Monitoring summary report for Dongguan Lancai Garment Co.,Ltd
MONITORING ID: 25-0342243

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Trade with purpose

Monitored Party **Dongguan Lancai Garment Co.,Ltd**	amfori ID **156-017303-000**	Address **Room 401, Building 3, No.12, XiLu Road, Humen town, Dongguan, Guangdong Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **ALGI HOLDING COMPANY LLC**
Monitoring Start Date **22/08/2025**	Closing Meeting Finished Date **22/08/2025**	Submission Date **29/08/2025**
Expiration Date **29/08/2026**	Announcement Type **Semi Announced**	
Site **Dongguan Lancai Garment Co.,Ltd**	Site amfori ID **156-017303-001**	

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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	**C**	
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: Laughing Cao with name of “Leen Cao” on APSCA certificate, APSCA membership number: CSCA 21702080
Name of team auditor (if applicable): Nil
Name of observers, translators, trainees, advisors/consultants (if applicable): Nil
Monitoring partner name: ALGI HOLDING COMPANY LLC, APSCA membership number: 11600033

Audit schedule details:
The full monitoring (semi announced) was planned for 1 auditor x 1 onsite day and conducted on August 22, 2025.

Business partner information:
Dongguan Lancai Garment Co.,Ltd (Local Name: 东莞市蓝彩服装有限公司, Uniform Code of Social Credit: 914419000766542110) was located at Room 401, Building 3, No.12, XiLu Road, Humen Town, Dongguan City, Guangdong Province, China (广东省东莞市虎门镇细卢路12号3栋401室). The factory was established on August 14, 2013 with business license valid to long term and specialized in manufacturing of garments. Main production activities included cutting, sewing, ironing, inspection and packing. No production process was subcontracted currently.

Audited location information:
The auditee rented the whole 1/F and 3/F and part area of 4/F of one 4-storey production building from owner as workshops, warehouse and office rooms. The construction area used by the auditee was about 2300 square meters. The other areas of this building were used by other three factories. The factory management representative claimed that they are not familiar with the other factories, so no lease contract and business license of other factories were provided for review. According to onsite observation and interview, the auditee has not any business relationship and did not share equipment, workforce or materials with other factories. No dormitory, canteen, kitchen or transportation service was provided till the audit day. This building was used as details below **:**
1/F was used as cutting workshop and warehouse of the auditee.
2/F was used as workshops by Dongguan City Jooayoo Clothing Co., Ltd and Dongguan Qizi Garment Co., Ltd.
3/F was used as sewing, ironing, inspection and packing workshops of the auditee.
4/F was used as office rooms of the auditee and workshops of Dongguan Fulilai Fashion Co., Ltd.

Operating shifts and hours:
Only one working shift (8:00-12:00, 13:30-17:30) was arranged to all employees. Normal working days were from Monday to Friday. Employees work with overtime voluntary for up to 8.5 hours daily on Saturday and for up to 2 hours during the working day.

Time recording system:
The factory used face recognition recording system to record employees working hours.

Salary payment details:
Based on documents review and interview, it was noted that all employees’ wages were paid by hourly rate. Wages were paid at the end of the following month by bank transfer. The auditor randomly selected 8 samples from each month of June 2025 (last paid month), March 2025 (random month) and August 2024 (random month) for verification.

Worker number information:
On the audit day, there were total 48 employees (including 43 production workers and 5 non-production workers) in the factory. Among them,43 employees (including 26 males and 17 females) were production workers. 47 migrant employees and 6 retired employees worked in the factory. No other special group workers (such as foreign migrant, interns, apprentices, contractor workers) were noted during this audit.

Good practices:
Nil

Worker organization details:

No trade union or worker committee. Two worker representatives were elected in the factory on March 1, 2025.

Circumstances:
Ms. Lan Xianmei/Manager, Ms. Guan Qiaoyun/Assistant of GM and Mr. Yang Zhiguo/Worker representative were participated in the opening meeting (started at 8:00) and closing meeting (ended at 17:30). The auditor communicated the findings in detail to them, answered questions, and made necessary clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

The special circumstances can be classified as followed: Not applicable.

Summary of findings:
PA 1: Social Management System
1.1. Social management system was not implemented effectively in some performance areas.
1.4. Production capacity was not evaluated adequately which led to excessive overtime hours.
PA 2: Workers Involvement and Protection
2.2. Incomplete social long-term goals.
PA 5: Fair Remuneration
5.4. The factory did not calculate the decent living wages which resulted workers' regular wages are less than local BLW.
5.5. Inadequate social insurance coverage.
PA 6: Decent Working Hours
6.2. Monthly overtime hours exceeded 36 hours.
PA 7: Occupational Health and Safety
7.1. Non-compliance with Health and Safety local law and regulations, raw materials were stored against walls.
7.9. No PPE wearing sign posted at cutting workshop.

Local legal minimum wages and living wage calculation:
The local legal minimum wage standard was CNY 1900 per month since December 1, 2021 and CNY 2080 per month since March 1, 2025.
#Living Wage: [The audited factory was located in Dongguan City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY 2691.30, which was manually collected and calculated by the auditor through Anker's methodology.
The Living wage calculation technique used by the auditor is to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there are calculated the relevant data of local living wage according to the proportion of Anker methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. BLW calculation manually collected by the auditor is uploaded as part of the report attachments.]

Remark:
1. The government waiver, agency labor contract and collective bargaining agreement were not available for the factory on the audit day, which made those documents not applicable.
2. Some uploaded attachments (such as wage records and time records) involve employees' personal information, which is protected. This is to comply with the requirements of the Personal Information Protection Law of the People's Republic of China, GDPR and amfori BSCI.
3. The production building belongs to the owner, so the name on building construction certificate and fire safety certificate was the name of owner. The audited factory has not changed the building structure or building fire risk rating, so these certificates are accepted by local law.

SITE DETAILS

Site
Dongguan Lancai Garment Co.,Ltd

Site amfori ID
156-017303-001

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	**48**	**Workers**
Legal minimum wage in local currency	**1,900**	**Monthly**
Lowest wage paid for regular work at the site	**2,000**	**Monthly**
Calculated living wage in local currency	**2,691.3**	**Monthly**
Total sample	**8**	**Workers**

Other Metrics

Male workers	**26**	**Workers**
Female workers	**22**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**26**	**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	**0**	**Workers**
Management - Female	**3**	**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	**26**	**Workers**
Domestic migrant workers - Female	**21**	**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	**26**	**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	**4**	**Workers**
Sample - Female	**4**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Dongguan Lancai Garment Co.,Ltd | Site amfori ID: 156-017303-001

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 onsite observation, document review, management and workers interview, it was noted that the factory did not have an effective management system regarding Social Management System and Cascade Effect, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours and Occupational Health and Safety. (For details, please refer to Performance Area 1, 2, 5, 6 and 7). The management representative declared they did not conduct social responsibility internal assessment and review management system enough and failed to identify problems and take corrective actions in a timely manner. The question is rated as partially because the factory had set up management system to comply with amfori BSCI Code of Conduct, but it was not implemented effectively in some performance areas. This is partially in compliance with requirements of BSCI CoC.	根据现场审核,文件查看,管理层和员工访谈,发现工厂在社会管理体系和级联效应、员工参与和保护、公平报酬、体面的工作时间及职业健康与安全方面缺少有效的管理(详细分别见第1、2、5、6及7部分)。管理层表示工厂社会责任内审和管理体系评审不足导致未能及时发现问题并采取改善措施。该问题被评为局部符合,因为工厂有建立社会责任管理体系以符合amfori BSCI行为准则，但由于管理体系不够完善以至于工厂在部分绩效领域存在缺失。这局部符合BSCI CoC。

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 documents review, management interview and worker interviews, the factory developed the procedures about production capacity planning & cost accounting, the production capacity could satisfy the customer needs and all the goods could be delivered to the clients on time, but it was noted that the factory could not adequately evaluate the production capacity, human resources and equipment status against the delivery requirements to avoid the undue monthly overtime working, so that the workers' monthly overtime hours exceeded the law limit (For details, please refer to PA6.2). Management stated that the	根据文件查看，管理层交谈和工人访谈，工厂建立了产能评估和成本计算程序，生产能力能够满足客户需求且所有货物均能被准时交付给客户，但发现工厂未能根据客户交货期要求，充分地评估生产能力、人员和设备情况，以避免出现月加班超时的现象，导致工人的月加班时间有超出法规要求（对于细节，请参考PA6.2）。管理层表示工厂已经采取行动措施（比如提升生产效率）以控制工人的加班时间。该检查点被评为局部符合，因为管理人员清楚生产效率、交货期以及法规对工作时间的要求，且工厂为每个订单制定了详细的生产计划，以安排生产活动。这局部符合《中华人民共和国劳动法》第41条的要求。

Finding	
factory had taken the action (e.g. optimizing production efficiency) to control the workers' overtime hours. The checkpoint was rated as partially because management staffs were clear of the production rate, date of delivery and regulatory working hours requirements, the factory made the detailed production plan for each order to arrange the production activities. This was partially in compliance with the requirements of PRC Labor Law, Article 41.	

PA 2: Workers Involvement and Protection

Site: Dongguan Lancai Garment Co.,Ltd | Site amfori ID: 156-017303-001

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 document review, management and workers interviews, it was noted that no step-by-step improvement plans were formulated for long-term goals such as control overtime hours and improve social insurance rate etc., and achieving rate assessment was not conducted periodically. The factory management declared that they did not know enough about the requirements for setting long-term goals. The question was rated as partially because the factory management jointed worker and worker representatives to set the long-term goals together to protect the interests of workers, and long-term goals covered all performance areas, but goals missed correct methods and achieving rate assessment. This is partially in compliance with requirements of BSCI CoC.	根据文件审核，管理层及员工访谈确认，工厂没有针对控制加班时间及逐步提高社保参保率等长期目标制定可持续改进的方法,且没有定期进行达成率的评估。管理层表示他们对长期目标的制定要求还不够了解。该问题被评为局部符合，因为工厂管理层有联合员工及员工代表共同制定了用于保护工人的利益的长期目标，且长期目标覆盖了所有的绩效领域，但是缺少改善方法及达成率评估。这局部符合BSCI CoC。

PA 5: Fair Remuneration

Site: Dongguan Lancai Garment Co.,Ltd | Site amfori ID: 156-017303-001

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 document review, management and workers interviews it was noted that the factory did not calculate the local basic living wage, and monthly wages for regular working hours for all 8 8 sampled workers in August 2024 (random month), March 2025 (random month) and June 2025 (last paid month) were CNY 2000-2180 per month, which are less than the local (Dongguan City) Basic Living Wage standard CNY2691.30 per month, which was calculated by the auditor through Anker's methodology based on the data from local government. The factory management stated they knew relevant requirement, but they did not know the calculation method of local basic living wage. This question is rated as no because the factory did not investigate basic living wage, and the monthly wages for regular working hours for all sampled workers are less than the local Basic Living Wage standard. This is not in compliance with requirements of BSCI CoC.	根据文件查看，管理层和员工访谈发现工厂没有计算当地生活需求工资，且所有8名抽样员工在2024年8月(随机月份)，2025年3月份（随机月份）和2025年6月份（最近工资发放月）的工资为人民币2000-2180元每月，没有达到当地（东莞市）的基本生活需求工资CNY 2691.30元/月(这是审核员根据当地政府网址数据采取Anker方法论算出来的数值)。工厂管理层表示他们知道有相关要求，但没有去了解过当地基本生活需求工资的计算方法。该问题被评为不符合，因为工厂没有进行基本生活需求工资的调查,并且抽样工人的月基本工资没有达到当地的基本生活需求工资。这不符合BSCI CoC。

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 the document review, management and workers interviews, it was noted that not all employees were provided with social insurance. As per reviewing the participation status and receipt of July 2025, it was noted that during the audit, there were total 48 employees (All employees were permanent, including 6 retired employees, no newly joined workers, temporary or dispatched employee in this factory), but only 17 out of 42 eligible employees (40.5%) were provided with medical,pension, maternity, work-injury and unemployment insurances. Commercial group accident insurance was provided to 35 workers in two social policies (including all workers who not involoved in injury insurance) with valid period from March 3, 2025 to March 2, 2026 (25 workers) and from May 11, 2025 to May 10, 2026 (10 workers) . There is no social insurance waiver available. The management representative stated the factory provided legal social insurances according to workers' wills when they are coming on board, but some workers were unwilling to buy social	通过文件审核，管理层及员工访谈发现，社保没有覆盖到所有员工。根据2025年7月的社保台账和收据发现，审核中工厂一共有48名员工（所有员工为长期员工，包含6名退休年龄的员工，没有新入职员工，临时工或派遣工），但工厂只为42名符合社保条件的员工中17名员工(40.5%)提供了医疗,养老,生育,工伤及失业保险。工厂有在两份保单中为35名员工(覆盖所有未购买工伤险员工)购买商业意外险，有效期分别为2025年3月3日至2026年3月2日(25人)及2025年5月11日至2026年5月10日(10人)。工厂没有获得社保批文。管理者代表表示工厂在员工入职时根据其个人意愿为其提供社保,但是部分员工不愿意购买社保。该问题被评为不符合，因为只有40.5%(低于80%)的员工购买了社保。这不符合《中华人民共和国劳动法》第72、73条的要求。

Finding	
insurance. This question was rated as no because only 40.5% (less than 80%) workers were participated in social insurances. This is not in compliance with requirements of the PRC Labor Law article 72 and 73.	

PA 6: Decent Working Hours

Site: Dongguan Lancai Garment Co.,Ltd | Site amfori ID: 156-017303-001

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 document review, management interview and worker interviews, it was noted that the monthly overtime exceeded legal requirement. The monthly overtime for all 8 randomly selected employees exceeded 36 hours and were 79.5 hours in June 2025 (last paid month), all 8 randomly selected employees exceeded 36 hours and were 80 hours in March 2025 (randomly selected month) and all 8 randomly selected employees exceeded 36 hours and were 81.5-82 hours overtime in August 2024 (randomly selected month). The factory management declared that the factory did not establish a contingency plan in case something slows down or interrupts production. The question is rated as no because workers' overtime exceeded legal limits systematically. This is not in compliance with requirements of the PRC Labor Law article 41. Remark: The workers' overtime work was voluntary.	基于文件审核,管理层和员工访谈发现工厂的月加班工时超过法定要求。2025年6月(最近工资发放月), 8名被抽查员工的月加班工时均超过36小时为79.5小时；2025年3月 (随机月),8名被抽查员工的月加班工时均超过36小时为80小时；2024年8月(随机月),8名被抽查员工的月加班工时均超过36小时为81.5-82小时。工厂管理人员表示工厂没有建立应对减缓或干扰生产时的应急计划。该问题被评为不符合，因为员工的加班时间系统性超过法规要求。这不符合《中华人民共和国劳动法》第41条的要求。 备注：员工均为自愿加班。

PA 7: Occupational Health and Safety

Site: Dongguan Lancai Garment Co.,Ltd | Site amfori ID: 156-017303-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on onsite observation, document review,	基于现场审核、文件查阅、管理层访谈和员工访

Finding	
management and worker interviews, it was noted that: a. the factory had set up the occupational health and safety regulations and procedures; however, the actual practice throughout the factory was not fully in compliance with requirements of local law regarding goods storage and PPE sign. This is partially in compliance with requirements of relevant local health and safety laws (Please refer to question points PA7.1 and PA7.9 for specific health and safety regulations); b. 20% raw materials were stored against the walls. This is partially in compliance with requirements of Rules Concerning Warehouse Safety and Fire Control article 18. The question is rated as partially because the factory complies with local regulations in most areas of health and safety, but non-compliances occurred in some areas. The factory management said that they would take the initiative to strengthen learning and make continuous improvement.	谈，评估发现： a.工厂虽然建立了职业健康安全方面的程序和相关制度，但是在实际的执行过程中仍存在一些未能遵循当地法规要求的问题，例如货物的摆放及个人防护用品标识,这局部符合当地健康安全的法规 (具体的健康安全法规条款请参阅PA7.1及PA7.9)； b. 20%的原料靠墙摆放。这局部符合《仓库防火安全管理规划》第18条。 此问题点判定为局部符合原因在于工厂在绝大多数的健康安全领域符合当地法规的要求,但是在部分领域存在不符合项。工厂管理层表示会主动加强学习并进行持续改善。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on onsite observation, management and worker interviews, it was noted that no PPE wear sign was posted at cutting workshop. The factory management stated they ingored this issue because the hand cutting machine was not use normally. The question was rated as partially because warning signs were posted for all electricity equipment and at ironing workshop, but no PPE sign posted. This is partially in compliance with requirements of article 35 of Law of PRC on Work Safety.	根据现场观察,管理层和员工面谈发现, 工厂裁床车间没有张贴个人防护用品佩戴标识。工厂代表表示因电剪不经常使用疏忽了该问题。这个问题被评为局部符合,因为工厂有为所有电气装置及烫衣工位张贴警示标识, 但是没有张贴个人防护用品佩戴标识。这局部符合《中华人民共和国安全生产法》第三十五条的要求。