happened.

PA7: The overall observation showed that the auditee partially fulfilled the requirements of this performance area. Non-compliances were detected on occupational health check, chemical safety, electrical safety; material placed against walls.

Living wage calculation: The factory conducted the assessment on local decent living wage standard and the auditor's calculation on local decent living wage standard follows Anker Methodology.

Remark:

1. There are no agencies used by the auditee, which makes the agency labour contract not applicable.
2. There are no contractor used by the auditee, which makes the contractor license/permit not applicable.
3. There are no government waivers provided by the auditee, which no local law requirement.
4. No inconsistencies between time and production records was found during the audit.
5. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.

SITE DETAILS

Site
**Dongguan Yacai Cosmetics
Co.,Ltd.**

Site amfori ID
156-030776-001

GICS Classification

Sector Consumer Staples	Industry Group Household & Personal Products	Industry Personal Care Products
Sub Industry Personal Care Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	50	Workers
Legal minimum wage in local currency	1,900	Monthly
Lowest wage paid for regular work at the site	1,914	Monthly
Calculated living wage in local currency	2,442	Monthly
Total sample	5	Workers

Other Metrics

Male workers	28	Workers
Female workers	22	Workers
Non-binary workers	0	Workers
Permanent workers - Male	28	Workers
Permanent workers - Female	22	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	4	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	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	20	Workers
Domestic migrant workers - Female	19	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	28	Workers
Workers hired directly - Female	22	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	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-030776-001

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>Follow-up audit (20/March/2025): The previous finding had not been corrected completely. Based on management and worker interview and documents review, it was identified that the main auditee partially respected this principle because BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc. Reference BSCI Code of Conduct 1.1 .</p>	<p>跟进审核（2025年3月20日）： 上次发现的问题未全部改善。 根据管理和工人访谈以及文件查阅，发现生产商部分遵守该原则，被审核方（生产商）BSCI新准则未得到有效执行，以致于工厂在管理系统、工时、福利以及健康安全等有问题。参考BSCI行为守则1.1。</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>Follow-up audit (20/March/2025): The previous finding had not been corrected completely. Based on management interview and documents review, it was identified that the main auditee partially respects this principle because the factory had established the production capacity calculation procedure, but did not conduct the production capacity calculation to control the monthly overtime within 36 hours of legal requirements. Reference BSCI Code of Conduct 1.4 .</p>	<p>跟进审核（2025年3月20日）： 上次发现的问题未全部改善。 根据管理访谈和文件查阅，发现被审核方部分尊重该原则，因为虽然工厂建立了产能评估程序，但是工厂没有进行产能评估来确保月加班控制在合法要求的36小时之内。参考BSCI行为守则1.4。</p>



PA 2: Workers Involvement and Protection

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-030776-001

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	
<p>Follow-up audit (20/March/2025): New finding: Factory established partial long term goals (such as health and safety and payment) to protect workers, but did not established a plan reflecting a step-by-step approach toward sustainable improvements. For example, there was gap on the working hours between the factory's practice and BSCI's requirement, but no any control and target was defined by factory. Reference BSCI Code of Conduct 2.2 .</p>	<p>跟进审核（2025年3月20日）： 新问题点： 工厂建立了部分保护员工的目标（如健康安全和工资福利），但是未制订逐步可执行的计划以达到持续改善的情况。例如尽管工时方面在实际中和BSCI的要求有差距，但工厂没有制定相关的控制和目标。参考BSCI行为守则2.2。</p>

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	
<p>Follow-up audit (20/March/2025): The previous finding had not been corrected completely. The main auditee partially respected this principle because although the grievance procedure provided by the factory mentioned anonymous complaint was collected by suggestion box, no any grievance record was collected in the recent one year and the auditee did not conduct investigation about it. Moreover, the established grievance mechanism was not including all interested parties, only used for internal part. Reference BSCI Code of Conduct 2.5</p>	<p>跟进审核（2025年3月20日）： 上次发现的问题未全部改善。 生产商部分遵守该原则，工厂建立了匿名的申诉渠道，可以通过意见箱收集申诉记录，但是工厂近一年未收集到任何申诉记录，工厂并未开展任何调查。且工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。参考BSCI行为守则2.5。</p>

PA 5: Fair Remuneration

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-030776-001

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	
<p>Follow-up audit (20/March/2025): The previous finding had not been corrected completely. It was noted that there were a total of 50 employees including 4 retired employees (all were</p>	<p>跟进审核（2025年3月20日）： 上次发现的问题未全部改善。 审核员发现工厂共有50名员工包括4名退休员工（全部是长期且没有新进和派遣工），因而有46名员工符合参保条件。工厂提供了2024年12月到2025年2月</p>

Finding

permanent and no newly hired or dispatched employees) in the factory, thus totally 46 employees were eligible to receive five types of social insurances according to the law. The social insurance receipts from December 2024 to February 2025 were provided for review. Based on social insurance receipts of February 2025, only 26 employees were enrolled in pension insurance, unemployment insurance, medical insurance, child-bearing insurance and occupational injury insurance. The auditee provided commercial accident insurance to the rest workers. The commercial accident insurance was group insurance, with one year's validity period from April 3, 2024 to April 2, 2025. The factory management explained that some employees were not willing to participate in social insurance again as they purchased rural insurance at home. (Remark: The factory did not obtain the social insurance waiver) (Reference law/regulation: In accordance with Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53)

的社保收据查看。根据2025年2月的社保收据，只有26名员工参加了养老保险、失业保险、医疗保险、生育保险和工伤保险。工厂给其余员工提供了商业意外险。商业意外险是团体险种，有效期为一年从2024年4月3日到2025年4月2日。工厂管理解释部分员工因为在老家购买了农保，因而不愿意在厂里购买社保。(备注：工厂没有获得社保批文)(参照法规：依据《中华人民共和国社会保险法》第十条、第二十三条、第三十三条、第四十四条和第五十三条。)

PA 6: Decent Working Hours

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-030776-001

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

Follow-up audit (20/March/2025):
The previous finding had not been corrected completely.
Based on 5 sample workers' time records, it was noted that 5 out of 5 randomly selected workers' monthly overtime hours were 38 in September 2024 (random month) and December 2024 (random month), which exceeded legal overtime limit: 36 hours per month. (Remark: The monthly overtime hours in the latest payment month of January 2025 was 30, within the legal requirement of 36 hours.)

跟进审核 (2025年3月20日) :
上次发现的问题未全部改善。
审核发现根据5名员工的考勤记录, 2024年9月份(随机月)和2024年12月(随机月)抽样的5名员工中有5名的月加班为38小时; 超过法定要求的月加班时间36小时。(备注: 最近发薪月份2025年1月的月加班时间为30小时, 在合法的36小时要求之内。)

PA 7: Occupational Health and Safety

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-030776-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow-up audit (20/March/2025): The previous finding had not been corrected completely.</p> <p>1. Based on management interview, document review and onsite observation, the factory had followed partial occupational health and safety requirements. However, continuous improvement was needed because findings were still detected in this performance area. Reference BSCI Code of Conduct 7.1 .</p> <p>2. It was noted that the auditee did not provide pre-job, on-job or post-job occupational disease health check to 2 workers who contacting chemicals in silk printing section. (Reference law/regulation: PRC Occupational Disease Prevention Law article 35)</p>	<p>跟进审核（2025年3月20日）： 上次发现的问题未全部改善。</p> <p>1. 根据访谈信息、文件查阅、现场观察，工厂部分遵守了职业健康安全的要求，由于在此执行领域仍然有发现点，工厂需要进行持续的改善。参考BSCI行为守则7.1。</p> <p>2. 审核员发现工厂没有给2名丝印部门接触化学品的员工提供岗前、岗中和岗后职业病健康检查。（参照法规：《中华人民共和国职业病防治法》第三十五条）</p>

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	
<p>Follow-up audit (20/March/2025): The previous finding had not been corrected completely.</p> <p>It was noted that the auditee did not have safety facilities such as anti-leakage facilities for 4 chemical containers of glue in perfusion glue section. (Reference law/regulation: Regulation for Safety of Dangerous Chemical article 20)</p>	<p>跟进审核（2025年3月20日）： 上次发现的问题未全部改善。</p> <p>审核员发现工厂存储在点胶车间的4桶化学品容器（胶水）没有设置相应的安全设施，如防渗漏设施。（参照法规：《危险化学品安全管理条例》第二十条）</p>

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	
<p>Follow-up audit (20/March/2025): New finding: It was noted that part materials in the warehouses were directly leaned against the wall, the distance between the goods and wall was less than the legal</p>	<p>跟进审核（2025年3月20日）： 新问题点： 审核发现被审核方仓库部分货物靠墙存放，离墙距离小于法定的0.5米。（参考法律法规《仓储场所消防安全管理通则》GA1131-2014第6.8条）</p>

Finding	
required 0.5 meters. (Reference law/regulation, General Rules for Fire Safety Management of Storage Occupancies, GA1131-2014, Article 6.8)	

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
---------	----------------

Finding	
<p>Follow-up audit (20/March/2025): New finding: As per the onsite observation and management interview, it was noted approximately 10% electrical control panels in production buildings were not installed with inner insulation cover and all switches in electrical control panels were not labelled with their specific functions. Reference BSCI Code of Conduct 7.13 .</p>	<p>跟进审核（2025年3月20日）： 新问题点： 根据现场观察和管理访谈，审核发现生产楼10%的配电箱没有安装绝缘内盖，且配电箱中的开关均未标识其功能。参考BSCI行为守则7.13。</p>