

Monitored Party Xiamen Carbon Rock Material Technology Co., Ltd.	amfori ID 156-062937-000	Address Room 201, No. 797, Caotang Road Xinmin Town, Tong'an District, 361100 Xiamen, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 11/06/2026	Closing Meeting Finished Date 11/06/2026	Submission Date 17/06/2026
Expiration Date 17/06/2027	Announcement Type Semi Announced	
Site Xiamen Carbon Rock Material Technology Co., Ltd.	Site amfori ID 156-062937-001	

This is an extract of the online Monitoring Result, generated on 17/06/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

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

Audit Information :

Name of lead auditor: Amber Huang; APSCA membership number (CSCA 21701758)

Name of team auditor (if applicable): Nil

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

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

Audit schedule details: The audit was planned for 1 auditor x 1 day(8:20-16:05). The full audit (semi announced) was conducted on Jun 11, 2026.

Business partner information:

Xiamen Carbon Rock Material Technology Co., Ltd. (厦门市碳岩材料科技有限公司) is located at Room 201, No. 797, Caotang Road Xinmin Town, Tong'an District, Xiamen, Fujian, China (中国福建省厦门市同安区新民镇草塘路797号201室). Business license No.: 91350212MA33JX041L, valid from Feb 19, 2020 to Feb 18, 2060. The main products were Carbon fiber products. Production Capacity is about 150000pcs per year.

The main processes were polishing, spraying, printing, inspection and packing.

Remark: The management stated they had two business license, one was auditee, and another business license name Xiamen YanRen Industry and Trade Co.,Ltd, the address was Room 501, No. 797, Caotang Road Xinmin Town, Tong'an District,, Xiamen, Fujian, China. The management stated they used Xiamen YanRen Industry and Trade Co.,Ltd for environment protection certificate application, and used Xiamen Carbon Rock Material Technology Co., Ltd. For business.

Audited location information:

The factory rented part of second floor(218 square meters) for office and total fifth floor(2980 square meters) for production, warehouse and office of one 5-storey production building, the lease contract was provided for review.

The other areas of the production building as below:

1st floor was used by Xiamen Huanyue Design Co.,Ltd.

Other of 2nd floor was used by Xiamen Chenghongxing Technology Co.,Ltd.

3rd floor was used by one wood furniture factory.

4th floor was empty and idle during audit.

There was no worker and machine sharing ever occurred.

The factory didn't provide dormitory, canteen or transportation to employees.

Operating shifts and hours& Time recording system:

Only one shift was arranged for all production workers, the normal working time for one shift was 8:00-12:00, 13:00-17:00.

The workers used face identification for attendance. Workers regular working hours were 5 days per week and 8 hours per day, normally workers worked from Monday to Friday, overtime in Saturday and rest in Sunday and statutory holiday. All workers had at least one day off per seven days.

Workers' maximum weekly working hours were 50 hours.

1st sampled month (Aug 2025)– standard hours (40 hours) + maximum weekly OT (10 hours),

2nd sampled month (Oct 2025)–standard hours (40 hours) + maximum weekly OT (10 hours),

3rd sampled month (Apr 2026) –standard hours (40 hours) + maximum weekly OT (10 hours).

Workers had right to choose working overtime or not. During operation, workers could go to toilet and have a rest without restriction. Based on workers interview, workers confirmed that they worked overtime voluntarily.

Salary payment details:

Compensation and wage procedure was established in the factory on Jun 20, 2024. Workers are paid about 15th of next month by bank transfer by hourly rate. Based on the payroll records from May 2025 to Apr 2026 review, confirmed by workers and worker representative interview, the minimum wage paid in the factory was at least RMB3400 per month, which was compliance with legal requirement. Overtime wage and statutory holiday wage are in compliance with legal requirement. Confirmed by workers and workers interview, the workers understood the structure of wages.

Worker number information:

Total 33 workers in the factory, production: 20 (male 12, female 8), non-production:13.

Workers from other provinces: 22(male 12, female 10).

No child workers, young workers, disabled workers, breastfeeding employees, pregnant women, interns, apprentices, contractor workers in the factory.

Good practices: Nil

Worker organization details: There was one workers' representative was also elected by workers freely on Oct 20, 2025 and no trade union was established in the factory.

Circumstances: There was no special circumstance during the audit.

The special circumstances can be classified as followed: No negative evidence was identified during the past year based on auditor check the National Enterprise Credit Information Publicity System.

Summary of findings:

PA1:

- 1.1 They didn't take effective action to control it, so it was found that some noncompliance was noted.
- 1.4 Workers' monthly overtime working hours exceeded legal requirement.

PA2:

- 2.2 The interviewees didn't know about the long-term goals.
- 2.5 No regular satisfaction survey on grievance mechanism carried out in the auditee.

PA5:

- 5.5 The factory didn't provide social insurance to some employees;

PA6:

- 6.2 The workers' monthly overtime hours exceeded the legal requirement;

PA7:

- 7.1 Some findings were found on health safety.
- 7.4 Health and safety committee was not involved worker or worker representative.
- 7.6 Two polishing workers contacting dust wore disposable mask instead of dust proof mask.
- 7.7 No secondary containment was available for about 60% chemicals, and about 20% chemicals didn't have safety label.
- The factory did not provide occupational health examinations for employees who will enter hazardous positions in 2026.
- 7.9 No warning signs for the use of dust proof mask PPE were posted in the polishing production workshop.

PA13:

- 13.4 No protecting personal information training was provided for workers.

#LivingWage: 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/syshehuibaodianfa/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/>

Personal Information protection law: 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:

The factory did not obtain Consolidated Working Hours System Approval.

No collective bargaining was conducted in the factory.

The factory did not engage with recruitment agency or partner for recruitment of any worker.

SITE DETAILS

Site

Xiamen Carbon Rock Material Technology Co., Ltd.

Site amfori ID

156-062937-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Leisure Products

Sub Industry

Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	33	Workers
Legal minimum wage in local currency	2,265	Monthly
Lowest wage paid for regular work at the site	3,400	Monthly
Calculated living wage in local currency	3,366	Monthly
Total sample	6	Workers

Other Metrics

Male workers	18	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	15	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	5	Workers
Management - Female	1	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	12	Workers
Domestic migrant workers - Female	10	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	18	Workers
Workers hired directly - Female	15	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	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Xiamen Carbon Rock Material Technology Co., Ltd. | Site amfori ID: 156-062937-001

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

1.1 Finding: The main auditee partially respects this principle, based on document review, management interview, workers interview and on site observation, Management representative has been appointed to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. But management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory didn't understand the legal requirement on working hours, social insurance and H&S clearly, so it was found workers' working hours exceeded legal requirement, insufficient social insurance coverage and no sufficient in EHS. Management representative stated the factory would improve the implementation of social responsibility system continuously. Reference: the requirement of question 1.1 in amfori BSCI system manual.

被审核方部分遵守该原则，根据文件查看，管理层访谈，员工访谈和现场查看，工厂指派管理代表负责实施厂内amfori BSCI的要求。但是工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂没有很好的理解法规关于工时，社保和健康安全的要求，导致员工系统性工时超时，社保不足，健康安全存在不足。管理代表表示将持续改善厂内的社会责任体系。参考标准：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

1.4 Finding: The main auditee partially respects this principle, based on document review, management interview, workers interview and on site observation, the factory had realistically calculated the costs of production and delivery times and could declare the calculating method for the production capacity or the costs of production, and relevant records could be provided for review. But based on attendance records review, the overtime working hours exceeded local law's requirements, the maximum monthly overtime was 42 hours, so the production and delivery times was not reasonable. Management representative stated the factory would improve the implementation of

被审核方部分遵守该原则，根据文件查看，管理层访谈，员工访谈和现场查看，工厂了解如何计算生产产能和订单周期，可描述计算方法，并提供相应记录。根据工厂提供的考勤，员工的加班时间超出了法规要求，最大月加班为42小时，因此工厂的产能规划不合理。管理代表表示将持续改善厂内的社会责任体系。参考标准：amfori BSCI管理手册中问题1.4的要求。

Finding

social responsibility system continuously.
Reference: the requirement of question 1.4 in amfori BSCI system manual.

PA 2: Workers Involvement and Protection

Site: Xiamen Carbon Rock Material Technology Co., Ltd. | Site amfori ID: 156-062937-001

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

2.2 Finding: The main auditee partially respects this principle. Based on document review, management interview, the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. But the factory didn't communicate the long-term goal to workers. Management representative stated the factory would improve the implementation step by step.
Reference: the requirement of question 2.2 in amfori BSCI system manual.

被审核方部分遵守该原则。根据文件审核，管理层访谈，工厂根据amfori BSCI行为准则定义了长期目标来保护员工，但工厂未将建立的长期目标与员工沟通。管理代表表示 将持续改善。
参考标准：amfori BSCI管理手册中问题2.2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

2.5 Finding: The main auditee partially respects this principle because based on worker interview, management interview and document review confirmed, although the factory had established the grievance mechanism and opening policy in the factory for internal workers and outside stakeholders, which defined the corresponding departments and their responsibilities on Jan 6,2025. But due to management staff did not understand this requirement, lead to no regular satisfaction survey on grievance mechanism carried out in the auditee.
Reference: the requirement of question 2.5 in amfori BSCI system manual.

被审核方部分遵守该原则，因为根据员工访谈，管理访谈和文件审核确认，虽然工厂在2025年1月6日建立了申诉机制和对内对外的沟通程序，并规定了对应的利益相关方的各部门及其职责。但是由于 管理人员不清楚要求，导致被审核方未对申诉机制进行定期的满意度调查。
参考标准: amfori BSCI 管理手册中问题2.5的要求。

PA 5: Fair Remuneration

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 Finding: The main auditee does not respect this principle because based on document review, worker interview and management interview, the factory didn't provide social insurance to part of employees. During the audit, there were total 33 employees. Based on social insurance payment receipts in May 2026 and management interview, the factory only provided injury insurance, retirement insurance, unemployment insurance, medical insurance and maternity insurance for 9 employees. The factory explained that part of workers had attended New Rural Cooperative Medical System in their hometown and they did not want to buy social insurance in the factory. But the factory didn't verify it. Remark: The factory provided commercial injury insurance for all employees, the validity period is one year, effective from Jul 28, 2025. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72 & Article 73.	被审核方未遵守该原则，原因是根据文件查看、员工访谈和管理层访谈，工厂未给部分员工缴纳社保。审核期间，工厂内共有33名员工。根据2026年5月的社保缴费记录和管理层访谈，工厂仅给9名员工缴纳工伤保险，养老保险，失业保险，医疗保险和生育保险。工厂解释部分员工已在老家购买了新农合保险，不愿意在工厂再买社保。但工厂未对员工购买新农合保险进行核实。 备注：工厂给所有员工购买了商业意外险，有效期是一年，从2025年7月28日开始生效。 参考法规：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

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 Finding: The main auditee does not respect this principle. Based on document check, worker representative interview, worker interview, management interview, the factory provided attendance records from May 1, 2025 to the audit day for review, 6 sampled workers were from production positions, based on the 6 sampled workers' electronic attendance records in Aug 2025, Oct 2025 and Apr 2026, 6 out of 6 sampled workers' monthly overtime hours exceeded the legal requirement in Aug 2025 and Apr 2026:	被审核方未遵循该准则，根据员工访谈，员工代表访谈，管理层访谈和文件审核，工厂提供了2025年5月1日至审核当天的考勤记录，抽样6名生产岗位员工，根据6名抽样工人在2026年4月，2025年10月和2025年8月的考勤记录发现，6名抽样员工的月加班在2026年4月及2025年8月超过法规要求： 第一个抽样月（2026年4月）-标准工时（168小时）-最大月加班（40小时）； 第二个抽样月（2025年10月）-标准工时（152小时）-最大月加班（32小时）； 第三个抽样月（2025年8月）-标准工时（168小

Finding

1st sampled month (Apr 2026)– standard hours (168 hours) + maximum monthly OT (40 hours),
2nd sampled month (Oct 2025)– standard hours (152 hours) + maximum monthly OT (32 hours),
3rd sampled month (Aug 2025)–standard hours (168 hours) + maximum monthly OT (42 hours).
The management and workers stated they like to work overtime and can receive additional overtime wages. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

时)-最大月加班(42小时)。
管理层及员工表示愿意多加班，可以多获得加班工资。参考法规：中华人民共和国劳动法(2018修正)，第四十一条。

PA 7: Occupational Health and Safety

Site: Xiamen Carbon Rock Material Technology Co., Ltd. | Site amfori ID: 156-062937-001

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 Finding: The main auditee partially respects this principle, based on document review, management interview, workers interview and on site observation, the factory had established management system on health and safety, included health and safety check, training etc. But due to management negligence and did not understand requirement clearly, some findings were found on health safety. Management representative stated the factory would improve the implementation of EHS system continuously. Reference: the requirement of question 7.1 in amfori BSCI system manual.

审核方部分遵守原则，根据文件查看，管理层访谈，员工访谈和现场查看，虽然工厂建立健康安全管理体系，包括健康安全检查，培训等，但是由于管理疏忽和不清楚法规要求，导致健康安全部分出现问题。管理代表表示将持续完成厂内的EHS体系。参考标准：amfori BSCI管理手册中问题7.1的要求。

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

7.4 Finding: The main auditee partially respects this principle because the factory had established one health and safety committee. But the committee was not involved worker or worker representative. Management representative stated the factory would improve the implementation of

被审核方部分遵守该原则，因为工厂设置了健康安全委员会，但是委员会的成员没有工人或工人代表。管理代表表示将持续完成厂内的EHS体系。参考标准：amfori BSCI管理手册中问题7.4的要求。

Finding	
EHS system continuously. Reference: the requirement of question 7.4 in amfori BSCI system manual.	

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 Finding: The main auditee partially respects this principle because the factory established PPE management procedure, and provided relevant training to workers, Provided relevant labor protection equipment, such as dust proof mask and active carbon mask, but two polishing workers contacting dust wore disposable mask instead of dust proof mask. Management representative stated the factory would improve the implementation of EHS system continuously. Reference: Specification for the equipping of personal protective equipment Part 1: General provisions GB39800.1-2020 3.2.	被审核方部分遵守原则因工厂虽建立了劳保用品管理规定，且给员工提供了相关的培训，提供了相关劳保用品，如防尘口罩及活性炭口罩，但是发现两名接触粉尘的打磨员工佩戴的是一次性口罩代替防尘口罩。 管理代表表示将持续完成厂内的EHS体系。 参考法规：个体防护装备配备规范 第1部分：总则 GB39800.1-2020 3.2。

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 Finding: The main auditee partially respects this principle, based on document review and on site observation, the factory had established chemical management procedure and provided relevant training to workers, however, no secondary containment was available for about 60% chemicals, and about 20% chemicals didn't have safety label. The factory did not provide occupational health examinations for employees who will enter hazardous positions in 2026. Management representative stated the factory would improve the implementation of EHS system continuously. Reference: Code of Design on Building Fire Protection and Prevention (GB 50016-2014, 2018 Amendment), Article 3.6.12 and	被审核方部分遵守该原则，根据文件查看和现场查看，工厂虽建立了化学品管理规定，且给员工提供了相关的培训，但是车间化学品60%没有二次容器，20%的化学品没有安全标签。工厂未给2026年入职危害岗位的员工提供职业健康体检。管理代表表示将持续完成厂内的EHS体系。参考法规：建筑设计防火规范（GB50016-2014，2018修正）3.6.12和使用有毒物品作业场所劳动保护条例（2002）第二十三条和中华人民共和国职业病防治法（2018修正）第三十五条。

Finding	
Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23 and Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	

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 Finding: The main auditee partially respects this principle, based on document review and on site observation, the factory established EHS procedure about warning signage requirement, but no warning signs for the use of dust proof mask PPE were posted in the polishing production workshop. Management representative stated the factory would improve the implementation of EHS system continuously. Reference: the requirement of question 7.9 in amfori BSCI system manual.	被审核方部分遵守该原则，根据文件查看和现场查看，工厂建立了警告标识要求的EHS程序，但是打磨车间张贴缺少使用防尘口罩劳保用品使用警告标识。管理代表表示将持续完成厂内的EHS体系。参考标准：amfori BSCI管理手册中问题7.9的要求。

PA 13: Ethical Business Behaviour

Site: Xiamen Carbon Rock Material Technology Co., Ltd. | Site amfori ID: 156-062937-001

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH	LOCAL LANGUAGE
Finding	
13.4 Finding: The main auditee partially respects this principle based on document review, the factory established procedure for protecting personal information, but didn't provide such training for workers. Management representative stated the factory would improve the implementation step by step. Reference: the requirement of question 13.4 in amfori BSCI system manual.	被审核方部分遵循该准则，根据文件查看，工厂建立保护个人隐私程序，但是未提供相关的培训给员工。管理代表表示将持续改善。参考标准：amfori BSCI管理手册中问题13.4的要求