Monitoring summary report for NINGBO POPMODE CLOTHING CO.,LTD.
MONITORING ID: 26-0393009

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Trade with purpose

Monitored Party **NINGBO POPMODE CLOTHING CO.,LTD.**	amfori ID **156-005365-000**	Address **Maimianqiao Village, Jishigang Town, Haishu District, 315171 Ningbo, Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **ALGI HOLDING COMPANY LLC**
Monitoring Start Date **13/05/2026**	Closing Meeting Finished Date **15/05/2026**	Submission Date **22/05/2026**
Expiration Date **22/05/2028**	Announcement Type **Semi Announced**	
Site **NINGBO POPMODE CLOTHING CO.,LTD.**	Site amfori ID **156-005365-002**	

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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	**A**
PA 6: Decent Working Hours	**C**

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: Irene Chen; APSCA membership number: CSCA 21701772.

Name of team auditor (if applicable): No team auditor; APSCA membership number: N/A.

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

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

Audit schedule details: The Full audit (Semi - Announced) is planned for 1 auditor x 3.0 onsite days (Started on May 13, 2026) and finished audit on May 15, 2026.

Business partner information: NINGBO POPMODE CLOTHING CO.,LTD. (Local Name: 宁波宝珀制衣有限公司Uniform Code of Social Credit: 91330212750350093M) was located at “Maimianqiao Village, Jishigang Town, Haishu District, Ningbo, Zhejiang Province, China (浙江省宁波市海曙区集士港镇卖面桥村)”. The factory was established in May 2003 and specializes in the manufacturing of garments. Main production activities include cutting, sewing, ironing, inspection and packing. Printing process was subcontracted to “Ningbo Poyinte digital Technology Co., Ltd (宁波珀印特数码科技有限公司)” and embroidering process was subcontracted to “Ningbo Zhonghong Textile Co., Ltd (宁波中红纺织品有限公司)” if needed.

Audited location information: The audited factory used one 5-storey production building (about 12060 square meters), one flat production building (about 1280 square meters) and one 5-storey dormitory building (about 4565 square meters), and one flat electricity distribution room (about 150 square meters) and one boiler room (about 100 square meters) as office, dormitory, kitchen, canteen, warehouse and production workshops. The building details were as below:
One 5-storey production building:
1/F: Used as cutting workshop.
2/F: Used as sewing and ironing workshops and warehouse.
3/F: Used as sewing workshop.
4/F: Used as ironing, inspection and packing workshops.
5/F: Used as office, finished goods warehouse and sample room.

One flat production building was used as raw material warehouse.
One 5-storey dormitory building:
1/F: Used as canteen and kitchen.
2/F~5/F: Used as dormitory rooms.

Operating shifts and hours: The kitchen workers worked for 1 shift: 8:00-13:00, 15:00-18:00; Other workers worked for 1 shift: 7:30-11:00,12:00-16:30. Normal working days are from Monday to Friday. Workers worked overtime voluntarily for 2 hours from 17:30 to 19:30 on normal working days and for 8 hours on Saturdays if need. The Sunday and holiday would be arranged to rest.

Time recording system: The factory used fingerprint electronic attendance system to record employees working hours.

Salary payment details: All employees in the factory were paid by monthly rate. Wages were paid monthly by bank transfer on the 15th of every month for the preceding month.

During the current audit, payroll records from April 2025 to March 2026 and attendance records from April 1, 2025 to May 15, 2026 were provided for review. The auditor randomly selected 22 samples from each of March 2026 (last paid month), December 2025 (random month) and August 2025 (random month) for verification.

Worker number information: On the day of audit, there were 427 employees present (89 non-production employees and 338 production workers). There were 338 production workers (108 male production workers and 230 female production workers) and 341 migrant workers (132 male workers and 209 female workers) were from other provinces in China. No

any other special group workers (such as child labor, young, disabled, pregnant woman, interns, apprentices, contractor workers) were noted during this audit. As per management interview, no obvious peak or non-peak month in the past 12 months.

Good practices: NA

Worker organization details: No labor union was available. Four worker representatives were elected by workers.

Circumstances: Ms. Yao Yanping/HR Manager and Ms. Mo Yali / Worker Representative participated in the opening & closing meeting. The opening meeting started at 7:30 on May 13, 2026 and the closing meeting ended at 16:30 on May 15, 2026. The auditor communicated the findings in detail to them and allowed them to ask questions and make any needed clarifications. Finally, they agreed on the findings and signed the on-site audit findings report.

The special circumstances can be classified as followed: No special circumstances were noted during this audit.

Summary of findings:
PA1: Social Management System
1.1. The social management system was not implemented effectively.
1.4. Workforce capacity was not properly planned, which lead excessive overtime hours.
PA 2: Workers Involvement and Protection
2.2. The factory did not establish the long-term goals.
PA 5: Fair Remuneration
5.5. Insufficient participation of social insurances.
PA 6: Decent Working Hours
6.2. Monthly overtime hours of one sample month exceeded 36 hours.
PA 7: Occupational Health and Safety
7.1. Non-compliance with health and safety local law and regulations and goods were placed against the walls.
7.7. Some chemicals were not set in secondary containers and were not identified with chemical safety labels.
7.13. One electrical box was not locked or without inner covers.
7.22. The factory did not provide some cleaning supplies in toilet.

Minimum wage calculation: The local legal minimum wage standard is CNY 2490 per month or equivalent to CNY 14.31 per hour before January, 2026 and CNY 2660 per month or equivalent to CNY 15.29 per hour since January 1, 2026.
#Living Wage: [The audited factory was located in Ningbo City, the auditor used the Living wage calculation published on the GLWC website for the region (https://www.globallivingwage.org/living-wage-benchmarks/benchmark-report-2024-living-wage-report-for-ningbo-china/), which is estimated at the amount of CNY 4198 per month. As recommended, GLWC method of calculation is considered by the auditor for this audit. GLWC benchmark data are 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 to comply with the requirements of the Personal Information Protection Law of the People's Republic of China and GDPR.
3. The address on business license and amfori BSCI platform were “Maimianqiao Village, Jishigang Town, Haishu District, Ningbo, Zhejiang Province, China” and the current address was “No.78 Gongmao 1st Road, Maimianqiao Village, Jishigang Town, Haishu District, Ningbo, Zhejiang Province, China”. Through onsite observation, documents review and management interview, both addresses were the same location and the current address was more detailed.

SITE DETAILS

Site
NINGBO POPMODE CLOTHING CO.,LTD.

Site amfori ID
156-005365-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

Sewing / Stitching

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	**427**	**Workers**
Legal minimum wage in local currency	**2,660**	**Monthly**
Lowest wage paid for regular work at the site	**4,750**	**Monthly**
Calculated living wage in local currency	**4,198**	**Monthly**
Total sample	**22**	**Workers**

Other Metrics

Male workers	**156**	**Workers**
Female workers	**271**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**156**	**Workers**
Permanent workers - Female	**271**	**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	**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	**132**	**Workers**
Domestic migrant workers - Female	**209**	**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	**156**	**Workers**
Workers hired directly - Female	**271**	**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	**8**	**Workers**
Sample - Female	**14**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: NINGBO POPMODE CLOTHING CO.,LTD. | Site amfori ID: 156-005365-002

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	
Based on documents review, onsite observation, management and worker interviews, it was noted that the factory did not have an effective management system regarding Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health. (For details, please refer to Performance Area 1, 2, 5, 6 and 7 respectively.) The factory management claimed that they will make continuous improvement. This question is rated as partially due to the factory established the social responsibility procedures or management systems, but the non-conformances only noted in above PAs. This is partially in compliance with requirements of amfori BSCI CoC.	根据文件查阅，现场观察，管理层访谈和员工访谈，发现工厂在社会管理体系、工人参与和保护、公平 报酬、体面劳动时间以及职业健康和安全方面缺少有效的管理。（详细分别见第1、2、5、6和7部分）工厂管理层表示他们会进行持续改善。该项被判定为局部符合是因为工厂建立了社会责任程序或者 管理体系，但不符合项仅出现在上述部分。这局部符合amfori 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 documents review, onsite observation, management and worker interviews, it was noted that the factory developed the procedures about production capacity planning & cost accounting, the production capacity could satisfy the customer needs and all the goods could be delivered to the clients on time, but it was noted that the factory could not adequately evaluate the production capacity, human resources and equipment status against the delivery requirements to avoid the undue monthly overtime working, so that the workers' monthly overtime hours exceeded the law limit (For details, please refer to PA6.2). The factory management claimed that the factory had taken the action (e.g. optimizing production efficiency) to control the workers' overtime hours. The checkpoint was rated as partially because	根据文件查阅，现场观察，管理层访谈和员工访谈，发现工厂建立了产能评估和成本计算程序，生产能 力能够满足客户需求且所有货物均能被准时交付给客户，但发现工厂未能根据客户交货期要求，充分地 评估生产能力、人员和设备情况，以避免出现月加班超时的现象，导致工人的月加班时间有超出法规要 求（对于细节，请参考PA6.2）。管理层表示工厂已经采取行动措施（比如提升生产效率）以控制 工人的加班时间。该检查点被评为部分符合，因为管理人员清楚生产效率、交货期以及法规对工作时间 的要求，且工厂为每个订单制定了详细的生产计划，以安排生产活动。这局部符合《中华人民共和国劳 动法》第41条。

Finding	
management staffs were clear of the production rate, date of delivery and regulatory working hours requirements, the factory made the detailed production plan for each order to arrange the production activities. This is partially in compliance with PRC Labor Law article 41.	

PA 2: Workers Involvement and Protection

Site: NINGBO POPMODE CLOTHING CO.,LTD. | Site amfori ID: 156-005365-002

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 documents review, management and worker interviews, the factory did not establish the long-term goals which met the requirements of the amfori BSCI Code of Conduct. The factory management claimed that they did not fully understand the difference between short-term investment and long-term goals before and would establish long-term goals to protect workers. This question is rated as no due to the factory did not establish the long-term goals. This is not in compliance with requirements of amfori BSCI CoC.	根据文件查阅，管理层访谈和员工访谈，工厂没有制定一个符合amfori BSCI行为准则要求的长期目标。工厂管理层表示之前没有充分认识短期投资和长期目标的区别，将 建立保护工人的长期目标。该项被判定为不符合是因为工厂没有制定长期目标。这不符合amfori BSCI CoC。

PA 5: Fair Remuneration

Site: NINGBO POPMODE CLOTHING CO.,LTD. | Site amfori ID: 156-005365-002

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	
Based on management interview, workers interview and reviewing the social insurance participation from April 2025 to March 2026, it was noted that not all employees were provided with social insurance. In March 2026, there were total 427 employees (427 employees included 90 retired employees and 0 new employee), but only 300 out of 337 eligible employees (89.0%) were provided	根据管理层访谈，员工访谈和查看2025年4月至2026年3月的社保参保状态发现，工厂社保没 有覆盖到所有员工。2026年3月一共有427名员工（427名员工包含90名退休员工和0名新 进员工），但是全部337名符合参保条件的员工中仅300名员工（89.0%）参加了养老，失业 ，医疗和生育保险和370名员工参加了工伤保险。工厂为其余57名员工提供了有效期从2025年 12月6日至2026年12月5日的

Finding	
with pension, unemployment, medical and maternity insurances and 370 employees were provided with industrial injury insurances. The factory provided the group commercial injury insurance with the period from December 6, 2025 to December 5, 2026 to other 57 employees to make sure all employees were covered by injury insurance. No social insurance waiver was available. The factory management claimed that rest employees had new rural cooperative pension insurance and did not want to buy these 5 kinds of social insurances. This question is rated as partially due to the participation rate of the social insurances higher than 80% and all employees were covered by injury insurance. This is partially in compliance with the PRC Labor Law article 72 & 73.	团体意外保险以确保所有员工均被工伤保险覆盖。工厂设有取得 社保豁免批文。工厂管理层称剩余的员工参加了新型农村合作养老保险且不想买这5种社会保险。该项 被判定为局部符合是因为社保参保率高于80%且工伤险覆盖全员。这局部符合《中华人民共和国劳动 法》第72、73条。

PA 6: Decent Working Hours

Site: NINGBO POPMODE CLOTHING CO.,LTD. | Site amfori ID: 156-005365-002

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	
Based on management interview, workers interview and documents review, it was noted that the monthly overtime working hours of 1 out of 3 randomly sampled months exceeded the legal limit of 36 hours per month. The details were as follow: the monthly overtime working hours of all 22 sampled workers were 32-34 hours in March 2026 (last paid month); The monthly overtime working hours of 21 workers out of 22 sampled workers were 40 hours in December 2025 (random month); The monthly overtime working hours of all 22 sampled workers were 32-34 hours in August 2025 (random month). The factory management claimed that urgent orders led to excessive monthly overtime working hours of this month. This question is rated as partially due to excessive monthly overtime working hours noted in just one sampled month. This is partially in compliance with the PRC Labor Law article 41. Remark: The workers' overtime work was voluntary.	根据管理层访谈，员工访谈和文件查阅，发现3个随机抽样月份中有1个月份的月加班时间超过了法律 规定的每月加班不超36小时。详细如下：22名抽样员工中在2026年3月份（当前月份）的月加 班时间为32-34小时；22名抽样员工中的21名在2025年12月份（随机抽样月份）的月加 班时间为40小时；所有22名抽样员工在2025年8月份（随机抽样月份）的月加班时间为32- 34小时。工厂管理层表示急单导致了这个月的月加班超时。该项被判定为局部符合是因为只有1个抽 样月份发现月加班超时。这局部符合《中华人民共和国劳动法》第41条。 备注：员工的加班时间属于自愿加班。

PA 7: Occupational Health and Safety

Site: NINGBO POPMODE CLOTHING CO.,LTD. | Site amfori ID: 156-005365-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on documents review, onsite observation, management and worker interviews, it was noted that: 1. the factory had set up its own occupational health and safety regulations and procedures, the actual practice throughout the factory was not fully in compliance with requirements of local laws in the part of Warehouse Safety, Chemical management and Electrical safety. The factory management claimed that they will make continuous improvement. This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.7 & PA 7.13 for specific health and safety regulations.) 2. It was noted that around 20% goods in the warehouse were placed against the walls. The factory management claimed that limited space caused this happened. This is partially in compliance with the Rules Concerning Warehouse Safety and Fire Control article 18. This question is rated as partially due to the factory have awareness of occupational health and safety and assigned specialized management staff to take charge of it, but there are still the problems in the actual practice process of the factory.	根据文件查阅，现场观察，管理层访谈和员工访谈，发现: 1. 虽然工厂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还存在问题。例如 仓库安全、化学品管理以及用电安全。工厂管理层表示他们会进行持续改善。这局部符合当地健康安全 方面的法规。（具体的健康安全法规条款请参阅PA7.1, PA7.7 & PA 7.13）。 2. 现场发现工厂仓库约20%货物靠墙堆放。工厂管理层表示工厂空间有限导致了该问题发生。这局部符 合《仓库防火安全管理规划》第18条。 该项被判定为局部符合是因为工厂对职业健康安全有一定的意识并指派了专门的管理层负责,但是工厂在实际的执行过程中还存在问题。

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 onsite observation, management and worker interviews, it was noted that about 10% chemicals used in the workshop such as clean agent were not set in secondary containers and were not identified with chemical safety labels. The factory management claimed that they did not inspect and review chemicals enough and failed to	根据现场观察，管理层访谈和员工访谈，发现工厂车间使用的约10%化学品如清洁剂没有设置二次容器和没有张贴化学品标签。工厂管理层称对化学品检查和评审不足，未能及时发现问题。该项被判定为 局部符合是因为工厂大部分化学品设置二次容器和张贴化学品标签和现场张贴SDS，但是少数化学品 没有设置二次容器和没有张贴化学品标签。这局

Finding	
identify problems in a timely manner. This question is rated as partially due to most chemicals were set in secondary containers and were identified with chemical safety labels and provided the SDS onsite, but some chemicals were not set in secondary containers and were not identified with chemical safety labels. This is partially in compliance with Safety Management of Dangerous Chemicals Article 20 and Regulations on the Safe Use of Chemicals in Workplace, Article 12.	部符合《危险化学品安全管理条例》第20条和《工作 场所安全使用化学品规定》第12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 documents review, onsite observation, management and worker interviews, 1 electrical box out of 10 sampled electrical boxes was not locked or without inner cover such as dormitory. The factory management claimed that the electrician did not check and lock in time. This question is rated as partially due to the factory had established the management program and protective covers were installed on most electrical boxes and switches and locked, but one electrical box was not locked or without inner cover. This is partially in compliance with the General Guide for Safety of Electric User (GB/ T13869-2017), Article 5.1.2.	根据文件查阅，现场观察，管理层访谈和员工访谈，抽样10个电箱中有1个电箱没有上锁或没有内盖如宿舍。工厂管理层解释，电工未及时点检并上锁。该项被判定为局部符合是工厂建立了电气设施管理 程序和大部分电箱和开关都安装保护盖和上锁，但是1个电箱没有上锁或无内盖。这局部符合用电安全 导则《GB/T13869-2017》第5.1.2条。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on onsite observation, management and workers interview, it was noted that the factory did not provide some cleaning supplies such as toilet paper in toilet for employees use. The factory management claimed that they will buy the cleaning supplies soon. This question is rated as partially due to the sanitary condition was good in toilet in factory and the factory provided the soap in toilet, but the factory did not provide some cleaning	根据现场观察，管理层访谈和员工访谈发现，工厂洗手间没有提供部分清洁用品如厕纸供员工使用。工 厂管理层表示他们会尽快购买相关的清洁用品。该项被判定为局部符合是因为工厂卫生间卫生状况良好 和提供了肥皂，但是工厂洗手间没有提供部分清洁用品如厕纸供员工使用。这局部符合amfori BSCI CoC。

Finding	
supplies such as toilet paper in toilet for employees use. This is partially in compliance with requirements of amfori BSCI CoC.	