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| Monitored Party Huizhou Melikey Silicone Product Co.,Ltd. | amfori ID 156-047177-000 | Address 6th Floor, No. 2, Huifeng 7th Road(Plant B) , Zhongkai High-tech Zone, Huizhou City, Guangdong Sheng, China |
| Monitoring Activity amfori Social Audit - Manufacturing | Monitoring Type Full Monitoring | Monitoring Partner SGS |
| Monitoring Start Date 11/06/2025 | Closing Meeting Finished Date 11/06/2025 | Submission Date 17/06/2025 |
| Expiration Date 17/06/2026 | Announcement Type Semi Announced | |
| Site Huizhou Melikey Silicone Product Co.,Ltd. | Site amfori ID 156-047177-001 | |

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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: Rae Wang (CSCA 21701918).

Name of team auditor (if applicable): NA

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for one auditor in 1 onsite day. The Full audit (Semi Announced) was conducted on Jun 11, 2025.

Business partner information:

Huizhou Melikey Silicone Product Co.,Ltd. 惠州市米莱克硅胶制品有限公司 (Business No.: 91441303MA4UQYJH6L) was located at 6th Floor, No. 2, Huifeng 7th Road(Plant B) , Zhongkai High-tech Zone, Huizhou, Guangdong, China. 惠州仲恺高新区惠风七路2号 (厂房B) 六楼. The name and operation address location in business license were same as above.

The main auditee was founded on Jun 23, 2016 based on the business license. The business license was valid to long term. It was limited liability company.

The main auditee was engaged in manufacturing silicone baby feeding products, baby teething products, baby toys. The production capacity was 15,000,000 pcs per year. The main production processes: laser carving, assembly and packing.

Audited location information:

The building used by the main auditee was rented from the industrial park. The factory used the 6/F of one 7-storey production building. No dormitory or canteen in the factory.

The factory building details were as follows:

6/F of the 7-storey buildings: workshop, warehouse, office; 2600 square meters.

Remark: The other floors of the building were used by many other companies of the industrial park, who had independent business licenses. No mingled worker was identified during the audit. This audit only covered the scope used by the auditee.

Operating shifts and hours:

For all workers, they took one shift: 8:00-12:00, 13:30-17:30; the evening overtime was from 18:30 if needed. The rest days were defined as Saturday and Sunday in a week.

Time recording system:

The factory established a policy on working hour system. Factory used face recognition system to record working time. Based on the policy and working time records (from 1 May 2024 to the audit day Jun 11, 2025), the workers worked 8 hours per day, 5 days in a week as regular working time. The factory arranged workers worked overtime 0~2 hours in weekdays, 0~8 hours on Saturdays. No overtime working on Sunday or holidays. The maximum monthly overtime hour was 84 hours, the maximum weekly working time was 58 hours (sampled 5 out of 5 workers: 1st sampled month (Aug 2024): standard hours (40 hours) + maximum weekly OT (18 hours); 2nd sampled month (Nov 2024): standard hours (40 hours) + maximum weekly OT (18 hours); 3rd sampled month (Apr 2025): standard hours (40 hours) +maximum weekly OT (18 hours).) The maximum consecutive working time was 6 days. The workers could choose overtime working or not. The processes and implementation were verified by interview and document review.

Salary payment details:

The factory established wages and benefit management system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from May 2024 to Apr 2025 of the factory, the minimum wage paid by the factory was RMB2610/month, which was higher than the legal requirement (RMB1850/month). The wages were paid to workers by hourly rate. The factory paid overtime wages to workers according to the legal required rate (150%, 200%, 300% of normal rate for overtime working on weekday, weekend, holiday respectively). No overtime working on holidays. No unreasonable deduction existed in the wage records. The factory paid wages to workers before the 30th of next month by cash. These processes and evidence were cross checked by document review, interview.

Worker number information:

Totally 47 workers in the factory (including 38 non-production workers and 9 production workers).

The 9 production workers (5 male workers and 4 female workers).

22 (11 male workers and 11 female workers) migrant workers from different province of China.

No pregnant worker. No violation on pregnant protection.

No child labor. No young worker. No disabled worker. No lactating worker.

No probationer, no trainee, no subcontracting worker.

Good practices: Nil.

Worker organization details: One worker representative was elected by workers in the factory.

Circumstances: Based on searching and reviewing the information through IPE and business information website, there was no special circumstances identified during the monitoring.

The special circumstances can be classified as followed: Nil.

Summary of findings:

Some issues identified as follow:

- 1.1 The system maintenance was not completely implemented.
- 1.4 The capacity control needed improvement because workers overtime working hour exceeded legal requirement.
- 2.2 The workers and worker representatives were not familiar with the long term goals.
- 2.4 The the interviewees did not understand the content of amfori BSCI Code.
- 5.4 Partial sampled workers' wages (not including overtime wage) were lower than local living wage standard.
- 5.5 inadequate social insurance provided to employees.
- 6.2 Monthly overtime hour exceeded legal requirement.
- 7.3 Inadequate occupational health examination provided to relevant worker.
- 7.4 The worker/worker representative was not involved into the risk assessment process.

Living wage calculation:

The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference:

- 1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsj/2022/indexch.htm>
- 2) Interpretation of the Social Insurance Law of the People's Republic of China (11): http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html
- 3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI>
- 4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

Precautions taken about #COVID-19 in the facility: No special requirement in China.

Attachments : No Comprehensive Timing Approval was obtained by the factory. No collective bargaining agreement existed in the factory. No contractor or agency labor used by the factory. So the relevant documents were not available. 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.

SITE DETAILS

Site

Huizhou Melikey Silicone Product Co.,Ltd.

Site amfori ID

156-047177-001

GICS Classification

| | | |
|--------------------------|-----------------------------|--------------------|
| Sector | Industry Group | Industry |
| Consumer Discretionary | Consumer Durables & Apparel | Household Durables |
| Sub Industry | | |
| Housewares & Specialties | | |

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

| | | |
|---|-------|---------|
| Total workforce | 47 | Workers |
| Legal minimum wage in local currency | 1,850 | Monthly |
| Lowest wage paid for regular work at the site | 2,610 | Monthly |
| Calculated living wage in local currency | 3,617 | Monthly |
| Total sample | 5 | Workers |

Other Metrics

| | | |
|--|----|---------|
| Male workers | 17 | Workers |
| Female workers | 30 | Workers |
| Non-binary workers | 0 | Workers |
| Permanent workers - Male | 17 | Workers |
| Permanent workers - Female | 30 | 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 | 7 | 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 | 11 | Workers |
| Domestic migrant workers - Female | 11 | 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 | 17 | Workers |
| Workers hired directly - Female | 30 | 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 | 2 | Workers |
| Sample - Female | 3 | Workers |
| Sample - Non-binary | 0 | Workers |

FINDINGS



PA1: Social Management System

Site: Huizhou Melikey Silicone Product Co.,Ltd. | Site amfori ID: 156-047177-001

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

The main auditee partially respects this principle. The factory established system on amfori BSCI and last internal audit was conducted on 16 Nov 2024. The system maintenance was not completely implemented by the factory. Some issues on social insurance, working time, etc. were identified during this audit. It violated the requirement of question 1.1 in amfori BSCI system manual.

被审核方部分遵守该准则。工厂建立了amfori BSCI管理系统，且在2024年11月16日进行了内审。但是系统维护未彻底执行，所以本次审核中在社保、工作时间等方面有发现一些问题。违反了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

The main auditee partially respects this principle. The factory controlled the capacity according to client orders and production plan. But based on the working time records from 1 May 2024 to the audit day (11 Jun 2025), the workers overtime working hour exceeded legal requirement. It violated the requirement of question 1.4 in amfori BSCI system manual.

被审核方部分遵守该准则。工厂根据客户订单及生产计划来控制产能。但是，根据提供的2024年5月1日至审核当天（2025年6月11日）的考勤记录，工人的加班时间超出了法规要求。违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Huizhou Melikey Silicone Product Co.,Ltd. | Site amfori ID: 156-047177-001

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

The main auditee partially respects this principle. Based on document review, the long-term goals

被审核方部分遵守该准则。根据文件审核，工厂有根据amfori BSCI行为准则定义长期目标来保护员工

| Finding | |
|---|---|
| were established to protect workers according to the amfori BSCI Code of Conduct, but workers and worker representatives were not familiar with the goals. It violated the requirement of question 2.2 in amfori BSCI system manual. | 且建立达成目标的具体措施，但工人和工人代表不了解这些长期目标。 违反了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 | |
| The main auditee partially respects this principle. Based on worker interview, the interviewees did not understand the content of amfori BSCI Code, although factory had provided training on it with records kept. It violated the requirement of question 2.4 in amfori BSCI system manual. | 被审核方部分遵守该准则。根据工人访谈，被访谈的工人不知道amfori BSCI行为准则的内容，尽管工厂已提供了相关培训并保留了记录。 违反了amfori BSCI管理手册中问题2.4的要求。 |

PA 5: Fair Remuneration

Site: Huizhou Melikey Silicone Product Co.,Ltd. | Site amfori ID: 156-047177-001

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 | |
| The main auditee partially respects this principle. The factory had assessed local living wage. Based on the wage records provided by the factory, partial sampled workers' wages (not including overtime wage) were lower than local living wage standard (RMB3617/month), the sampled workers' average wage was RMB2816/month. It violated the requirement of question 5.4 in amfori BSCI system manual. Remark: Workers' minimum basic wage provided by the factory was RM2610/month, which was higher than the local legal minimum wage standard RMB1850/month. | 被审核方部分遵守该原则。工厂评估了当地公平工资，且根据工厂提供的工资记录发现，部分抽样员工的工资（不包含加班费）低于当地体面生活工资标准（RMB3617/月），抽样的员工平均工资为RMB2816/月。 违反了amfori BSCI管理手册中问题5.4的要求。 备注：工厂给员工提供的基本工资最低为RMB2610/月，高于当地法规要求的最低工资标准RMB1850/月。 |

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

The main auditee does not respect this principle. Based on social insurance records of May 2025, the factory provided retirement, unemployment, injury, medical, child-bearing insurance to 25 employees. There were totally 47 employees in the factory (including 1 retirement age worker and 0 new worker in current month). Management and worker interview indicated that the workers, who were not covered by social insurance, had the new rural social insurance in home, the records were not collected for review. Factory provided commercial injury insurance to all the employees which covered all the worker who had no social injury insurance, which was valid from 2 Dec 2024 to 2 Dec 2025. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Article 73

被审核方未遵守该准则。根据2025年5月的社保记录,工厂为25名员工提供了养老、失业、工伤、医疗、生育保险。工厂总人数47人(包括1名退休年龄工人和0名当月新进工人)。管理层访谈和工人访谈显示,未享受社保的工人,在家有参加新农保,未收集相关记录供审核。工厂给所有员工购买了商业保险,覆盖了所有未享受社保工伤险的工人,有效期从2024年12月2日至2025年12月2日。违反了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: Huizhou Melikey Silicone Product Co.,Ltd. | Site amfori ID: 156-047177-001

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

The main auditee does not respect this principle because worker's OT hour exceeded legal requirement. Based on attendance records from 1 May 2024 to the audit day, 5 out of 5 sampled workers' overtime working hour exceeded 36 hours in the sampled months. The maximum monthly OT was 84 hours (including 44 hours OT on weekdays, 40 hours OT on weekend). The maximum daily OT in weekday was 2 hours. The maximum weekly working time was 58 hours.
1st sampled month (Aug 2024): standard hours (176 hours), maximum monthly OT (84 hours);
2nd sampled month (Nov 2024): standard hours (168 hours), maximum monthly OT (82 hours);
3rd sampled month (Apr 2025): standard hours (168 hours), maximum monthly OT (74 hours).

被审核方未遵守该准则,原因是工人的加班时间超出法规要求。根据2024年5月1日至审核当天的考勤记录,5名抽样工人中的5名工人,在抽样月的月加班时间超36小时。最大月加班是84小时(包括44小时平时加班、40小时周末加班)。工作日最大日加班是2小时。最大周工时为58小时。
第一个抽样月(2024年8月):基本工时(176小时),最大月加班(84小时);
第二个抽样月(2024年11月):基本工时(168小时),最大月加班(82小时);
第三个抽样月(2025年4月):基本工时(168小时),最大月加班(74小时)。
违反了中华人民共和国劳动法(2018修正)第四十一条

Finding

It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41

PA 7: Occupational Health and Safety

Site: Huizhou Melikey Silicone Product Co.,Ltd. | Site amfori ID: 156-047177-001

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

The main auditee partially respects this principle. Based on document review, the factory conducted risk assessment on HS management. But the records indicated that the risk about laser carving position was not identified correctly. And factory did not provide occupational health examination to the laser carving worker. It violated the requirement of question 7.3 in amfori BSCI system manual & Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35

被审核方部分遵守该准则。根据文件审核，工厂进行了健康安全方面的风险评估。但记录显示，工厂没有正确的识别出镭雕岗位的风险。而且工厂没有给镭雕操作工人提供职业健康体检。违反了amfori BSCI管理手册中问题7.3的要求和中华人民共和国职业病防治法（2018修正）第三十五条

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

The main auditee partially respects this principle. Based on document review, the factory conducted risk assessment on HS management. But the worker/worker representative was not involved into the risk assessment process. It violated the requirement of question 7.4 in amfori BSCI system manual.

被审核方部分遵守该准则。根据文件审核，工厂进行了健康安全方面的风险评估。但是工人/工人代表没有参与到风险评估过程中。违反了amfori BSCI管理手册中问题7.4的要求。