

Monitored Party DONGGUAN TOPMAN APPLIANCES CO.,LTD	amfori ID 156-011008-000	Address 1/F Block A, 5th Buildings, Yuangang 3rd Street, Jiucun Village, Huangjiang Town,, 523749 Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 13/04/2026	Closing Meeting Finished Date 13/04/2026	Submission Date 17/04/2026
Expiration Date 17/04/2027	Announcement Type Semi Announced	
Site DONGGUAN TOPMAN APPLIANCES CO., LTD	Site amfori ID 156-011008-002	

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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	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

[Audit Information]

Name of lead auditor: Nicky Xiao (CSCA 21702010)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

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

Audit schedule details: The audit is planned for 1 auditor x 1 day. The full audit (Semi-announced) was conducted by lead auditor on April 13, 2026. The lead auditor arrived at the factory at about 9:05 in the morning and left the factory at 17:25 in the afternoon.

[Business partner information] DONGGUAN TOPMAN APPLIANCES CO.,LTD (Chinese Name: 东莞市鼎万电器有限公司) was located at 1/F Block A, 5th Buildings, Yuangang 3rd Street, Jiucun Village, Huangjiang Town, Dongguan City, Guangdong Province, China. (Address in Chinese: 广东省东莞市黄江镇旧村元岗三街第五幢A座一楼).

The main auditee registered in Dongguan Market Supervision Administration, having unified social credit code 91441900MA4UJUJJ3U and valid from November 17, 2015 to the eternal term.

The main product manufactured by the main auditee was Stand mixer, hand mixer, chopper, blender.

The main processes were pad printing, assembly and packing.

The annual output were 500,000 pcs

[Audited location information]

The factory leased a three-story production building as a production site, a three-story office building as office, and a five-story dormitory building as a dormitory and canteen.

1F of production building: Finished good warehouse (1668 S.Q meters per floor)

2F of production building: All production processes including pad printing, assembly and packing (1668 S.Q meters per floor)

3F of production building: raw material warehouse and semi-product warehouse (1668 S.Q meters per floor)

Office building: offices for all floors (311 S.Q meters per floor)

1F of dormitory building: Recreation Area (331 S.Q meters per floor)

2F of dormitory building: Kitchen, Canteen and bedrooms (331 S.Q meters per floor)

3F of dormitory building: Bedrooms (331 S.Q meters per floor)

There are no other factories located in the same yard of the factory.

[Operating shifts and hours and time recording system]

The main auditee had established wage and benefits policy and used fingerprint scan attendance recorder to record workers' working time. During the audit, the main auditee provided attendance records from Mar. 1, 2025 to the audit day and wage records from March 2025 to February 2026 for review. Based on review documents and interview with workers, office staff and most workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day, which was 8:00-12:00, 13:30-17:30. The maximum daily overtime was 2 hours, the maximum monthly overtime was 76 hours and maximum weekly working time was 58 hours. The main auditee guaranteed workers have at least 1 day off per 7 days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal requirements.

During the audit, the auditor selected 3 months' attendance records as samples. The details are as below:

July 2025– standard hours (40 hours) + maximum weekly OT (18 hours)

November 2025 – standard hours (40 hours) + maximum weekly OT (18 hours)

February 2026 – standard hours (40 hours) + maximum weekly OT (16 hours)

[Salary payment details]: The main auditee had established wage and benefits policy. Workers' minimum wage, statutory holidays, annual leaves etc. were defined in the policy. During the audit, the main auditee provided attendance records from March 1, 2025 to the audit date and wage records from March 2025 to February 2026 for review. Workers were paid

by hourly and their minimum wage was RMB 2080 per month which was equal to the minimum wage of Dongguan City (RMB 2080/month). Overtime wage of weekday and weekend were 150% and 200% of regular day. The main auditee paid enough overtime wage according to legal requirements. The main auditee would not punish employees with fines. The main auditee paid workers' current month wage to workers before the 30th of the following month by bank transfer. Decent standard of living wage was assessed in the main auditee, assessment record was provided for review. The factory didn't provide social insurance for all workers.

[Worker number information]:

- Total worker number (production and management workers): 48 workers include 17 non-production workers and 31 production workers
- Production worker number: 31 production workers include 15 male workers and 16 female workers.
- Vulnerable worker number: Domestic migrant workers: 42 including 21 male workers and 21 female workers. There is no young worker, child labor, disabilities, pregnant and on parental leave workers.
- Any other special group workers: There were no interns, apprentices, sub-contractor workers in the factory.

[Good practices]: Free housing and meals were provided to workers.

[Worker organization details]: There is no union in the factory, but the factory does not prevent workers from forming workers' committees. Two workers' representative were elected in 2026 by workers.

[Circumstances]: No negative information was found via the website, such as Qichacha etc.

[Summary of findings]:

PA1: 1.1 The main auditee social management system was not implemented effectively. 1.4 The monitoring of working hours was not perfect.

PA2 2.4 The workers didn't know about amfori BSCI Code.

PA5 5.5 The main auditee did not provide social insurance to part of workers.

PA6 6.2 The main auditee workers' overtime exceeded legal laws.

PA7 7.1 The main auditee did not well implement EHS regulations, some issues were raised in health and safety section.

7.6 The workers engaging with chemicals in assembly section didn't wear masks.

7.7 The factory didn't provide occupational health checks to all required workers.

7.9 The labor protection equipment signs posted on site did not comply with the requirements for on-site safety colours.

7.21 The factory didn't keep food samples for 48 hours.

There were no findings under other PAs including PA3~PA4, PA8~PA13.

[Living wage]: The living wage data is provided by GLWC website. Please find the details at the attachment.

[PIPL]: 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.

[Attachments] During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. EIA report and approval was not applicable. So all of above documents were not involved in document report.

SITE DETAILS

Site
**DONGGUAN TOPMAN
APPLIANCES CO., LTD**

Site amfori ID
156-011008-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Household Durables

Sub Industry
Household Appliances

amfori Process Classifications

Assembly / installation of pieces / parts / screws /
cover

GS1 Classifications

N.A.

NACE Classification

Manufacture of domestic appliances

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	3,785	Monthly
Total sample	5	Workers

Other Metrics

Male workers	24	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	24	Workers
Permanent workers - Female	24	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	3	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	21	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	24	Workers
Workers hired directly - Female	24	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	3	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: DONGGUAN TOPMAN APPLIANCES CO., LTD | Site amfori ID: 156-011008-002

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	
1.1 The main auditee partially respected this principle because based on site observation, document review and interview statement, the factory has issued a system and procedures to implement the amfori BSCI code of conduct on Jan. 9, 2019, but there is a deviation from the standard in the implementation process. For example, the factory has not yet met the standard requirements in terms of worker involvement and protection, wages, working hours, health and safety, and there are deficiencies in the factory's management system. Considering that the factory has established a complete system and there was only a deviation in implementation, the question was rated as a partial compliance. Reference: the requirement of question 1.1 in amfori BSCI system manual.	被审核方部分遵守该原则是因为依照现场审核，文件审核以及访谈，工厂于2019年1月9日颁布了amfori BSCI行为准则的体系政策，但是在执行过程中标准有偏差。例如工厂在员工参与和保护，工资，工作时间，健康与安全上尚未能满足标准要求，工厂的管理体系上有缺失。考虑到工厂已建立了完整的体系并且只是执行上的偏差，该问题点判为部分符合。参考标准：BSCI管理手册中的问题点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	
1.4 The main auditee partially respected this principle because based on document review and interview, the factory has established the procedure of calculating the capacity of production and delivery time. However, when factories arrange and plan working hours, they usually arrange for workers to work overtime for 0-2 hours every day and 8 hours on Saturdays, resulting in working hours exceeding the regulatory requirements. Considering that the factory has established the procedure and applied the productivity calculation results in the working hour planning, the question was rated as a partial compliance. Reference: the requirement of question 1.4 in amfori BSCI system manual.	被审核方部分遵守该原则是因为依照文件审核和访谈，工厂建立了如何计算生产产能和订单周期的程序。但是工厂在安排和规划工作时间时一般安排工人每天加班0-2小时，周六加班8小时，导致工作时间超过法规要求。考虑到工厂已创建程序并且将产能计算结果应用在工时规划中，该问题点判为部分符合。参考标准：BSCI管理手册中的问题点1.4的要求。

PA 2: Workers Involvement and Protection

Site: DONGGUAN TOPMAN APPLIANCES CO., LTD | Site amfori ID: 156-011008-002

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

2.4 The main auditee partially respected this principle because according to the document review, management interviews and worker interviews, the factory has provided training on social policies to the employees on Mar. 24, 2026 and the factory representative has completed training on gender equality and zero tolerance for violence and harassment in the workplace in the academy. However, through employees' interview, all interviewees were not aware of amfori BSCI code of conduct. Reference: the requirement of question 2.4 in amfori BSCI system manual.

被审核方（生产商）部分遵循该准则，原因是依照文件审核，管理层访谈和工人访谈，工厂在2026年3月24日给员工提供了关于社会责任政策的培训且工厂代表已完成amfori培训学院中关于性别平等以及工作场所的零容忍事件培训。但据员工访谈，受访的员工不了解amfori BSCI行为准则。参考标准：BSCI管理手册中的问题2.4的要求。

PA 5: Fair Remuneration

Site: DONGGUAN TOPMAN APPLIANCES CO., LTD | Site amfori ID: 156-011008-002

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

5.5 The main auditee didn't respect this principle because the factory didn't provide social insurance to all employees as per legal requirement. The factory has 48 workers in total including 9 workers who reached retirement age but rehired by the factory. During the audit, the factory provided social insurance records from January to March 2026, based on the social insurance payment records of the latest month, the factory provided all five kinds of social insurance to 21 workers. The factory has purchased commercial accident insurance for remaining workers, with a validity period from April 15, 2025 to April 14, 2026. Meanwhile, on the day of the audit, the factory signed a new personal accident insurance contract with the insurance company, valid from April 15, 2026 to April 14, 2027. Reference: Labor Law of the People's

被审核方未遵守该原则原因是工厂未给全体员工缴纳社保。工厂一共有48名工人其中包括9名已到达退休年龄。审核期间，工厂从2026年1到3月的社保记录，依照最近一个月的社保购买记录，工厂给21名工人提供了5种社会保险。工厂给所有其余工人提供了商业意外险，有效期从2025年4月15日至2026年4月14日。同时，工厂在审核当日和保险公司继续签订了新的意外险合同，有效期从2026年4月15日至2027年4月14日。参考法规：中华人民共和国劳动法（2018修正）第七十二条和中华人民共和国社会保险法（2018修正）第十条，第二十三条，第三十三条，第四十四条，第五十三条，第五十八条和第六十条。

Finding

Republic of China (2018 Amendment) Article 72 & Social Insurance Law of the People's Republic of China (2018 Amendment), Article 10, Article 23, Article 33, Article 44, Article 53, Article 58, Article 60.

PA 6: Decent Working Hours

Site: DONGGUAN TOPMAN APPLIANCES CO., LTD | Site amfori ID: 156-011008-002

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

6.2 The main auditee didn't respect this principle because the monthly OT hours exceeded legal requirement. During the audit, the factory provided the attendance records from March 1, 2025 to the audit date for review. The workers' overtime hours were 0-2 hours per day, 24 to 76 hours per month. The monthly overtime working hours of 5 out of 5 sampled workers exceeded legal requirement which was 36 hours from March 2025 to January 2026 and March 2026. The maximum was up to 76 hours in November 2025 including 36 overtime hours in weekdays and 40 overtime hours in weekends. Employees could refuse to work for overtime freely, without penalty. Employees were compensated with overtime wage in accordance with legal requirement. Reference: Article 41 of the Labor Law of the PRC.

During the audit, auditor selected 5 samples of workers' working hours from below three months including July 2025, November 2025 and February 2026, the situation of sampled working hours is as below:

July 2025 – standard hours (184 hours) + maximum monthly OT (70 hours)

November 2025 – standard hours (160 hours) + maximum monthly OT (76 hours)

February 2026 (Chinese new year holiday is included) – standard hours (72 hours) + maximum monthly OT (24 hours)

被审核方因员工月加班超过法规要求而未遵守该原则。审核期间，工厂提供了员工从2025年3月1日至审核当天的考勤记录。根据记录显示，员工日加班为0-2小时，月加班为24-76小时，抽样的5名员工中的5名员工月加班时间在2025年3月至2026年1月以及2026年3月均超过法规要求的36小时，最大月加班为76小时（例如在2025年11月包括36小时平时加班时间和40小时周末加班时间）。员工可以自由地拒绝加班工作，不会被处罚。工厂按照法规要求支付了加班费。参考法规：《中华人民共和国劳动法》第41条。

审核过程中，审核员抽取了5个工人的样本，包括三个抽样月份，2025年7月，2025年11月和2026年2月，样本情况如下

2025年7月– 正常工作时间184小时，最大月加班时间为70小时

2025年11月– 正常工作时间160小时，最大月加班时间为76小时

2026年2月（春节所在月）– 正常工作时间72小时，最大月加班时间为24小时

PA 7: Occupational Health and Safety

Site: DONGGUAN TOPMAN APPLIANCES CO., LTD | Site amfori ID: 156-011008-002

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 The main auditee partially respects this principle because based on site observation, interviews and document review, the factory had established management system on health and safety. But some issues were found due to management negligence. Reference: The requirement of question 7.1 in amfori BSCI system manual.

被审核方（生产商）部分遵循该原则，原因是依照现场观察，文件审核和访谈，工厂已建立了健康安全管理体系，但是由于管理疏忽，导致仍有一些问题存在。参考标准：amfori BSCI管理手册中问题7.1的要求。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

LOCAL LANGUAGE

Finding

7.6 The main auditee partially respected this principle. Based on site observations, management interviews, and worker interviews, the pad printing workers at the factory wore activated carbon masks, but the workers using industrial alcohol on the assembly line did not wear any masks. Reference: Production Safety Law of the People's Republic of China (2021 Amendment), Article 45

被审核方部分遵循该原则。根据现场观察，管理层访谈以及工人访谈，工厂的移印工人佩戴了活性炭防护口罩，但装配线上使用工业酒精的工人未佩戴口罩。参考法规：中华人民共和国安全生产法（2021修正）第四十五条

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

7.7 The main auditee partially respected this principle. Based on site observations, management interviews, and worker interviews, the chemicals are stored in secondary containers with appropriate labels affixed and MSDS available. However, the factory failed to provide occupational health examination reports for the two randomly sampled workers exposed to chemicals. Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.

被审核方（生产商）部分遵循该准则。根据现场观察，管理层访谈以及工人访谈，工厂现场的化学品存放在二次容器中，并且张贴了合适的标签，提供了MSDS。但是，工厂未提供抽样的2名接触化学品的工人的职业健康体检报告。参考法规：《职业病防治法（2018年修订）》第三十五条。

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

7.9 The main auditee partially respected this principle because according to on-site observations and confirmations from management and workers, the labor protection equipment signs posted on site were in black and white, which did not comply with the requirements for on-site safety colours. Reference: The requirements of question 7.9 in the BSCI Management Manual and GB 2894-2025 Safety colours and safety signs.

工厂部分遵守该原则，依照现场观察，管理层和工人确认，工厂现场张贴的劳保用品标识为黑白的，未按照作业现场安全色的要求配置。参考标准：BSCI管理手册中的问题7.9的要求以及GB 2894-2025《安全色和安全标志》。

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH

LOCAL LANGUAGE

Finding

7.21 The main auditee partially respected this principle because according to the on-site audit, the management and the workers confirmed that there were no food samples left in the factory cafeteria recently. Reference: Operating Specifications on Food Safety in Catering Services (2018), Article 7.9.

被审核方（生产商）部分遵循该准则，原因是依照现场审核，管理层以及工人确认，工厂餐厅近期没有食品留样。参考法规：餐饮服务食品安全操作规范（2018）第7.9条。