

Monitored Party Dongguan Yacai Cosmetics Co.,Ltd.	amfori ID 156-068899-000	Address Room 301, Building 3, No. 45, Kuiqing Road, Qingxi Town, Dongguan , Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 20/04/2026	Closing Meeting Finished Date 21/04/2026	Submission Date 24/04/2026
Expiration Date 24/04/2027	Announcement Type Semi Announced	
Site Dongguan Yacai Cosmetics Co.,Ltd.	Site amfori ID 156-068899-001	

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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

[Audit team's information]

Auditor name: Share He (APSCA No. CSCA 21702092)

Monitoring partner name: QIMA LIMITED

Audit schedule details: (Total MD was 2 MD), the audit was planned for 1 auditor x 2 man-day. 1.5 man-day onsite, and 0.5 man-day for reporting.

Audit type: Semi announced Full Monitoring

[Business partner information]

Dongguan Yacai Cosmetics Co.,Ltd (东莞市雅彩化妆用具有限公司) was located at Room 301, Building 3, No. 45, Kuiqing Road, Qingxi Town, Dongguan City, Guangdong Province (广东省东莞市清溪镇葵清路45号3号楼301室) based on business license.

It was set up on Jul.17, 2015 and its business license was No. 91441900345543836P and valid to long term.

The main products manufactured in the factory were makeup brush. The main production activities included: crushed& mixing, injection molding, printing, shape making, permiing, perfusion glue, assembling, inspecting and packing.

Annual production volume was 30000000 pcs.

It did not use any subcontractor based onsite observation, document review, management and worker interview.

[Audited location information]

The auditee rented and used 3-5F (4320 S.Q.meters) of one 5-storey production building 3 (1-2F: other factory, 3F: material warehouse& clean workshop& office, 4F: workshop of shape making, permiing, perfusion glue, assembling, inspecting and packing, and goods warehouse, 5F: workshop of crushed& mixing, injection molding, printing, roof: waste gas treatment facility).

It did not provide working meal, kitchen, canteen, dormitory for any employee.

Its latest lease contract was valid from Sep.1, 2024 to Aug.31, 2027.

[Operating shifts and hours]

According to time records from Apr.1, 2025 to the audit day, it did not have obvious peak season in previous 1 year. The normal working hours were 8 hours/ day, 5 days/ week and 40 hours/ week.

There was 1 working shift for all employees with 8:00-12:00 and 13:30-17:30, OT for max. 2 hours/ day (18:00-20:00) at weekday and 8 hours/ day at Saturday if need.

Sample workers' max. OT hours were 2 hours/ day at weekday, 8 hours/ day at Saturday, 15 hours at week and 48 hours at month in the sampled months (Oct. 2025, Jan. 2026, Mar. 2026). The max. consecutive working days were 6 days and the max. weekly working hours were 55 hours of above months.

[Time recording system]

It used fingerprint& face scan attendance system to record workers' working time.

[Salary payment details]

Payroll from Apr. 2025 to Mar. 2026 was provided for review and the months of Oct. 2025, Jan. 2026 and Mar. 2026 were selected as samples. The min. regular wage of the sample workers was at least RMB2080/ month, which was in line with local requirement (RMB2080/ month since Mar.1, 2025).

The weekday and weekend OT were paid at 150% and 200% of regular rate respectively. Employees were paid by hourly rate at around 20th of next month by bank.

[Worker number information]

A total of 53 employees with 24 male and 29 female employees (including 40 production workers: 21 male& 19 female workers) were currently working in the facility, among them, no child, young, disable, pregnant worker, nursing mother, interns, apprentices, contractor worker were found. And 48 domestic employees with 24 male and 24 female were from other provinces. And auditor freely selected 10 workers for interview, and checked their personal file, working hours and payroll records as well.

[Worker organization details]

No union was established and 2 worker representatives were in the factory.

[Circumstances]

During this audit, the factory management was 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 finding]

PA1 Social Management System: (PA1.1: amfori BSCI management system was not perfect; PA1.4: working hours' management system was not perfect.),

PA2 Workers Involvement and Protection: (PA2.2: long term goals implementation was not analyzed),

PA5 Fair Remuneration: (PA5.4: living wage calculation was not adequate, PA5.5: social insurance was not provided to all employees),

PA6 Decent Working Hours: (PA6.2: OT exceed legal requirement),

PA7 Occupational Health and Safety: (PA7.1: H&S management system was not perfect, PA7.3: risk assessment was not adequate& no occupational health examination for worker; PA7.6: workers did not wear the provided PPE during operation; PA7.7: chemical was not managed well, PA7.11: material were stored next to wall).

[Living wage]

The audited factory was located in Dongguan City. The auditor used the Living wage calculation published on the GLWC website for the region (<https://www.globallivingwage.org/>), which was estimated at the amount of CNY 3785. As recommended, GLWC method of calculation was considered by the auditor for this audit.

The auditee calculated the living wage, but it was not adequate, there was gap between the living wage and the lowest wage paid for regular work at the auditee:

The Living Wage Benchmark: factory calculation (RMB2300) < Auditor & GLWC Calculation (RMB3785). The fixed wage with at least RMB3180 (basic wage: RMB2080/ month, position bonus with at least RMB900/ month, full attendance bonus with RMB200/ month) was less than the living wage benchmark calculated by auditor and GLWC.

[Good practices]

The factory provided extra bonus in wage. It obtained ISO9001 certificate.

Remark:

1. There was no agencies used by the auditee, which made the agency labour contract not applicable.
2. There was no contractor used by the auditee, which made the contractor license/permit not applicable.
3. There was 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
156-068899-001

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

N.A.

METRICS

Key Metrics

Total workforce	53	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	3,785	Monthly
Total sample	10	Workers

Other Metrics

Male workers	24	Workers
Female workers	29	Workers
Non-binary workers	0	Workers
Permanent workers - Male	24	Workers
Permanent workers - Female	29	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	6	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	24	Workers
Domestic migrant workers - Female	24	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	24	Workers
Workers hired directly - Female	29	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	5	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-068899-001

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>Finding: The main auditee partially respected this principle. Because based on document review, management interview and onsite observation, it had established completed amfori BSCI procedures, and implemented this management system during the daily operation, it also communicated the requirement of this management system to partners such as suppliers. But gaps were between the factory and the requirements due to the management negligence when implementing the amfori BSCI system, and there were problems such as OT exceed legal requirement, some health& safety findings, etc. The facility management declared that they would gradually improve.</p> <p>Reference: the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>发现点: 被审核方部分遵守该原则。 原因是根据文件审核, 管理层访谈和现场观察, 工厂有建立完整的amfori BSCI管理体系的程序并在日常生产中执行该管理体系。同时工厂也将该管理体系要求传达给供应商等合作伙伴。但是由于管理层疏忽, 工厂在执行amfori BSCI体系时与要求存在差距, 工厂现场存在加班超时, 一些健康安全等问题。工厂管理层解释他们会逐步进行改善。</p> <p>参考: amfori BSCI管理手册中问题1.1的要求。</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>Finding: The main auditee partially respected this principle. Because based on document review and management interview, the factory had calculated the production capacity and costs of production, but it did not analyze trends of overtime (the max. OT in sample months was 48 hours/ month), and the workforce capacity evaluation did not focus on legal requirement so that there was risk to exceed legal overtime requirement due to busy or urgent orders.</p> <p>Reference: the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>发现点: 被审核方部分遵循该准则。 原因是根据文件审核和管理层访谈, 工厂有进行产能核算及成本核算, 但工厂没有分析加班时间的趋势 (抽样月份里最大加班时间为48小时/月), 且工厂的产能评估里没有关注工作时间的法律符合性, 这可能导致由于繁忙或者紧急的订单出现加班时间超过法律要求的风险。</p> <p>参考: amfori BSCI管理手册中问题1.4的要求。</p>

PA 2: Workers Involvement and Protection

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-068899-001

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

Finding: The main auditee partially respected this principle.

Because based on document review and management interview, the factory set long term goals and specific measures according to the amfori BSCI Code of Conduct, but due to the management did not know related requirement, it did not detail analyse the actual implementation of long-term goals till now (Apr.20, 2026).

The management explained that they would analyze the implementation of long-term goals.

Reference: the requirement of question 2.2 in amfori BSCI system manual.

发现点: 被审核方部分遵循该准则。

因为根据文件审核和管理层访谈,工厂根据amfori BSCI行为守则设置了长期目标和具体措施,但是由于管理层不了解相关要求,截至现在(2026年4月20日),其没有对长期目标的实施情况进行详细分析。管理层解释他们会对长期目标的实施情况进行分析。

参考: amfori BSCI管理手册中问题2.2的要求。

PA 5: Fair Remuneration

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-068899-001

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

Finding: The main auditee partially respected this principle, because based on document review, workers& management interview, the factory did not adequately calculate how much remuneration that allowed workers to meet a decent standard of living. Its calculation result was RMB2300, lower than Auditor& GLWC Calculation (RMB3785).

The fixed wage paid by factory was at least RMB3180 (basic wage: RMB2080/ month, position bonus with at least RMB900/ month, full attendance bonus with RMB200/ month), which was less than the living wage benchmark calculated by auditor and GLWC.

The management said they did not know how to calculate to meet the requirement.

发现点: 被审核方部分遵守该准则,因为根据文件查看、管理层和员工访谈,工厂没有充分计算使工人可以体面地生活的公平报酬。其计算的当地生活成本仅为2300元,低于审计员及全球生活工资委员会计算值(3785元人民币)。

工厂支付的固定工资至少 3180 元人民币(基本工资:每月 2080 元人民币,岗位津贴至少每月 900 元人民币,全勤奖每月200元人民币),低于审计员和全球生活工资委员会计算出的生活工资基准。管理层表示其不清楚如何计算才符合要求。

参考: amfori BSCI管理手册中问题5.4的要求。

Finding	
Reference: The requirement of question 5.4 in amfori BSCI system manual.	

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>Finding: The main auditee did not respect this principle.</p> <p>Because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Based on the social insurance payment records, there were 53 employees in the factory, among them, 7 employees reached to the retirement age and 0 new employee recruited less than 1 month, it should provide 5 kinds of social insurance to at least 46 employees, however, it only provided retirement& medical& maternity& injury& unemployment insurance for 26 employees in Apr. 2026. In additional, it provided the commercial accident insurance to 27 employees, which was valid from Apr.12, 2025 to Apr. 11, 2026 for the old insurance contract, and valid from Apr.12, 2026 to Apr.11, 2027 for the new insurance contract.</p> <p>The management explained that workers were not willing to buy the social insurance in the audited factory.</p> <p>Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73.</p>	<p>发现点: 被审核方未遵循该原则。</p> <p>因为工厂没有依照法规要求为所有员工购买社保。根据提供的社保缴费记录,工厂有53名员工,其中7名达到退休年龄员工、0名入职未满1个月的员工,工厂至少应为46名员工提供五种社会保险,然而,工厂在2026年4月只为26名员工提供了养老、医疗、生育、工伤、失业保险。工厂给27名员工提供了商业意外险,旧保险合同的有效期为2025年4月12日至2026年4月11日,新保险合同的有效期为2026年4月12日至2027年4月11日。</p> <p>管理层解释员工不愿在被审核工厂参保。</p> <p>参考: 中华人民共和国劳动法(2018修正)第七十二条,第七十三条。</p>

PA 6: Decent Working Hours

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-068899-001

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>Finding: The main auditee did not respect this principle.</p> <p>Because based on 10 sample workers' time</p>	<p>发现点:被审核方未遵守该原则。</p> <p>因为根据10名员工的考勤记录发现: 2026年3月份(当前月) 抽样的10名员工中有10名的</p>

Finding

records, it was noted that;
10 out of 10 sample workers' monthly overtime hours exceeded 36 hours and the max. were 40 hours/ month in Mar. 2026 (recently month);
10 out of 10 sample workers' monthly overtime hours exceeded 36 hours and the max. were 48 hours/ month in Jan. 2026 (random month);
8 out of 10 sample workers' monthly overtime hours exceeded 36 hours and the max. were 46 hours/ month in Oct. 2025 (random month).
The management said OT hours in some months exceeded legal requirement due to rush order and few employees.

Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

月加班超过36小时，最大为40小时/月；
2026年1月份(随机月)抽样的10名员工中有10名的月加班超过36小时，最大为48小时/月；
2025年10月份(随机月)抽样的10名员工中有8名的月加班超过36小时，最大为46小时/月。
管理层表示由于订单急、人员少，故部分月份加班会超时。

参考：中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: Dongguan Yacai Cosmetics Co.,Ltd. | Site amfori ID: 156-068899-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Finding: The main auditee partially respected this principle, because the factory had established the complete management system on health and safety, including identifying and awareness of some legal regulation, health and safety check, training and etc. However, based on document review, onsite observation and management interview, it was found that there were still violations of local regulations/ BSCI manual on health and safety in the factory during audit. And it did not identify and learn updated law and requirement in time. The management declared that they would strengthen management.

Reference: the requirement of question 7.1 in amfori BSCI system manual.

发现点：被审核方部分遵守该原则，因为工厂已建立完整的健康安全管理体系，包括对部分法规的识别与了解，健康安全检查，培训等，但根据文件审核，现场观察和管理层访谈发现，审核时工厂在健康安全方面仍有违反当地法规/ BSCI手册的问题出现。且其未及时识别与了解更新的法规、要求。
管理层表示会加强管理。

参考：amfori BSCI管理手册中问题7.1的要求。

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	
<p>Finding: The main auditee partially respected this principle. Because 1) the factory did not conduct risk assessment on its each detail position per its actual situation, it did not conduct adequately risk assessment on vulnerable group, and it did not adequately assess female workers' need for special sanitary appliances and it did not identify the special needs of lactating women workers; and it didn't have detail protective measures on high risk listed at assessment; 2)the factory did not provide occupational health examination for any worker worked at position with occupational health hazards (eg, printing, perfusion glue, crushed, mixing, etc.).</p> <p>Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.</p>	<p>发现点:被审核方部分遵循该准则。因为1)工厂未按照其实际情况针对各具体岗位进行风险评估,未对弱势群体进行充分的风险评估,未充分评估是否需要为女性提供特殊卫生用具,也未识别出哺乳期女工的特殊需求;也未对评估出来的高风险环节的防护措施进行详细规定;2)工厂未给在职业健康危害岗位(如:印刷、点胶、碎料、混料等)工作的任何员工提供职业健康体检。</p> <p>参考:中华人民共和国职业病防治法(2018修正)第三十五条。</p>

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	
<p>Finding: The main auditee partially respected this principle. Because 1 worker used gas gun (noise) to clean the dust in clean workshop at 2F did not wear the provided earplugs, about 50% workers using glue in clean workshop at 2F and assembly workshop at 4F did not wear the provided activated carbon mask; one worker mixing the glue in assembly workshop at 4F did not wear the provided activated carbon mask and rubber gloves, workers using paint in printing workshop at 5F did not wear the provided rubber gloves.</p> <p>Reference: Production Safety Law of the People's Republic of China (2021 Amendment), Article 45.</p>	<p>发现点:被审核方部分遵循该准则。因为在第2层无尘车间内使用气枪吹尘(噪声)的1名员工没有佩戴工厂提供的耳塞;第2层无尘车间和第4层组装车间内使用胶水的约50%员工没有佩戴提供的活性炭口罩;第4层组装车间1名调胶的员工未佩戴活性炭口罩和胶手套;第5层印刷车间内使用油墨的员工没有佩戴提供的胶手套。</p> <p>参考:中华人民共和国安全生产法(2021修正)第四十五条。</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
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Finding	
<p>Finding: The main auditee partially respected this principle. Because:</p> <p>1.The factory did not post legal safety label on about 50% chemical container (adhesive) in clean workshop at 2F and assembly workshop at 3F. Reference: Regulations on Safety Use of Chemicals in Workplaces (1996), Article 12., General Rules for Preparation of Precautionary Label for Chemicals (GB 15258-2009), Article 4.1.</p> <p>2. The factory did not post/ provide MSDS of 2 (alcohol, machine oil) out of 4 chemical in workshop; and the MSDS (glue) posting onsite was version 2018, it was not updated every five years per legal requirement. Reference: Safety Data Sheet for Chemical Products - Content and Order of Sections (GB/T 16483-2008), Article 4.1.</p> <p>3. No secondary containment for about 30% chemical. Reference: Regulations on the Safety Management of Hazardous Chemicals (2013 Revision), Article 20.</p>	<p>发现点:被审核方部分遵循该准则。因为:</p> <p>1.工厂没有在第2层无尘车间、第3层组装车间内约50%的化学品(胶水)瓶子上张贴法规要求的安全标签。 参考:工作场所安全使用化学品规定(1996)第十二条,化学品安全标签编写规定(GB 15258-2009)4.1。</p> <p>2.工厂未在车间张贴/提供4种化学品中2种(酒精、机油)的MSDS,且现场张贴的MSDS(胶水)为2018年版本,未按照法规要求每五年进行更新; 参考:化学品安全技术说明书内容和项目顺序(GB/T 16483-2008)4.1。</p> <p>3.约30%化学品没有二次容器。 参考:危险化学品安全管理条例(2013修订)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>Finding: The main auditee partially respected this principle. Because some material were stored next to wall, which was not left at least 0.5m for wall per legal requirement.</p> <p>Reference: General Rules for Fire Safety Management of Storage Occupancies, GA1131-2014, Article 6.8.</p>	<p>发现点:被审核方部分遵循该准则。因为部分材料紧挨着墙存放,未按照法规要求离开墙至少0.5米的距离。</p> <p>参考:《仓储场所消防安全管理通则》GA1131-2014第6.8条。</p>