Monitoring summary report for Dongguan Boyuan Eastar Co.,Ltd
MONITORING ID: 26-0438584

amfori
Trade with purpose

Monitored Party **Dongguan Boyuan Eastar Co.,Ltd**	amfori ID **156-015796-000**	Address **Room 101, Building 1, No.129, Qingxi Dongfeng Road, Qingxi Town, 523660 Dongguan, Guangdong Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **LRQA**
Monitoring Start Date **12/10/2026**	Closing Meeting Finished Date **15/10/2026**	Submission Date **16/10/2026**
Expiration Date **16/10/2027**	Announcement Type **Semi Announced**	
Site **Dongguan Boyuan Eastar Co.,Ltd**	Site amfori ID **156-015796-001**	

This is an extract of the online Monitoring Result, generated on 22/10/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.© amfori, 2021

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: Merry Tang, APSCA membership number: CSCA 21701416
Name of member: Nil
Monitoring partner name (audit company): LRQA
Audit schedule details: The audit was planned for 1 auditor x 1.5 days. The full audit (semi announced) was conducted on October 12-13, 2026.

Business partner information: Dongguan Boyuan Eastar Co., Ltd. is located at Room 101, Building 1, No. 129, Qingxi Dongfeng Road, Qingxi Town, Dongguan City, Guangdong Province, China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory was established at current location in 2019. The factory's local name is “东莞市博源易思达益智科技有限公司（91441900MA5478KG8B）”.

Audited location information: In view of the factory, the building area is around 9002 square meters. Factory occupies one 3-storey office building, two 2-storey production buildings, one 2-storey warehouse building and one 4-storey dormitory building with the canteen & kitchen located at the 1/F.

Main products: Toys
Main production processes: Injection, Paint spraying, Tempo printing, Assembly, Inspection, Packing.

Operating shifts and hours: Attendance records from September 2025 to audit day and payroll records from September 2025 to August 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; Only two shifts for injection section, 8:00-20:00 and 20:00-8:00. Other sections worked for one shift: 8:00-12:00, 13:30-17:30 and had 2 hours overtime work from 18:00-20:00 at night on weekdays and on Saturday for 8 hours. They always rested on Sundays and public holidays.

Time recording system: Factory used the face screening attendance system for time recording.

Salary payment details: All employees’ wages were calculated by hourly rate, the lowest hourly wage was RMB18.85 per hour, which was higher than the local minimum wage RMB2080/month or RMB11.95 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 by bank transfer before the 30th of each month. As per document review, workers interview and management interview, some employees had participated in retirement, unemployment, work-related injury, medical and child-bearing insurance. Factory provided commercial insurance for some employees.

Worker number information: Based on the audit booking, there are total 99 employees in the factory, including 43 male and 56 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 20 years old. There were 86 production employees and 13 non-production employees.

Good practices: Factory calculated the living wage.

Worker organization details: There was no Trade Union or worker committee available in the factory, but there was one worker’s representative selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances and good practice 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 & PA13.

Living wage calculation: This audit was used Anker Methodology to collect factory’s living wage data. Factory calculated the living wage by themselves, and auditor accepted it.

SITE DETAILS

Site
Dongguan Boyuan Eastar Co.,Ltd

Site amfori ID
156-015796-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

Sub Industry
Leisure Products

amfori Process Classifications

N.A.

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	99	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	3,280	Monthly
Calculated living wage in local currency	2,730.75	Monthly
Total sample	10	Workers

Other Metrics

Male workers	43	Workers
Female workers	56	Workers
Non-binary workers	0	Workers
Permanent workers - Male	43	Workers
Permanent workers - Female	56	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	7	Workers
Management - Female	6	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	9	Workers
Workers with night shift - Female	22	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	27	Workers
Domestic migrant workers - Female	42	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	**43**	**Workers**
Workers hired directly - Female	**56**	**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	**5**	**Workers**
Sample - Female	**5**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Dongguan Boyuan Eastar Co.,Ltd | Site amfori ID: 156-015796-001

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, factory 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 and PA13. (In accordance with amfori BSCI Code of Conduct)	根据文件查阅，现场走访，管理层面谈和员工面谈，被审核方部分尊重该原则。原因是：工厂建立了确 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和PA13领域均有缺失。(根据amfori BSCI行为准则)

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)	根据文件查阅, 员工面谈和管理层面谈，被审核方部分尊重该原则。原因是：工厂有建立了劳动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行为准则)

PA 2: Workers Involvement and Protection

Site: Dongguan Boyuan Eastar Co.,Ltd | Site amfori ID: 156-015796-001

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	
Based on document review, workers interview and management interview, the main auditee partially respected this principle because the factory	根据文件查阅，员工面谈和管理层面谈，被审核方部分尊重该原则。原因是：工厂虽然根据法规和amfori BSCI行为准则有制定社会责任目标，但是没有

Finding	
established the target of social responsibility according to the local law and BSCI Code of Conduct, however, the factory did not define the target time and the step-by-step approach toward sustainable improvements. (In accordance with amfori BSCI Code of Conduct)	目标时间及如何逐步达到该目标的机制。(根据amfori BSCI行为准则)

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, onsite tour, workers interview and management interview, the main auditee partially respected this principle because the auditee posted BSCI Code of Conduct in public and provided the training about BSCI Code of Conduct for all employees, however, the interviewed workers' representative and part of workers were not aware of BSCI Code of Conduct. (In accordance with amfori BSCI Code of Conduct)	根据文件查阅，现场走访，员工面谈和管理层面谈，被审核方部分尊重该原则。原因是：尽管被审核方 在公共区域张贴BSCI行为准则并提供培训给全体员工。但是访谈工人代表和部分工人并不了解BSCI的行为准则。(根据amfori BSCI 行为准则)

PA 5: Fair Remuneration

Site: Dongguan Boyuan Eastar Co.,Ltd | Site amfori ID: 156-015796-001

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	
Based on document review, workers interview and management interview, the main auditee did not respect this principle, because 76 out of 99 employees (excluding 23 employee recruited from retirement) were eligible to receive five types of social insurances in September 2026 according to the law, however, through review of social insurance enrollment list, 54 employees (71%) were enrolled in pension insurance, occupational injury insurance, unemployment insurance, child bearing insurance and medical insurance. In addition, 21 out of 23 employees (91%) recruited from retirement were enrolled in specific	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9月份99名员工有76名员工（不包括23名退休返聘人员）符合参加五种 保险条件，然而，根据查阅社保记录，54名员工（71%）参加了养老保险，工伤保险，失业保险，生育保险和医疗保险；此外，23名退休返聘员工中有21名（91%）参加特定工伤保险。备注：工 厂为48名员工购买了意外商业险, 有效期至2027年7月9日。其他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，《超龄劳动者基本权益保障暂行规定》第十五条）

Finding	
occupational injury insurance. Remark: Factory provided commercial insurance to 48 employees, valid until July 9, 2027. Other employees 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 & article 4, and Interim Provisions on Protection of the Basic Rights and Interests of Over-Age Workers, Article 15)	

PA 6: Decent Working Hours

Site: Dongguan Boyuan Eastar Co.,Ltd | Site amfori ID: 156-015796-001

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 and workers interview, the main auditee did not respect this principle because it was noted that all 10 sampled employees' monthly overtime hours exceeded 36 hours in August 2026 with the highest of 92 hours. All 10 sampled employees' monthly overtime hours exceeded 36 hours in March 2026 with the highest of 84 hours. All 10 sampled employees' monthly overtime hours exceeded 36 hours in January 2026 with the highest of 92 hours. Daily overtime hours were 2 at the maximum. (In accordance with PRC Labor Law article 41)	根据文件查阅和员工面谈，被审核方没有符合此领域要求。在此次审核过程中，审核员发现抽样月份2026年8月10名抽样员工的月加班均超36小时，最高达到92小时；2026年3月10名抽样 员工的月加班均超36小时，最高达到84小时；2026年1月10名抽样员工的月加班均超36小 时，最高达到92小时。每日加班最高为2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 Boyuan Eastar Co.,Ltd | Site amfori ID: 156-015796-001

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 factory tour, document review and management interview, the main auditee partially respected this principle because the factory had	根据现场走访，文件查阅和管理层面谈，被审核方部分尊重该原则。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

Finding	
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 issues were identified due to management negligence. (In accordance with amfori BSCI Code of Conduct)	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行为准则)

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 factory tour, the main auditee partially respected this principle because it was noted that the factory had provided the personal protective equipment such as iron-toe shoes to workers. However, two workers who were moving the molds in the injection section did not wear iron-toe shoes during working. (In accordance with Law of PRC on Work Safety article 45 and article 47)	根据现场走访，被审核方部分尊重该原则。原因是工厂给工人提供了个人劳动防护用品如铁头鞋，但2名注塑车间搬运模具的工人在工作期间没有穿铁头鞋。(根据《中华人民共和国安全生产法》第四十五条和第四十七条)

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	
Based on factory tour, management and worker interview, the main auditee partially respected this principle because the finished goods were stored against wall directly in the finished goods warehouse, instead of leaving proper gap. (In accordance with Article 18 of Rules for Warehouse Fire Prevention Safety Management)	根据现场走访，管理层访谈和工人访谈发现，工厂部分符合此项要求，因为工厂成品仓库货物靠墙直接 堆放，而没有留出合适的间距。（根据《仓库防火安全管理规则》第18条）

PA 13: Ethical Business Behaviour

Site: Dongguan Boyuan Eastar Co.,Ltd | Site amfori ID: 156-015796-001

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH	LOCAL LANGUAGE

Finding	
Based on document review, the main auditee partially respected this principle because although the main auditee had conducted a risk assessment for unethical business behavior, however, the factory did not establish different prevention measures according to different risks. (In accordance with amfori BSCI Code of Conduct)	根据文件查阅，被审核方部分尊重该原则。原因是：尽管被审核方已经进行不道德经营行为评估，但是 未根据不同的风险建立不同的预防措施。(根据 amfori BSCI 行为准则)