

Monitored Party SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD	amfori ID 156-024494-000	Address 301, 99-1 Dayang Road, Xintian Community, Fuhai Street, Baoan District, 518103 Shenzhen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 17/11/2025	Closing Meeting Finished Date 19/11/2025	Submission Date 23/11/2025
Expiration Date 23/11/2026	Announcement Type Semi Announced	
Site SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD	Site amfori ID 156-024494-002	

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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	A	

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: Alex Zhang, APSCA membership number: CSCA 21701868

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit was planned for one auditor x 2.5 days. The audit started from 08:00 am to 17:30 pm on 17 November 2025, the audit time was from 08:10 am to 17:40 pm on 18 November 2025, the audit time on 19 November 2025 was from 08:05 am to 12:05 pm.

Announcement Type: It was a Semi-Announced audit.

Business partner information: The auditee was established in 2013 and located at 301, 99-1 Dayang Road, Xintian Community, Fuhai Street, Baoan District, Shenzhen, Guangdong Province (广东省深圳市宝安区福海街道新田社区大洋路99-1号301). The facility mainly produced Charger, power adapter, open frame power supply board with the main production processes of DIP, assembly, testing and packing processes, no producing process was subcontracted to outsource.

Audited location information: There were 9 blocks of production buildings in this boundary and there were about 20 independent companies inside. The auditee rented the 1F to 3F of one 4-storey production building with about 3660 square meters, the auditee used those building areas for production workshop, warehouse and office. There was no canteen, dormitory or transportation provided to workers by the auditee.

For the 4-storey production building: 1F was materials and finished goods warehouses, 2F was used as office, testing and packing workshop, 3F was office, DIP and assembly workshop, 4F was rented by a photoelectricity company and used as production workshop and warehouse. There was no further information about other companies and other buildings in the industrial park. There was physical isolation to separate between the auditee and other companies in this industrial park and no business relationship between the auditee and other companies in the industrial park. According to onsite tour, management interview and workers interview to confirm that, there was no share working area or share work force between the auditee and other companies in the industrial park, therefore, this audit only covered the auditee area.

Operating shifts and hours: Normal working hours were 5 days and 40 hours working time per week. One shift of working time arranged for all workers: 08:00-12:00, 13:30-17:30, regular overtime working started from 18:00 to 20:00. Attendance records from 1 November 2024 to 19 November 2025 of 20 sampled workers were reviewed randomly. Maximum 2 hours overtime per day, maximum 18 hours overtime working per week and maximum 60 hours overtime per month, and at least one day off after 6 days consecutive working days was guaranteed. No obvious low or high season was in the auditee for the last 12 months.

Time recording system: Facial recognition attendance machines were used to record the time in/out.

Salary payment details: The local minimum wage standard was set at RMB 2520 per month since 1 March 2025 (equal to RMB 14.49 per hour. Before 1 March 2025, the local minimum wage standard was set at RMB 2360 per month, equal to RMB 13.57 per hour). Workers were paid by bank transfer around the 7th of each month and the latest payment month was October 2025. Sampling 20 workers' payrolls from November 2024 to October 2025 showed that, before 1 March 2025, the auditee paid to workers with the minimum hourly rate of RMB 13.57, which could meet the regulatory requirements. After 1 March 2025, workers were paid with the minimum hourly rate of RMB 14.49, which was equal to the local minimum wage standards. Workers were paid with 150%, 200% and 300% of the regular wages for the overtime conducted on the regular days, rest days and statutory holidays.

Worker number information:

- 223 employees in total, including 170 production workers and 53 non-production employees.
- 170 production workers, including 77 male workers and 93 female workers.
- 187 domestic migrant workers, including 89 male workers and 98 female workers. There was no foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers.
- There were no interns, apprentices, contractor workers.

Good practices: The factory provided food and housing allowance to workers monthly.

Worker organization details: There were three worker representatives in the factory who was elected in January 2025. There was no other worker organization.

Circumstances: The management staff were open and cooperative during the audit. There was no special circumstance during the audit.

Summary of findings: Findings were detected in PA1, PA2, PA5, PA6, PA7, PA12, PA13

PA1: Incomplete management system implementation and production capacity planning

PA2: The factory did not conduct a satisfaction survey on the grievance procedure.

PA5: Insufficient social insurance.

PA6: Excessive monthly overtime

PA7: Some employees did not participate in work injury insurance. The factory did not publish the workplace occupational hazard factors inspection result at the workplace for workers' reference.

PA12: No waste air emission outlet signboards for waste air emission outlets.

PA13: Business license address was not updated in time.

Attachments:

1. There was no government waiver on social insurance and overtime in the factory. There was no collective bargaining in the factory. No labor contractor, agency, etc. was used in the factory. Therefore, these documents were not applicable to attach to the report.
2. The Personal Information Protection Law of the People's Republic of China was effective as of November 1, 2021. The producer signed the "General Terms and Conditions of Business" of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor had been obtained the individual's consent during the audit.

Remark:

The audit scope included 1F to 3F of the 4-storey production building No. 99-1 only. The auditee provided one address certificate issued by local community to show that the auditee's actual site was including 1F to 3F (total 3 floors) of No. 99-1. The management confirmed that the English Address used in this report and amfori platform should be "301, 99-1 Dayang Road, Xintian Community, Fuhai Street, Baoan District, Shenzhen, Guangdong Province" in accordance with the address of its business license, which was same as the previous audit report.

SITE DETAILS

Site
**SHENZHEN SUNNY SHI JI
TECHNOLOGY CO., LTD**

Site amfori ID
156-024494-002

GICS Classification

Sector
Information Technology

Industry Group
**Technology Hardware &
Equipment**

Industry
**Electronic Equipment,
Instruments & Components**

Sub Industry
Electronic Components

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	223	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,520	Monthly
Calculated living wage in local currency	3,728	Monthly
Total sample	20	Workers

Other Metrics

Male workers	102	Workers
Female workers	121	Workers
Non-binary workers	0	Workers
Permanent workers - Male	102	Workers
Permanent workers - Female	121	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	4	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	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	89	Workers
Domestic migrant workers - Female	98	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	102	Workers
Workers hired directly - Female	121	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	9	Workers
Sample - Female	11	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

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	
<p>The auditee partially respected the principle, according to document review, onsite tour, management interview and workers interview to confirm that, the factory established the social compliance management manual and procedures based on amfori BSCI principle and local legal requirement. For example, the working hours control procedure, wages and benefit management procedure and occupational health and safety management procedure. However, the auditee did not respect and monitor the effectiveness of management system. For example, social insurance did not cover for all employees, the monthly overtime hours exceeded 36 hours, etc. According to management interview to know that, the factory did not follow the requirement of amfori BSCI to establish effective correct action to improve the issues. Refer to the requirements in the amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，通过文件查阅，现场审核，管理层和员工访谈确认，工厂建立了基于amfori BSCI原则和当地法律法规的社会责任管理手册和程序文件。例如，工作时间控制程序，工资福利程序和职业健康与安全管理程序。然而，被审核方未充分尊重和监控管理体系的有效性。例如：社保未全员覆盖，月加班时间超过36小时等。通过访谈管理层得知，工厂未按照amfori BSCI要求建立有效的纠正措施来改善问题。参考amfori BSCI系统手册中的要求。</p>

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	
<p>The auditee partially respected the principle, according to document review, management interview and workers interview to confirm that, the factory established capacity planning procedure. Through management interview, the auditee would calculate the costs of production and delivery times following actual human resource and machine resource in the process of manufacturing plan, but the monthly overtime hours of all sampled months were exceed 36 hours per month. Through management interview to know that, there were unscheduled situations in actual production, such as temporary addition of orders, material</p>	<p>被审核方部分遵守该原则，通过文件查阅，管理层和员工访谈确认，工厂有建立产能规划程序。通过管理人员访谈，在生产计划中，被审核方有根据人力资源、设备资源情况计算出实际生产成本和交付时间，但是抽样月份的月加班时间都超过了36小时。访谈管理层表示，实际生产中存在计划外情况，例如临时增加订单，物料准备时间延迟等，工厂未评估产能规划的有效性并且制定整改措施来改善产能规划。参考amfori BSCI系统手册中的要求。</p>

Finding

preparation time delay, etc., the factory did not assess the effectiveness of workforce capacity planning and establish the corrective action to improve the workforce capacity planning. Refer to the requirements in the amfori BSCI system manual.

PA 2: Workers Involvement and Protection

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

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

Finding

The auditee partially respected the principle, according to document review, management interview and workers interview to confirm that, the factory had established the grievance mechanism, but there was no complaint record received in last 12 months, the factory did not conduct a satisfaction survey on the grievance procedure to confirm that the grievance system was operated functionally. Workers stated that feedback could be provided through production supervisors or worker representatives. The management stated that the factory had provided training on grievance procedure for employees, but the factory had not evaluated the effectiveness of the corresponding training. Refer to the requirements in the amfori BSCI system manual.

被审核方部分遵守该原则，通过文件查阅，管理层和员工访谈确认，工厂已建立申诉机制，但过去12个月都没有收到任何申诉记录，工厂未对申诉程序进行满意度调查以确认申诉系统正常运行。员工表示，可以通过生产主管或者员工代表反馈意见。管理层表示，工厂已对员工进行申诉程序的培训，但未评估相应培训的效果。参考amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

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 auditee partially respected the principle, according to management interview, worker interview and purchasing records of social

被审核方部分遵守该原则，通过管理层访谈、工人访谈和社保购买记录查阅发现，工厂未给部分员工购买5种类型的社保。查阅了过去12个月的社保记

Finding

insurances review, it was noted that the factory did not purchase 5-types social insurances for partial employees. Review the social insurances for last 12 months and the latest social insurance record (November 2025), there were 223 employees in total in the factory (including 5 retired workers, no new employee or dispatched worker involved). The factory should purchase social insurance to 218 employees), 15 out of 218 employees did not purchase endowment insurance, work injury insurance, unemployment insurance, medical insurance and maternity insurance. Through management interview and workers interview to know that, partly workers reported that they purchased rural endowment insurance in their hometown, however, no written evidence was provided. Some workers did not like to repeat purchasing social insurances in the facility. Refer to PRC Labor Law, Article 72 & 73.

录及最新的社保记录（2025年11月）发现，工厂共223名员工（包括5名退休返聘员工，没有新入职员工或派遣工。工厂应为218名员工购买社保），218名员工中有15名员工未购买养老保险，工伤保险，失业保险，医疗保险和生育保险。通过管理层访谈及员工访谈得知，部分员工汇报已在老家购买了农村养老保险，但是不能提供书面的证据。部分员工不愿意在工厂重复购买社保。参考中华人民共和国劳动法 第72条和第73条。

PA 6: Decent Working Hours

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

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

Finding

The auditee did not respect the principle, according to management interview, workers interview and review 20 sampled workers' monthly overtime hours from 1 November 2024 to the audit date, it was noted that working hours recording system did not have capacity to control excessive working hours. The management stated that the factory established the plan to reduce the overtime hours step by step, but the working hours recording system did not have capacity to control excessive working hours. It was noted that the monthly overtime hours for all sampled workers were exceeding 36 hours in sampled months: the maximum monthly overtime hours among the 20 workers were 52 hours in April 2025. Maximum monthly overtime hours among the 20 workers were 60 hours in August 2025. Maximum monthly overtime hours among the 20 workers were 58 hours in October 2025, the attendance records of

被审核方未遵守该原则，通过管理者访谈，员工访谈及查看20名抽样的员工从2024年11月1日至审核当天考勤记录发现，工时管控系统不能有效控制额外的加班。管理层表示，工厂建立了逐步减少加班工时的计划，但工时管控系统不能有效控制额外的加班。所有抽样员工抽样月份的月加班时间都超过了36小时：2025年4月20人中最大的月加班时间为52小时。2025年8月20人中最大的月加班时间为60小时。2025年10月20人中最大的月加班时间为58小时，抽样月份的考勤记录都违反了月加班时间不超过36小时的法规要求。通过员工访谈得知，工人不知道工时控制计划，员工愿意多加班来取得更高收入。参考中华人民共和国劳动法 第41条。

Finding

sampled months were exceeding the requirement of overtime hours for no more than 36 hours per month. Through worker interview to know that, workers did not know about working hour control plan, workers wanted to have more overtime working to get higher payment. Refer to PRC Labor Law, Article 41.

PA 7: Occupational Health and Safety

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle, according to documents review, management interview and workers interview, it was noted that the factory purchased work injury insurance for 203 employees, however, 20 employees still did not participate in work injury insurance or commercial injury insurance. The management stated that, there was no working accident happening in last 12 months. Refer to Social Insurance Law of the People's Republic of China, Article 33.

被审核方部分遵守该原则，通过文件审核，管理者访谈与员工访谈发现，工厂已为203名员工购买了工伤保险，但仍有20名员工未购买工伤保险或者是商业意外险。管理层表示，过去12个月以来没有工伤意外发生。参考中华人民共和国社会保险法 第33条。

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

The auditee partially respected the principle, according to onsite tour, management interview and workers interview, it was noted that the factory did not publish the workplace occupational hazard factors inspection result at the workplace for workers' reference. The management stated that, the factory had conducted workplace occupational hazard factor monitoring, but they had not posted or displayed them on the bulletin board for workers' reference. Refer to the People's Republic of China on Prevention and Control of Occupational Diseases, Article 24.

被审核方部分遵守该原则，通过现场审核，管理者访谈与员工访谈发现，被审核方未将工作场所职业病危害因素检测结果公布在车间以供员工参考。管理层表示，工厂已进行了工作场所职业病危害因素检测，但未在公告栏张贴展示以供员工参考。参考中华人民共和国职业病防治法 第24条。

PA 12: Protection of the Environment

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, according to onsite tour, management interview and workers interview, it was noted that there were no waste air emission outlet signboards for two waste air emission outlets which were located on the roof of production building. The management stated that, the factory ignored the situation. Refer to Technical Requirements for Standardized Regulation of Sewage Outfall, Article 4.1.</p>	<p>被审核方部分遵守该原则，通过现场审核，管理者访谈与员工访谈发现，位于生产厂房屋顶的2个废气排放口没有废气排放口标识牌。管理层表示，工厂忽略了该情况。参考排污口规范化整治技术要求第4.1条。</p>

PA 13: Ethical Business Behaviour

Site: SHENZHEN SUNNY SHI JI TECHNOLOGY CO., LTD | Site amfori ID: 156-024494-002

Question: 13.2 Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, according to documents review, onsite tour and management interview, it was noted that the business license address was not updated in time. The address on the factory's business license did not reflect the actual business location of the factory. The address on the factory's business license showed that the factory was only located at "301, 99-1 Dayang Road, Xintian Community, Fuhai Street, Baoan District, Shenzhen City", however, the actual operation site was located in "1F to 3F, 99-1 Dayang Road, Xintian Community, Fuhai Street, Baoan District, Shenzhen City". The management stated that, modifying the address information on the business license required a series of government documents to be modified, so no update was made. Refer to Regulations of the People's Republic of China on the Registration of Market Entities, Article 27.</p>	<p>被审核方部分遵守该原则，通过文件审阅，现场审核及管理者访谈发现营业执照地址未及时更新。工厂营业执照上的地址未能体现工厂实际的经营地点。工厂营业执照上的地址显示工厂位于“深圳市宝安区福海街道新田社区大洋路99-1号301”，但是，工厂实际经营地址为“深圳市宝安区福海街道新田社区大洋路99-1号1至3楼”。管理层表示，修改营业执照地址信息需要连带修改一系列政府文件，因此未进行更新。参考中华人民共和国市场主体登记管理条例第27条。</p>