

Monitored Party <b>NINGBO BELL GARMENT INDUSTRIAL CO.,LTD</b>	amfori ID <b>156-016826-000</b>	Address <b>No.422, Jianghu Road, Jiangbei Investment Zone C, Jiangbei District, 315033 Ningbo, Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>APCER</b>
Monitoring Start Date <b>11/03/2026</b>	Closing Meeting Finished Date <b>12/03/2026</b>	Submission Date <b>19/03/2026</b>
Expiration Date <b>19/03/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Ningbo Bell Garment Industrial Co., Ltd</b>	Site amfori ID <b>156-016826-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of Lead auditor: Blue Peng; APSCA membership number: CSCA 21703917

Monitoring partner name: APCER (Monitoring firm APSCA #: 11600046)

Audit schedule details: The audit is planned for 1 auditor x 1.5 days onsite (day 1 from 8:00-16:30, day 2 8:00-12:00)

Announcement Type: Semi-announced full monitoring

Business partner information:

Ningbo Bell Garment Industrial Co., Ltd (Local Name: 宁波钟声服饰实业有限公司, Uniform Code of Social Credit: 9133020075886833XL) is currently located at No. 422, Jianghu Road, Jiangbei Investment Zone C, Jiangbei District, Ningbo City, Zhejiang Province, China (Local address : 中国浙江省宁波市江北区投资创业园区C区姜湖路422号). The factory was established in Jun. 2004.

The factory is specialized in the manufacturing of garments.

Main production activities include cutting, sewing, filling and finishing (including ironing, inspection and packing). No production process or service was subcontracted.

As per management interview, peak season in the factory was not obvious in the past year.

Audited location information:

Total 2 buildings were located in the boundary and the property was owned by auditee. The total size used by the auditee is about 18,466 square meters. No other factory shared in the boundary.

The layout of the two buildings as below:

One 4-storey building (partial 3-storey): 1F- Warehouse and finishing workshop; 2F- Office, sewing and filling workshop; 3F- Warehouse and cutting workshop; 4F- Activity room.

One 4-storey building: 1F- Canteen and kitchen; 2F to 4F- Dormitory rooms.

The auditee didn't provide transportation for employees.

Operating shifts and hours:

Normal working hour was 8 hours per day and 5 days per week. Normal working hour was 8 hours per day and 5 days per week. Three shifts were arranged for security guards: 7:00-15:00; 15:00-23:00 and 23:00-07:00. One shift was arranged for other workers. The working hours for kitchen staff were 8:30-18:00 with 1.5 hours as rest time. The working hours for other workers were 7:30-11:30, 13:00-17:00 from May to Sep. and 8:00-11:30, 12:30-17:00 from Oct. to next Apr., and if needed, overtime started from 18:00 to 20:00. 11 sampled workers of three sampled months were selected for review. Maximum 2 hours overtime per day, 74 hours per month (including work overtime on weekdays and Saturdays). 1 day off after 6 days consecutive working days was guaranteed. During the worker interview, workers confirmed that they worked overtime voluntarily.

Time recording system:

Workers scan IC cards to record working hours including regular working hours and overtimes.

Salary payment details:

Payrolls from Feb. 2025 to Jan. 2026 were reviewed. 11 sampled workers of three sampled months were selected for review. The local minimum standard set at RMB 2490 per month equivalent to RMB 14.31 per hour before Jan. 1 2026, and RMB 2660 per month equivalent to RMB 15.29 per hour since Jan. 1 2026. The lowest wage paid by the factory to workers was RMB 2660 per month (equals to RMB 15.29 per hour), which was met the legal minimum wage. Wage was calculated by monthly rate or piece rate. The workers' overtime work was compensated legally. Wage was paid by bank transfer on around 20th of following month. The pay slip was provided to workers. National holidays, annual leave, sick leave etc. were provided. In current month, there were total 98 permanent employees (including 32 retired employees, no newly hired, temporary or dispatched employee). 66 out of 66 employees (100%) were participated in accident insurance, basic retirement insurance, basic illness, unemployment insurance and child-bearing insurance. The factory provided accident insurance to all retired employees via social insurance.

Worker number information:

On the audit day, there were total 98 employees (including 30 males and 68 females) in the factory, of which 83 employees were production workers. 67 employees were migrants and all employees were hired by the factory directly.

There was no vulnerable worker (such as pregnant, foreign migrant, young, disabled, temporary, seasonal, home-based worker) in the factory. The youngest worker in factory was 30 years old, who was born on Sep. 7 1995 and joined the factory on Jun. 27 2025. No special group worker (such as interns, apprentices, contractor workers etc.) was found in this factory.

During this audit, 11 production workers (including 4 males and 7 females) and 1 female management were interviewed.

#### Good practices:

The factory provided local living wage prior to the audit, and provided free meals and dormitory for workers.

#### Worker organization details:

There was no union available in the factory, but there were 3 worker's representatives elected by workers in Dec. 2025.

#### Circumstances:

The management agreed auditor to visit the whole areas of the factory and kept an open attitude during the audit. During the onsite tour, no obvious gap identified between the workforce and production capacity, and all production processes were running normally. There was no special circumstance during the audit.

#### Summary of findings:

The audit was basically fulfilled according to the audit plan sent prior to the audit. At the end of the audit, auditor communicated the findings in details to factory and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report. The performance areas needed improvements were as follows: PA 1-2 and PA 6-7. No other serious issue was noted in this audit.

#### Living wage calculation:

- a. GLWC benchmark for Ningbo City was filled in this audit report, which is RMB 4198 per month.
- b. The factory had collected local data and calculated the Living Wage by using the table of Fair Remuneration Scan, which is RMB 2689.5/month. Relevant evidence was uploaded under Attachment. During this audit, the factory's data were accepted and used when PA5.4 was evaluated.

#### Personal data protection:

As Personal Information Protection Law implemented in China since Nov 1, 2021, so workers' faces, names, ID numbers, contact information, brand names and logos etc. taken in the photos are protected in the sake of privacy.

#### Additional remark:

There was no agency, contractor or collective bargaining agreement used by the auditee, which makes these documents not applicable. Also, no government waiver was obtained currently, which makes the waiver not applicable.

## SITE DETAILS

Site  
**Ningbo Bell Garment Industrial Co., Ltd**

Site amfori ID  
**156-016826-002**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	98	Workers
Legal minimum wage in local currency	2,660	Monthly
Lowest wage paid for regular work at the site	2,660	Monthly
Calculated living wage in local currency	4,198	Monthly
Total sample	11	Workers

## Other Metrics

Male workers	30	Workers
Female workers	68	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	68	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	2	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	4	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	19	Workers
Domestic migrant workers - Female	48	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	30	Workers
Workers hired directly - Female	68	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	4	Workers
Sample - Female	7	Workers
Sample - Non-binary	0	Workers

## FINDINGS

### PA1: Social Management System

Site: Ningbo Bell Garment Industrial Co., Ltd | Site amfori ID: 156-016826-002

**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

By interviewing with management, worker representative and workers as well as documents review, factory already established the social responsibility management manual and procedures based on amfori BSCI principles and local legal requirements. Relevant laws and regulations had been collected and updated by assigned person periodically. The factory management also conducted regular internal audits and provided related training for workers. However, the management system was not operated effectively as there were findings identified in PA2, PA6 and PA7, such as monthly overtime not controlled well. This question is rated as partially because the general condition in the factory is acceptable and no serious issue was found.

通过与管理层、工人代表和工人的面谈以及文件审查，工厂已经根据amfori BSCI原则和当地法律要求建立了社会责任管理手册和程序。相关法律法规由专人定期收集和更新。工厂管理层还定期进行内部审核，并为工人提供相关培训。但是，由于PA2, PA6和PA7中发现的每月加班控制不佳等问题，管理系统没有有效运行。这个问题被评为部分符合，因为工厂的总体情况是可以接受的，没有发现严重的问题。

**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

By interviewing with management, worker representative and workers as well as documents review, the factory had established work capacity planning procedure, but it was not effective due to the workers' monthly overtime exceeded the legal requirement. This question is rated as partially because the factory had established related procedure, but not well implemented.

通过与管理层工人代表和工人的面谈以及文件审查，工厂已建立一个产能规划流程，但是没有效果，原因是工人的月加班时间超法规要求。这个问题被评为部分符合，因为工厂已经建立了相应的程序，但是没有很好地执行。

### PA 2: Workers Involvement and Protection

Site: Ningbo Bell Garment Industrial Co., Ltd | Site amfori ID: 156-016826-002

**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
<b>Finding</b>	
<p>Through document review, onsite observation, workers and management interview, the auditee had not yet provided the survey reports on the user satisfaction with its grievance procedure though grievance records for past 12 months provided by audited factory were complete blank. This question is rated as partially because the factory had established grievance procedure and provided appealing channels (workers' representative and suggestion boxes) for employees, but the effectiveness of the appealing channels was not verified regularly.</p>	<p>通过文件审阅、现场走访、员工及管理层访谈，被审核方未提供关于其申诉程序的满意度调查报告，尽管工厂提供过去 12 个月的申诉记录都为空白。这个问题被评为部分符合，因为工厂有制定申诉的程序文件，给员工提供了 申诉渠道（员工代表、意见箱），但是没有定期验证其申诉渠道的有效性。</p>

## PA 6: Decent Working Hours

Site: Ningbo Bell Garment Industrial Co., Ltd | Site amfori ID: 156-016826-002

**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
<b>Finding</b>	
<p>According to workers' attendance records from Feb. 2025 to the audit day, workers' monthly overtime working hours exceeded 36 hours for partial months. For three sampled months of 11 sampled workers: 11 workers' overtime were 40 to 72 hours in Jun. 2025; 11 workers' overtime were 54 to 72 hours in Nov. 2025; 11 workers' overtime were 42 to 74 hours in Jan. 2026. This question is rated as no because systematic monthly overtime exceeding legal requirement existed in the factory. (PRC Labor Law article 41)</p>	<p>根据工人的2025年2月至审核当日的考勤，工人有部分月的月加班超出36小时。抽样3个月的11个抽样的工人：11个工人在2025年6月加班时间为40到72小时，11个工人在2025年11月加班时间为54到72小时，11个工人在2026年1月加班时间为42到74小时。这个问题被评为不符合，因为工厂存在系统性月加班违反法规要求的情况。（《中华人民共和国劳动法》第41条）</p>

## PA 7: Occupational Health and Safety

Site: Ningbo Bell Garment Industrial Co., Ltd | Site amfori ID: 156-016826-002

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

ENGLISH	LOCAL LANGUAGE
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Finding	
By interviewing with management, worker representative and workers as well as documents review, factory already established the OHS management system based on amfori BSCI principles and local legal requirements. Relevant laws and regulations had been collected and updated by assigned person periodically. The OHS management system was not operated effectively by factory, that led to partial issues detected in this PA. This question is rated as partially because the general condition of health and safety in the factory is acceptable and no serious issue was found.	通过与管理层、工人代表和工人的面谈以及文件审查，工厂已经根据amfori BSCI原则和当地法律要求建立了职业健康安全管理系统。相关法律法规由专人定期收集和更新。工厂没有有效地执行其职业健康安全管理系统，导致在这个表现区域还有部分问题存在。这个问题被评为部分符合，因为工厂的健康安全总体情况是可以接受的，没有发现严重的问题。

**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	
Based on site observation and management interview, partial incoming materials and finished goods were stored against the wall (less than 0.5 meters as required by law) in warehouse. This question is rated as partially because the main evacuation routes were marked clearly and normally only 1 worker worked in this area. (Article 18 of the Warehouse Fire Safety Management Rules)	根据现场观察和管理人员访谈，仓库有部分来料和成品靠墙存放(低于法规要求的0.5米)。这个问题被评为部分符合，原因是主要疏散路线被清楚地标记出来，通常只有一个工人在这个区域工作。（《仓库防火安全管理规则》第18条）

**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	
Based on site observation and management interview, no needle guards were equipped for around 5% sewing machines in sewing workshop. This question is rated as partially because most of machines were maintained in good condition, and no work injury accident was detected via worker interview. (General rules of design on health and safety of production facility (GB5083-1999), Article 6.1.2)	根据现场观察和管理人员访谈，缝纫车间约5%的缝纫机没有安装挡针板。这个问题被评为部分符合，原因是大部分设备都有在很好的维护，并且通过员工访谈没有发生工伤事故。（生产设备安全卫生设计总则 (GB5083-1999) 6.1.2）