

Monitored Party Tonton Sports (Shenzhen) Co., Ltd.	amfori ID 156-069237-000	Address Room 207, 2/F, Building A, Jiewei Industrial Park, No. 53 Pingxin North Road, Pinghu Subdistrict, Longgang District, 518111, 518000 Shenzhen, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner LRQA
Monitoring Start Date 18/04/2026	Closing Meeting Finished Date 19/04/2026	Submission Date 20/04/2026
Expiration Date 20/04/2027	Announcement Type Semi Announced	
Site Tonton Sports (Shenzhen) Co., Ltd.	Site amfori ID 156-069237-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	C	

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

Name of lead auditor: Eric He, APSCA membership number: CSCA 21700010.

Monitoring partner name (audit company): LRQA

Monitoring schedule details: The audit was planned for 1 auditor * 1 day. The Full audit (Semi Announced) was conducted on April 18, 2026.

Business partner information: Tonton Sports (Shenzhen) Co., Ltd. is located at Room 207, Building A, 3rd Phase of Jiewei Industrial Park, Shangmugu Community, Pinghu Subdistrict, Longgang District, Shenzhen City, Guangdong Province, China based on the business license. The factory address indicates on BSCI platform is Room 207, 2/F, Building A, Jiewei Industrial Park, No. 53 Pingxin North Road, Pinghu Subdistrict, Longgang District, Shenzhen City, Guangdong Province, China. Both above addresses are in the same location as the actual production site. Factory was established in 2013 and moved to current location in 2024. The factory's local name is “图腾文体用品（深圳）有限公司 (91440300076904903J)”.

Audited location information: In view of the factory, the audit site occupied 800 square meters. The site occupied part of 2/F of one 5-storey building as production, office and warehouse. The other floors of this building are occupied by other companies. The auditee did not have business relationship with other companies in the same building. No information on workers exchange was identified based on management/workers interview and onsite observation. No canteen or kitchen was provided by the factory.

Main Products: Sportswear

Production Processes: Cutting, sewing, pressing, inspection and packing

Operating shifts and hours: Attendance records from April 2025 to audit day and payroll records from April 2025 to March 2026 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; workers ran on 1-shift, regular working hour was from 8:00 to 18:00 with 2 hours lunch break from 12:00 to 14:00, and 2 hours of night overtime per day was arranged according to production demand. Normally workers had 8 hours overtime work on Saturday. They always rested on Sundays and public holidays.

Time recording system: Factory used fingerprint attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage was RMB 14.49/hour, which was above the local legal minimum payment requirement (RMB 2520/month equal to RMB 14.48/hour since March 1, 2025); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid in cash on 7th of the following month. Auditor has reviewed the social insurance records for recent 6 months, part of workers had participated in pension insurance, occupational injury insurance, unemployment insurance, child bearing insurance and medical insurance. All employees had been covered with commercial insurance.

Worker number information: Based on the audit booking, there are total 30 employees in the factory, including 15 male employees and 15 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 24 years old. There were 20 production employees and 10 non-production employees.

Good practices: None

Worker organization details: There was no Trade Union available in the factory, but there were 2 worker's representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA3, PA5, PA6, PA7, PA10.

Living wage calculation: The auditee did not investigate/calculate local living wage before the audit. Living wage was collected and calculated by auditor by Anker Methodology during the audit.

SITE DETAILS

Site
Tonton Sports (Shenzhen) Co., Ltd.

Site amfori ID
156-069237-001

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

N.A.

METRICS

Key Metrics

Total workforce	30	Workers
Legal minimum wage in local currency	2,520	Monthly
Lowest wage paid for regular work at the site	2,521	Monthly
Calculated living wage in local currency	3,918	Monthly
Total sample	5	Workers

Other Metrics

Male workers	15	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	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	6	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	9	Workers
Domestic migrant workers - Female	6	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	15	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	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

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	
<p>Based on document review, site tour, workers interview and management interview, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA1, PA2, PA3, PA5, PA6, PA7, PA10. (In accordance with amfori BSCI Code of Conduct)</p>	<p>根据资料审阅，现场走访，员工访谈以及管理人员访谈，工厂部分遵守了此领域要求，建立了确保BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA1, PA2, PA3, PA5, PA6, PA7, PA10领域均有缺失。(根据amfori BSCI Code of Conduct)</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>Based on document review, workers interview and management interview, the main auditee partially respected this principle because the auditee had established workforce capacity procedure and assessment record kept, but finding on 6.2 reflected workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)</p>	<p>根据资料审阅，员工访谈以及管理人员访谈，工厂部分遵守了此项要求，工厂有建立了生产能力评估程序且有评估记录，但第6.2发现点反映出人力规划并不是有效的。(根据amfori BSCI Code of Conduct)</p>



PA 2: Workers Involvement and Protection

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

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	
<p>Based on document review, workers interview and management interview, the main auditee did not respect this principle because the factory did not</p>	<p>根据资料审阅，员工访谈以及管理人员访谈，工厂没有遵守此项要求，因为工厂没有制定社会责任目标。(根据 amfori BSCI Code of Conduct)</p>

Finding	
establish the target of social responsibility according to the local law and BSCI Code of Conduct. (In accordance with amfori BSCI Code of Conduct)	

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	
Based on document review, site tour, workers interview and management interview, the main auditee partially respected this principle because although the auditee had posted the BSCI Code of Conduct publicly, arranged related training, some interviewed workers and worker representative were not clearly aware of BSCI values and principles. (In accordance with amfori BSCI Code of Conduct)	根据资料审阅，现场走访，员工访谈以及管理人员访谈，被审核方部分尊重该原则，工厂公开张贴了BSCI行为准则，安排了相应培训，但一些受访员工跟员工代表并不太清楚BSCI的标准和原则。(根据amfori BSCI Code of Conduct)

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>1) Based on document review, workers interview and management interview, the main auditee partially respected this principle because the factory did not conduct satisfaction surveys on the grievance mechanism according to the BSCI Code of Conduct. (In accordance with amfori BSCI Code of Conduct)</p> <p>2) Based on document review, workers interview and management interview, the main auditee partially respected this principle because the factory did not establish an effective operational-level grievance mechanism for external communities (i.e. neighbors, factories, suppliers, local government, NGO, etc.). (In accordance with amfori BSCI Code of Conduct)</p>	<p>1) 根据资料审阅，员工访谈以及管理人员访谈，工厂部分尊重该原则，因为工厂未根据BSCI行为准则对员工申诉机制做满意度调查。(根据amfori BSCI Code of Conduct)</p> <p>2) 根据资料审阅，员工访谈以及管理人员访谈，工厂部分尊重该原则，因为工厂没有建立针对外部利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）的有效的申诉机制。(根据amfori BSCI Code of Conduct)</p>



PA 3: The Rights of Freedom of Association and Collective Bargaining

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

Question: 3.1 Is there satisfactory evidence that the auditee respects the right of workers to form unions - or to refrain from doing so- without distinction whatsoever and irrespective of gender in a free and democratic way?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, onsite observation, workers interview and management interview, the main auditee partially respected this principle, because there were two workers representatives elected by the factory on December 16, 2025, the responsibility of workers representatives were posted onsite and communicated with workers, however, part of interviewed workers did not know the responsibility of workers representatives. (In accordance with amfori BSCI Code of Conduct)</p>	<p>根据资料审阅，现场走访，员工访谈以及管理人员访谈，被审核方部分遵守该原则，因为工厂在2025年12月16日有自由选举2名员工代表，员工代表的职责已张贴在现场且与员工沟通，但部分访谈员工不清楚员工代表的职责。(根据amfori BSCI Code of Conduct)</p>

PA 5: Fair Remuneration

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

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>Based on document review, workers interview and management interview, the main auditee did not respect this principle because the auditee did not investigate and calculate local living wage before the audit. (In accordance with amfori BSCI Code of Conduct)</p>	<p>根据资料审阅，员工访谈以及管理人员访谈，工厂没有符合此领域要求，被审核方没有在审核前完成最低生活需求工资的调查和计算。(根据amfori BSCI Code of Conduct)</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>Based on document review, workers interview and management interview, the main auditee did not respect this principle, because 29 out of 30 employees (1 employee recruited from retirement was not required to enroll in five types of social insurances) were eligible to receive five types of social insurances in March 2026 according to the law. However, through review of social insurance</p>	<p>根据资料审阅，员工访谈以及管理人员访谈，工厂没有符合此领域要求，审核发现工厂2026年3月份30名员工有29名员工（1名退休返聘人员没有被要求参加五种社会保险）符合参保条件，其中13名员工（45%）参加了养老保险，工伤保险，失业保险，生育保险和医疗保险。部分员工出于自主意愿不愿意参加社会保险因为不想缴纳费用。备注：工厂为所有员工购买了2025年9月30日至2026年9月29日</p>

Finding	
<p>enrollment list, 13 out of 29 employees (45%) enrolled in pension insurance, occupational injury insurance, unemployment insurance, child bearing insurance and medical insurance. Part employees did not want to join social insurance by their own accord, because they would not like to pay for it. Remark: Factory had provided commercial insurance for all employees, valid from September 30, 2025 to September 29, 2026. (In accordance with Social Insurance Act of the People's Republic of China, article 2 & article 4)</p>	<p>的意外商业险。(根据《中华人民共和国社会保险法》第二条和第四条)</p>

PA 6: Decent Working Hours

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

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	
<p>Based on document review, workers interview and management interview, the main auditee did not respect this principle because the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in March 2026 with the highest of 48 hours; the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in January 2026 with the highest of 56 hours; the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in August 2025 with the highest of 50 hours. (In accordance with PRC Labor Law article 41)</p>	<p>根据资料审阅，员工访谈以及管理人员访谈，工厂没有达到此项要求，在2026年3月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达48小时；在2026年1月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达到56小时；2025年8月，随机抽取的5名工人中有5名工人月加班时间超过36小时，最高达到50小时。(根据《中华人民共和国劳动法》第41条)</p>

PA 7: Occupational Health and Safety

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Based on document review, site tour, workers interview and management interview, the main</p>	<p>根据资料审阅，现场走访，员工访谈以及管理人员访谈，被审核方（生产商）部分遵循该准则，因为</p>

Finding	
auditee partially respected this principle because 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 and etc. However, H&S issues were identified due to management negligence. (In accordance with amfori BSCI Code of Conduct)	被 审核方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，但是由于管理疏忽，导致仍然有健康安全问题存在。(根据Amfori BSCI Code of Conduct)

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	
Based on site tour, the main auditee partially respected this principle because 1 out of 1 overlook machine in sewing section did not equip with eye-shield and 5 out of 5 sewing machines in sewing section did not equip with the needle guards. (In accordance with General Rules for Designing the Production Facilities (GB5083-2023) article 6.1.1)	根据现场走访，被审核方（生产商）部分遵循该准则，因为车缝车间1台锁边机没有安装护眼挡板，5台车缝机没有安装护针器。(根据《生产设备安全卫生设计总则》(GB5083-2023) 第6.1.1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 site tour and workers interview, the main auditee partially respected this principle because no tissue/soap were provided for the toilets in the production building. (In accordance with amfori BSCI Code of Conduct)	根据现场走访跟员工访谈，被审核方部分达到此项要求，审核员发现厂房厕所没有提供纸巾跟洗手液。(根据amfori BSCI Code of Conduct)

PA 10: No Precarious Employment

Site: Tonton Sports (Shenzhen) Co., Ltd. | Site amfori ID: 156-069237-001

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, workers interview and	根据资料审阅，员工访谈以及管理人员访谈，工厂

Finding

management interview, the main auditee partially respected this principle because the factory had signed labor contracts with the employees and the items and contents in contracts were not against local laws. However, factory did not provide social insurance for all employees according to legal requirements and labor contract terms. (In accordance with amfori BSCI Code of Conduct)

部分达到此项要求，工厂和员工签订了劳动合同，而且合同条款和内容没有违反法律。但是工厂没有按法定的要求以及合同条款为所有员工购买社会保险。（根据amfori BSCI Code of Conduct）