Monitoring summary report for NINGBO MH TAPE INDUSTRY CO., LTD.
MONITORING ID: 25-0371046

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Trade with purpose

Monitored Party **NINGBO MH TAPE INDUSTRY CO., LTD.**	amfori ID **156-030337-000**	Address **Building 3#, No.300 Yinhai Road, Jiangbei District, Ningbo , Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **SGS**
Monitoring Start Date **12/01/2026**	Closing Meeting Finished Date **13/01/2026**	Submission Date **20/01/2026**
Expiration Date **20/01/2027**	Announcement Type **Semi Announced**	
Site **NINGBO MH TAPE INDUSTRY CO., LTD.**	Site amfori ID **156-030337-001**	

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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	**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: Rachel Zhang (APSCA member No.: CSCA 21704381).
Name of team auditor (if applicable): Nil
Name of observers, translators, trainees, advisors/consultants (if applicable): Nil
Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006).
Audit schedule details: The audit was planned for 1 auditor x 1.5 days.
Announcement Type: The full audit (Semi Announced) was conducted on Jan 12-13, 2026. The auditor arrived at the factory at 08:15AM and left at 04:30PM on Jan 12, 2026, and the auditor arrived at the factory at 08:30AM and left at 01:00PM on Jan 13, 2026.
Business partner information: NINGBO MH TAPE INDUSTRY CO., LTD. (宁波萌恒带业有限公司) was a limited company, which was located at Building 3#, No.300 Yinhai Road, Jiangbei District, Ningbo City, Zhejiang Province, China (浙江省宁波市江北区银海路300号3#楼). The auditee was established on 2018-01-30 based on business license, the license No. was 91330205MA2AH32F6N, the business license was valid from Jan 30, 2018 to long term. The main products are flat belt, knitting belt, woven belt. The main production processes in the auditee were warping, weaving, inspection and packing. The annual output was about 250,000,000 meters.
Audited location information: The factory rented and used one 3-storey building (Building 3#) as office, workshops and warehouse from Ningbo Mengheng Garment Accessory Co., Ltd. The total area was about 11772 square meters. The details are as follows:
1F: inspection, packing workshop and warehouse area / 3924 square meters.
2F: weaving, inspection and packing workshops and warehouse area / 3924 square meters.
3F: weaving and warping workshop / 3924 square meters.
No canteen, kitchen, dormitory or transportation were provided by the factory.
Operating shifts and hours: The auditee had a working hour policy to describe the standards of working hours and labor intensity and communicate the policy to each worker when they entered the factory. The auditee ensured normal working hours comply with legal requirement and the use of overtime was voluntary and paid at adequate premium rate. The auditee supported the right to resting breaks including short breaks during working hours, meal break. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays.
All departments run in one shift from Monday to Friday, five days a week. Daily working hours were 08:00-11:00, 12:00-17:00.
Based on document review, the factory provided attendance records from Jan 1, 2025 to the audit day for review, 10 sampled workers' (from all positions) attendance records in Jun 2025, Nov 2025 and Dec 2025, the details of their weekly overtime hours were as below:
1st sampled month (Jun 2025) – standard hours (40 hours) + maximum weekly OT (12 hours);
2nd sampled month (Nov 2025) – standard hours (40 hours) + maximum weekly OT (14 hours);
3rd sampled month (Dec 2025) – standard hours (40 hours) + maximum weekly OT (12 hours).
Time recording system: The auditee used face recognition attendance recorder to record the working hours.
Salary payment details: All workers' wages were calculated at monthly rate and paid on 10th of the following month in cash. 150%, 200% and 300% of normal rate would be compensated for overtime on normal working days, Saturday and holidays. The minimum wage paid for workers was at least RMB 4900 per month, which was above to local minimum wage of RMB 2490 per month equivalent to RMB 14.31 (2490/21.75/8) per hour since Jan 1, 2024.
Worker number information: There was total 66 employees in the factory when audit. 3 managers, 2 non-production workers, 61 production workers (29 male workers and 32 female workers), 60 employees from other provinces workers (30 male employees and 30 female employees). No other special workers. There was no young worker, child worker, disabled worker, breastfeeding employee or pregnant women in the factory. There was no internship employee, apprentice in the factory.
Good practices: The auditee provided female employees with special sanitary appliances free of charge.
Worker organization details: There were two worker representatives in the factory, who were elected by the workers freely on Jun 27, 2025.
Circumstances: The management showed cooperation. Most interviewees reported that they were satisfied with management and working condition. There was no special circumstance during the audit.
The special circumstances can be classified as followed:
The auditor checked the IPE and found that there were no special abnormalities in the company's investigation. No negative evidence was identified during the past year based on credit China, enterprise inspection, etc. There was no

special control requirements for COVID-19 in China currently.
Summary of findings:
The factory has the following issues in PA1: 1.1 some defects were found during the audit; 1.4 monthly OT hours exceeded legal requirement.
PA2: 2.2 the factory did not regularly evaluate the achievement of the target; 2.4 some workers did not have a good understanding of Code of Conduct.
PA3 Nil. PA4 Nil.
PA5: 5.5 insufficient social insurance.
PA6: 6.2 monthly OT hours exceeded legal requirement.
PA7: PA7: 7.1 non-compliances identified on health and safety; 7.11 some goods were stored against the walls; 7.17 some machines without protective guards.
PA8 Nil. PA9 Nil. PA10 Nil. PA11 Nil. PA12 Nil. PA13 Nil.
Living wage calculation: The living wage data is obtained from GLWC website.
Precautions taken about #COVID-19 in the facility: Nil
The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.
Attachments: No agency labor was used by the auditee, no contractor permit/ license or any kind of waivers were obtained by the auditee, no collective bargaining agreements were established by the auditee. Thus, all above mentioned documents were not applicable for this auditee.
Remark: 1) The factory production address was Building 3#, No.300 Yinhai Road, Jiangbei District, Ningbo, China. There was other two branch companies (Ningbo Mengheng Laces Co., Ltd. and Ningbo Mengheng Drawnwork Co., Ltd.) in the same yard, the audit company and these 2 companies were branch companies of Ningbo Mengheng Garment Accessory Co., Ltd. These 4 companies operate independently with different business license.
2) Per factory business license, the factory address was 2nd floor, Building 7#, No.300 Yinhai Road, Jiangbei District, Ningbo City, Zhejiang Province, China. However, per factory tour, management interview and documents review, the factory actual address was Building 3#, No.300 Yinhai Road, Jiangbei District, Ningbo City, Zhejiang Province, China. The manager explained they re-named the number of the buildings and no number 7 building in the factory yard.

SITE DETAILS

Site
NINGBO MH TAPE INDUSTRY CO., LTD.

Site amfori ID
156-030337-001

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	**66**	**Workers**
Legal minimum wage in local currency	**2,490**	**Monthly**
Lowest wage paid for regular work at the site	**4,900**	**Monthly**
Calculated living wage in local currency	**4,198**	**Monthly**
Total sample	**10**	**Workers**

Other Metrics

Male workers	**33**	**Workers**
Female workers	**33**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**33**	**Workers**
Permanent workers - Female	**33**	**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	**2**	**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	**30**	**Workers**
Domestic migrant workers - Female	**30**	**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	**33**	**Workers**
Workers hired directly - Female	**33**	**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	**6**	**Workers**
Sample - Female	**4**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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	
1.1 Finding: The main auditee partially respected this principle, because based on onsite observation, document review, workers and management interview it was identified that, the factory had set up management system to comply with amfori BSCI Code of Conduct, but not all policies were properly implemented, such as findings were raised in the following Performance areas: Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety. The factory management stated that the main reason for the above situation was insufficient of internal audit. Reference: the requirement of question 1.1 in amfori BSCI system manual.	被审核方（生产商）部分遵循该准则, 原因是根据现场观察，文件审核，员工和管理层访谈，工厂有建立了社会责任管理体系以符合amfo ri BSCI行为准则，但是不是所有制度都得以有效实施，比如，在如下绩效领域：工人参与度与保护、 公平报酬、体面的工作时间、职业健康与安全存在审核发现点。工厂管理层申明主要原因还是内审不充 分引起上述情况。 参考标准：amfori BSCI管理手册中问题1.1的要求。

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	
1.4 Finding: The main auditee partially respected this principle, because based on document review and management interview it was identified that, the factory established its production planning procedure and conducted evaluation on production cost, but they did not properly plan its production to match the delivery expectations of order contracts, and excessive monthly overtime was existed. Reference: the requirement of question 1.4 in amfori BSCI system manual.	被审核方（生产商）部分遵守该准则，原因是根据文件审核和管理层访谈，工厂建立了产能规划程序和 组织了生产成本评估，但他们未能合理地安排生产计划来满足订单的出货期，及存在过多的月加班。 参考标准：amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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	
2.2 Finding: The main auditee partially respected this principle, because based on document review, workers interview and management interview, the main auditee defined long-term goals for protecting workers, however, the factory did not regularly evaluate the achievement of the target. The facility management declared that it was negligent and did not conduct regular evaluations. Reference: the requirement of question 2.2 in amfori BSCI system manual.	被审核方（生产商）部分遵守该原则，原因是根据文件审核，员工访谈及管理层访谈确认，工厂制定保 护工人的长期目标，但没有定期评估目标的达成情况。工厂管理层表示工作疏忽而未进行定期评估。 参考标准：amfori BSCI管理手册中问题2.2的要求。

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	
2.4 Finding: The main auditee partially respected this principle, because based on workers interview and document interview it was identified that, the factory had provided amfori BSCI code training to employees in Nov 2025, but 8 out of 10 sampled workers did not have a good understanding of amfori BSCI Code of Conduct. Reference: the requirement of question 2.4 in amfori BSCI system manual.	被审核方（生产商）部分遵守该准则，因为根据员工访谈审核和文件审核，工厂在2025年11月给 员工提供了amfori BSCI行为准则的相关培训，但是10名抽样员工中的8名对amfori BSCI的要求没有良好的理解。 参考标准：amfori BSCI管理手册中问题2.4的要求。

PA 5: Fair Remuneration

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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	
5.5 Finding: The main auditee partially respected this principle, because the factory did not provide social insurance to employees as per legal requirement. There were 66 employees at the factory, including 0 newly recruited and 8 retired	被审核方（生产商）部分遵守该准则，因为是工厂未按法规要求给工人提供社保。工厂共有66名员工，其中包括0名新入职员工和8名退休员工。根据工厂提供的社保缴费记录及管理层访谈确认，工厂为 58名符合参保条件的员工中的56名 (96.6%) 购买

Finding	
employees. Based on social insurance payments invoice and confirmed with management interview, 56 out of the 58 eligible employees (96.6%) participated in work-related injury, retirement, unemployment, medical and maternity insurances. In addition, the factory purchased one commercial accident insurance for 66 employees with validity period from Nov 15, 2025 to Nov 14, 2026. Based on worker interview and management confirmation, the factory did not enroll some employees in statutory social insurance, citing reasons such as employees' unwillingness to participate or their enrollment in rural health insurance schemes. However, the factory failed to provide supporting documentation to substantiate these claims. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 72&73.	了工伤、养老、失业、医疗和生育保险。此外，工厂为66名员工购买了商业意外险，有效期为2 025年11月15日至2026年11月14日。根据员工访谈和管理层确认，没有提供社保的工人 主要是部分工人不愿意参加社保，部分工人在农村有新农保，但没有提供相关证据。 参考法规：中华人民共和国劳动法（2018修正）第七十二条 和第七十三条。

PA 6: Decent Working Hours

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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	
6.2 Finding: The main auditee did not respect this principle. Based on document review, the factory provided attendance records from Jan 1, 2025 to the audit day for review, 10 sampled workers' (from all positions) attendance records in Jun 2025, Nov 2025 and Dec 2025: 1st sampled month (Jun 2025), 10 sampled workers' monthly overtime hours exceeded the legal requirement – standard hours (160 hours) + maximum monthly OT (46 hours); 2nd sampled month (Nov 2025), 10 sampled workers' monthly overtime hours exceeded the legal requirement– standard hours (160 hours) + maximum monthly OT (58 hours); 3rd sampled month (Dec 2025), 10 sampled workers' monthly overtime hours exceeded the legal requirement– standard hours (184 hours) + maximum monthly OT (50 hours). Based on worker interview and management interview, the factory arranged for workers to work overtime to complete orders, and workers were	被审核方（生产商）未遵循该准则。根据文件审核，工厂提供了2025年1月1日至审核当天的考勤 记录，抽样10名员工（来自所有岗位）在2025年6月，2025年11月和2025年12月的 考勤记录发现: 第一个抽样月（2025年6月），10名抽样员工的月加班均超过法规要求-标准工时（160小时 ）-最大月加班（46小时）； 第二个抽样月（2025年11月），10名抽样员工的月加班均超过法规要求-标准工时（160小 时）-最大月加班（58小时）； 第三个抽样月（2025年12月），10名抽样员工的月加班均超过法规要求-标准工时（184小 时）-最大月加班（50小时）。 根据员工访谈和管理层访谈，工厂为了完成订单会安排工人加班，同时工人为了增加收入也愿意加班。 参考法规：中华人民共和国劳动法（2018修正）第四十一条。

Finding	
also willing to work overtime to increase income. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	

PA 7: Occupational Health and Safety

Site: NINGBO MH TAPE INDUSTRY CO., LTD. | Site amfori ID: 156-030337-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 Finding: The main auditee partially respected this principle, because based on onsite observation, document review, worker and management interview it was identified that, although the factory has established the occupational health and safety regulations and procedures, the actual implementation is insufficient. Reference: the requirement of question 7.1 in amfori BSCI system manual.	被审核方（生产商）部分遵守该准则，原因是根据现场观察，文件审核，员工及管理层访谈发现，虽然 工厂建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在不足。 参考标准：amfori BSCI管理手册中问题7.1的要求。

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	
7.11 Finding: The main auditee partially respected this principle, based on onsite observation, document review, worker and management interview it was identified that, the hygienic working conditions (E.g.: illuminate, space) were satisfied and the workers were satisfied with the working conditions, but it was noted that some goods were stored against the walls, the distance was less than 0.5 meters at factory. There were deficiencies in the management of occupational health and safety in the factory. Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014) 6.8.	被审核方（生产商）部分遵守该准则，原因是根据现场观察，文件审核，员工及管理层访谈发现，工厂 卫生工作条件（如光照度和空间）令人满意，工人也均满意卫生状况，但现场发现部分货物靠墙堆放，距离小于0.5米。工厂对职业健康安全方面的管理存在不足。 参考法规：仓储场所消防安全管理通则（XF 1131-2014）6.8。

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	
7.17 Finding: The main auditee partially respects this principle because based on management and worker interviews, equipment maintenance records review and onsite observation, it was identified that the factory had established the management procedure on equipment safety, and there were specialists responsible for checking and maintaining the machinery and equipment, but the factory failed to install protective devices for the exposed belts of the six winding machines in the packing workshop on the first floor of the building. There were deficiencies in the management of occupational health and safety in the factory. Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) Article 6.1.	被审核方（生产商）部分遵守该原则。原因是根据管理层和员工访谈，设备维保记录查阅以及现场观察 发现，工厂有建立机器设备安全管理程序，有专员负责机器设备检查和维护，但是工厂没有为厂房1楼 包装车间6台绕线机的外露皮带安装保护装置。工厂对职业健康安全方面的管理存在不足。 参考法规: 生产设备安全卫生设计总则（GB 5083-1999）第6.1条。