

Monitored Party GUANGDONG SWEET BEST FOOD CO.,LTD	amfori ID 156-021164-000	Address (Sweet Best B Building) ,North Industrial Park D4 Zone,Shiban Village,Tiepu Town,Xiangqiao District,Chaozhou,Guangdong,China, Chaozhou, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 01/07/2025	Closing Meeting Finished Date 01/07/2025	Submission Date 07/07/2025
Expiration Date 07/07/2026	Announcement Type Semi Announced	
Site GUANGDONG SWEET BEST FOOD CO.,LTD	Site amfori ID 156-021164-001	

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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	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

General Summary:

Name of lead auditor: Bruce Shen (lead auditor), APSCA membership number: CSCA 21701966

Name of team auditor: None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: ALGI HOLDING COMPANY LLC, APSCA membership number: 11600033

Audit schedule details:

The audit was planned for 1 auditor x 1.0 onsite day.

The full audit (Semi Announced) was conducted on July 1, 2025.

Business partner information:

GUANGDONG SWEET BEST FOOD CO.,LTD (Local Name: 广东思维佳食品有限公司, Uniform Code of Social Credit: 914451005517360490) is located at (Sweet Best B Building), North Industrial Park D4 Zone, Shibao Village, Tiepu Town, Xiangqiao District, Chaozhou City, Guangdong Province, China. The factory was established on March 30, 2010 as business license. The factory specializes in the manufacturing of marshmallow. Main production processes included material mixing, molding, aging, inspection and packing. No production process and service is sub-contracted.

Audited location information:

There were total 4 buildings (A/B/C/D) built in 2003 with total construction area 12460 square meters for production processing, office, dormitory and canteen/kitchen. No transportation service was provided by the audited factory till the audit day. Please refer the below for details of the 4 buildings:

A office building 3 floors with 1590 square meters 1-3/F: Office

B production building 2 floors with 8400 square meters

1/F: Material warehouse, finished products warehouse

2/F: Mixing material, molding, aging, inspection, packing

C canteen and dormitory 4 floors with 2120 square meters

1/F: Canteen/kitchen

2-4/F: Dormitory rooms

D production building 1 floor with 350 square meters used as sundries warehouse.

Operating shifts and hours:

The regular working hours for all production employees were one shift from 8:00-11:30 and 13:00-17:30. One shift for cooks from 07:00 to 19:00 with rest hours from 09:00 to 10:00 and from 13:30 to 16:30. Workers' lunch break was from 11:30 to 13:00. Workers worked overtime voluntarily for up to 2 hours on weekdays and for up to 8 hours a day on Saturdays or Sunday if production needed. No obvious peak season was found onsite.

During the current audit, payroll records from June 2024 to May 2025 and attendance records from June 1, 2024 to July 1, 2025 were provided for review. No peak and low production months in the factory. The auditor randomly selected 7 samples from each of May 2025 (last paid month), March 2025 (random month) and November 2024 (random month) for verification.

Time recording system:

The factory used finger printing and face scanning attendance system to record employees working hours.

Salary payment details:

All employees in the factory were paid by hourly rate. Wages were paid on 15th of the following month by cash.

Worker number information:

On the audit day, there were total 48 employees (including 34 production workers and 14 non-production workers, 3 domestic migrant employees, no foreign migrant employee) in the factory during the audit. Among them, 34 production workers were including 12 males and 22 females. No any other special group workers (apprentices, contractor workers, etc.) was in the factory during the audit.

Good practices:

The factory currently provided kitchen and canteen, dormitory rooms to workers freely.

Worker organization details:

No union or worker committee, but two worker representatives were elected in the factory on January 20, 2024.

Circumstances:

Mr. Chen Jinmao / Quality Manager, Ms. Cai Peiyun / Worker representative participated in the opening (started at 08:00) 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. There was no special circumstance during the audit.

Summary of findings:

PA1: Social Management System

PA1.1. Social management system was not implemented effectively.

PA1.4. Workforce capacity was not properly planned which caused sampled workers' monthly overtime working hours exceeded the legal limit.

PA 2: Workers Involvement and Protection

PA2.4. Partly workers did not clarify BSCI relevant requirements.

PA 5: Fair Remuneration

PA5.5. Not all employees were provided with social insurance.

PA 6: Decent Working Hours

PA6.2. Sampled workers monthly overtime hours exceeded 36 hours.

PA 7: Occupational Health and Safety

PA7.1 The actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of health and safety, and some goods were stored against the walls and the pillars.

PA7.9. No warning hot surface was posted in the hot water drinking area.

PA7.13. Two electricity switch boxes missed inner covers.

PA7.21. The kitchen worker did not wear mask and hat.

Living wage calculation:

The local legal minimum wage standard was CNY 1620 per month or equivalent CNY 9.31 per hour before March 1, 2025, and CNY 1750 per month or equivalent CNY 10.06 per hour since March 1, 2025.

#LivingWage: [The audited factory was located in Chaozhou City, which cannot be found on the GLWC website. So the auditor used the basic living wage CNY 2264.32, 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 complied with requirements of GDPR, the Personal Information Protection Law of People's Republic of China, the requirements of amfori BSCI.

SITE DETAILS

Site

GUANGDONG SWEET BEST
FOOD CO.,LTD

Site amfori ID

156-021164-001

GICS Classification

Sector

Consumer Staples

Industry Group

Food, Beverage & Tobacco

Industry

Food Products

Sub Industry

Packaged Foods & Meats

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	1,750	Monthly
Lowest wage paid for regular work at the site	2,300	Monthly
Calculated living wage in local currency	2,264.32	Monthly
Total sample	7	Workers

Other Metrics

Male workers	21	Workers
Female workers	27	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	27	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	8	Workers
Management - Female	4	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	21	Workers
Workers hired directly - Female	27	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	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: GUANGDONG SWEET BEST FOOD CO.,LTD | Site amfori ID: 156-021164-001

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 interviews, it was noted that the factory did not establish internal system to on-going monitor its social performance and correct the identified findings, and 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 respectively.) The factory management declared they did not inspect and review management system enough and failed to identify problems 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 not implemented effectively in some performance areas. This is partially in compliance with requirements of BSCI CoC.	根据现场审核，文件检查，管理层和员工访谈，发现工厂没有建立有效的内部监管系统去确保其绩效并改进识别到的问题，并且工厂在社会管理体系和级联效应、工人参与和保护、公平报酬、体面的工作时间、职业健康安全方面缺少有效的管理。（详细分别见第1、2、5、6、7部分）。工厂管理层表示工厂对管理体系检查和评审不足，未能及时发现问题。该问题被评为部分符合，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。这仅部分符合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 document review, management and worker interviews, it was noted that the factory had assessed and planned its workforce capacity. Besides that, the monthly overtime work which exceeded the local law of 36 hours per month occurred for the sampled workers in the sampled months. (See details as 6.2). Management representative explained the factory needs to balance the overall salary of employees, turnover rate and product delivery and other issues, so workers' overtime hours exceeded law requirement. The question is rated as partially	根据文件审查、管理层和员工访谈，发现工厂有进行评估和规划了其劳动力。但是，抽样工人的每月加班时间超过了当地法律规定的36小时每月（详见6.2）。管理层解释，工厂需要平衡员工的整体工资、成交率和产品交付等问题，因此员工的加班时间超过了法律规定。该问题被评为部分符合，因为工厂有进行评估和规划了其劳动力。这部分符合《中华人民共和国劳动法》第41条的要求。

Finding

because the factory had assessed and planned its workforce capacity. This is partially in compliance with requirements of PRC Labor Law article 41.

PA 2: Workers Involvement and Protection

Site: GUANGDONG SWEET BEST FOOD CO.,LTD | Site amfori ID: 156-021164-001

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

During the document review, management and workers interviews it was noted that the factory partially respected this principle because the factory had provided relevant training to all employees, the amfori BSCI Code of Conduct were posted in workshop for employees review, however, 4 out of 7 sampled employees could not clearly describe the detailed social compliance requirements. The factory management declared they did not conduct regular evaluations to ensure the effectiveness of training, and failed to identify this problem in a timely manner. The question is rated as partially because the factory had provided relevant training to all employees and posted the amfori BSCI CoC in workshop, but partly workers did not clarify relevant requirements. This is partially in compliance with requirements of BSCI CoC.

根据文件查阅、管理层访谈和员工访谈发现工厂有提供了相关的培训给所有员工，amfori BSCI行为准则也有张贴在车间供员工查看，但是7名访谈员工中的4名均不清楚社会责任方面的内容和要求。工厂管理层表示工厂没有对培训的有效性进行定期评估，未能及时发现这个问题。该问题被评为部分符合，因为工厂有提供BSCI的培训给员工并且有张贴BSCI CoC在现场，但是部分员工不清楚相关内容。这部分符合BSCI CoC。

PA 5: Fair Remuneration

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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

During the document review, management and workers interviews it was noted that not all employees were provided with social insurance.

根据文件查阅、管理层访谈和员工访谈发现社保没有覆盖到所有员工。例如在2025年6月工厂共有48名员工(其中有3名员工已到达退休年龄)，但只有38

Finding

There were total 48 employees in the factory in June 2025 (3 employees had reached to retirement age), but only 38 employees (84.4%) had participated in retirement, unemployment, injury, child-bearing and medical insurance. The factory did not get waiver for social insurance. The factory had provided commercial insurance for all other employees who did not participate in social insurance, the valid from August 25, 2024 to August 24, 2025. All employees were hired by the factory directly. There was no temporary employee and newly joined employee. Management explained that employees bought new rural social pension insurance at hometown, and they did not want to buy social insurances. This question was rated as partially because more than 80% workers had participated in social insurance. This is partially in compliance with requirements of Articles 72 and 73 of the Labor Law of the People's Republic of China.

Remark: the social insurance records showed that total 47 employees had participated in social insurance which included 9 persons not belonged the audited factory.

名员工(84.4% 除开退休返聘员工)参加了养老,失业,工伤,医疗和生育保险。工厂没有获得社保批文。工厂有给没有参加社保的员工购买团体商业保险,有效期为2024年8月25日至2025年8月24日。所有员工均由工厂直接招聘。目前没有临时工和新入职员工。管理层解释部分员工参加了新型农村合作养老保险,这些员工不想买社会保险。该问题被评为部分不符合,因为高于80%的员工参加了社保。这部分符合《中华人民共和国劳动法》第72、73条的要求。

备注: 社保资料上显示47名员工参加社保,其中包含了9名非工厂人员。

PA 6: Decent Working Hours

Site: GUANGDONG SWEET BEST FOOD CO.,LTD | Site amfori ID: 156-021164-001

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

Finding

Based on document review, management interview and worker interviews, it was noted that the monthly overtime exceeded legal requirement. The overtime hours of 7 out of 7 randomly selected employees exceeded 36 hours and up to 74-82 hours in May 2025 (last paid month), the monthly overtime for 7 out of 7 randomly selected employees exceeded 36 hours and up to 82 hours in March 2025 (randomly selected month) and 7 out of 7 randomly selected employees exceeded 36 hours and up to 72 hours in November 2024 (randomly selected month). The factory management declared that the factory did not establish a contingency plan in case something

LOCAL LANGUAGE

根据文件查阅、管理层访谈和员工访谈发现,员工的月加班工时超过法规要求。2025年5月(最近工资支付月份)抽样所有7名员工的月加班工时超过36小时达到74-82小时,2025年3月(随机月份)抽样所有7名员工的月加班工时超过36小时到达82小时,2024年11月(随机月份)抽样所有7名员工的月加班工时达到72小时。工厂管理层表示,工厂没有建立应急计划,以防发生什么事情减慢或中断生产。这个问题被评为不符合,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。

Finding

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.

PA 7: Occupational Health and Safety

Site: GUANGDONG SWEET BEST FOOD CO.,LTD | Site amfori ID: 156-021164-001

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

ENGLISH

LOCAL LANGUAGE

Finding

1. Based on onsite observation, document review, management and worker interviews, it was noted that 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 in the parts of goods storage, warning signs, electronic safety and food safety. (Please refer to question points PA7.1, PA7.9, PA7.13 and PA7.21 for specific health and safety regulations.).

2. Based on onsite observation, about 10% goods were stored against the wall and pillars. It was partially in compliance with requirements of the Rules Concerning Warehouse Safety and Fire Control article 18.

The factory management said they would take measure as soon as possible to meet requirements of all local laws. This question was rated as partially, as most of questions in this PA was in compliance with legal requirements.

1. 根据现场查阅、文件查阅、管理层访谈和员工访谈，评估发现工厂虽然建立了职业健康安全方面的程序和相关制度，但是工厂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，例如货物存放，职业病体检，警示标示，用电安全和食品安全。（具体的健康安全法规条款请参阅PA7.1, PA7.9, PA7.17 和PA7.21）。

2. 现场审核发现约10%的货物靠墙和柱子存放。这部分符合仓库防火安全管理规划，第18条。工厂管理层表示他们将尽快采取措施，以满足当地所有法律的要求。这个问题被评为部分符合，因为该PA中的大多数问题都符合法律要求。

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 management, workers interview, onsite observation, it was noted that there was no warning signs such as warning hot surface was posted in the hot water drinking area. The factory

根据管理访谈、员工访谈、现场审核发现，热水饮用区域未张贴相应的当心高温表面的警告标语。工厂管理层表示他们将尽快采取措施以改善该问题。该问题被评为部分符合，原因在于工厂职业危害因

Finding	
management stated that they will take measures as soon as possible to improve this issue. The question is rated as partially because the warning signs about occupational hazard factors were posted in good conditions. This is partially in compliance with requirements of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008, Article 2-24.	素警示标语均张贴完好。这部分符合《安全标志及使用导则（GB 2894-2008）》警示标志2-24的要求。

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 management, workers interview, onsite observation it was observed that two electricity boxes missed inner covers. The factory stated that they will install inner covers for mentioned electricity boxes. The question is rated as partially because most electricity switches met legal requirement. This is partially in compliance with Safety code of electric power industry—Part1: Thermal and machine Article 3.5.5.	根据管理访谈,员工访谈,现场审核发现工厂车间两处电源箱内盖缺失。工厂表示其会为这些电源箱安装内盖。这个问题被评为部分符合,因为大部分的开关盒符合要求。这部分符合《电业安全工作规程第1部分:热力和机械》第3.5.5条。

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	
During the document review, management and workers interviews, and site tour it was noted that the kitchen worker did not wear mask and hat during the working time. The factory stated that they will monitor the cook wear the mask and hat during the working time. The question is rated as partially because the factory obtained the food operation permit for the kitchen and obtained the health certificate for cook. This is partially in compliance with Administrative Measures on Food Safety Law of the People's Republic of China (2018 Amendment), Article 33 (8).	根据文件查阅、管理层访谈,员工访谈和现场发现:厨工在工作期间没有佩戴工厂提供的口罩和帽子。工厂表示将监督厨工在工作期间佩戴口罩和帽子。这个问题被评为部分符合,因为工厂有提供食堂的食品经营许可证和厨工的健康证。这部分符合中华人民共和国食品安全法(2018修正)第33(8)条。