



# Full Factory Audit & Social Compliance Report



NeopreneX is the professional brand owned and manufactured by Flame Bright

Verified for NeopreneX Global Partners | Confidential Audit Data  
Flame Bright Manufacturing | Since 2002 | [www.neoprenex.com](http://www.neoprenex.com)

## TABLE OF CONTENTS

<b>I. CORPORATE OVERVIEW</b>	
Executive Summary & Production	01
Scope .....	
Brand Authorization & NeopreneX Product Line Integrity	
Table of Contents .....	02
<b>II. MANAGEMENT SYSTEM CERTIFICATIONS</b>	
ISO 14001:2015 Environmental Certificate .....	03
ISO 45001:2018 Health & Safety Certificate .....	04
ISO 9001:2015 Quality Management Certificate .....	05
<b>III. AMFORI BSCI SOCIAL AUDIT REPORT</b>	
Section Divider: BSCI Social Responsibility Audit .....	06
Full Audit Summary & Performance Ratings .....	07
Comprehensive scores across 13 Performance Areas (PA)	
Employee Attendance & Wage Sample Records .....	11
<b>IV. FACILITY EVIDENCE &amp; CAP</b>	
Production Floor & Technical Equipment Assets .....	14
Corrective Action Plan (CAP) Statement .....	15
Corporate Contact & B2B Quotation Protocol .....	16



THE INTERNATIONAL CERTIFICATION NETWORK

# CERTIFICATE

IQNet and CQM  
hereby certify that the organization

**Dongguan Flame bright Sports Products Limited**

Domicile: Room 301, Building 1, No. 102, Chashan Jiinshan Road, Chanshan Town, Dongguan City, Guangdong, P.R. China (914419006886061656)  
Certification Add.: Room 301, Building 1, No. 102, Chashan Jiinshan Road, Chanshan Town, Dongguan City, Guangdong, P.R. China

Postcode.: 523000

is in conformity with

**ISO 14001:2015 Standard**

This certificate is valid to the following product(s)/service:

Production of neoprene sports supporter, neoprene surfing wetsuit,  
and other neoprene products

*Issued on: 2024-01-19*

*Validity date: 2027-01-18*

*Registration Number: CN-00224E20088R0S*



Michael Drechsel  
President of IQNet

Zhang Wei  
President of CQM



*IQNet Partners\*:*

*AENOR Spain AFNOR Certification France AIB-Vinçotte International Belgium ANCE Mexico APCER Portugal CCC Cyprus CISQ Italy  
CQC China CQM China CQS Czech Republic Cro Cert Croatia DQS Holding GmbH Germany DS Denmark ELOT Greece  
FCV Brazil FONDONORMA Venezuela ICONTEC Colombia IMNC Mexico Inspecta Certification Finland  
IRAM Argentina JQA Japan KFQ Korea MSZT Hungary Nemko AS Norway NSAI Ireland PCBC Poland  
Quality Austria Austria RR Russia SH Israel SIQ Slovenia SIRIM QAS International Malaysia  
SQS Switzerland SRAC Romania TEST St Petersburg Russia TSE Turkey YUQS Serbia  
IQNet is represented in the USA by: AFNOR Certification, CISQ, DQS Holding GmbH and NSAI Inc.*

*\* The list of IQNet partners is valid at the time of issue of this certificate. Updated information is available under [www.iqnet-certification.com](http://www.iqnet-certification.com)*



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Guangdong, P.R. China

Postcode.: 523000

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*Validity date: 2027-01-18*

*Registration Number: CN-00241S10050R0S*



**Michael Drechsel**  
President of IQNet

**Zhang Wei**  
President of CQM



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Postcode.: 523000

is in conformity with

**ISO 9001:2016 Standard**

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(For the deletion situation of certification standard requirement to the management manual of organization)

*Issued on: 2024-01-19*

*Validity date: 2027-01-18*

*Registration Number: CN-00224Q10320R0S*



Michael Drechsel  
President of IQNet

Zhang Wei  
President of CQM



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Monitored Party <b>Dongguan Flame Bright Sports Products Limited</b>	amfori ID <b>156-001835-000</b>	Address <b>Room 301, Building 1#, No. 102, Jinshan Road, Chashan Town, 523000 Dongguan, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV SÜD</b>
Monitoring Start Date <b>11/10/2025</b>	Closing Meeting Finished Date <b>11/10/2025</b>	Submission Date <b>16/10/2025</b>
Expiration Date <b>16/10/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Dongguan Flame Bright Sports Products Limited</b>	Site amfori ID <b>156-001835-002</b>	



This is an extract of the online Monitoring Result, generated on 16/10/2025, 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.






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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

Name of lead auditor: Allan Wu; APSCA membership number: CSCA 21700773

Monitoring partner name: 天際 S 踰

Audit schedule details: The audit is planned for one auditor x one day of October 11, 2025.

Announcement Type: Semi Announced

### Business partner information:

The audited factory named is Dongguan Flame Bright Sports Products Limited and the Uniform Code of Social Credit No. is 914419006886061656. As shown in business license, the registered address is Room 301, Building 1#, No. 102, Jinshan Road, Chashan Town, Dongguan Guangdong, China.

The factory is established on April 24, 2009. The total construction area is around 1500 square meters. The factory is specialized in the manufacturing of pencil bag and cup bag. The main production processes include cutting, sewing, trimming and packing.

### Audited location information:

The factory has occupied the 3rd floor of one 3-storey production building 1# as office, warehouses and cutting / sewing / trimming and packing workshops.

The rest areas are were used by other companies of Dongguan Zhiyuan Sports Equipment Co Ltd, which is producing sports equipment and Dongguan He Li Da Mold Co Ltd., which is producing molds, and the name plates were posted onsite. No exchange of workers among them is found and they are independent from each other, so this audit does not cover the other companies.

No dormitory, kitchen and canteen are provided to the workers.

The building is rented from landlord and the least contract is provided for review.

### Operating shifts and hours:

The normal working time is 8 hours per day and 40 hours per week. The regular working days of workers are five days from Monday to Friday. They have one shift for the employees of 8:00-12:00, 13:30-17:30. The maximum daily working time is 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time is 54 hours (40 hours regular time + 14 hours overtime). All workers could take at least one day off per week (on Sunday).

The factory has no obvious low and peak season.

### Time recording system:

Workers' working time is recorded by electronic attendance system.

### Salary payment details:

The workers were paid by hourly rate, the wages were paid on the 30th day of following month by cash The minimum wage is guaranteed. The lowest basic wage is RMB3200 per month, which is higher than the local legal minimum wage requirement of RMB2080 per month since March 2025 and RMB1900 per month before then.

150% and 200% of normal rate were paid for overtime on weekday and rest day respectively, no overtime on statutory holiday. Pay slips are provided so that the workers could understand the composition of their wages. And no illegal deduction is made.

### Worker number information:

There are 29 employees working in the factory including 24 production workers (with 12 males and 12 females) and 5 non-production workers including 3 management staff. All employees are permanent employees, and no temporary worker or home worker is identified. There are 22 domestic migrants (with 12 males and 10 females) from other province in China.

The factory does not have young worker, pregnant worker, seasonal worker, temporary worker, disabled worker, or home-based worker. And they have no other special group workers such as interns, apprentices, contractor workers etc.

### Good practices:

None.

Auditee/Facility Name:	Dongguan Flame Bright Sports Products Limited		
Audit/Verification standard:	BSCI	Audit/Verification type:	Full Audit
Audit/Verification date:	October 11, 2025	Auditor/Verifier:	Allan Wu
Audit/Verification ID:	Monitoring ID: 25-0351164	Order No.:	CN2521967



**General Photos**

**Outside (Factory from the outside, factory compound):**



**Inside (Production areas, etc.) & Documentations:**





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**General Photos**

**Outside (Factory from the outside, factory compound):**



Factory outlook

Simplified factory name

**Inside (Production areas, etc.) & Documentations:**



Warehouse

Cutting section



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Sewing section



Trimming and packing section



Exit sign and emergency light above emergency exit



Evacuation plan

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Fire hydrant and fire alarm



Fire extinguishers



Fire hydrant test



Attendance recording system

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Warning sign



BSCI COC Poster



Provided PPE



Chemical storage area



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Posted MSDS



Eye washer



Toilets



Drinking water







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Non-Conformance photos:

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<p>5.5: Insufficient social insurance coverage</p>	<p>6.2: Excessive monthly OT hours</p>																																																																																																																																																																
<p>7.6: Cutting worker was not wearing earplugs</p>	<p>N/A</p>																																																																																																																																																																

---End---