

Monitored Party Dongguan Sphere sports Co.,LTD	amfori ID 156-025174-000	Address 701 , 1# building, No.66 Weijian Road, Chashan Town, 523380 Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 20/10/2025	Closing Meeting Finished Date 24/10/2025	Submission Date 24/10/2025
Expiration Date 24/10/2026	Announcement Type Semi Announced	
Site Dongguan Sphere sports Co.,LTD	Site amfori ID 156-025174-001	

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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	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: Webb Wang; APSCA membership number (CSCA 21703582)

Name of team auditor: 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 * 1.0 day. The Full Monitoring (Semi Announced) was conducted on Oct 20, 2025.

Dongguan Sphere sports Co.,LTD (东莞市索菲亚运动科技有限公司) is located at 701 , 1# building, No.66 Weijian Road, Chashan Town, Dongguan, Guangdong, China (中国广东省东莞市茶山镇伟建路66号1号楼701室). Business license No.: 91441900MA52D7GH9G valid from Oct 18, 2018 to long term. The main products were Sportswear. Production Capacity is about 1000000 pcs per year.

The factory was a Limited Liability Company.

The main production activities were Cutting, Transfer printing, Sewing, Pressing, Trimming and packing

Audited location information:

The audited factory used the whole 7th floor of one 9-storey production building as office, warehouse and production workshops which cover about 2,500 square meters. The 1F&2F of the one 9-storey production building used by Zhonghui Precision Casting Co., Ltd. The 3F&5F of the one 9-storey production building used by Tianying Plastic Mould Co., Ltd. The 4F of the one 9-storey production building used by Dongguan Shunli Semiconductor Co., Ltd. The 6F of the one 9-storey production building used by Longfa Yide Co., Ltd. The 8F of the one 9-storey production building used by Baixin Gift Co., Ltd. The 7F of the one 9-storey production building used by Dongguan Chashan Xiangtai Fishing Gear Co., Ltd.

Operating shifts and hours: The factory used fingerprint attendance system to record working hours for employees. The factory had established a policy of working hour system. According to the policy and implementation records, workers worked 8 hours per day, and 5 days per week. The regular working hours implemented in the factory were 8 hours per day and 40 hours per week, and one shift (08:00-12:00, 13:30-17:30) for workers, and 0-2 hours OT on weekdays, 0-8 hours OT on Saturdays. OT wages were paid at 150% and 200% respectively on weekdays and rest days, which was in line with local law.

All sampled worker at Current month/Aug 2025, standard weekly working hours(40 hours), maximum weekly OT(18 hours).

All sampled worker at Sampled month/Mar 2025, standard weekly working hours(40 hours), maximum weekly OT(16 hours).

All sampled worker at Sampled month/Nov 2024, standard weekly working hours(40 hours), maximum weekly OT(14 hours).

Meanwhile, workers had right to choose working overtime or not. The factory ensured workers had at least one day off per week. Furthermore, workers had at least 8 hours' rest on every day. Workers can take a rest during the work time when they felt tired. All these processes and implementation can be verified by interview and document review.

Salary payment details: The factory had set up wages and benefit paying system, which included paid statutory holidays, sick leave, annual leave, marriage leave and maternity leave etc. Based on the wages from Sep 2024 to Aug 2025 that provided by the factory, workers were paid at least RMB 2500/month for regular working hours. All production workers were paid by hourly rate, which was in line with the legal requirement. Normally, the factory paid salary to the employees before the 25th of the following month by bank transfer. Satisfactory evidence showed that the factory provided skill training to workers and workers' allowance will be increased accordingly when workers received more training. No other deduction except social insurance was identified according to wages records of workers. All these processes and evidence were cross checked by document review, worker interview and management interview.

Worker number information:

Total worker number: 48 including 34 production workers and 14 non-production workers.

Production worker number: 34 including 16 males and 18 females.

Vulnerable worker number: 36 migrant workers including 21 males and 15 females.
No young worker and child worker, disabilities, lactating or pregnant worker.
No homemaker, apprentices.

Good practices: Nil.

Worker organization details: Worker representatives Committee in factory. There were 2 worker representatives.

Circumstances: Nil

The special circumstances can be classified as followed: Nil

Summary of findings:

PA1:

1.1 Some defects of the amfori BSCI management system effectiveness were found during the audit.

1.4 The factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' overtime hours exceeded local legal requirement.

PA2:

2.5 The factory did not establish the community grievance channel.

PA3: No finding in this area.

PA4: No finding in this area.

PA5:

5.5 The main auditee didn't respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement.

PA 6:

6.2 The main auditee partially respected this principle because based on management and worker interviews and time records review it was identified that, all sampled workers' overtime hours exceeded the legal law requirement.

PA7:

7.1 The actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of Health and Safety.

7.11 About 10% of the raw materials and finished products in warehouse of factory were placed against the wall.

7.17 Sewing machines were not installed with finger protection device, one high sewing machine was not installed with needle protection device.

PA8: No finding in this area.

PA9: No finding in this area.

PA10: No finding in this area.

PA11: No finding in this area.

PA12:

12.5 Factory did not identify the surrounding water resource maps.

PA13: No finding in this area.

Living wage calculation: #LivingWage: 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.

Precautions taken about #COVID-19 in the facility: N/A

Attachments:

The factory did not obtain the comprehensive timing approval. And there was no CBA with workers and factory.

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.

SITE DETAILS

Site

Dongguan Sphere sports Co.,LTD

Site amfori ID

156-025174-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

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	2,500	Monthly
Calculated living wage in local currency	3,617	Monthly
Total sample	5	Workers

Other Metrics

Male workers	25	Workers
Female workers	23	Workers
Non-binary workers	0	Workers
Permanent workers - Male	25	Workers
Permanent workers - Female	23	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	1	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	21	Workers
Domestic migrant workers - Female	15	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	25	Workers
Workers hired directly - Female	23	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 Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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 Findings: The main auditee partially respects this principle. Because based on document review, management interview and onsite observation, completed amfori BSCI procedures were established, and this management system was implemented during the factory daily operation, also the factory had communicated the requirement of this management system to partners such as suppliers. But gaps between the factory and the requirements due to the management negligence when implementing the amfori BSCI system. The facility management declared that they would gradually improve. Reference the requirement of question 1.1 in amfori BSCI system manual.	1.1 发现点: 被审核方部分遵守该原则。原因是根据文件审核, 管理层访谈和现场观察, 工厂有建立完整的amfori BSCI管理体系的相关程序并在日常生产中执行该管理体系。同时工厂也将该管理体系要求传达给供应商等合作伙伴。但是由于管理层疏忽, 工厂在执行amfori BSCI体系时与要求存在差距。工厂管理层解释他们会逐步进行改善。参考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 Findings: The main auditee partially respects this principle. Because based on document review and management interview, the factory had arranged production program according to the calculated capacity and costs of production, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' overtime hours exceeded local legal requirement. The factory management explained that they would gradually control overtime hours. Reference the requirement of question 1.4 in amfori BSCI system manual.	1.4 发现点: 被审核方部分遵循该准则。原因是根据文件审核和管理层访谈, 工厂有依据进行的产能及成本核算来安排生产计划, 但是因工厂未能有效的组织起生产能力以满足订单需求而导致员工的加班时间超出法规要求。工厂管理层解释他们会逐步控制加班时间。参考amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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

Findings: The main auditee partially respected this principle because based on document review, onsite observation, workers, worker representatives and management interview, the factory established internal grievance mechanism and keep the record, but due to the management did not know related requirement, the factory did not establish the community grievance channel. The factory management explained that they would establish the community grievance channel. Reference the requirement of question 2.5 in amfori BSCI system manual.

2.5

发现点:被审核方部分遵循该准则,因为根据文件审核,现场观察,员工,员工代表和管理层访谈工厂建立了工厂内部的申诉机制并有记录,但由于管理层不了解相关要求,工厂没有建立社区申诉渠道。工厂管理层解释他们会建立社区申诉渠道。参考amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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

Findings: The main auditee didn't respect this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement.
Based on the social insurance payment records provided by the factory, there were totally 48 employees on the audit day, 4 retirement employees and no employee entered within 1 month, the factory provided 22 employees with retired insurance, 22 employees with unemployment insurance, 22 employees with medical and childbearing insurance, 22 employees with injury insurance. And the factory provided 31 employees with commercial injury insurance from Sep 18, 2025 to Sep 17, 2026. The audited factory explained that some of the workers were not willing to buy the social insurance in the audited factory. Reference Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73

5.5

发现点:被审核方因没有依照法规要求为所有员工购买社保而不遵循该原则。
根据工厂提供的社保缴费记录,审核当天工厂有48名员工,4名达到退休年龄员工,无员工入职不满一个月,工厂22名员工购买了养老保险,22名员工购买了失业保险,22名员工购买了医疗和生育保险,22名员工购买了工伤保险。工厂给31名工人提供了商业工伤险,时间从2025年9月18日到2026年9月17日。被审核工厂解释部分员工不愿在被审核工厂参保。参考中华人民共和国劳动法(2018修正)第七十二条,第七十三条

PA 6: Decent Working Hours

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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

LOCAL LANGUAGE

Finding

6.2

Findings: The main auditee didn't respect this principle because based on management and worker interviews and time records review it was identified that, all sampled workers' overtime hours exceeded the legal law requirement.

Based on the provided attendance records from Sep 1, 2024 to audit day review, the results of the sampling are as follows:

All sampled worker at Current month/Aug 2025, standard hours(168 hours), maximum monthly OT(74 hours).

All sampled worker at Sampled month/Mar 2025, standard hours(168 hours), maximum monthly OT(66 hours).

All sampled worker at Sampled month/Nov 2024, standard hours(168 hours), maximum monthly OT(62 hours).

The facility management declared that the employees needed overtime hours to earn more wages, at the same time, factory was gradually controlling the overtime hours of workers.
Reference Labor Law of the People's Republic of China (2018 Amendment), Article 41

6.2

发现点:被审核方因根据管理层和员工访谈及工时记录查看发现员工的加班时间超出法规要求而不遵守该原则.

根据工厂提供的员工2024年9月1日至审核当天的考勤记录显示,员工的抽样结果如下:

所有抽样的员工在当前月份/2025年8月,标准工作时间(168小时),最大月加班(74小时)。

所有抽样员工在抽样月份/2025年3月,标准工作时间(168小时),最大月加班(66小时)。

所有抽样的员工在抽样月份/2024年11月,标准工作时间(168小时),最大月加班(62小时)。

工厂管理层表示员工需要加班以赚取更多的工资,同时工厂也逐步的去控制工人的加班时间。参考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: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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

Findings : The factory partially respected this principle. Because the factory had established the complete management system on health and

7.1

发现点:被审核工厂部分遵守该原则.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,健康安全检查,培训等。但根据文件审核,现

Finding	
safety, including identifying and awareness of related legal regulation, OHS inspection, training and etc. However, based on document review, onsite observation and management interview, the actual practice throughout the factory was not fully in compliance with requirements of local law in the parts of Health and Safety. The facility management declared that they would strengthen management. Reference the requirement of question 7.1 in amfori BSCI system manual.	场观察和管理层访谈在审核当天工厂在健康安全方面违反当地法规的问题出现。工厂管理层表示会加强管理。参考amfori BSCI管理手册中问题7.1的要求。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
7.11 Finding: The main auditee partially respected this principle. Because it was noted about 10% of the raw materials and finished products in warehouse of factory were placed against the wall. The facility management declared that due to management negligence, and the factory would place the finished products and raw materials as required. Reference General Principles for Fire Safety Management of Storage Premises (XF 1131-2014), Article 6.8	7.11 被审核方部分遵守该原则，原因是工厂仓库约10%左右的原料和成品靠墙摆放。管理层表示管理疏忽，工厂会按照要求摆放成品和原料。参考仓储场所消防安全管理通则（XF 1131-2014）第6.8条

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.17 The main auditee partially respected this principle because based on onsite observation, sewing machines were not installed with finger protection device, one high sewing machine was not installed with needle protection device. The facility management declared that due to management negligence, the factory would install guards on all machinery and equipment. Reference General Rules of Design on Health and Safety of Production Facility (GB 5083-1999), Article 6.1	7.17 工厂部分遵守该原则，因为根据现场观察，车间使用的平车没有安装护指器，一台高车没有安装档针板。管理层表示是管理疏忽，工厂会给所有机械设备安装防护装置。参考生产设备安全卫生设计总则（GB 5083-1999），第6.1条



PA 12: Protection of the Environment

Site: Dongguan Sphere sports Co.,LTD | Site amfori ID: 156-025174-001

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 Findings: The main auditee partially respects this principle because based on document review and management interview, the factory established relevant procedures for water conservation and taken certain measures, the factory provided statistical records of water use, but factory did not identify the surrounding water resource maps. The facility management declared that they were not clear about the relevant requirement, they would make improvements based on the finding. It violated the requirement of question 12.5 in amfori BSCI system manual.	12.5 发现点：被审核方部分遵守该原则。原因是根据文件审核和管理层访谈，工厂有建立节约用水的相关程序并采取一定的措施，工厂提供了用水统计记录，但是工厂未识别周边水资源地图。管理层表示不清楚相关要求，会根据问题点进行改善。违反了amfori BSCI管理手册中问题12.5的要求。