Monitoring summary report for Xiamen Boshun Cutlery Co., Ltd
MONITORING ID: 26-0441256

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Trade with purpose

Monitored Party **Xiamen Boshun Cutlery Co., Ltd**	amfori ID **156-035973-000**	Address **West side of the fourth floor, No. 256 Tong'an Park, Tong'an Industrial Centralized Area, Xiamen, Fujian Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Bureau Veritas Hong Kong Limited**
Monitoring Start Date **22/10/2026**	Closing Meeting Finished Date **22/10/2026**	Submission Date **29/10/2026**
Expiration Date **29/10/2027**	Announcement Type **Semi Announced**	
Site **Xiamen Boshun Cutlery Co., Ltd**	Site amfori ID **156-035973-001**	

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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	**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: 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: 913502126930473025, factory name in Chinese: 厦门搏顺餐具有限公司, factory address in Chinese: 厦门市同安工业集中区同安园256号四楼西侧) was established on January 6, 2010 and specializes in the manufacture of cutlery. The main production activities in the factory include heat transfer printing, assembly, inspection, and packing. Per factory management, there is no obvious peak season for production, and no subcontractor is used.
Audited location information: The auditee rents half of the fourth floor of a five-storey production building for use as office, heat transfer printing, assembly, inspection, and packing workshops. The other areas of the production building are used by other companies (e.g. Xiamen Shuaiyin New Materials Co., Ltd, Xiamen Riyang Electronic Technology Co., Ltd, Xiamen Zhenyuan Plastic Products Co., Ltd). The auditee and the other companies 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 17:30 with a break from 12:00 to 13:30 for employees. According to payroll and attendance records of 5 samples from April 2026, 5 samples from June 2026, and 5 samples from the most recent paid month August 2026, it was noted that the maximum overtime hours were 2 hours a day and 54 hours a month. The maximum weekly working hours were 56 hours a week and the maximum consecutive working days were 6 days.
Time recording system: The factory used facial recognition system to record working hours.
Salary payment details: Workers were paid hourly wages by bank transfer on or before the 25th of each month. The minimum wage paid to employees was CNY 20.12 per hour, which is above the local minimum wage of CNY 2265 per month or CNY 13.02 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 were noted on the statutory holidays.
Worker number information:
• Total worker number: 22 (12 office employees and 10 production workers)
• Production worker number: 2 male and 8 female
• Vulnerable worker number: 10 domestic migrant workers (2 male and 8 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. Two worker representatives were elected by workers in October 2025.
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 2.2, 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 7.4).
Living wage calculation: BV has used the methodology which follows the 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 the data of GLWC is that no such data was available in the area. Data source: onsite audit information collection (BV BNW).
Remark:
1. 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.
2. The auditee was unaware of the SRA and, hence, did not complete it.

SITE DETAILS

Site
Xiamen Boshun Cutlery Co., Ltd

Site amfori ID
156-035973-001

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	**22**	**Workers**
Legal minimum wage in local currency	**2,265**	**Monthly**
Lowest wage paid for regular work at the site	**3,500**	**Monthly**
Calculated living wage in local currency	**3,428.61**	**Monthly**
Total sample	**5**	**Workers**

Other Metrics

Male workers	**7**	**Workers**
Female workers	**15**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**7**	**Workers**
Permanent workers - Female	**15**	**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	**3**	**Workers**
Management - Female	**0**	**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	**2**	**Workers**
Domestic migrant workers - Female	**8**	**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	**7**	**Workers**
Workers hired directly - Female	**15**	**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: Xiamen Boshun Cutlery Co., Ltd | Site amfori ID: 156-035973-001

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	
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 implemented. 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.	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。

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, worker interview, workers' representative interview and documentary evidence, it was noted that no corrective measures were implemented to reduce excessive overtime. This violated BSCI 1.4. This question is rated as "Partially" because the factory had set up a written procedure for workforce capacity planning, but failed to effectively reduce unnecessary overtime.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工厂未采取改善措施以减少超时加 班。根据BSCI 1.4改善。该问题评为“部分符合”，因为工厂建立了产能规划的书面程序，但未能有效地减少不必 要的加班。

PA 2: Workers Involvement and Protection

Site: Xiamen Boshun Cutlery Co., Ltd | Site amfori ID: 156-035973-001

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	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that the long-term goals for protecting workers did not reflect a step-wise approach toward making sustainable improvements, and workers were not involved in defining long-term goals. This violated BSCI 2.2. This question is rated as "Partially" because the factory had set up long-term goals to protect workers.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现保护工人的长期目标未反映可持续 改进的渐进式方法，且工人未参与制定长期目标。根据BSCI 2.2改善。该问题评为"部分符合"，因为工厂已确立了保护工人的长期目标。

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. This violated BSCI 2.5. This question is rated as "Partially" because the factory had set up a grievance mechanism for its workers to lodge suggestions or complaints.	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了供其提出建议或进行投诉的申诉机制 。

PA 5: Fair Remuneration

Site: Xiamen Boshun Cutlery Co., Ltd | Site amfori ID: 156-035973-001

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 on a regular basis. This violated BSCI 5.4. This question is rated as "Partially" because the factory had set up a survey procedure regarding decent living wage although the factory did not calculate a living wage and determine a potential gap between the actual remuneration and the living wage on a regular basis.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，被审核方未定期进行生活工资差距分析。根据 BSCI 5.4改善。该问题评为"部分符合"，因为工厂已制定体面生活工资调查程序，尽管工厂未定期计算 生活工资、并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	
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 13 out of 22 employees (i.e. 59% of the total workforce) were provided with pension, unemployment, accident, maternity and medical insurance in September 2026. Commercial accident insurance, covering 22 employees and effective from July 1, 2026 to June 30, 2027, was provided by the factory to supplement the public social insurance scheme. 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.	根据管理层面谈、工人面谈、工人代表面谈和厂方提供的2026年9月社会保险缴费单据，工厂仅为 13/22名员工（即总人数的59%）提供了养老、失业、工伤、生育和医疗保险。工厂另外为22 名员工提供了商业意外险以补充公共社保方案，有效期由2026年7月1日至2027年6月30日 。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。

PA 6: Decent Working Hours

Site: Xiamen Boshun Cutlery Co., Ltd | Site amfori ID: 156-035973-001

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	
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 April 2026, 5 samples from June 2026, 5 samples from the most recent paid month August 2026) yielded the following: 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 50 hours) in April 2026, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 50 hours) in June 2026, 5 out of 5 sampled employees worked in excess of 36 overtime hours per month (i.e. 54 hours) in August 2026, 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	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2026年4月抽取5个，从2026年6月抽 取5个，从最近月份2026年8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2026年4月的加班时间为50小时，5/5名员工在2026年6月的加班时间为50小 时，5/5名员工在2026年8月的加班时间为54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 。

Finding	
systematic issue.	

PA 7: Occupational Health and Safety

Site: Xiamen Boshun Cutlery Co., Ltd | Site amfori ID: 156-035973-001

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on management interview, worker interview, workers' representative interview and documentary evidence, it was noted that workers were not involved in the risk assessments for safe, healthy and hygienic working conditions. This violated BSCI 7.4. This question is rated as "Partially" because the factory had set up an occupational health and safety committee.	根据管理层面谈、工人面谈、工人代表面谈和文件核查，审核员发现工人未参与安全、健康和卫生工作 条件的风险评估。根据BSCI 7.4改善。该问题评为“部分符合”，因为工厂已设立职业健康与安全委员会。