

Monitored Party Dingzhou Weitai fitness equipment Co.,Ltd	amfori ID 156-043869-000	Address Zhaojiawa village, MingyuedianTown, Dingzhou City, Hebei Province, China, 073004 Dingzhou, Hebei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 13/02/2025	Closing Meeting Finished Date 13/02/2025	Submission Date 18/02/2025
Expiration Date 18/02/2027	Announcement Type Semi Announced	
Site Dingzhou Weitai fitness equipment Co.,Ltd	Site amfori ID 156-043869-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	C	
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	A	

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: Johnson Song, APSCA membership number: CSCA 21701840

Monitoring company name: Eurofins CPA

Audit type: Full Monitoring

Audit schedule details: The audit is planned for 1 auditor x 1 day (on-site), this is a semi- announced audit.

Business partner information: Dingzhou Weitai fitness equipment Co.,Ltd (Chinese name: 定州维泰健身器材有限公司, Business license registration number: 91130682MA09Q741XN) was located at Zhaojiawa village, MingyuedianTown, Dingzhou City, Hebei Province, China (中国河北省定州市明月店镇赵家洼村). The actual address was consistent with that in its business license. This facility was established in January 2018, main product was fitness equipment such as dumbbells, barbells, etc. The main production processes were cutting, machine processing, polishing, plating if necessary, products processing (including spraying powder, injection, plastic dipping, rubber coating, spraying paint, blow molding, filling, etc.), inspection and packing. The different products used different production processes, and usually one product did not use all of the above production processes.

Remark: 1) There was no plating process in the auditee, if the products needed the plating process, the facility would send to one plating subcontractor, this subcontractor was the auditee's major supplier, it signed the amfori BSCI CoC, and been monitored the CSR performance by the auditee. 2) Per onsite observation, it was noted that the spraying paint process did not manufactured. The management stated that there was no order of spraying paint products almost one year, thus the paint process did not manufacturing for a long time. It was also confirmed this information through workers interview.

Audited location information: The factory used one 3-storey building for office, seven flat buildings for workshop and warehouse. Two 2-storey dormitory buildings were idle. The factory did not provide dormitory, canteen or kitchen for employees. The buildings' detail information as below:

One 3-storey building: Office; One flat building: spraying powder process, spraying paint process, polishing process, filling process, warehouse; One flat building: plastic dipping process, warehouse; One flat building: cutting process, blow molding process, rubber coating process; One flat building: machining process; One flat building: warehouse; One flat building: injection process, warehouse; One flat building: warehouse.

The assessed facility owned the all buildings and no any other facility in the same yard. The total building area occupied by the facility was about 14500 square meters.

Operating shifts and hours: Face recognition attendance system was used. Normal working hours was 8 hours per day and 5 days per week (from Monday to Friday). All employees worked one shift: 8:00-12:00, 13:00-17:00. Workers could rest on Saturday and Sunday. 1 day off after 6 days consecutive working days was guaranteed to all workers. The maximum daily overtime was 2 hours, and workers worked 8 hours overtime on Saturday. No overtime on Sunday or holidays. The maximum overtime per week was 10 hours, the maximum monthly overtime was 36 hours. There was no obvious peak season in the past year.

Salary payment details: Wage was paid through bank transfer before or on 30th each month on time. Remark: The factory paid the wage of January 2025 on 10 February 2025 due to the Chinese New Year was happened in January 2025, workers cost much money in Chinese New Year and they wanted to get the wage of January 2025 in advance. According to the payroll and attendance records of 10 sampled employees from February 2024 to January 2025, it was noted that the regular wages of all sampled employees were paid at least at RMB 15.52/hour, which was above the local minimum wage of RMB2000/month (RMB11.49/hour). All sampled employees were paid 150% and 200% of regular wages for their work on weekdays and rest days respectively, which was not less than the statutory requirements. Workers rested on holidays.

Worker number information: There were 47 employees in the facility, including 34 production workers and 13 non-production employees (6 managers and 7 employees). There were 34 production workers including 10 males and 24 females. No temporary workers, agency workers, apprenticeship schemes, home employees were used by the auditee. All non-production employees were local. There were 3 domestic workers and 40 local workers, all workers hired directly by the facility. No foreign workers were employed by the auditee. No young worker was available in the auditee.

Good practices: Nil

Worker organization details: No trade union was available in the auditee. There were 2 worker representatives. Workers were not prohibited for collective bargain but no such collective bargaining occurred in the auditee.

#Living Wage: The factory collected local decent living wage data manually, because there was no data from GLWC website of the city, and there was no public information about the decent living wage standard. The factory collected information from workers investigation, and then calculated the data manually, the assessed items included education, transportation, food, clothing, energy and water consumption, housing, unexpected events and savings, these items were the basic expenditure, and workers' total actual wage in each month was higher than the local minimum wage. The information was also confirmed with workers' interview.

The management team of the facility provides the support to the audit team so that the audit could be carried out in good co-operation status. The management was agreed with all the findings.

There was no special circumstance during the audit.

Summary of findings:

There were findings in PA1, 2, 5, 7.

1.1 The facility did not strictly implement some management procedures due to the reasons of insufficient management measure, operating cost, workers' willingness, client delivery time, and etc. It caused there was non-conformance in some Performance Areas (PAs).

2.2 The factory did not periodically review the implementation status of the goals.

2.4 Some interviewed workers were not aware of amfori BSCI code.

2.5 The factory did not conduct the regular survey and assessment on the grievance mechanism to check its effectiveness and timeliness.

5.5 Not all employees were provided with social insurances.

7.1 The factory did not arrange the post-job occupational diseases examination for relevant workers exposed to occupational hazards position.

7.7 There was no relevant labels on chemical container, the MSDS of chemical was not available, the factory installed the secondary container for this chemical, but the secondary container was broken.

7.9 The facility did not provide warning sign such as "Caution Electricity" for two electrical panels in the polishing workshop.

7.11 The factory did not provide the Fire Safety approval or certificate and Building Safety Certificate.

7.13 The facility did not provide safety cover on 1 electrical panel in machining process workshop.

Remark :

1. To protect personal data, workers' face and personal information (such as attendance records, personnel information, wages and etc) were hidden in attachments.

2. There were no agencies and contractors used by the auditee which made the agency labour contract and contractor license not applicable.

3. The auditee did not obtain government waivers and collective bargaining agreements which made these documents not applicable.

SITE DETAILS

Site

Dingzhou Weitai fitness equipment Co.,Ltd

Site amfori ID

156-043869-001

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	45	Workers
Legal minimum wage in local currency	2,000	Monthly
Lowest wage paid for regular work at the site	2,700	Monthly
Calculated living wage in local currency	2,178	Monthly
Total sample	10	Workers

Other Metrics

Male workers	13	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	34	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	6	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	1	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	13	Workers
Workers hired directly - Female	34	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	6	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Dingzhou Weitai fitness equipment Co.,Ltd | Site amfori ID: 156-043869-001

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 worker interview, worker representative interview, management interview, document review and onsite tour, it was noted that the facility had established written social responsibility policy and procedures to implement amfori BSCI Code of Conduct and local legal requirement. But the facility did not strictly implement some management procedures due to the reasons of insufficient management measure, operating cost, workers' willingness, client delivery time, and etc. It caused there was non-conformance in some Performance Areas (PAs), for example, PA5: The social insurances were not cover all employees; PA7: insufficient management for chemical, buildings' certificates, and etc. The management representative stated that the factory had found these findings and the factory would correct the findings step by step according to the factory actual situation.

This question is rated as partial as the facility has ensured most of the amfori BSCI requirements. (In accordance with the requirement of Performance Area 1.1 of amfori BSCI Code of Conduct)

基于工人访谈、工人代表访谈、管理人员访谈、文件审核和现场走访，发现工厂已经建立了书面的社会责任政策和程序来实施amfori BSCI行为准则和当地的法律要求，但是由于管理措施不足、运营成本、工人意愿、客户交期等原因，工厂没有严格执行一些管理程序，造成有些PA有不符合发现，比如PA5: 社保参保不足, PA7: 化学品和建筑物的证件管理不足，等。管理者代表表示工厂已经发现了这些问题，将根据工厂的实际情况逐步改善发现的问题点。

这个问题被评为部分符合，因为工厂做到了大部分amfori BSCI的要求。

(根据amfori BSCI行为准则绩效领域1.1的要求)

PA 2: Workers Involvement and Protection

Site: Dingzhou Weitai fitness equipment Co.,Ltd | Site amfori ID: 156-043869-001

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 worker interview, it was noted that, the factory defined the goals to protect employees according to BSCI Code of Conduct, but the factory did not

基于文件审核、管理层和员工访谈，审核员发现工厂根据BSCI行为守则定义了保护员工的目标，但是工厂没有定期回顾评审目标执行情况。此问题点判定为部分符合，因为工厂建立了管理程

Finding	
periodically review the implementation status of the goals. This finding is rated as “Partially” because the factory established such management procedure and goals, the management clearly knew the goals, and the goals were also scattered among the daily work. But the factory did not regularly review the goals. (In accordance with the requirement of Performance Area 2.2 of BSCI Code of Conduct)	序和目标，管理人员清楚的知道这些目标，并且这些目标也分散在日常的工作中。工厂只是没有对目标进行回顾评审。 (根据amfori BSCI行为准则绩效领域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	
Based on factory tour, document review, management and worker interview it was noted that that 3 out of 10 interviewed workers were not aware of amfori BSCI code such as such as Workers Involvement and Protection, The Rights of Freedom of Association and Collective Bargaining and etc. The finding is rated as “Partially”, because the factory developed relevant social policies based on amfori BSCI COC, the factory posted the BSCI COC in public area, provided BSCI CoC and social policies training to all employees. The factory management stated they would enhance the training effect. (In accordance with the requirement of Performance Area 2.4 of BSCI Code of Conduct)	基于现场走访、文件查阅、管理层访谈和工人访谈，审核员发现抽样10名员工中有3名员工不了解amfori BSCI的行为准则，比如工人参与和保护，结社自由与集体谈判,等。 此问题点判定为部分符合，因为工厂根据amfori BSCI的行为准则建立了相关的政策，在公共区域张贴BSCI的行为准则，有提供进行amfori BSCI的行为准则和社会责任的培训的给所有员工，工厂管理层表示会加强培训效果。 (根据amfori BSCI行为准则绩效领域2.4的要求)

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 onsite tour, document review, management and worker interviews, it was noted that the auditee had established grievance procedure and provided the grievance mechanism such as suggestion box, worker representative and etc. But the factory did not conduct the regular	基于现场走访、文件查阅、管理层访谈和工人访谈，被审核方建立了投诉程序，提供了投诉渠道比如意见箱、员工代表等，但是工厂没有定期对申诉机制进行调查和评估以检查它的有效性和时效性。此问题点判定为部分符合，原因在于工厂制定了书面的申诉程序，工人知道申诉渠道比如意见箱、员

Finding	
survey and assessment on the grievance mechanism to check its effectiveness and timeliness. This question is rated as Partially, because the grievance procedure was established, grievance channels such as worker representatives, suggestion box, etc were known by workers. And there was no grievance from interviewed workers. (In accordance with the requirement of Performance Area 2.5 of BSCI Code of Conduct)	工代表，并且访谈的工人没有申诉意见。 (根据amfori BSCI行为准则绩效领域2.5的要求)

PA 5: Fair Remuneration

Site: Dingzhou Weitai fitness equipment Co.,Ltd | Site amfori ID: 156-043869-001

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	
Based on worker interview, worker representative interview, management interview, document review, it was noted the coverage of social insurances was insufficient. There were total 47 employees hired at the factory during audit date, 12 employees were retirees hired to work again and no new employee, thus the factory should provide social insurances for 35 employees. The past 12 months' social insurance documents were provided for review, the social insurance documents of the latest social insurance payment month (January 2025) showed that 14 out of 35 employees (40%) participated in the retirement insurance, unemployment insurance and work-related injury insurance, 15 out of 35 employees (43%) participated in the medical insurance and child-bearing insurance. Remark: The facility bought the commercial injury and accident insurance for all 47 employees during 11 February 2025 to 10 February 2026. Remark: The facility did not obtain any insurance waiver. This question is rated as No as the number of insured employees in the facility did not reach 80%. Reference Law: Article 72 and 73 of the China Labor Law	基于工人访谈、工人代表访谈、管理人员访谈、文件审核，发现社会保险参保不足。工厂审核当天一共雇佣了47名员工，其中12名为退休返聘员工，没有新进员工，因此工厂应该为35名员工提供社会保险。工厂提供了过去12个月的保险文件供查阅，最近一个社保缴纳月（2025年1月）的缴费记录显示35名员工中的14名(40%)参加了养老、失业和工伤保险，15名(43%)参加了医疗保险和生育保险。 备注：工厂为所有47名员工在2025年2月11日到2026年2月10日购买了商业意外伤害保险。 备注：工厂未获得任何社保证明。 这个问题被评为不符合，因为工厂参保人数未达到80%。 参考法律：《中华人民共和国劳动法》第72条和73条。

PA 7: Occupational Health and Safety

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 worker interview, worker representative interview, management interview, document review and onsite tour, it was noted that the factory had provided the pre-job and on-job occupational diseases examination for relevant workers exposed to occupational hazards position, but the factory did not arrange the post-job occupational diseases examination for relevant workers exposed to occupational hazards position. This question is rated as Partial, because the facility had established the occupational diseases examination management procedure and arranged the pre-job and on-job occupational diseases examination, only not arrange the post-job occupational diseases examination. Reference law: Law of the PRC on Prevention and Control of Occupational Diseases, Article 35	基于工人访谈、工人代表访谈、管理人员访谈、文件审核和现场走访，发现工厂提供了在岗和岗前的职业病体检，但是没有提供离岗的职业病体检。这个问题被评为部分符合，因为工厂建立了职业病体检管理程序，提供了岗前和岗中的职业病体检，仅仅没有提供离岗的职业病体检。 参考法律法规：《中华人民共和国职业病防治法》第三十五条。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on worker interview, worker representative interview, management interview, document review and onsite tour, it was noted that the factory used dipping plastic fluid in the dipping plastic workshop, but there was no relevant labels on this chemical container, the MSDS of this chemical was not available, the factory installed the secondary container for this chemical, but the secondary container was broken. This question is rated as partial, because the facility had established chemical management procedure, the factory did not use much chemicals and the facility install fire equipment and eye washing facility for chemicals. Reference law: Regulation on chemical safe handling in workplace (1997), Article 12, Regulations on the Safety Management of	基于工人访谈、工人代表访谈、管理人员访谈、文件审核和现场走访，发现工厂在浸塑车间使用浸塑液，但是工厂没有在化学品容器上张贴化学品标识、没有提供化学品的MSDS、设置的二次容器有破损。 这个问题被评为部分符合，因为工厂已经建立完善的化学品管理程序，工厂也没有使用大量的化学品，工厂也为化学品安装了消防器材和洗眼器。 参考法律法规：《工作场所安全使用化学品规定》（1997）第12条，《危险化学品安全管理条例》第20条。

Finding	
Dangerous Chemicals article 20	

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 worker interview, worker representative interview, management interview, document review and onsite tour, it was noted that the facility did not provide warning sign such as "Caution Electricity" for two electrical panels in the polishing workshop. The non-compliance ratio was about 10%. This question is rated as partial as the facility established electricity safety management procedure, and has provided warning sign such as "Caution Electricity" for more than 90% of electrical panels. (According to General Guide for Safety of Electric User (GB/T 13869-2017) 3.3)	基于工人访谈、工人代表访谈、管理人员访谈、文件审核和现场走访，发现抛光车间2个电闸开关未设置“小心触电”的警示标签。不合格比例低于10%。这个问题被评为部分符合，因为工厂已经建立了用电安全管理程序，多余90%电闸开关已提供警示标签。 （参考法规《用电安全导则》《GB/T 13869-2017》，3.3条款）

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 worker interview, worker representative interview, management interview, document review and onsite tour, it was noted that the factory did not provide the Fire Safety approval or certificate and Building Safety Certificate for all buildings (each building area was more than 300 square meters). The management explained that the relevant document was not found during this audit. This question is rated as Partial, because the facility established fire safety and building safety management procedure and inspected fire safety and building safety once per month, there was no other fire safety or building safety issued during this audit. Reference law: PRC Fire Prevention Law article 13, PRC Construction Law Article 61	基于工人访谈、工人代表访谈、管理人员访谈、文件审核和现场走访，发现工厂没有提供所有建筑的消防安全证明或报告和竣工验收报告供查阅(每栋建筑的面积都大于300平方米)。管理人员解释以上文件在审核当天没有找到。 这个问题被评为部分符合，因为工厂建立来了消防安全和建筑安全的管理程序，每个月检查一次消防安全和建筑安全，在审核中没有发现消防和建筑安全方面的其他问题。 参考法律法规：《中华人民共和国消防法》第十三条；《中华人民共和国建筑法》第六十一条

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on worker interview, worker representative interview, management interview, document review and onsite tour, it was noted that the facility did not provide safety cover on 1 electrical panel in machining process workshop. This question is rated as partial, because the facility had established valid electric facility management procedure and there were safety covers for more than 95% of electrical panels. (Reference law: Safety Code of Electric Power Industry—Part 1:Thermal and Machine, Article 3.5.5)	基于工人访谈、工人代表访谈、管理人员访谈、文件审核和现场走访，发现机加工车间内1个配电箱没有安装保护盖。 这个问题被评为部分符合，因为工厂已建立有效的电力设施管理程序，且大于95%电闸开关已安装保护盖。 (相关法律法规：《电业安全工作规程（第1部分：热力和机械部分）》3.5.5 条款)