

Monitored Party Linghang Food (Shandong) Co., Ltd	amfori ID 156-011645-000	Address NO.39 Xiandai Road, Nantai New District, 264402 Weihai, Shandong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner SGS
Monitoring Start Date 09/05/2025	Closing Meeting Finished Date 09/05/2025	Submission Date 16/05/2025
Expiration Date 23/05/2026	Announcement Type Semi Announced	
Site Linghang Food (Shandong) Co., Ltd	Site amfori ID 156-011645-002	

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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: Simon Gao; APSCA membership number (CSCA 21701927)

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: This was 1 Man Day site audit (one auditor * 1 day) conducted opening meeting, Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities. This is a follow up audit (Semi Announced) was conducted on May 9, 2025 and only PA1, PA2, PA5, PA6, PA7 and PA12 were included in this audit.

[Business partner information] Linghang Food (Shandong) Co., Ltd (凌航食品(山东)有限公司) was founded on May 10, 2012 and located at NO.39 Xiandai Road, Nanhai New District, Weihai, Shandong Province, China (中国山东省威海市南海新区现代路39号). The Unified Social Credit Code no. of the business license was 91371081595237153Q, the valid date of business license was from May 10, 2012 to May 9, 2042. Main product in the factory were Instant noodles, the annual production volume were 450 tons and the main process was listed as below: materials - mixing – rolling – cooking-deep-frying -inspection - packing.

[Audited location information] The factory used one 3-storey building as office, one 1-storey part with 2-storey building as production workshop and warehouse, one 4-storey building as dormitory rooms, kitchen and canteen, two 1-storey buildings as warehouse.

The details as below:

Building No. 1: 1-3F total with about 1844 SQ meters; used as office

Building No. 2: 1-4F total with about 2830 SQ meters; 2-4F used as dormitory rooms, 1F used as kitchen and canteen

Building No. 3: 1-2F total with about 6951 SQ meters; used as warehouse and production workshop

Building No. 4: 1F total with about 2163 SQ meters; used as warehouse

Building No. 5: 1F total with about 6720 SQ meters; used as warehouse.

[Operating shifts and hours] The auditee had a written policy of working hour's system and controlled working hours. According to the policy and implementation records, one shift for all workers, workers worked 8 hours per day and 40 hours per week. All workers were recorded by electrical finger print machine and the attendance records from June 1, 2024 to the audit day were provided for review. The attendance records showed that the auditee arranged workers working on Saturday sometimes and workers had right to choose working overtime or not and auditee ensured workers had every Sunday off per week. Overtime wages were paid at 150%/200% on weekdays/weekends respectively. Workers can take a rest during the working time when they felt tired. The maximum daily OT hours of sampled workers was 1 hour. 1st sampled month (Aug. 2024)– standard hours (40 hours) + maximum weekly OT (11 hours); 2nd sampled month (Dec. 2024)– standard hours (40 hours) + maximum weekly OT (11 hours); 3rd sampled month (Mar. 2025)– standard hours (40 hours) + maximum weekly OT (11 hours). And the maximum monthly overtime working hours were 50 hours. And the maximum continuous working days were 6 days.

[Salary payment details] The factory provided payrolls from June 2024 to Mar. 2025 for review during the audit. The wages were paid by bank before the 20th of each following month. All workers were paid by hourly rate. At least RMB 3000 per month were paid by the factory to workers, and this was above the legal minimum wages RMB 2200 per month since June 2024. Factory paid workers according to their skill and post which met legal requirement. The factory established policy about wage and compensation. Social compensation such as annual leave, statutory holiday, etc. was provided to workers.

[Worker number information] There were total 86 employees (included 22 non-production and 64 production workers) in the factory. Total 30 male production and 34 female production workers were in the factory. 16 male and 8 female domestic migrant workers were in the factory. No other vulnerable worker (young, child, disability, pregnant workers etc.) and other special group workers (interns, apprentices, contractor workers etc.) were in the factory.

[Good practices] Nil

[Worker organization details] There was no trade union at the site, but the factory did not prevent workers from forming the union. The worker representatives were selected freely in Aug. 2023. The workers could rise up their opinions through the worker representatives, suggestion box or communicate with their supervisor directly.

[Circumstances] There was no special circumstance during the audit.

[The special circumstances can be classified as followed] No special circumstance was happened during the audit. And no

negative evidence was identified during the past year based on the Creditable China and IPE website. No incidents, shortcomings, building safety, national events, behaviour, coaching issue was identified during the audit. No special precautions taken about #COVID-19 in China.

[Summary of findings] This is a follow up audit, only PA1, PA2, PA5, PA6, PA7 and PA12 were covered in this audit.

PA1: 1.1 Some of the amfori BSCI management procedures were not implemented effectively.

1.4 The auditee did not plan the production capacity properly.

PA2: Nil

PA5: 5.4 Some workers' wages were lower than the decent standard living wage.

5.5 The factory didn't provide social insurances for some workers.

PA6: 6.2 Workers' monthly overtime hours exceeded legal requirement.

PA7: 7.1 Some findings were identified in this PA and some goods were placed against the wall.

7.3 The factory did not provide the pre-job and off-job occupational health examinations for the workers engaged in hazard factors, and the risk assessment did not identify the special needs of lactating women workers and the need for special sanitary appliances for women.

7.13. Two electrical boxes were not locked and managed.

PA12: 12.5 The policy and measures on saving water was established, but no effect evaluation for saving water.

[Living wage calculation] The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

[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] There was no agency used by the auditee, so, the agency labour contract was not applicable. There was no Documented valid authorization to make exemptions about working hours.

SITE DETAILS

Site
Linghang Food (Shandong) Co., Ltd

Site amfori ID
156-011645-002

GICS Classification

Sector Consumer Staples	Industry Group Food, Beverage & Tobacco	Industry Food Products
Sub Industry Packaged Foods & Meats		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	86	Workers
Legal minimum wage in local currency	2,200	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	3,092	Monthly
Total sample	5	Workers

Other Metrics

Male workers	42	Workers
Female workers	44	Workers
Non-binary workers	0	Workers
Permanent workers - Male	42	Workers
Permanent workers - Female	44	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	6	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	3	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	16	Workers
Domestic migrant workers - Female	8	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	42	Workers
Workers hired directly - Female	44	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: Linghang Food (Shandong) Co., Ltd | Site amfori ID: 156-011645-002

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>1.1 Follow up audit on May 9, 2025: Open The main auditee partially respected this principle because based on management interview, workers' interview and documents review, though the auditee set up the management system to implement the amfori BSCI Code of Conduct, had designated responsible person Mr. Li Lei/the management representative and conducted internal audit on Feb. 28, 2025. Due to inadequate understanding of the regulations and amfori BSCI requirements, auditee's some of the management procedures were not implemented effectively. Such as workers' monthly overtime exceeded 36 hours that required by laws and regulations. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>2025年5月9日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈和文件审核，虽然工厂建立了管理体系来执行amfori BSCI守则，并任命了管理代表/李磊，也在2025年2月28日进行了内审，但是由于工厂未充分理解法规和amfori BSCI的要求，被审核方的部分管理程序没有有效执行。例如，员工的月加班时间超过法规要求的36小时。违反了amfori BSCI管理手册中问题1.1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>1.4 Follow up audit on May 9, 2025: Open The auditee partially respected this principle because based on management interview and documents review, the auditee had established capacity assessment procedure, but the auditee did not plan the production properly. Based on the provided attendance records from June 1, 2024 to the audit day, the workers monthly overtime hours exceeded legal overtime hour limits. (E.g. the maximum monthly overtime was 50 hours in Mar. 2025 for workers). It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>2025年5月9日跟进审核：开放 被审核方（生产商）部分遵守该原则，原因是基于管理层访谈和文件审核，虽然被审核方建立了产能评估程序，但是工厂没有合理安排生产计划。根据工厂提供的从2024年6月1日到审核当天的工时记录发现，员工的月加班时间超出了法律要求。（例如：员工最大月加班时间50小时发生在2025年3月）。违反了amfori BSCI管理手册中问题1.4的要求。</p>



PA 2: Workers Involvement and Protection

Site: Linghang Food (Shandong) Co., Ltd | Site amfori ID: 156-011645-002

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	
<p>2.5 Follow up audit on May 9, 2025: Closed Based on management and workers interview and documents review, the factory has established grievance complain mechanism process, including the grievance mechanism for communities, such as workers could submit their suggestion or complaint to worker representative, supervisor directly or through suggestion box, and the main auditee also has conducted regular surveys on satisfaction with the grievance procedure.</p>	<p>2025年5月9日跟进审核：关闭 根据管理层、员工访谈和文件评审，工厂已建立了申诉流程，包含社区申诉，例如员工可以向员工代表，管理层反映建议和抱怨，也可通过意见箱反映问题，并且有针对性对申诉机制进行满意度调查。</p>

PA 5: Fair Remuneration

Site: Linghang Food (Shandong) Co., Ltd | Site amfori ID: 156-011645-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.4 Follow up audit on May 9, 2025: Open The main auditee partially respects this principle. Based on payroll records review and management interview, due to the inadequate understanding of management about amfori BSCI requirements, the minimum wage paid for workers by factory was RMB3000-3500, this was above the local minimum wage standard (RMB2200/month), but some were less than calculated local decent living wage (RMB3092/month). It violated the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>2025年5月9日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是根据工资表查看和管理层访谈，由于管理层未充分理解amfori BSCI的要求，工厂支付工人的最低工资在RMB3000-3500之间，高于当地最低工资水平（RMB2200/月），但部分低于当地体面生活工资（RMB3092/月）。违反了amfori BSCI管理手册中问题5.4的要求。</p>

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	
<p>5.5 Follow up audit on May 9, 2025: Open The main auditee does not respect this principle. Because based on document review, workers and management interview, the factory totally had 86</p>	<p>2025年5月9日跟进审核：开放 被审核方（生产商）未遵循该准则。原因是基于文件查看，员工及管理层访谈，工厂只为86名员工（包含29名退休员工，无入职不满一个月新员工）中的43人提供了工伤，</p>

Finding

employees (included 29 retirement workers and 0 new worker who joined the factory less than one month), but only provided injury, retirement, unemployment, medical and child-bearing insurances for 43 workers, provided commercial injury insurance for the other workers, the valid date was from Mar. 11, 2025 to Mar. 10, 2026. The management and workers explained all employees without social insurance had participated in new type rural social endowment insurance and didn't want to enjoy social insurances, but the factory could not provide any evidence about their new type rural social endowment insurance. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72 and 73.

养老，失业，医疗和生育保险，为所有其他员工提供了商业意外保险，有效期从2025年3月11日到2026年3月10日。管理层和员工解释所有未参加社保的员工都参加了新型农村养老保险，不愿意参加社会保险，但未提供员工参加新农保的证据。违反了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

Site: Linghang Food (Shandong) Co., Ltd | Site amfori ID: 156-011645-002

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 Follow up audit on May 9, 2025: Open The main auditee does not respect this principle. Because based on onsite observation, management interview, workers' interview and documents review, the attendance records of 5 sampled workers from mixing, cooking, deep-frying and packaging processes in Aug. 2024, Dec. 2024 and Mar. 2025 respectively were selected from the attendance records provided by the auditee from June 1, 2024 to May 9, 2025, all sampled 5 workers' monthly overtime working hours exceeded 36 hours in all sampled months. 1st sampled month (Aug. 2024) - standard hours (176 hours) + maximum monthly OT (48 hours); 2nd sampled month (Dec. 2024) - standard hours (176 hours) + maximum monthly OT (50 hours); 3rd sampled month (Mar. 2025) - standard hours (168 hours) + maximum monthly OT (50 hours). The auditee management declared that due to the lack of reasonable production plan, the workers worked overtime hours. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

2025年5月9日跟进审核：开放 被审核方（生产商）未遵循该准则。原因是基于现场审核、管理层访谈、员工访谈和文件审核，从工厂提供的2024年6月1日到2025年5月9日的考勤记录中，分别抽取2024年8月，2024年12月和2025年3月的各5名抽样员工（来自和面，蒸煮，油炸和包装工序）的考勤，发现所有5名抽样员工的月加班时间均超过法规要求。第一个抽样月（2024年8月）-标准工时（176小时）+最大月加班时间（48小时）；第二个抽样月（2024年12月）-标准工时（176小时）+最大月加班时间（50小时）；第三个抽样月（2025年3月）-标准工时（168小时）+最大月加班时间（50小时）。工厂管理解释说由于没有合理做好生产计划导致员工加班。违反了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: Linghang Food (Shandong) Co., Ltd | Site amfori ID: 156-011645-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 Follow up audit on May 9, 2025: Open The main auditee partially respected this principle. Because based on management interview, workers' interview, onsite observation and documents review, the auditee had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training etc. However, the actual practice throughout the facility was not fully in compliance, such as some goods in warehouses were placed against to the walls. It violated the requirement of question 7.1 in amfori BSCI system manual and General Rules for Fire Safety Management of Storage Occupancies (GA 1131-2014), Article 6.8.</p>	<p>2025年5月9日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是基于管理层访谈、员工访谈、现场观察和文件审核，工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全培训等，但是工厂在实际的执行过程中还存在问题，例如：仓库中部分货物靠墙存放。违反了amfori BSCI管理手册中问题7.1的要求和仓储场所消防安全管理通则（GA 1131-2014）6.8条款。</p>

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.3 Follow up audit on May 9, 2025: Open The main auditee partially respects this principle. Because based on document review and management interview, the factory had carried out risk assessment for safe, healthy and hygienic working conditions, provided on-job occupational health examinations for the workers contacted hazardous factors, but did not provide the pre-job and off-job occupational health examinations, and the risk assessment did not identify the special needs of lactating women workers and the need for special sanitary appliances for women. The management declared that they did not know the requirement clearly. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35 and the requirement of question 7.3 in amfori BSCI system manual.</p>	<p>2025年5月9日跟进审核：开放 被审核方（生产商）部分遵循该准则。原因是根据文件查看和管理层访谈，工厂有针对性安全、健康和卫生工作条件进行风险评估，给接触有害工作环境的工人提供了岗中职业健康体检，但未提供岗前和离岗的职业健康体检，并且工厂的风险评估未识别哺乳期女工的特殊需求及是否需要为女性提供特殊卫生用具。工厂解释不清楚相关要求。违反了中华人民共和国职业病防治法（2018修正）第三十五条和amfori BSCI管理手册中问题7.3的要求。</p>

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	
7.13 Follow up audit on May 9, 2025: Open The main auditee partially respects this principle. Based on documents review and onsite observation, the factory established management procedure on electricity safety but did not implement it well, which caused two electrical boxes were not locked and managed. It violated National Safety Technical Code for Electric Equipments (GB 19517-2009) 2.2.3.	2025年5月9日跟进审核：开放 被审核方（生产商）部分遵循该准则。根据文件评审及现场观察，工厂建立了用电安全管理程序，但没有很好地执行，导致2处电箱未上锁管理。违反了国家电气设备安全技术规范（GB 19517-2009）2.2.3。

PA 12: Protection of the Environment

Site: Linghang Food (Shandong) Co., Ltd | Site amfori ID: 156-011645-002

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE
Finding	
12.5 Follow up audit on May 9, 2025: Open The main auditee partially respected this principle. Based on management interview and documents review, the policy and measures on saving water was established, but no effect evaluation for saving water. It violated the requirement of question 12.5 in amfori BSCI system manual.	2025年5月9日跟进审核：开放 被审核方（生产商）部分遵循该准则。根据管理层访谈和文件评审，工厂建立了节约用水政策和措施，但没有效果评价。违反了amfori BSCI管理手册中问题12.5的要求。