

Monitored Party Dongguan Istyle Electronics Technology Co., Ltd	amfori ID 156-071641-000	Address Room 302, No. 92, the Nanling Mountain Road, Fenggang Town, 523000 Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner LRQA
Monitoring Start Date 01/07/2026	Closing Meeting Finished Date 01/07/2026	Submission Date 08/07/2026
Expiration Date 08/07/2027	Announcement Type Semi Announced	
Site Dongguan Istyle Electronics Technology Co., Ltd	Site amfori ID 156-071641-001	

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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	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

Name of lead auditor: Stephen Liao, APSCA membership number: CSCA 21701155.

Monitoring partner name (audit company): LRQA.

Audit schedule details: The audit was planned for 1 auditor x 1 day. The full audit (semi-announced) was conducted on July 1, 2026.

Business partner information:

Dongguan Istyle Electronics Technology Co., Ltd is located at Room 302, No. 92, the Nanling Mountain Road, Fenggang Town, Dongguan, Guangdong, China, based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation in current site in March 2017. The factory's local name is “东莞市爱斯德尔电子科技有限公司 (91441900MA4WAB8GXJ)”.

Audited location information:

In view of the factory, the building area is around 1045 square meters. The factory occupied 3/F of one block of 4-storey production building. (The other floors were used by the other factories, which had different management and independent business licenses, there was no common area between the factories.) No dormitory, canteen or kitchen was available for workers' use.

Main Products: Portable charger.

Production Processes: Assembly, testing, inspection and packing.

Operating shifts and hours: Attendance records from June 2025 to audit day and payroll records from June 2025 to May 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; All workers worked in one shift: 08:00-12:00, 13:30-17:30, and had overtime work from 18:00-20:00 and on Saturday for 8 hours at most. They always rested on Sundays and public holidays.

Time recording system: Factory used finger printing system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest hourly wage was RMB 17.82 per hour, which was above the local legal minimum payment requirement RMB 11.95 per hour; 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 through bank transfer before 30th of the following month. Auditor has reviewed the social insurance records for recent 6 months, as per the social insurance receipt in May 2026, the factory has a total of 29 workers, of which 29 workers were eligible for the 5 types of social insurance, the main auditee only provided five insurances to 5 workers (17.2%), which were pension insurance, injury insurance, child bearing insurance, medical insurance and unemployment insurance. Besides, the factory has provided the commercial accident insurance for all workers, the valid period was from December 19, 2025 to December 18, 2026. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it.

Worker number information: Based on the audit booking, there are total 29 employees in the factory, including 18 male employees and 11 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 21 years old. There were 21 production employees and 8 non-production employees (including management person, production development and sales).

Good practices: Nil

Worker organization details: There was no Trade Union or worker committee available in the factory, there were 2 workers' 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, PA5, PA6, PA7 and PA13

Living wage calculation: Dongguan, net living wage RMB 3378

Living wage calculation: Date of GLWC Publishment: November 2024

Link to the GLWC resource: <https://www.globallivingwage.org/living-wage-benchmarks/benchmark-report-2024-living-wage-report-for-dongguan-china/>

Remarks:

Nil

SITE DETAILS

Site
Dongguan Istyle Electronics
Technology Co., Ltd

Site amfori ID
156-071641-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Household Durables
Sub Industry Consumer Electronics		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	29	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	3,100	Monthly
Calculated living wage in local currency	3,378	Monthly
Total sample	5	Workers

Other Metrics

Male workers	18	Workers
Female workers	11	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	11	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	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	11	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	18	Workers
Workers hired directly - Female	11	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 Istyle Electronics Technology Co., Ltd | Site amfori ID: 156-071641-001

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

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 procedures to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA1, PA2, PA5, PA6, PA7, PA13. (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，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, PA5, PA6, PA7, PA13领域均有缺失。(根据amfori BSCI Code of Conduct)

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 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)

根据资料审阅，员工访谈以及管理人员访谈，在此次审核过程中，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)

PA 2: Workers Involvement and Protection

Site: Dongguan Istyle Electronics Technology Co., Ltd | Site amfori ID: 156-071641-001

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, management interview, workers interview and factory tour, the main auditee

根据文件查阅，管理者访谈，员工访谈和现场走访，在此次审核过程中，工厂部分遵守了此领域要

Finding	
partially respected this principle because although the auditee posted BSCI code of conduct in public and provided the training about BSCI code of conduct for all workers, however, the interviewed worker representative and part of workers were not aware of BSCI code of conduct. (In accordance with amfori BSCI Code of Conduct)	求，尽管被审核方张贴了BSCI行为准则也有提供了BSCI行为准则的培训给全体员工，但是访谈的工人代表和部分工人并不了解BSCI的行为准则。(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	
Based on document review, management interview and workers interview, the main auditee partially respected this principle because the established grievance mechanism was not including all interested parties, only for internal part. (In accordance with amfori BSCI Code of Conduct)	根据文件查阅，管理者访谈和员工访谈，在此次审核过程中，工厂部分遵守了此领域要求，工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。(根据amfori BSCI Code of Conduct)

PA 5: Fair Remuneration

Site: Dongguan Istyle Electronics Technology Co., Ltd | Site amfori ID: 156-071641-001

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	
Based on document review, workers interview and management interview, the main auditee partially respected this principle because the auditee had awareness and understanding of living wage and workers were paid above local legal minimum wage requirement. However, 4 out of 5 sampled workers' net remunerations (excluding overtime premium) did not meet the net living wage of RMB 3378 per month in local region on GLWC website. (In accordance with amfori BSCI Code of Conduct)	根据资料审阅，员工访谈以及管理人员访谈，工厂部分符合此领域要求，因为被审核方对生活工资有一定的认识和了解，且工人的工资均高于当地法定最低工资标准，但是抽样的5位工人有4位的净薪酬（不包含加班费）没有达到GLWC网站计算的当地每月净生活工资RMB 3378元。(根据amfori BSCI Code of Conduct)

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
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Finding

Based on document review, management interview and workers interview, the main auditee did not respect this principle because according to the social insurance receipt in May 2026, the factory has a total of 29 workers, of which 29 workers were eligible for the 5 types of social insurance, the main auditee only provided five insurances to 5 workers (17.2%), which were pension insurance, injury insurance, child bearing insurance, medical insurance and unemployment insurance. Besides, the factory has provided the commercial accident insurance for all workers, the valid period was from December 19, 2025 to December 18, 2026. Other workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. (In accordance with Social Insurance Act of the People's Republic of China, article 2 and article 4)

根据文件查阅，管理者访谈和员工访谈，工厂没有遵守了此领域要求，根据2026年5月的社保参保收据，工厂现有29名员工，符合参加5项社会保险条件有29名员工，被审核方只为29名员工中的5人（17.2%）提供了五险：养老保险、工伤保险、生育保险、医疗保险和失业保险。此外：工厂有为所有员工提供商业意外保险，有效期从2025年12月19日至2026年12月18日。其它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。（根据《中华人民共和国社会保险法》第二条和第四条）

PA 6: Decent Working Hours

Site: Dongguan Istyle Electronics Technology Co., Ltd | Site amfori ID: 156-071641-001

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

Based on document review, management interview and workers interview, the main auditee didn't respect this principle because the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in May 2026 with the highest of 70 hours; the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in November 2025 with the highest of 80 hours; the monthly overtime hours of 5 out of 5 randomly selected workers exceeded 36 hours in August 2025 with the highest of 82 hours. (In accordance with PRC Labor Law article 41)

根据文件查阅，管理者访谈和员工访谈，工厂没有达到此项要求，在2026年5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70小时；在2025年11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80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82小时。（根据《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: Dongguan Istyle Electronics Technology Co., Ltd | Site amfori ID: 156-071641-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management interview, workers interview and factory tour, the main auditee partially respected this principle because the factory 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. But H&S issue was identified due to management negligence. (In accordance with amfori BSCI Code of Conduct.)	根据文件查阅，管理者访谈，员工访谈和现场走访，工厂部分符合此领域要求，原因是：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，但是由于管理疏忽，导致仍然有健康安全的问题存在。(根据amfori BSCI Code of Conduct)

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	
Based on document review, management interview, workers interview and factory tour, the main auditee partially respected this principle because the factory had provided the personal protective equipment such as masks and earplugs to its workers. However, two workers from soldering position of assembly section who contacted smoking dust did not wear the masks provided. (In accordance with Law of PRC on Work Safety article 45)	根据文件查阅，管理者访谈，员工访谈和现场走访，工厂部分达到此项要求，工厂给工人提供了个人劳动防护用品 如口罩和耳塞，两名来自组装部门焊锡岗位接触烟尘的工人没有佩戴提供的口罩。(根据《中华人民共和国安全生产法》第四十五条)

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 document review, management interview, workers interview and factory tour, the main auditee partially respected this principle because it was noted that no toilet paper and soap provided for the toilet. (In accordance with amfori BSCI Code of Conduct)	根据文件查阅，管理者访谈，员工访谈和现场走访，在此次审核过程中，工厂部分达到此项要求,审核员发现工厂的厕所没有提供纸巾和肥皂。(根据 amfori BSCI Code of Conduct)

PA 13: Ethical Business Behaviour

Site: Dongguan Istyle Electronics Technology Co., Ltd | Site amfori ID: 156-071641-001

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

Based on document review, management interview and workers interview, the main auditee partially respected this principle because the factory did not establish procedure to collect, use and process personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements. (In accordance with amfori BSCI Code of Conduct)

根据文件查阅，管理者访谈和员工访谈，工厂部分达到此项要求:工厂没有建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。(根据amfori BSCI Code of Conduct)