

# Guide: The amfori BSCI Social Risk Assessment for Business Partners

February 2026



# Contents

<b>amfori BSCI Social Risk Assessment (SRA)</b>	<b>3</b>
<b>SRA goals</b>	<b>3</b>
<b>What does the amfori BSCI SRA include?</b>	<b>4</b>
<b>What does potential risk summary mean?</b>	<b>5</b>
<b>How does the SRA work?</b>	<b>5</b>
<b>How to complete the SRA?</b>	<b>6</b>
STEP 1: Read the amfori BSCI SRA guide	6
STEP 2: Watch the SRA tutorials on the amfori Academy	6
STEP 3: Request Risk Assessment	7
Self-request and start Risk Assessment	7
Edit and update your site information (mandatory)	8
Water stress situation	9
amfori process classification	10
Save and check your site information	11
Updating site details after a monitoring has been requested	11
STEP 4: Start answering the SRA questions	12
STEP 5: Answer the SRA questions	14
Questionnaire	14
Upload a document and add attachment(s)	14
STEP 6: Submit your SRA	16
STEP 7: See your SRA results	16
<b>Who can see my SRA results and why?</b>	<b>17</b>
<b>How do amfori BSCI auditors use potential risk indicated in SRA Result?</b>	<b>17</b>
<b>Risk summaries and SRA result</b>	<b>18</b>
<b>How do I understand if/when I have potential risks?</b>	<b>18</b>
<b>Annexe: SRA questions, potential risk summaries and guidance</b>	<b>19</b>

# amfori BSCI Social Risk Assessment (SRA)

The amfori BSCI Social Risk Assessment (SRA) is designed to identify potential risks that may negatively affect working conditions at a production site. By identifying these risks, the SRA aims to support site management and responsible teams in taking proactive measures to prevent potential risks from turning into actual harm.

The SRA is designed to enable members to take a risk-based approach for companies to identify, prevent, mitigate, and account for adverse impacts in their operations and supply chain, aligned with the [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#), and the [EU's Corporate Sustainability Due Diligence Directive \(CSDDD\)](#).

Potential risk indications arising from the SRA do not mean non-compliance with the [amfori BSCI Code of Conduct](#), they indicate where companies, auditors and suppliers should focus. CSDDD tells companies *what* to manage, the amfori SRA shows them *where* to look.

## SRA goals

1

**Business partners** have a better understanding of where they need to strengthen management systems

2

**amfori BSCI auditors** are better prepared for audits with a clear overview of site-level potential risks

3

**amfori members** better understand the potential risks at a site level and in their supply chain.

The SRA includes 69 to 88 questions – depending on conditional logic – developed to highlight potential risks. Unlike standard audit questions, these are not meant to detect non-compliances, but rather to indicate areas where management systems could be strengthened.



**IMPORTANT:** The SRA is **not** a tool for rating or scoring. Instead, the responses to the questions are summarised to highlight potential risks.

## What does the amfori BSCI SRA include?

The SRA is split into the seven sections shown in the table below. It is answered using a combination of yes/no, dropdown selections, document uploads, and data entry. To see the full list of questions and risk indication summaries, see the annexe at the end of this document.

SRA section and amfori BSCI Performance Area	Total Questions	Mandatory Questions	Conditional Questions
<b>Site details</b>	4	4	0
<b>Facility management</b> PA 1: Social Management System	9	6	3
<b>Worker protection</b> PA 4: No Discrimination, Violence or Harassment PA 10: No Precarious Employment PA 11: No Forced Labour	39	32	7
<b>Worker engagement</b> PA 2: Workers Involvement and Protection PA 3: Freedom of Association	5	5	0
<b>Wages and working hours</b> PA 5: Fair Remuneration PA 6: Decent Working Hours	7	7	0
<b>Health and safety</b> PA 7: Occupational Health and Safety (OHS)	16	11	5
<b>Child &amp; young labour</b> PA 8: No Child Labour PA 9: Special Protection for Young Workers	8	4	4
<b>TOTALS</b>	<b>88</b>	<b>69</b>	<b>19</b>



**IMPORTANT:** Please ensure that the SRA is completed by a competent person and relevant staff at the production site, in order to provide accurate and complete data and to ensure that all questions are answered correctly.

## What does potential risk summary mean?

A **potential risk** in the SRA refers to a situation where, based on the information provided by the site in the SRA questionnaire, there is an increased likelihood that a social compliance issue may exist or could occur if risks are not adequately managed.

Potential risks are identified using **predefined indicators and thresholds** (e.g. workforce composition, working hours, living conditions, grievance mechanisms). The purpose is to **flag areas that may require closer attention during an audit or follow-up**, not to automatically conclude non-compliance.

**Example SRA question:** Is your production site located in a building shared with other businesses?

**Potential risk summary for this question:**  
Production site located in shared building.

There is no amfori BSCI requirement that prevents or limits sites from being in a shared building. However, sharing buildings with other businesses can pose potential health and safety risks:

- Other businesses not installing or not maintaining fire prevention and suppression systems in their own premises, and fire spreading.
- Landlords not installing or not maintaining fire prevention or alarm systems in stairwells and shared areas
- Shared machinery without designated personnel or proper maintenance procedures.

Business partners with sites operating in shared buildings must therefore have the appropriate processes in place to manage these potential risks, and if they don't, should implement them as soon as possible.

## How does the SRA work?

The Social Risk Assessment can be requested in two ways under "Risk Assessment" section on the [amfori Sustainability Platform](#).

### 1. Member-requested SRA

A linked amfori member may request an SRA for **one or more of your sites**. The amfori member selects one or more business partner sites and sends SRA request.

- As a business partner, you will receive a notification.
- You must update the required site details, including:
  - **Water Stress information**, and
  - **amfori Process Classification**
- Once the site details are completed, as a business partner, you can start the Social Risk Assessment.

### 2. Business partner – Self-requested SRA

As a business partner, you may also request an SRA for **any site created under your account**. You select one or more of your own sites and request an SRA.

- You must update the required site details, including:
  - **Water Stress information**, and
  - **amfori Process Classification**
- After completing the site details, you can start the Social Risk Assessment for the selected site(s).

## How to complete the SRA?

Below are the main steps for the SRA.

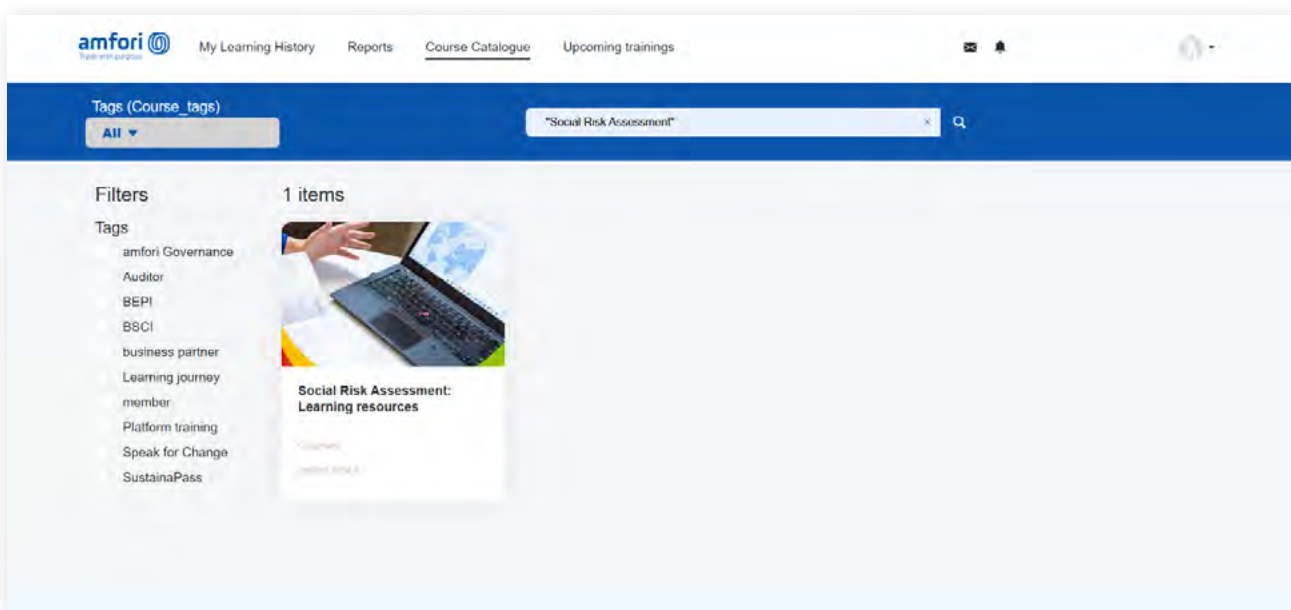
### STEP 1: Read the amfori BSCI SRA guide

Please read amfori BSCI Social Risk Assessment guide for business partners available in different languages. Download the SRA guide from [the amfori website](#). Select your language and click on the download button.

You can also find the SRA guide on the [amfori Academy](#).

### STEP 2: Watch the SRA tutorials on the amfori Academy

Please watch the amfori BSCI Social Risk Assessment tutorial for business partners on the [amfori Academy](#).



**IMPORTANT:** The SRA must be initiated and completed by a competent staff member at your site. This person may be the Quality Manager, Sustainability Manager or Coordinator, OHS Manager, or a member of the Human Resources team. Ideally, this should be the person responsible for social compliance policies and procedures at your site, and this could be the person who would be the main contact on the site when amfori BSCI audit takes place.

### STEP 3: Request Risk Assessment

The Social Risk Assessment can be requested in **two ways under the “Risk Assessment” tab** on the amfori Sustainability Platform as explained below.

#### Member requested SRA

Any amfori member that is linked with your business may request SRA on any of your sites. Once the SRA is requested to your site, you will receive a notification with a title: Risk assessment launched for amfori BSCI.

This notification includes following information:

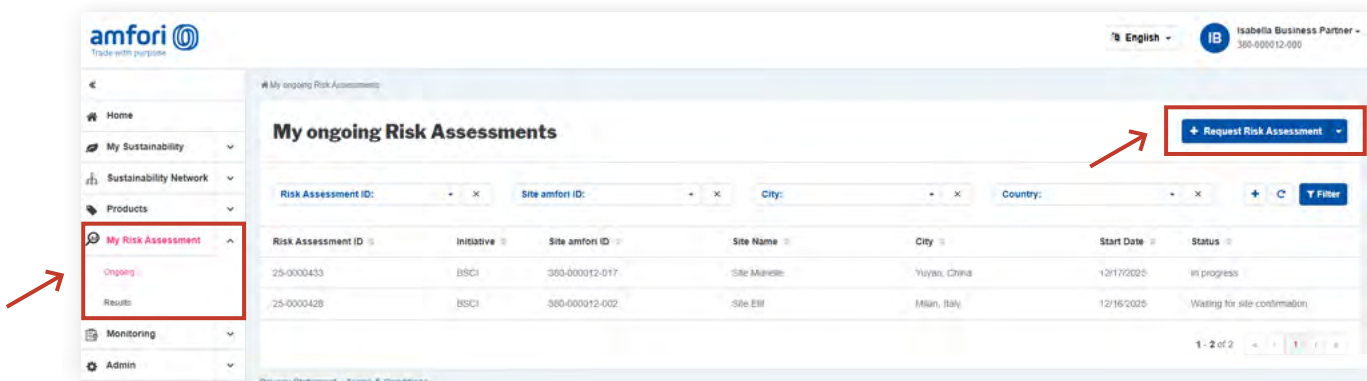
- Invitation to log into the amfori Sustainability platform
- Reminder to confirm your site details – Mandatory
- Reminder and guidance to start completing your Risk Assessment
- Expiration date to complete the SRA

Member guide on SRA is available for amfori members on amfori website and amfori Academy.

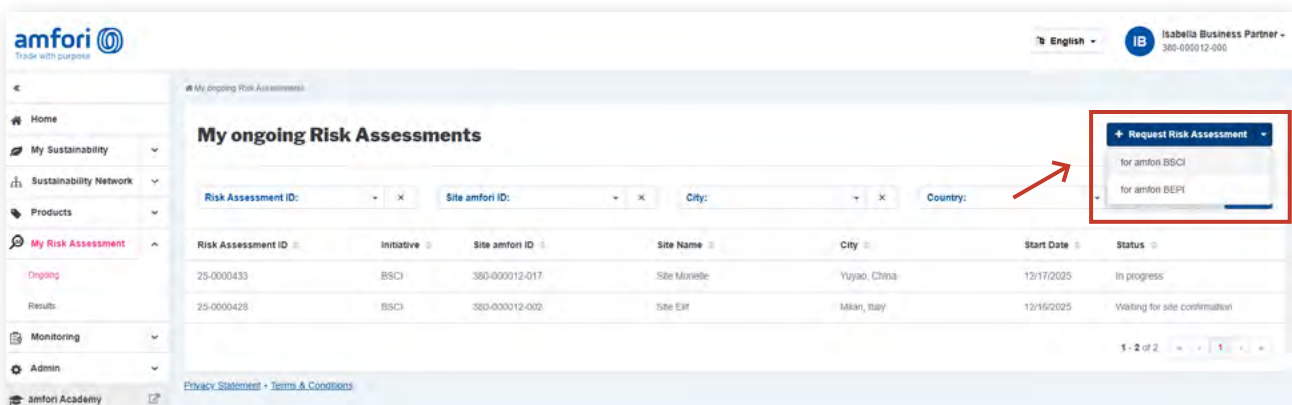
#### Self-request and start Risk Assessment

Go to My Risk Assessment > Click **Ongoing**

In the Ongoing screen; Click **Request Risk Assessment** on the right top of the screen as below:

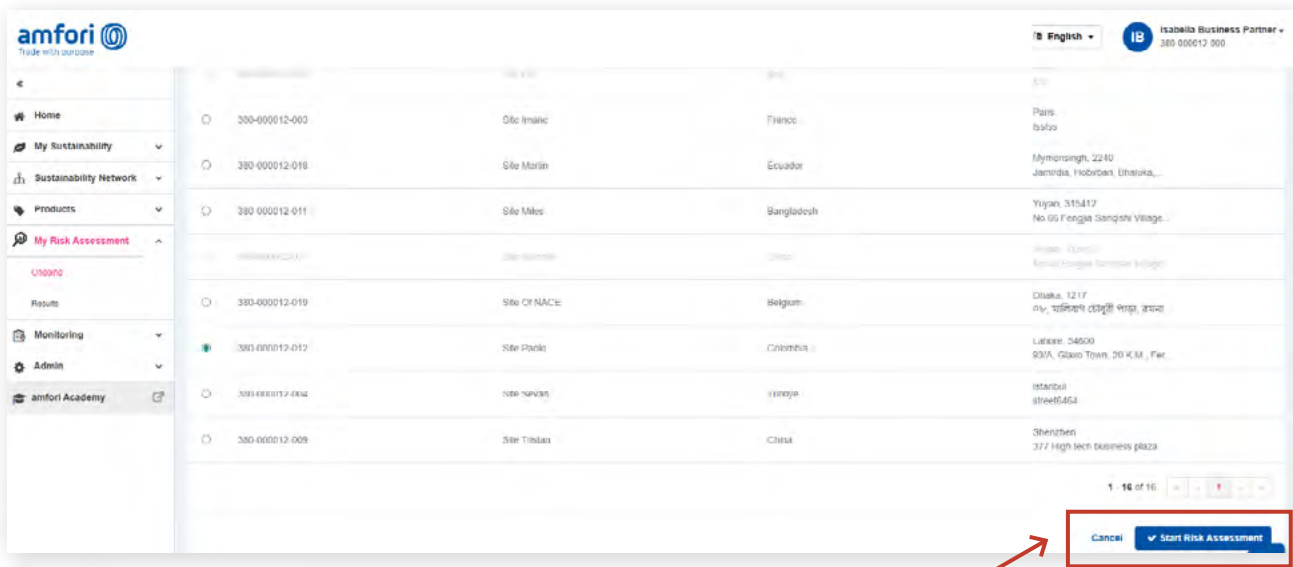


Then you can select **amfori BSCI to start your Social Risk Assessment.**



**IMPORTANT:** You can see all ongoing Risk Assessments under this tab, if you have other ongoing Risk Assessments.

Next step is choosing **your site**. If you have more than one site, you can select the site(s) on which you will conduct the SRA. After selecting your site, click **“Start Risk Assessment”**.



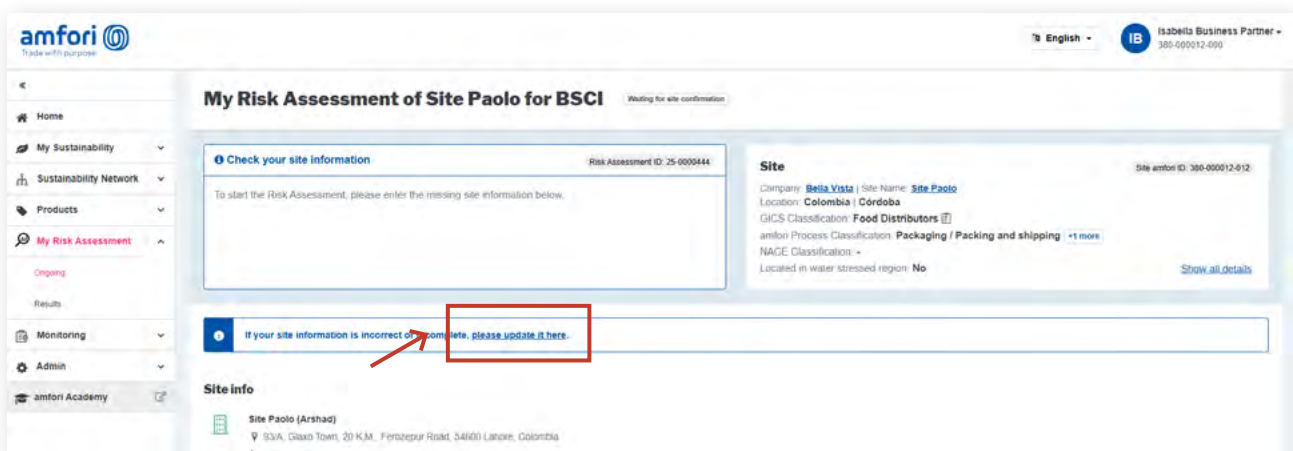
**IMPORTANT:** If you have several sites with audits expiring within the next three months, we highly recommend completing the SRA for all of them. You can start and complete the SRA separately for each site.

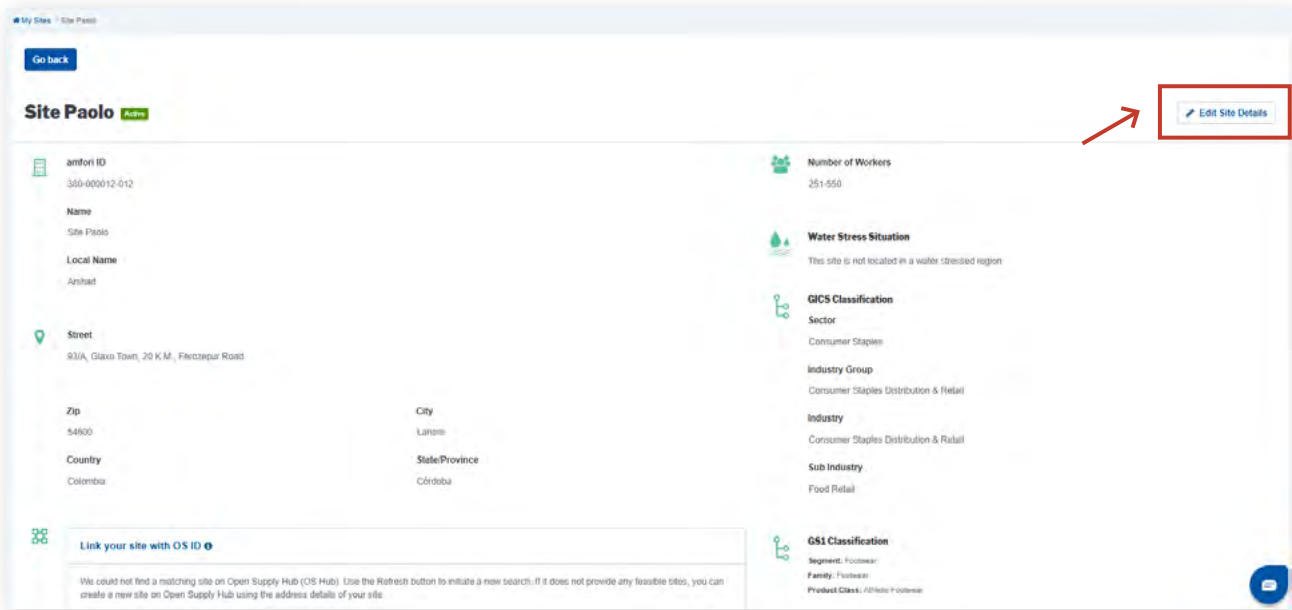


**IMPORTANT:** After starting the Risk Assessment, the SRA must be completed and submitted within three (3) months.

### Edit and update your site information (mandatory)

Before you can complete the SRA, you need to confirm the Site Details on the amfori Sustainability Platform. Click on **“please update it here”**.

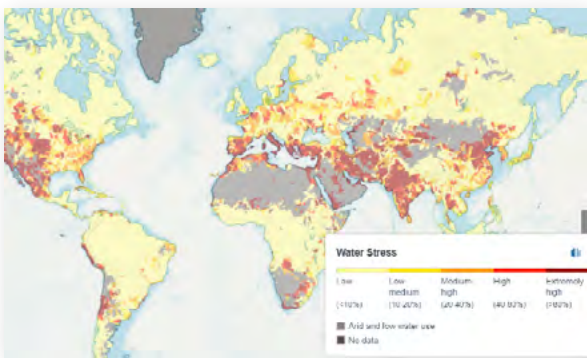




**IMPORTANT:** This step needs to be completed only once at the beginning of the process. You can update or edit these details when completing the SRA in the future.

This step includes verifying and/or providing the following information:

**Water stress situation** in the area where your site is located: As part of their Sustainability Profile, business partners are expected to provide information on their “Water Stress Situation”. Water stress measures the competition among different users for available water resources (e.g., domestic use, industrial use, irrigation, livestock, ecological use, etc.). Water stress can refer to the availability, quality, or accessibility of water. Higher values indicate more competition among users. The World Resources Institute ‘Aqueduct Water Risk Atlas’ provides a credible and publicly available tool for assessing areas with water stress, including an [interactive map](#).



**Water Stress Situation**

**Is your site located in a water stressed region?**

In case of doubt, enter your address on [this map](#). (A region is considered water stressed if the level is above 40%)

Yes, my site is located in a high or extremely high water stress region

No, my site is not located in a water stress region

ⓘ Water Stress Situation is required.



**IMPORTANT:** Completing the “Water Stress Situation” is a mandatory step for business partners who want to continue their BSCI journey. If “Water Stress Situation” has not been filled in, Business partner site will not be able to start the Risk Assessment for amfori BSCI and will see an error message in their ‘My Risk Assessment’ > ‘Ongoing’ screen.



**IMPORTANT:** Business partners are required to classify their sites on amfori Sustainability Platform according to their core business activity in the GICS part. This is already a pre-filled and mandatory information to be provided when you create your profile.

### amfori process classification

amfori process classification is based on the process characteristics of a site. amfori process classification is linked to the GICS classification, i.e. a list of production processes displayed in the “amfori process classification” field is generated based on the site’s GICS classification. Business partner is requested to **select relevant production processes run at their site from a drop-down list**. Relevant processes are processes used **in the past 12 months** for production at the site. Processes used only for testing/trial purposes or for less than 5% of production volume can be excluded from the list.



**IMPORTANT:** If no selection of “amfori process classification” is made, the business partner site will not be able to start the Risk Assessment for amfori BSCI. In such case business partner will see the following error message in their **‘My Risk Assessment’ > ‘Ongoing’ screen**

If while filling in the site profile a business partner does not find a suitable process choice for their production site on the list provided by amfori (amfori process classification), they should contact amfori at [info@amfori.org](mailto:info@amfori.org)

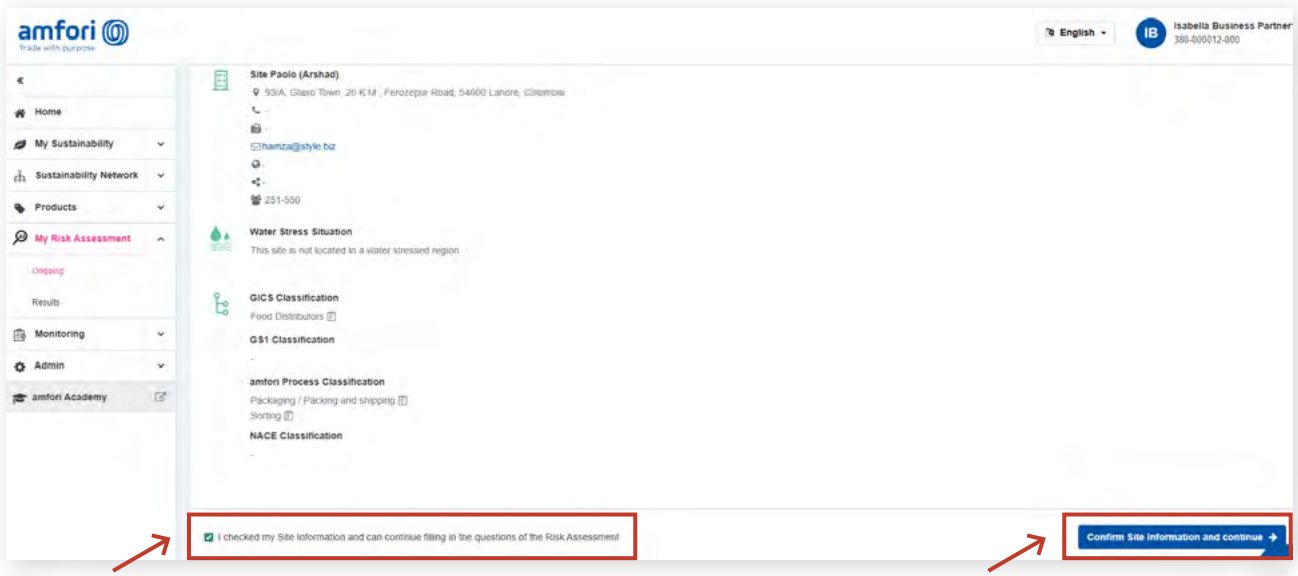
Relevant processes will be added to the list in a subsequent platform update.



**IMPORTANT:** You cannot start the Social Risk Assessment before completing **these two mandatory** site details.

## Save and check your site information

After completing the mandatory sections (water stress and amfori process classification), click **“Save Site Details”** at the bottom right of the screen and Click **“Go back”** in the top left.



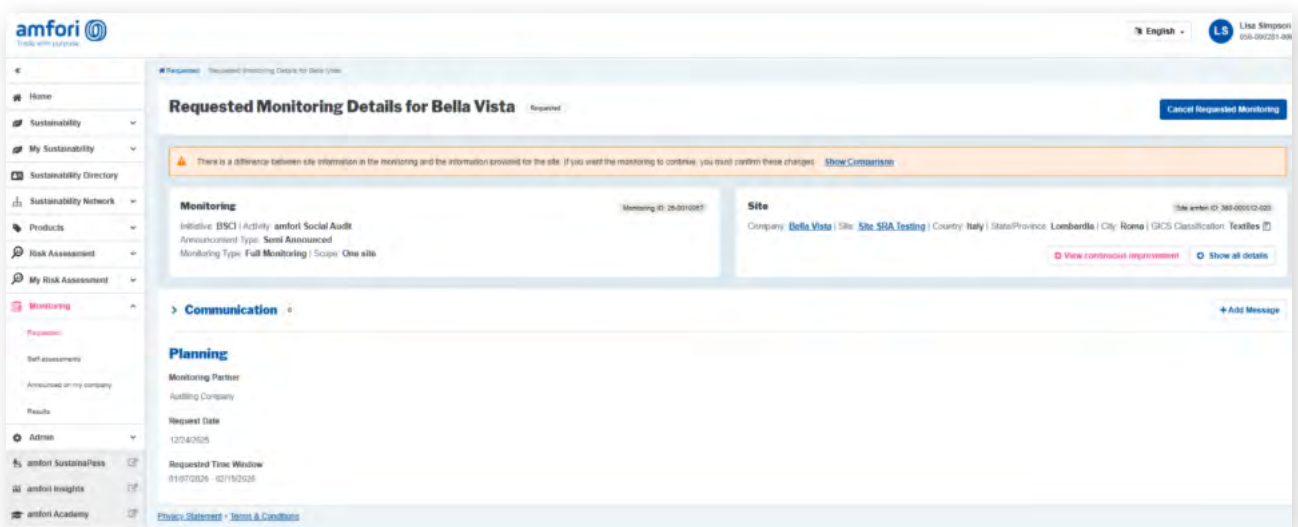
## Updating site details after a monitoring has been requested

If you change or edit your site details (such as company name, address, or classification) **after a monitoring activity is requested on your site**, it can have an impact on the monitoring process. In such cases, your RSP holder **or yourself -if you request the audit-** will receive an alert on the amfori Sustainability Platform and must confirm the changes under **Monitoring section**.

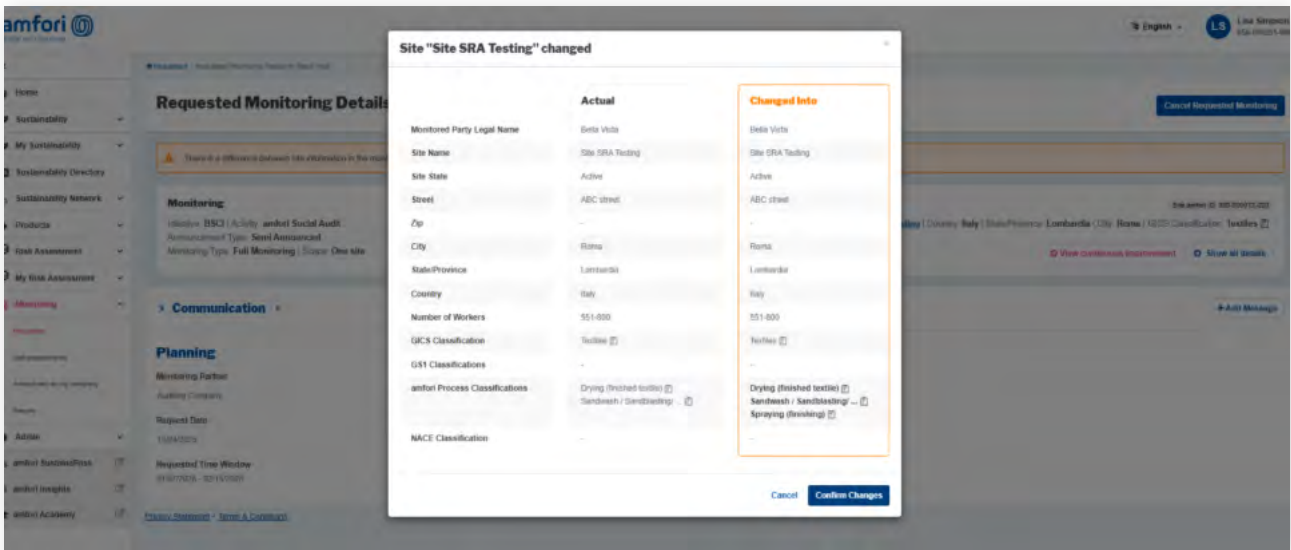


**IMPORTANT:** If the RSP holder does not or you do not confirm the changes, the monitoring cannot take place.

## Request to update: Click “Show Comparison”



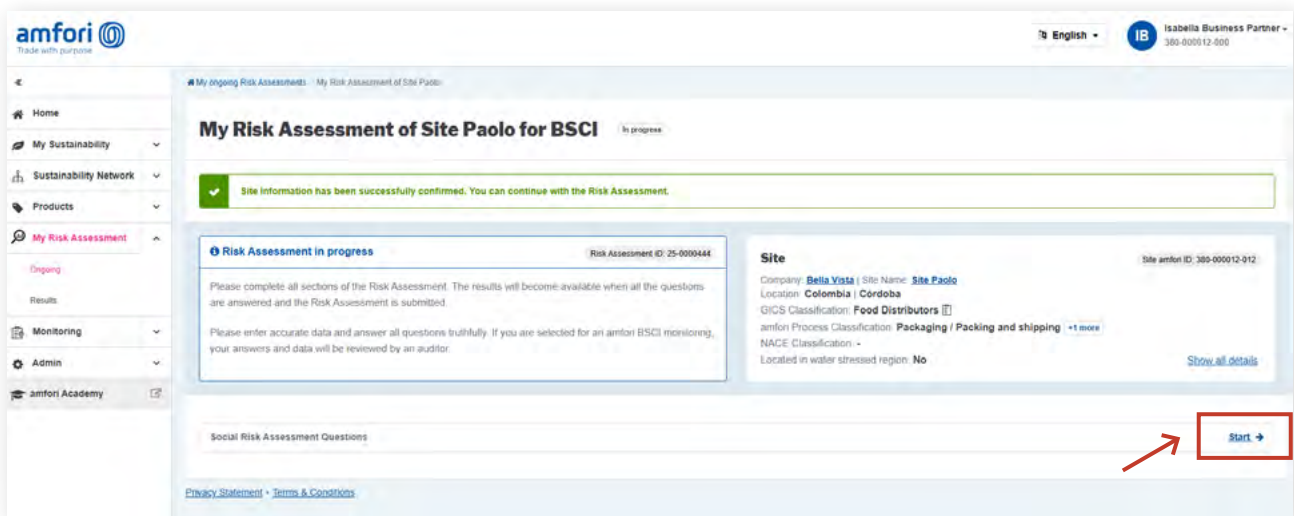
Member and requestor of the audit confirmation under Monitoring section:  
Click **“Confirm Changes”**.



## STEP 4: Start answering the SRA questions

Once you have completed all these steps, you will see the following screen, and you can start answering the Social Risk Assessment questions.

Click **Start**.



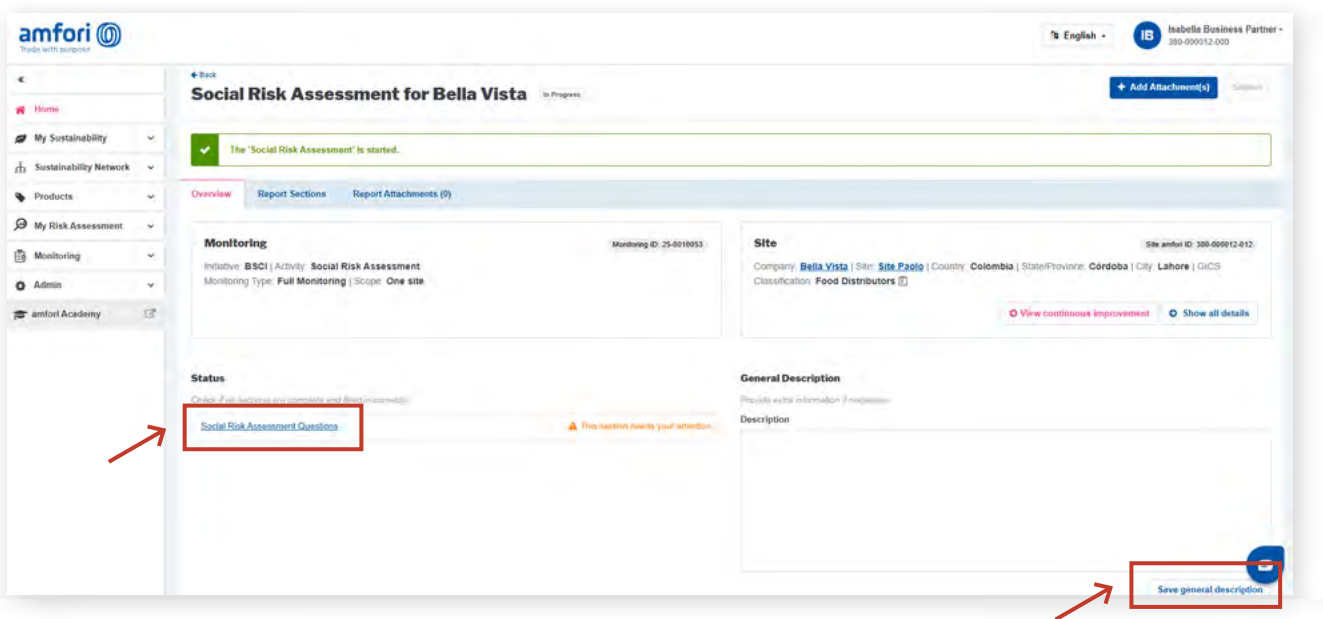
## General Description

On this page, you will find the **General Description** section, where you can provide additional information about your site.

This section allows you to describe your site and share any other relevant information that may help auditors better understand your operations, as well as inform linked amfori members about your site.

For example, you may indicate that you are a small producer and are audited under the small producer assessment, or you may provide details about your shift arrangements and etc.

Then, you click **Social Risk Assessment questions** and start answering the questions.



The screenshot displays the amfori Social Risk Assessment (SRA) interface for Bella Vista. The page title is "Social Risk Assessment for Bella Vista" and it is marked as "In Progress". A green notification banner states "The 'Social Risk Assessment' is started." The main content area is divided into several sections: "Monitoring" (Monitoring ID: 25-0010953), "Site" (Company: Bella Vista, Site: Site Pablo, Country: Colombia, State/Province: Córdoba, City: Lahore, GICS: Food Distributors), and "General Description". The "General Description" section is currently empty. A red box highlights the "Social Risk Assessment Questions" link in the "Status" section, and another red box highlights the "Save general description" button at the bottom right.



**IMPORTANT:** After starting the Risk Assessment, the SRA must be completed and submitted within three (3) months.

## STEP 5: Answer the SRA questions

Please select languages: SRA is available in Chinese, English and Turkish languages.

You will see the questions in both English and your selected language. However, the answer options (Yes/No and selection options) are available in English only.



**IMPORTANT:** Please make sure SRA is filled with by a staff member who has sufficient knowledge on social management system of your company and on your production processes.

### Questionnaire

**The questionnaire** consists of seven sections. Some questions are conditional and will appear based on your responses.

#### Yes and No questions

Majority of the SRA questions are Yes/No questions which require you to select 'Yes' or 'No.' The questions are easy to answer when the questionnaire is completed by a competent staff member who is familiar with the site's operations and has access to the relevant data such as number of permanent workers, or if the site has recruited any domestic migrant workers in the past 12 months.

#### Selection questions

These questions allow you to select one or more applicable options. Questions regarding the list of management system certifications, available grievance channels, and the selection of high-risk production processes and equipment are all multiple-selection questions.

There are a few questions where you need to select an option from a dropdown list, for example, regarding overtime payment percentages or list of the countries of origin of foreign migrant workers.

#### Text based questions

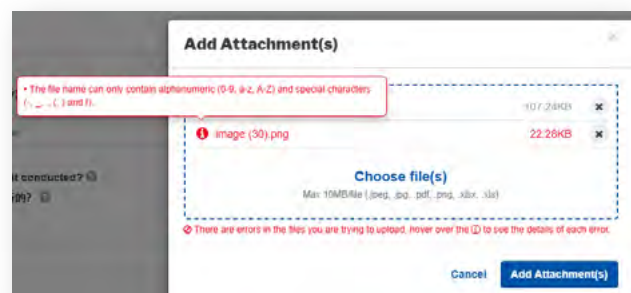
For some questions, you are required to enter a numerical value, while for questions with a box "Other (please specify)," you need to provide a written response. Some of the questions also require entering the name of recruitment agencies engaged in recruiting foreign migrant workers on your behalf.

### Upload a document and add attachment(s)

As a follow-up to the question "Has your site undergone a social compliance audit in the past 24 months, other than amfori BSCI?", you may upload any social compliance audit report conducted at your site within the last 24 months.


Please ensure that the file is saved using the format shown below and that all instructions are followed carefully. Do not enter any blanks into the filename.

You may also upload **additional attachments** as supporting documents to demonstrate how potential risks are managed, including policies, procedures, records, or other relevant evidence that may support your risk assessment.



## Tooltips

Each question has a toolbox tip which explains the question in short with an icon of question mark:

EN: What is the official company name (as shown on your business license)?  The registered name on your business license or certificate.



**IMPORTANT:** You can save the SRA questionnaire at any time and come back to complete it. Please note that it must be submitted within three months. Open SRA questionnaire can be accessed under My Risk Assessment, Ongoing tab.

Click **Continue** to complete SRA.

### Risk Assessment in progress


Risk Assessment ID: 25-0000433

Please complete all sections of the Risk Assessment. The results will become available when all the questions are answered and the Risk Assessment is submitted.

Please enter accurate data and answer all questions truthfully. If you are selected for an amfori BSCI monitoring, your answers and data will be reviewed by an auditor.


### Site

Site amfori ID: 380-000012-017

Company: [Bella Vista](#) | Site Name: [Site Murielle](#)  
Location: [China](#) | [Jiangsu Sheng](#)  
GICS Classification: [Leisure Products](#)   
amfori Process Classification: [Packaging /Packing and shipping](#)  
NACE Classification: -  
Located in water stressed region: **Yes**

[Show all details](#)

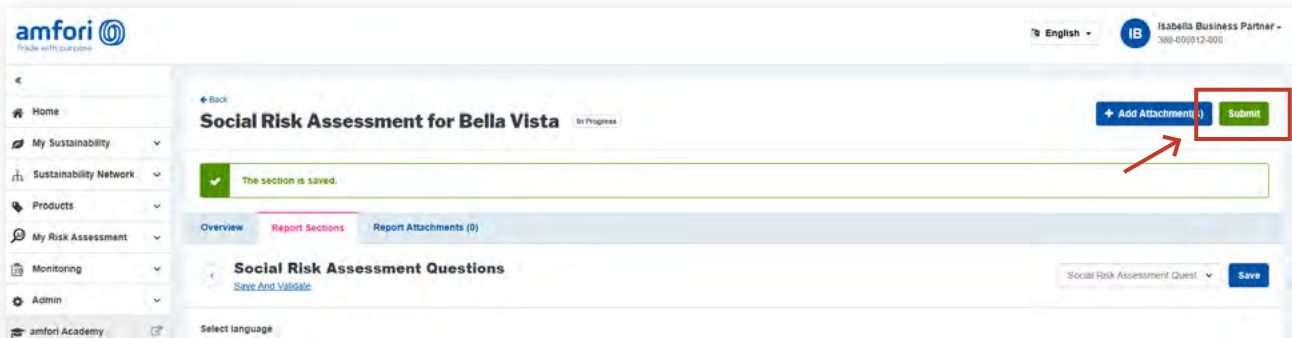
Social Risk Assessment Questions

**Continue** 

## STEP 6: Submit your SRA

Once you are sure about the answers and answer all the questions, you can submit the SRA, and you will not be able to edit any answers.

Click **Submit**.

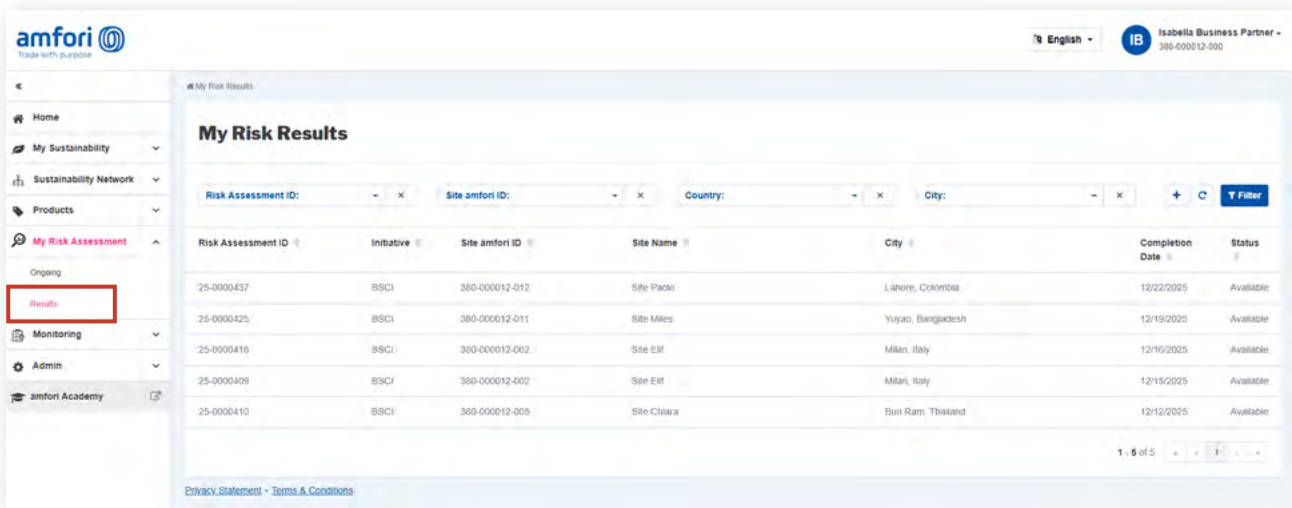


**IMPORTANT:** If the Submit button is grey colour instead of green, it means that some questions have not been answered or were missed. Please review the questionnaire and ensure that all questions are completed.

## STEP 7: See your SRA results

After you complete and submit SRA, the amfori System creates SRA result referring to the potential risks that are notified by your answers.

The SRA Result is available in the **My Risk Assessment** section > Under the **Results** tab.



Please review your systems, policies, procedures, and practices to assess how you manage potential risks.



**IMPORTANT:** Be sure to carefully read the annexe at the end of this document to understand how potential risks are identified based on your responses, and how these relate to amfori BSCI requirements for the risks that may be assessed during an amfori BSCI audit.

## Who can see my SRA results and why?

Before an amfori BSCI audit takes place, the assigned auditor will see your SRA result. This will help the auditor prepare for an audit and conduct risk-guided audits on the day of the audit.

Risk-guided audits enable monitoring partners to focus on topics that help auditors more effectively assess and verify the severity of relevant findings, while providing deeper insights into risk-indicated areas.

All amfori members that you are connected with can see your SRA results and may assign improvement or preparation plans in line with their due diligence requirements.

## How do amfori BSCI auditors use potential risk indicated in SRA Result?

A **potential risk** in the SRA refers to a situation where, based on the information provided by the site in the SRA questionnaire, there is an increased likelihood that a social compliance issue may exist or could occur **if risks are not adequately managed**.

Potential risks are identified using predefined indicators and thresholds (e.g. workforce composition, working hours, living conditions, grievance mechanisms). The purpose is **to flag areas that may require closer attention** during an audit or follow-up, not to automatically conclude non-compliance.

Within this logic, **auditors are expected to check and assess the above-mentioned potential risks (not an exhaustive list) in the respective Performance Area (PA) with the respective amfori BSCI question(s)**.

All risk summaries are explained and are matched with amfori BSCI PAs and questions in the next section of this document for careful review.

# Risk summaries and SRA result

## How do I understand if/when I have potential risks?

The following table explains the logic behind the potential risks identified in the Risk Assessment (SRA) questionnaire. **Each question is designed to highlight a potential risk.** Your responses do not automatically indicate non-compliance; rather, they provide a snapshot of the current situation – for example, the provision of dormitories or the recruitment of foreign migrant workers or migrant workers working at night shifts.

Potential risks can turn into actual harm to workers or the site **if proper precautions are not in place**, if policies and procedures are not clearly defined or implemented, or if local legislation is not followed.

It is important to note that amfori BSCI auditors conduct Social Audits in accordance with the requirements outlined in the [amfori BSCI Code of Conduct](#) and the [amfori BSCI System Manual](#). All potential risks indicated in the SRA questionnaire are aligned with these amfori BSCI requirements.

The table on the next page provides an overview of the SRA questions along with their corresponding risk summaries.

# Annexe: SRA questions, potential risk summaries and guidance

## Selection of SRA languages:

SRA questionnaire is available in three languages: Chinese, English and Turkish.

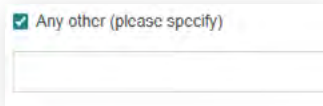
English questions are always available when any of the other is selected.

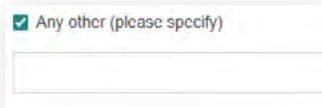
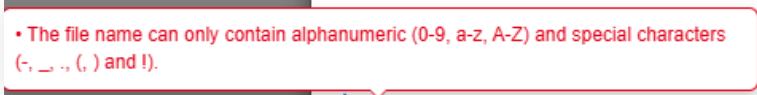


No	SRA question	Potential risks summary	Guidance
<b>Site details</b>			
1	<b>What is the official company name (as shown on your business license)?</b>	There is no specific potential risk indicated for this question.	Please write the registered name on your business license or certificate, which is also indicated in the amfori Sustainability Platform.
2	<b>What is your full name?</b>	There is no specific potential risk indicated for this question.	This is the name (first and last names) of the person who filled in the Risk Assessment.
3	<b>What is your job title?</b>	There is no specific potential risk indicated for this question.	This is the job title or role of the person who fills the Risk Assessment.
4	<b>In which country is your production site located?</b>	There is no specific potential risk indicated for this question.	Please select the country where your production site building is physically located. There are some targeted questions for the sites located in <b>People Republic of China (PRC), Bangladesh and Pakistan.</b>

**Note:** You can provide additional information in the General Description regarding your site and management of your site.

No	SRA question	Potential risks summary	Guidance
<b>Facility management</b>			
<b>5</b>	<b>What unit of measurement do you use for production?</b>	There is no specific potential risk indicated for this question. This is a metric data question.	Please enter the main unit of measurement in your production. This is a dropdown question with options are as follows: kilogrammes, pieces, litres, paires, tonnes, square metres.
<b>6</b>	<b>What was your annual production volume in the last year (in the unit above)?</b>	There is no specific potential risk indicated for this question. This is a metric data question.	Please enter the total production volume of your site in the unit you selected in the previous question for the last calendar or financial year.
<b>7</b>	<b>When is your peak production season?</b>	There is no specific potential risk indicated for this question. This is a metric data question.	Please enter the months or time of year when production is highest. In addition to months, you can also choose options either <b>'No specific season'</b> or <b>'whole year'</b> .

No	SRA question	Potential risks summary	Guidance
8	<b>Do you subcontract any key production processes to other facilities?</b>	Key production processes are subcontracted	<p>As a production site, you can subcontract or outsource production processes depending on your operational and business needs; however, the risks arising from subcontracting must be well managed, and appropriate precautions should be taken.</p> <p>Specific risks may occur in cases where subcontracted processes are poorly managed — for example, when workers are hired through agencies to provide on-site services. Such risks may include:</p> <ul style="list-style-type: none"> <li>• These workers may be excluded from audits, inspections, and training. All such aspects must be properly managed, ensuring that their employment contracts and records comply with local laws.</li> <li>• These workers remain under the responsibility of your factory or site.</li> <li>• Wages and working conditions must be properly managed. Otherwise, there is a risk that these workers may be paid below the minimum wage, work on a daily rate basis without overtime compensation, or be denied rest days and leave entitlements.</li> <li>• Their working conditions (canteen, cleaning areas, etc.) must comply with health and safety regulations and not take place in unventilated or isolated areas.</li> <li>• Mandatory occupational health and safety (OHS) training must be provided, as these workers may be exposed to risks related to heavy machinery or hazardous production processes.</li> </ul> <p>If you subcontract your key production processes, make sure you are compliant with amfori BSCI requirements listed in following questions: <b>1.3, 1.4, 4.1, 5.1, 5.6, 6.2, and 10.3</b></p>
9	<b>Which management system certifications has your site achieved?</b>	No management certifications	<p>This does not present a risk for the production site but rather serves as information for the auditor. It may indicate that you have recently started production or have established a management system through other programs than ISO.</p> <p>This is a dropdown question with multiple selection options:</p> <ul style="list-style-type: none"> <li>• None</li> <li>• ISO 9001</li> <li>• ISO14001</li> <li>• ISO 45001</li> <li>• ISO 50001</li> <li>• EMAS</li> <li>• <b>Any other (please specify):</b> If you have any other Management system certificate, you can select this option and provide the name of the certification in open text field.</li> </ul> 

No	SRA question	Potential risks summary	Guidance
10	<b>Has your site undergone a social compliance audit in the past 24 months, other than amfori BSCI?</b>	There is no specific potential risk indicated for this question.	This does not create a risk for the production site but rather serves as information for the auditor. It may indicate whether your site has already been audited and is therefore expected to be familiar with social compliance requirements and regulations.
11	<b>Which audit standard was used?</b>	There is no specific potential risk indicated for this question.	<p>This is a dropdown question with single selection option where you can select the latest</p> <ul style="list-style-type: none"> <li>• SMETA (Sedex Members Ethical Trade Audit)</li> <li>• WRAP (Worldwide Responsible Accredited Production)</li> <li>• Fair Trade Audits (Fairtrade International, Fair-Trade USA)</li> <li>• IETP Ethical Audit (formerly ICTI Ethical Toy Program)</li> <li>• SA8000 (Social Accountability)</li> <li>• Better Work (ILO/IFC)</li> <li>• RBA Audit (Responsible Business Alliance)</li> <li>• WCA (Workplace Conditions Assessment – Intertek)</li> <li>• ICS (Initiative for Compliance and Sustainability)</li> <li>• SLCP (Social &amp; Labour Convergence Program)</li> <li>• LRQA ERSA (Ethical Recruitment and Supply Assurance)</li> <li>• Fair Wear Foundation Audits</li> <li>• Other (please specify)</li> </ul> <p><b>Any other (please specify):</b> If you have been audited against any other scheme or certification, you can select this option and provide the name of the audit scheme in the open text field.</p> 
12	<b>When was the audit conducted?</b>	There is no specific potential risk indicated for this question.	Please enter the first day of that social compliance audit.
13	<b>Copy of audit report</b>	There is no specific potential risk indicated for this question.	<p>Please upload a copy of that audit report in the upload box. This uploaded document is also visible in the Report Attachment section.</p> <p><b>IMPORTANT:</b> The file name can only contain letters and numbers, no blank spaces, and no special characters.</p> 

No	SRA question	Potential risks summary	Guidance
<b>Worker Protection-Metrics (on the day of SRA is taking place)</b>			
14	<b>How many people work at your site (directly and indirectly employed)?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of <b>all staff and employees</b> , whether employed by you, or by labour agencies, or subcontractors who operate <b>at your site</b> .
15	<b>How many management staff work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of <b>managers who oversee operations and workers</b> in the production site.
16	<b>How many production line supervisors work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of <b>supervisors on the production line</b> directly.
17	<b>How many permanent production line workers work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of <b>production workers employed directly</b> by the production site.
18	<b>How many production workers work at your site through labour agencies?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of workers recruited through labour agencies which are companies that provide workers to you for production work, and are not directly hired or contracted by your site. Please answer this question both for national and international labour agencies.
19	<b>How many directly employed service/ support workers work at your site (canteen, cleaning, security, transport, maintenance, etc.)?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of directly employed staff such as cleaners, guards, canteen, or transport workers.

No	SRA question	Potential risks summary	Guidance
20	<b>How many indirectly employed service/ support workers work at your site through sub-contractors or agencies?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of indirectly employed staff through subcontractors or agencies such as cleaners, guards, canteen, or transport workers.
21	<b>How many seasonal workers work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of workers employed only during high-demand times, such as harvest or holiday seasons.
22	<b>How many apprentices or interns work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of apprentices or interns who trainees are gaining work experience at the production site.
23	<b>How many domestic migrant workers work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of domestic migrant workers.
24	<b>How many foreign migrant workers work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of foreign migrant workers.
25	<b>How many workers aged 17 or 16 work at your site?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of workers aged 17 or 16 years old.
26	<b>How many workers live in company-provided housing?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of workers living in company-provided housing.

No	SRA question	Potential risks summary	Guidance
27	<b>How many workers live in housing provided by third parties associated with your company?</b>	There is no specific potential risk indicated for this question.	This is a metric data question, where you enter the number of workers in housing provided by third parties associated with your company.

**Note:** All metric data is automatically calculated in the Total data section. This section serves as information for the auditor therefore no amfori BSCI questions are linked to any of the metric questions.

### Worker Protection

28	<b>Have seasonal workers worked at your site in the past 12 months?</b>	Seasonal workers in past 12 months	<p>You may hire and employ seasonal workers; however, any risks associated with their employment must be properly managed. Relevant policies and procedures should be established, followed, and effectively implemented.</p> <p>A lack of a proper social management system can create risks for seasonal workers in relation to recruitment practices, employment conditions, and worker protection.</p> <p>Potential risks include:</p> <ul style="list-style-type: none"> <li>• <b>Precarious employment:</b> Ensure that seasonal workers have formal contracts and do not lack stable income or access to social security and benefits.</li> <li>• <b>Responsible recruitment concerns:</b> Ensure that seasonal workers do not pay recruitment fees and are not exposed to risks such as debt bondage or retention of identity documents.</li> <li>• <b>Limited orientation and training:</b> Ensure all seasonal workers receive adequate training on occupational health and safety (OHS), grievance procedures, and workplace rights.</li> <li>• <b>Working hours and wage risks:</b> Ensure there are no inconsistencies in wage payments, overtime compensation, or rest days during production peaks.</li> <li>• <b>Vulnerable worker groups:</b> Seasonal employment often involves migrant, female, or young workers, who may face increased risks of discrimination, violence, harassment, or exploitation. Ensure that relevant worker protection policies and procedures — particularly for seasonal workers — are in place and effectively implemented.</li> <li>• <b>Social management system risks:</b> Continuous use of seasonal or temporary workers may indicate high turnover and weaknesses in the site's social management system and worker integration.</li> </ul> <p>As these risks span various areas, and since seasonal workers may have been employed or recruited within the past 12 months, amfori BSCI requirements related to seasonal workers are distributed across multiple Performance Areas. Ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>1.1, 1.3, 2.1, 2.5, 4.1, 5.2, 5.4, 5.5, 6.1, 6.2, 6.3, 6.4, 7.5, 7.8, 7.21, 8.1, 8.2, 8.4, 9.4, 10.1, 10.2, 10.4, and 11.3.</b></p>
----	---	------------------------------------	---

No	SRA question	Potential risks summary	Guidance
29	<b>Have apprentices or interns worked at your site in the past 12 months?</b>	Apprentices or interns in past 12 months	<p>Interns and apprentices may be part of your workforce; however, any risks associated with their engagement must be properly managed. Appropriate policies and procedures should be established, implemented, and monitored to ensure their protection and meaningful learning experience.</p> <p>A lack of a proper social management system can expose interns and apprentices to a range of risks. Potential risks include:</p> <ul style="list-style-type: none"> <li>• <b>Underpayment or unpaid work:</b> Ensure that interns and apprentices are not performing the same tasks as permanent staff without receiving fair compensation.</li> <li>• <b>Underage workers in hazardous roles:</b> Ensure that interns and apprentices are not underaged for the tasks assigned and are not placed in hazardous or inappropriate work environments.</li> <li>• <b>Lack of contractual clarity:</b> Ensure that each intern or apprentice has a clear agreement defining learning objectives, duration of the assignment, wages, working hours (including overtime), and rights and responsibilities.</li> <li>• <b>Wage risks:</b> Ensure that interns and apprentices are not exposed to wage exploitation and that their compensation meets at least local minimum wage requirements — and, where relevant, aligns with living wage expectations.</li> <li>• <b>Health and safety vulnerabilities:</b> Ensure young interns and apprentices are not assigned tasks involving heavy machinery, chemicals, or other hazardous activities without proper training, supervision, and protective measures.</li> <li>• <b>Limited access to grievance mechanisms:</b> Ensure that interns and apprentices are fully informed about and have access to grievance channels. Without these, they may be more exposed to bullying, harassment, or other misconduct that goes unreported.</li> <li>• <b>Risk of discrimination:</b> Interns and apprentices may face discrimination based on their age, lack of experience, or status. Ensure your policies and supervisor practices to prevent any form of unequal treatment.</li> </ul> <p>As the potential risks are varied in different areas, amfori BSCI requirements related to apprentices and interns are distributed across multiple Performance Areas. In the case of apprentices and/or interns is part of the workforce in past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>5.3, 5.4, 5.6, 6.1, 6.2, 6.3, 6.4, 8.4, 9.6 and 10.4.</b></p>

No	SRA question	Potential risks summary	Guidance
30	<p><b>Have domestic migrant workers worked at your site in the past 12 months?</b></p>	<p>Domestic migrant workers in past 12 months</p>	<p>You may hire and employ domestic migrant workers; however, any risks associated with their employment must be properly managed. Relevant policies and procedures should be established, followed, and effectively implemented.</p> <p>A lack of a proper social management system can create risks for domestic migrant workers in relation to recruitment practices, employment conditions, and worker protection.</p> <p>Potential risks include:</p> <ul style="list-style-type: none"> <li>• <b>Recruitment practices:</b> Domestic migrants often rely on informal networks (friends, family, local agents) rather than formal recruitment channels which can result in no written contracts, unclear employment terms, and lack of traceability. Ensure that all domestic migrant workers have written that clearly outline employment terms and conditions in a language they understand.</li> <li>• <b>Contact substitution:</b> Domestic migrant workers may be more vulnerable to contract substitution and mislead jobs which could result in precarious employment. Ensure that contract substitution does not occur within your site.</li> <li>• <b>Inadequate living conditions:</b> In the case of provision of housing and accommodation, movements can be restricted. Ensure the living conditions is fully compliant with the local legal requirements.</li> <li>• <b>Access to information:</b> Due to lack of language and dialect barriers, migrant workers may not understand OHS rules, grievance procedures, grievances and contracts. Ensure that they receive training on OHS rules and grievance procedures in a language or dialect they understand.</li> <li>• <b>Isolation:</b> Migrant workers may feel isolated socially, culturally and structurally-especially if grievances must be submitted in the local language or dialect or are filtered by intermediaries.</li> <li>• <b>Abuse, exploitation and violence and harassment</b> can remain hidden. And migrant workers may avoid reporting grievances due to fear of job loss, retaliation and exploitation.</li> <li>• <b>Discrimination in wages and working hours:</b> Migrant workers can be more exposed to discriminatory pay and overtime, and lower benefits than national workers for the same job</li> </ul> <p>Ensure measures are in place to prevent any form of isolation, abuse, exploitation, violence, or harassment, and monitor the implementation of policies and procedures through internal mechanisms such as worker representation groups.</p> <p>As the potential risks are varied in different areas, amfori BSCI requirements related to domestic migrant workers are distributed across multiple Performance Areas. In the case of domestic migrant workers are part of the workforce in past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>1.1, 1.3, 1.6, 2.3, 2.5, 4.1, 5.5, 6.2, 7.3, 7.5, 7. 8, 7.19, 9.1, 10.2, 10.3, 11.1, 11.2, 11.3, and 13.3.</b></p>

No	SRA question	Potential risks summary	Guidance
31	<b>Have foreign migrant workers worked at your site in the past 12 months?</b>	Foreign migrant workers in past 12 months	<p>You may hire and employ foreign migrant workers; however, any risks associated with their employment must be properly managed. Relevant policies and procedures should be established, followed, and effectively implemented.</p> <p>A lack of a proper social management system can create risks for foreign migrant workers in relation to recruitment practices, employment conditions, and worker protection.</p> <p>Risks similar to previous question can be around:</p> <ul style="list-style-type: none"> <li>• <b>Recruitment fee:</b> Foreign migrant workers are often charged with recruitment fees resulting workers in being large debts and making them vulnerable to debt bondage or forced labour. Ensure adhering to international principles of responsible recruitment including Employer Pays Principle and requiring the same for your recruitment partners when engaging and recruiting workers directly or indirectly. Ensure that no recruitment fees or costs are charged to workers.</li> <li>• <b>Contact substitution:</b> Foreign migrant workers may be more vulnerable to contract substitution and mislead jobs which could result in precarious employment. Ensure that contract substitution does not occur within your site.</li> <li>• <b>Inadequate living conditions:</b> Foreign migrant workers may be provided with housing and accommodation where movements can be restricted. Ensure the living conditions and permissions are fully compliant with the local legal requirements.</li> <li>• <b>Restriction on movements:</b> Foreign migrant workers' movement may be restricted by holding their passports, not leaving the premises. Ensure that policies and procedures linked to restriction are clearly defined and communicated to workers.</li> <li>• <b>Access to information:</b> Due to lack of language barriers, foreign migrant workers may not understand OHS rules, grievance procedures, grievances and contracts. As a result, representation of foreign migrant workers may be impacted. Ensure that they receive training on OHS rules and grievance procedures in a language they understand.</li> <li>• <b>Isolation:</b> Foreign migrant workers may feel isolated socially and structurally-especially if grievances must be submitted in the local language or are filtered by intermediaries.</li> <li>• <b>Abuse, exploitation and violence and harassment</b> can remain hidden. Foreign migrant workers may avoid reporting grievances due to fear of job loss, retaliation and exploitation.</li> <li>• <b>Discrimination in wages and working hours:</b> Foreign migrant workers can be more exposed to discriminatory pay and overtime, and lower benefits than national workers for the same job.</li> </ul> <p>Ensure measures are in place to prevent any form of isolation, abuse, exploitation, violence, or harassment, and monitor the implementation of policies and procedures through internal mechanisms such as worker representation groups.</p> <p>As the potential risks are varied in different areas, amfori BSCI requirements related to foreign migrant workers are distributed across multiple Performance Areas. In the case of foreign migrant workers are part of the workforce in past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>1.1, 1.3, 1.6, 2.3, 2.5, 4.1, 5.2, 5.5, 6.2, 7.3, 7.5, 7.8, 7.19, 9.1, 10.2, 10.3, 11.1, 11.2, 11.3, and 13.3.</b></p>

No	SRA question	Potential risks summary	Guidance
32	<b>Please list the countries of origin of foreign migrant workers.</b>	n/a	You can select countries from the dropdown menu and add as many as needed.
33	<b>Do you work with third-party recruiters (labour agents, recruitment companies) to find foreign migrant workers?</b>	Recruiters used to find foreign workers	<p>You may recruit and employ foreign migrant workers through recruitment agencies and labour brokers, however, any risks arising from working with them must be properly managed, and appropriate precautions should be taken.</p> <p>Working relationship between these agencies should be well managed and risks must be addressed accordingly. Specific risks can be listed in the case of poor management of working with recruitment agencies and labour brokers. Risks can be around:</p> <p>Make sure the 3rd party agents you are working with do not charge any recruitment fees to migrant workers which workers result in situations in indebted and vulnerable to debt bondage. amfori BSCI requirements on working with 3rd party labour agents, brokers to recruit foreign migrant workers are clearly explained in the amfori BSCI System Manual, <b>Performance Area 11</b>. Potential risks can be around:</p> <ul style="list-style-type: none"> <li>• Lack of oversight or low visibility over how agents recruit, screen or treat workers can lead to unethical or illegal practices such as deception, discrimination or forged documents.</li> <li>• No traceability or due diligence of recruitment chain result of not having agreements and result in compliance implications.</li> </ul> <p>As the potential risks are varied in different areas, amfori BSCI requirements related to recruitment of foreign migrant workers through 3rd party recruiters are distributed across multiple Performance Areas. In this case, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>1.1, 1.3, 1.5, 1.6, 1.7, 2.3, 4.1, 5.2, 8.1, 8.2, 8.4, 10.2, 10.3, 11.2, and 13.3</b>.</p>
34	<b>Please list the third-party recruiters you use for foreign migrant workers.</b>	n/a	Please write the name of the 3rd party recruiters or persons here.

No	SRA question	Potential risks summary	Guidance
35	<b>Do you work with third-party recruiters to bring domestic migrant workers to your site?</b>	Recruiters used to find domestic migrants	<p>You may recruit and employ foreign migrant workers through recruitment agencies and labour brokers, however, any risks arising from working with them must be properly managed, and appropriate precautions should be taken.</p> <p>Working relationship between these agencies should be well managed and risks must be addressed accordingly. Specific risks can be listed in the case of poor management of working with recruitment agencies and labour brokers. Risks can be around:</p> <p>Make sure the 3rd party agents you are working with do not charge any recruitment fees to migrant workers which workers result in situations in indebted and vulnerable to debt bondage. Amfori BSCI requirements on working with 3rd party labour agents, brokers to recruit foreign migrant workers are clearly explained in the amfori BSCI System Manual, <b>Performance Area 11</b>. Potential risks can be around:</p> <ul style="list-style-type: none"> <li>• Lack of oversight or low visibility over how agents recruit, screen or treat workers can lead to unethical or illegal practices such as deception, discrimination or forged documents.</li> <li>• No traceability or due diligence of recruitment chain result of not having agreements and result in compliance implications.</li> </ul> <p>As the potential risks are varied in different areas, amfori BSCI requirements related to recruitment of foreign migrant workers through 3rd party recruiters are distributed across multiple Performance Areas. In this case, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>1.1, 1.3, 1.5, 1.6, 1.7, 2.3, 4.1, 5.2, 8.1, 8.2, 8.4, 10.2, 10.3, 11.2, and 13.3</b>.</p>

No	SRA question	Potential risks summary	Guidance
36	<p><b>Do you operate a nighttime production shift? (according to local law, and/or according to the ILO definition of between midnight and 5am)</b></p>	<p>Night shift for production workers</p>	<p>You may operate during night shifts, however, any risks arising from this must be properly managed, and appropriate precautions should be taken.</p> <p>Workers work in night shifts represent a high-risk group in social compliance audits and assessments. Specific risks can be listed in the case of poor management of night shifts and how night shift workers' working conditions are well maintained with free of OHS and Social Risks. Potential risks can be around and what you need to ensure as follows:</p> <ul style="list-style-type: none"> <li>• Ensure you have a visibility on conditions, since where oversight is minimal, can allow abuse or violations to go unnoticed.</li> <li>• Risk of working hours violations, including excessive overtime and lack of proper rest and break times, can lead to situations of forced labour. Make sure you plan and arrange working hours including second, third and other shifts accordingly to prevent excessive working hours.</li> <li>• Make sure you provide night shift premiums and make measures to prevent underpayment of night workers.</li> <li>• Include specific risks in to your OHS Risk Assessment that can occur during night shifts such as lack of safety and emergency measures — for example, absence of emergency support staff or first aiders, and poor lighting — can increase the likelihood of accidents.</li> <li>• Night shift workers may be excluded from grievance mechanisms and communication channels, as they often do not meet HR representatives, worker representatives, or auditors. Make sure you include all shift workers to training and worker representation processes and programs.</li> <li>• Women and migrant workers work in night shifts are even more exposed to risks, particularly those related to sexual harassment, workplace abuse, and violence.</li> </ul> <p>If there is a night shift for production workers, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>6.2, 7.8, 7.19, 9.1, and 11.3.</b></p>
37	<p><b>Do any agency or temporary workers work night shifts at your site (according to local law, and/or according to the ILO definition of between midnight and 5am)</b></p>	<p>Temporary workers work night shift</p>	<p>You can hire agency or temporary workers during night shifts, however, any risks arising from this must be properly managed, and appropriate precautions should be taken.</p> <p>Please consider similar potential risks in the case of temporary workers working night shift. Ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>1.1, 1.3, 1.6, 2.3, 4.1, 5.2, 10.2, 10.3, 11.1, 11.2, and 13.3.</b></p>

No	SRA question	Potential risks summary	Guidance
38	<p><b>Do domestic and/or foreign migrant workers work during night shifts? (according to local law, and/or according to the ILO definition of between midnight and 5am)</b></p>	<p>Foreign migrants work night shifts</p>	<p>You can hire agency or temporary workers during night shifts, however, any risks arising from this must be properly managed, and appropriate precautions should be taken.</p> <p>In addition to the previous questions and listed potential risks, foreign migrant workers assigned to night shifts may face increased and intersectional vulnerabilities. During night shifts, there is a heightened risk of inadequate protection and limited response mechanisms in cases of labour rights violations — particularly in instances of sexual harassment or violence. If transportation and housing are provided, site management must ensure that safety concerns are proactively addressed and effectively managed.</p> <p>Please consider similar potential risks in the case of foreign migrant workers working night shift. Ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>1.1, 1.3, 1.6, 2.3, 4.1, 5.2, 10.2, 10.3, 11.1, 11.2, and 13.3.</b></p>
39	<p><b>Have service/support staff at your site worked through subcontractors or agencies in the last 12 months?</b></p>	<p>Service/support staff hired indirectly through subcontractors or agencies</p>	<p>You can indirectly service and support workers for <b>as subcontractors</b>; however, the risks arising from this situation must be properly managed, and appropriate precautions should be taken.</p> <ul style="list-style-type: none"> <li>• Ensure that HR, supervisors, and agency representatives clearly understand this shared responsibility. Specific risks may occur in cases of poor management of these subcontracted workers, such as those hired through agencies or on temporary contracts. These services and support workers are sometimes excluded from audits, inspections, and training. Such gaps should be properly managed, ensuring that employment records are complete, and contracts fully comply with local labour laws.</li> <li>• Ensure legal wage and hour management. Their wages and working hours must be managed correctly, as they face heightened risks such as earning below the minimum wage, receiving daily rates without proper overtime payment, or being denied rest days and leave benefits.</li> <li>• Guarantee safe and decent working conditions. Their working conditions — including access to facilities such as canteens and cleaning areas — must comply with health and safety regulations. Work areas should be properly ventilated and not isolated or unsafe.</li> <li>• Provide mandatory OHS Training. This training aligning with local law regulations must be provided, as these workers may be exposed to risks related to heavy machinery or hazardous production processes such as maintenance work</li> </ul> <p>If service /support staff hired indirectly through subcontractors or agencies, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>1.3 and 10.3.</b></p>

No	SRA question	Potential risks summary	Guidance
40	<b>Please select which service/ support activities you indirectly employ workers for (i.e. employed by canteen contractor)</b>	n/a	<p>Please select the services in the dropdown list: You select more than one.</p> <ul style="list-style-type: none"> <li>• Canteen</li> <li>• Security</li> <li>• Maintenance</li> <li>• Cleaning</li> <li>• Other (please specify): Use an open text box to write the service you use. For instance, transportation, etc.</li> </ul>
41	<b>In the past 12 months, have any deductions been made from wages (excluding food, accommodation, and legal social insurance or tax deductions)?</b>	Deductions from wages	<p>amfori BSI auditors check with premium rates defined by the local law.</p> <p>You may make wage deductions in accordance with local law. However, illegal or unjustified deductions — such as fines without cause, deductions for recruitment fees, accommodation, uniforms, or errors — pose serious risks for both the production site and its workers.</p> <p>Potential risks include:</p> <ul style="list-style-type: none"> <li>• Make sure no workers' overall wages fall below the legal minimum wage.</li> <li>• Ensure no workers become trapped in debt bondage due to excessive or unlawful deductions.</li> <li>• Guarantee that you will not implement illegal deductions from wages which can lead to increased grievances, absenteeism, staff turnover, or even work stoppages.</li> </ul> <p>Such practices may result in lawsuits, labour inspections, or media exposure, causing the management to face fines, public backlash, and potential loss of business.</p> <p>If you have deductions according to the local law, ensure you are compliant with the amfori BSCI requirements in question <b>5.6</b>.</p>
42	<b>Is there a prison, work-release programme, or refugee/ migrant camp within 50km of your site?</b>	Prison/work release / immigration or refugee camp within 50km	<p>Your site location can be close to prison or immigration/ refugee camps; however, while this proximity is not in itself a non-compliance, it can signal heightened vulnerability to exploitation, especially when the workforce is sourced — formally or informally — from these institutions or communities.</p> <p>No specific amfori BSCI question or Performance Area is directly linked to this SRA data. This section serves as information for the auditor.</p>
43	<b>Do workers at your site have the right to refuse overtime?</b>	Workers cannot refuse overtime	<p>As per amfori BSCI CoC Principles, you are required to have a policy and procedure of setting up and monitoring overtime working hours and conditions. In accordance with ILO Conventions and amfori BSCI requirements, overtime arrangements should be in line with the principles outlined in amfori BSCI System Manual, Performance Area 6 and question 6.2.</p> <p>If workers cannot refuse overtime, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in question <b>6.2</b>.</p>

No	SRA question	Potential risks summary	Guidance
44	<b>Do you obtain written consent from workers before changing overtime schedules?</b>	No written consent obtained when overtime schedules changed	<p>As per amfori BSCI CoC Principles, you are required to have a policy and procedure of setting up and monitoring overtime working hours and conditions. In accordance with ILO Conventions and amfori BSCI requirements, overtime arrangements should be in line with the principles outlined in amfori BSCI System Manual, Performance Area 6 and question 6.2.</p> <p>If workers cannot refuse overtime, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in question <b>6.2</b>.</p>
45	<b>Are there restrictions on when workers can leave the site after working hours or on weekends?</b>	Restrictions on workers leaving the <b>site</b> after working hours or weekends	<p>Restrictions on workers' freedom of movement can indicate forced labour or limitations on personal freedom, especially if workers are not allowed to leave freely outside of working hours. This may violate amfori BSCI Principles on No Forced Labour and Respect for Human Rights, as well as ILO Conventions 29 and 105.</p> <p>Such restrictions may impact vulnerable workers disproportionately, as migrant workers may not be familiar with local laws, women workers may be restricted due to 'safety' concerns, workers staying at dormitories may need unlawfully approval to go out.</p> <p>With regards to restrictions, in some context, national safety regulations can be applicable such as fire and chemical exposures, earthquakes, curfews in line with local requirements, and so on. However, even in such cases, you are required to ensure that;</p> <ul style="list-style-type: none"> <li>• Workers must be informed clearly about the reason and duration of restrictions.</li> <li>• Workers should retain freedom of movement outside of legitimate and proportionate restrictions.</li> <li>• Site management should document these measures as temporary and based on legitimate safety grounds, not for controlling or punishing workers.</li> </ul> <p>If there is any form of restrictions on workers leaving the site after working hours on weekends, you are expected to adhere to amfori BSCI requirements and ensure you are compliant with Performance Area 11. amfori BSCI auditors are expected to assess and verify potential risks, all relevant documents and communication made with workers in line with the amfori BSCI requirements in specific questions <b>11.1 and 11.2</b>.</p>

No	SRA question	Potential risks summary	Guidance
46	<b>Have any workers lived in housing provided your company or by third parties associated with your company in the last 12 months?</b>	Workers live in company-provided housing	<p>As a site, you can provide accommodation to your workforce; however, the risks arising from this situation must be properly managed, and appropriate precautions should be taken.</p> <p>Specific risks can be listed in the case of poor management of the accommodation or dormitories for workers. In order to mitigate those risks, you are expected to;</p> <ul style="list-style-type: none"> <li>• <b>Provide safe and adequate living conditions:</b> Rooms can be overcrowded, unsafe, lack of basic facilities and maintenance such as ventilation, lightening, and sanitation</li> <li>• <b>Maintaining effective fire safety systems:</b> Fire Safety systems should be working with clear exits signed and markers, evacuation plans are understood, alarms and extinguishers are maintained well and functioning effectively</li> <li>• <b>Guarantee privacy, dignity and gender-appropriate facilities:</b> Lack of privacy, dignity and separation based on gender which covers different genders should have separate and secure places, toilets and showers should be private and gender-appropriate, and personal space for personal belongings should be provided</li> <li>• <b>Do not restrict movement:</b> Restriction of movement should not be common practice, and workers must not be restricted to leave freely during non-working hours; therefore, surveillance practices should be well assessed.</li> <li>• <b>Provide access to grievance mechanism:</b> Access to grievance mechanism should be granted and well communicated.</li> </ul> <p>If your workforce live in company-provided or third party provided housing, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>5.2, 7.20, 7.24, 7.25, 11.1, and 11.3.</b></p>

No	SRA question	Potential risks summary	Guidance
47	<b>Are there restrictions on when workers can leave dormitories after working hours or on weekends?</b>	Restrictions on workers leaving <b>dormitories</b> after working hours or weekends	<p>Similar to previous question, restrictions on workers' freedom of movement can indicate forced labour or limitations on personal freedom, especially if workers are not allowed to leave <b>dormitories</b> freely outside of working hours. This may violate amfori BSCI Principles on No Forced Labour and Respect for Human Rights, as well as ILO Conventions 29 and 105.</p> <p>With regards to restrictions, in some context, national safety regulations can be applicable such as fire and chemical exposures, earthquakes, curfews in line with local requirements, and so on. However, in all cases and even in such cases, you are expected to ensure that;</p> <ul style="list-style-type: none"> <li>• Workers must be informed clearly about the reason and duration of restrictions.</li> <li>• Workers should retain freedom of movement outside of legitimate and proportionate restrictions.</li> <li>• Documenting these measures as temporary and based on legitimate safety grounds, not for controlling or punishing workers.</li> </ul> <p>If there is any form of restrictions on workers leaving <b>dormitories</b> after working hours or on weekends, amfori BSCI auditors are expected to assess and verify potential risks, all relevant documents and communication made with workers with the amfori BSCI requirements in specific questions <b>11.1 and 11.2</b>.</p>
48	<b>Do you retain original versions of workers' passports, IDs, tax registrations, or other official documents?</b>	Original versions of workers' official documents retained	<p>In contexts where the employment of foreign labour is common, production sites must take specific measures to prevent forced labour. One of the key indicators of forced labour is when employers or recruiters confiscate or withhold workers' personal documents, such as original documents of passports or identity cards.</p> <p>To mitigate this risk, sites are expected to provide secure lockers or storage options or any other solutions that allow workers to safely keep and freely access their own documents at any time. This practice demonstrates respect for workers' right to privacy and freedom of movement, and helps ensure they do not feel trapped, dependent, or fearful.</p> <p>If there is any form of retention of workers' original versions of official documents due to security and safety reasons and concerns, you are expected to follow the amfori BSCI requirements in <b>11.1</b> and take following measures accordingly below:</p> <ul style="list-style-type: none"> <li>• Retention must be voluntary</li> <li>• Provide unrestricted access</li> <li>• Use secure and controlled storage</li> <li>• Keep certified documents with the worker</li> <li>• No withholding for disciplinary or financial reasons</li> <li>• Provide an alternative option</li> <li>• Communicate the procedure clearly</li> <li>• Allow grievance without retaliation</li> </ul>

No	SRA question	Potential risks summary	Guidance
49	<b>Do you provide training for supervisors on preventing sexual harassment and violence?</b>	No training on preventing sexual harassment and violence to supervisors.	<p>If workers, workers' representatives, and managers are not regularly trained on gender-related policies and procedures, there is a high risk that gender-sensitive practices are not effectively implemented. This can lead to discrimination, unequal treatment, and tolerance of gender-based violence or harassment. Regular training is essential to ensure awareness, prevention, and proper response in line with ILO Convention No. 190 and to foster a safe and inclusive workplace.</p> <p>If you have not conducted any training for managers and supervisors on preventing sexual harassment and violence in the workplace, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in specific question <b>2.4</b>.</p> <p>You can invite supervisors and/or management of your site to complete the dedicated e-learning course available on amfori Academy: <b>Gender Equality and Zero-Tolerance for Violence and Harassment in the workplace</b>.</p> <p>To access the training, please use your amfori Sustainability Platform credentials and click on <a href="#">amfori Academy</a>.</p> <p>The course is available in multiple languages.</p>
50	<b>Do more than 1000 people work at your site?</b>	Large production site with over 1000 workers.	<p>You may employ high number of workers, such as over 1000; however, the risks arising from large production site with over 1000 workers must be properly managed, and appropriate precautions should be taken.</p> <p>Specific risks can be listed in the case of poor management of a high number of workforces. As a site, you must ensure that</p> <ul style="list-style-type: none"> <li>• A robust social management system capable of overseeing a large workforce.</li> <li>• Workers have functioning and representative channels to raise concerns, participate in dialogue, and receive important information.</li> <li>• Maintaining accurate working-hour records, prevent excessive overtime, and ensure rest periods are respected.</li> <li>• OHS systems are strong enough to manage multiple production lines, large facilities, complex machinery, and a high number of workers.</li> <li>• Adequate access to welfare facilities such as toilets, canteens, drinking water, resting areas, medical rooms, and first-aid services.</li> </ul> <p>Recruitment processes are well controlled, transparent, and compliant with labour laws. With large hiring volumes, the risk of inconsistent practices, informal hiring, or insufficient document checks increases. All workers must have clear contracts, legal working status, and equal treatment.</p> <p>Therefore, for the large production site over and around 1000 workers, you are expected to follow amfori BSCI requirements in Performance Area 1 and specifically question <b>1.1</b>.</p>

No	SRA question	Potential risks summary	Guidance
51	<b>Are over 50% of your production supervisors men?</b>	Over 50% of production supervisors are men	<p>If 50% or more of production supervisors are men, you should recognise potential risks related to gender imbalance in supervisory roles. Such imbalance may increase the likelihood of gender-based discrimination, harassment, or workplace violence, and may hinder women’s equal opportunities for advancement. These risks should be properly assessed, and preventive measures — such as gender-sensitivity training, clear anti-harassment procedures, and promotion of women in leadership — should be implemented.</p> <p>If 50% or more of production supervisors are men, amfori BSCI auditors are expected to carefully assess the requirements for the question <b>4.1</b> and relevant questions in other Performance Areas accordingly.</p>
52	<b>Are over 50% of your production workers women?</b>	Over 50% of production workers are women	<p>If 50% or more of the workforce are women, you should recognise potential risks related to gender equality and workplace safety. A high proportion of female workers may increase exposure to gender-based discrimination, harassment, or violence, if appropriate safeguards are not in place. These risks must be properly assessed and managed through effective policies, awareness training, and accessible grievance mechanisms to ensure a safe and respectful working environment for all workers.</p> <p>If 50% or more of the workforce are women, you are expected to follow amfori BSCI requirements in Performance Area 4 and specifically question 4.1 and relevant questions in other Performance Areas accordingly.</p>
53	<b>Have production workers been hired through labour agencies in the last 12 months?</b>	Production staff hired through labour agencies	<p>You may hire agency or temporary workers for <b>production processes</b>; however, the risks arising from this situation must be properly managed, and appropriate precautions should be taken.</p> <ul style="list-style-type: none"> <li>• Specific risks may occur in cases of poor management of these vulnerable workers, such as those hired through agencies or on temporary contracts. As a site, you must ensure that</li> <li>• Employment protections regarding social security, health insurance, paid leave, and contractual rights. Access to grievance mechanisms and participation in workplace activities should also be guaranteed for these workers.</li> <li>• Providing mandatory occupational health and safety (OHS) training, as these workers may be exposed to risks from heavy machinery or hazardous production processes.</li> <li>• Proper management of wages and working conditions, as these workers may be excluded from bonuses, overtime pay, or other benefits. Well maintenance of employment and payroll records.</li> <li>• Guarantee of rights to representation, participation in workers’ committees, or union membership in accordance with local laws and practices.</li> </ul> <p>If you have hired production workers through labour agencies, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>1.3, 11.1, 10.1, and 10.3</b>.</p>

No	SRA question	Potential risks summary	Guidance
<b>Worker engagement</b>			
<b>54</b>	<b>Do the HR and production directors/managers speak the primary language of more than 50% of workers?</b>	HR and production managers don't speak worker language(s)	<p>You may have a director and/or manager who speaks a different language than the one by the majority of the workforce. In such cases, critical risks related to communication, worker protection, and operational effectiveness – particularly in workplaces employing domestic or foreign migrant workers – must be carefully managed and mitigated.</p> <p>If Human Resources and production management don't speak worker language(s), ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 2.3, 4.1, 4.3, 7.5, 7.16, 10.2, 10.3, and 11.2.</b></p>
<b>55</b>	<b>Has there been a strike, walkout, or protest at your site in the past 12 months?</b>	Strike, walkout or protest in past 12 months	<p>Strikes, walkouts, or protests at the production sites can be legitimate expressions of workers' rights, particularly the freedom of association and the right to collective bargaining, as protected under international labour standards (e.g., ILO Conventions) and the amfori BSCI Code of Conduct Principles. When such actions are peaceful and lawfully, they do not constitute a violation; rather, they may indicate that workers are actively exercising their rights. However, these events can also signal underlying grievances, unresolved disputes, or a breakdown in communication between workers and management. If not addressed effectively, these issues can escalate or lead to reputational, legal, or operational risks for your company and the supply chain.</p> <p>If there has been a strike, walkout or protest at your site in the past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions: <b>3.1 and 3.4.</b></p>
<b>56</b>	<b>How many meetings have been held by worker committees, worker groups, or unions in the past 12 months?</b>	Low number of worker meetings held in past 12 months	<p>Similar to the previous question, the amfori BSCI Principles require site management to ensure workers' involvement and participation. The absence of worker engagement poses serious risks to workers' well-being and working conditions at the site. Ensure meaningful engagement, worker committees, worker groups, and worker representative committees are assessed and evaluated by the auditor. A low number of meetings or limited engagement may indicate a potential risk; however, this should not be evaluated in isolation. The true effectiveness of worker engagement must be assessed through a combination of review of workers' meetings, records (documents), worker interviews, and observations during the site tour.</p> <p>If a low number of workers' meetings in the past 12 months is identified as a potential risk, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>2.1 and 3.1.</b></p>

No	SRA question	Potential risks summary	Guidance
57	<b>How many worker suggestions, problems, or grievances have been received in the past 12 months (through committees, suggestion boxes, grievance channels, etc.)?</b>	Low number of worker suggestions/problems in past 12 months	<p>In line with the amfori BSCI Principles, you are required to establish an operational grievance mechanism. The absence of such a mechanism poses serious risks to workers' conditions. However, even when a mechanism is in place, if it is not effective, similar risks may arise.</p> <p>To help assess effectiveness across different contexts, a tentative threshold for the number of grievances raised based on the number of workers has been established in this SRA. A low number of worker complaints or suggestions may indicate a potential risk; however, this should not be evaluated in isolation.</p> <p>If a low number of workers' suggestions/problems are identified as a potential risk in the past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>2.1 and 2.5</b>.</p>
58	<b>Which grievance channels are available at your site?</b>	No grievance channel available	<p>Please select which Grievance Channels available on your site in the dropdown list:</p> <ul style="list-style-type: none"> <li>• None (If there is no grievance mechanism at your site, you can select this option).</li> <li>• Workers' committees</li> <li>• Suggestion/grievance box</li> <li>• Open door policy</li> <li>• Internal phone number</li> <li>• External: amfori Speak for Change</li> <li>• External: BetterWork hotline</li> <li>• Brands' grievance channels</li> <li>• Other (please enter): Use open text box to write the name of the grievance channel you use or have on your site.</li> </ul>

No	SRA question	Potential risks summary	Guidance
<b>Working hours and wages</b>			
59	<b>Has your workforce worked overtime in the past 12 months?</b>	Overtime is worked in past 12 months	<p>As per amfori BSCI CoC Principles, you must have a policy and procedure for setting up and monitoring overtime working. In accordance with ILO Conventions and amfori BSCI requirements, overtime arrangements should be in line with the following principles:</p> <ul style="list-style-type: none"> <li>• <b>Voluntary:</b> Overtime always needs to be voluntarily agreed upon, except in cases of temporary exceptions (e.g., force majeure), which must be described in the employment contract</li> <li>• <b>Opt-in:</b> Overtime should be opt-in rather than opt-out. In circumstances where opt-out mechanisms are used, these should be explained and have a clear and coherent rationale</li> <li>• <b>Exceptional:</b> Overtime cannot be repeatedly added onto regular working hours but respond to an exceptional unforeseen situation</li> <li>• <b>No risks added:</b> Overtime shall not significantly increase the risk to workers' health and safety</li> <li>• <b>Premium paid:</b> It is paid at a premium rate as defined by the law. Overtime occurring during official holidays and/or weekends may have a higher premium rate</li> </ul> <p>If overtime is worked on your site in the past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in question <b>6.2</b> and other related questions if applicable and necessary.</p>
60	<b>What was the highest number of working hours per week in the past 12 months?</b>	Working hours above 48/week in past 12 months	Please write the highest number of working hours per week in the past 12 months. Amfori BSCI auditors also check this and provide information during amfori BSCI audit.
61	<b>Have any workers not received one full day of rest in every 7-day period in the past 12 months?</b>	Workers have not received one full day of rest in 7-day periods in past 12 months	<p>As per ILO Conventions (No 14 and No 106), and amfori BSCI CoC Principles, you must grant a full calendar day off every seven days, unless a freely negotiated collective bargaining agreement or national law defines otherwise.</p> <p>Specific risks can be listed in the case of no rest day allowed on health and safety with higher chance of accidents and long-term health affect, on decline of workers' wellbeing, as well as quality and productivity.</p> <p>If workers have not received one full day of rest in 7-day periods at your site in the past 12 months, please explain if this is an exceptional case in the General Description.</p>
62	<b>Do you pay at least 125% of regular wages for overtime?</b>	Overtime wages below 125%	The ILO convention No. 1 and No. 30 require at least a 25% premium (1.25 times the regular rate) for overtime work. In line with ILO Conventions, the amfori BSCI Code of Conduct defines 1.25 (125 %) as the minimum premium rate possible.

No	SRA question	Potential risks summary	Guidance
63	<b>What percentage of regular pay is paid for overtime on normal working days and weekends?</b>	Pay less than 125% for normal overtime	<p>Please check with premium rates defined by the local law. Most countries legally require a minimum overtime premium (often 125%–150%) and double pay for normal working days and weekends.</p> <p>Please select the premium rate that you are paying for overtime on normal working days and weekends:</p> <ul style="list-style-type: none"> <li>• Below 100 %</li> <li>• 101-124 %</li> <li>• 125-150 %</li> <li>• 151-200 %</li> <li>• 201 + %</li> </ul>
64	<b>What percentage of regular pay is paid for work on public holidays?</b>	Pay less than 150% for public holidays	<p>Please check with premium rates defined by the local law. Most countries legally require a minimum overtime premium (often 150% and/or more) and double pay for public holiday work.</p> <p>Please select the premium rate that you are paying for overtime on public holidays:</p> <ul style="list-style-type: none"> <li>• Below 100 %</li> <li>• 101-124 %</li> <li>• 125-150 %</li> <li>• 151-200 %</li> <li>• 201 + %</li> </ul>
65	<b>How many minutes of break time are provided per 8-hour shift?</b>	Short or no breaks given during working day	<p>Similar to rest day, rest breaks are also important to manage healthy and safe production sites. The lack of rest breaks during the workday (e.g. meal breaks, short pauses during shifts) is a critical labour rights and health issue that poses multiple compliance, safety, and productivity risks for factories.</p> <p>As per amfori BSCI requirements, a rest break should be followed according to the local laws. Most national laws require 1 meal break (30–60 min) and 1–2 short breaks depending on shift length. These breaks should be different than toilet breaks.</p> <p>Please select the break time from the dropdown list:</p> <ul style="list-style-type: none"> <li>• 0: No break time</li> <li>• 1-19 minutes</li> <li>• 20-29 minutes</li> <li>• 30-59 minutes</li> <li>• 60 or more minutes</li> </ul>

No	SRA question	Potential risks summary	Guidance
<b>Health and Safety</b>			
66	<b>Is your production site located in a building shared with other businesses?</b>	Production site located in shared building	<p>Your site or sites can be located in a shared building; however, any risks arising from this set-up must be properly managed, and appropriate precautions should be taken. Specific risks may occur when production sites are in shared buildings with regards to Occupational Health and Safety and working conditions (subcontracting, shared workforce, etc.).</p> <p>As a site management, you are expected to ensure that you have:</p> <ol style="list-style-type: none"> <li>1. Clear definition of your operational boundaries (PA 1)</li> <li>2. OHS risk assessment for your floor or sections and with the whole building/other businesses located in the building (fire drills with other floors, training workers, etc.) (PA 7)</li> <li>3. Management system on access control and security (control of workforce, child labour, etc.) (PA 1, 8, 9 and 10)</li> <li>4. Clear rules and guidance on hygiene and usage of shared facilities (toilets, canteens, washrooms, etc.) in case these facilities are shared with other businesses. (PA 1 and PA7)</li> <li>5. Policies and procedures how you mitigate and eliminate risk of subcontracting or undeclared units (PA 1)</li> <li>6. Well established and monitored worker representation and grievance channels in line with amfori BSCI requirements, specifically with PA 2 and 3.</li> </ol> <p>If your production site is located in a shared building, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>7.3, 7.5, 7.11, 7.15, and 10.1</b> in addition to above mentioned Performance Areas.</p>
67	<b>How many total floors does the tallest building have (including ground floor)?</b>	Whole or part of production site located in tall building	<p>Your site or sites may be located in a tall building; however, any risks arising from this set-up must be properly managed, and appropriate precautions should be taken. Local law requirements prevail for this question.</p> <p>Similar to previous question, following risks can occur due to lack of management system and you are expected to ensure these risks are managed, such as:</p> <ul style="list-style-type: none"> <li>• Lack of proper emergency evacuation and fire safety protocols and procedures</li> <li>• Structural safety and building maintenance for tall buildings need to be checked periodically as per local law requirement.</li> <li>• In case specific earthquake-related requirements apply, the site management must ensure full compliance with them.</li> <li>• Movement of people should be safe, sufficient and organized</li> <li>• Overloading the floors</li> <li>• Poor ventilation, temperature control, lightening and isolation of workers</li> </ul> <p>If the whole or part of the production site is in tall building, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>7.3. and 7.11.</b></p>

No	SRA question	Potential risks summary	Guidance
68	<b>Do you use any part of the basement?</b>	Production site uses basement	<p>You may use the basement for different purposes; however, any risks arising from this set-up must be properly managed, and appropriate precautions should be taken. Local law requirements prevail for this question.</p> <p>The use of basements may increase health and safety risks. In some countries, the use of basements for production purposes is strictly prohibited.</p> <p>If the production site uses basement, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>7.3. and 7.11.</b></p>
69	<b>Have any of the buildings been structurally modified since original construction?</b>	Building has been modified since construction	<p>You may modify the production area and building; however, any risks arising from this set-up must be properly managed, and appropriate precautions should be taken. Modified buildings, parts and section may pose serious construction and building safety related risks and you are expected to take relevant measure to prevent potential risks to happen. Potential risks can be around:</p> <ul style="list-style-type: none"> <li>• Additional areas may lack relevant safety and fire checks and permits which then can pose high-risk in working environment</li> <li>• added areas may lack sufficient ventilation, lightening, heating</li> <li>• additional hygienic areas (toilets, water points) and privacy aspect may lack in the modification</li> <li>• in high-risk areas and where local permit laws are not well defined, the building then can cause physical and fire related risks</li> <li>• heavy equipment on the upper floors or areas not originally designed for it</li> <li>• walls removed or columns altered that may weaken load distribution and the static of the building</li> <li>• modified buildings may not follow occupancy limits</li> <li>• additional machinery and floors may overload existing electrical systems.</li> </ul> <p>If you modified your production site since construction, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in questions <b>7.3. and 7.11.</b></p>
70	<b>Are all construction modifications reflected in current licenses and permits?</b>	Building changes not reflected in licenses and/or permits	<p>You may make changes in the building; however, all the changes must be approved according to local laws and must be referred to in the valid business license.</p> <p>Operating without a valid license can be an indication of several risks such as:</p> <p>If production building changes are not reflected in licenses and/or permits, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 7.11, 12.3, 12.4, 12.5, 13.1, and 13.3.</b></p>

No	SRA question	Potential risks summary	Guidance
71	<b>Is worker accommodation located in a separate building from production and storage areas?</b>	Worker accommodation does not separate from production or storage areas	<p>You may provide accommodation for workers or a third-party can also provide accommodation for workers; however, any risks arising from this arrangement must be properly managed, and appropriate precautions should be taken.</p> <p>You are expected to ensure accommodation facilities are provided or mandated by the you must be located separately from production or storage facilities as per amfori MEMO published in 2025 which is in place as of 1st of October 2025. Please see the relevant MEMO: MEMO (MPs MAY25 01).</p> <p>amfori BSCI auditors are expected to assess and verify potential risks regarding accommodation and housing with the amfori BSCI requirements in particular questions: <b>7.2, 7.3, 7.16, 7.21, 7.22, 7.24, 7.25, 11.1, and 11.3.</b></p>
72	<b>Do you have any high-risk production processes (for example but not limited to welding, cutting, and soldering; spray painting and coating; chemical handling and processing; sandblasting or abrasive blasting; casting and foundry work; plastics and rubber manufacturing; wood and fiber processing; asbestos handling or exposure; operation of high-speed machinery; electrical assembly and soldering)?</b>	High risk production processes present	<p>Your production site may have high-risk production processes; however, any risks arising from this set-up must be properly managed, and appropriate precautions should be taken.</p> <p>Specific risks may occur when high risk production processes are poorly managed. These risks include:</p> <ul style="list-style-type: none"> <li>• Mandatory and relevant training should be delivered to all workers including who work in high-production processes.</li> <li>• OHS risk assessment must be completed accordingly.</li> <li>• The management of risks should be in accordance with the local law and specifically to industry, sector or workers needs if and when needed and applicable.</li> <li>• You are required to provide necessary and mandatory PPE to workers and implement protocols with regards to production process which should be assessed in questions.</li> </ul> <p>If high production processes are present on your site, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 1.1, 7.1, 7.3, 7.6, and 7.7.</b></p>

No	SRA question	Potential risks summary	Guidance
73	<b>Please select the high-risk processes used at your site.</b>	n/a	<p>Please select the production processes present at your site from the list. You may select more than one option. If any of your high-production processes are not listed, please use the “Other” option and specify the name of the process.</p> <p>This section is for the auditor’s information only and does not indicate any potential risk.</p>
74	<b>Do you operate any high-risk equipment (including but not limited to pressure vessels and compressed air tanks, boilers, industrial furnaces and kilns, cranes, hoists, and lifting equipment, forklifts and industrial trucks, mechanical presses and stamping machines, high-speed cutting machines such as laser cutters and saws, injection molding machines, grinding and polishing machines, chemical storage tanks, electrical panels and switchgear, and confined space equipment such as enclosed mixers and tanks)?</b>	High risk equipment present	<p>Your production site may operate with high-risk equipment, however, any risks arising from this set-up must be properly managed, and appropriate precautions should be taken.</p> <p>Specific risks may occur when high-risk equipment is poorly maintained or not maintained at all.</p> <ul style="list-style-type: none"> <li>• Mandatory and relevant training should be delivered to all workers including those who work with high-risk equipment.</li> <li>• Trainings must be delivered in the language that the workers understand especially when equipment is used by foreign migrant workers</li> <li>• OHS risk assessment must be completed accordingly.</li> <li>• The management of risks should be in accordance with the local law and specifically to industry, sector or workers needs if and when needed and applicable.</li> </ul> <p>You are required to provide necessary and mandatory PPE to workers and to implement protocols for the safe use and maintenance of high-risk equipment. If high-risk equipment is present on the site, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 1.1, 7.1, 7.3, 7.9, 7.17, and 7.18.</b></p>

No	SRA question	Potential risks summary	Guidance
75	<b>Please select the high-risk equipment used at your site.</b>	n/a	<p>Please select the high-risk equipment present at your site from the list. You may select more than one option. If any of your high-risk equipment is not listed, please use the “Other” option and specify the name of the process.</p> <p>This section is for the auditor’s information only and does not indicate any potential risk.</p>
76	<b>Is someone formally appointed to record and investigate health and safety incidents?</b>	No one records and investigates H&S accidents	<p>As per the amfori BSCI Principles, you are required to appoint a person responsible for Occupational Health and Safety (OHS). The absence of such an appointment may indicate serious risks related both to OHS and to the overall Social Management System.</p> <p>Ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 1.2, 7.3, and 7.19.</b></p>
77	<b>How many workplace accidents requiring treatment occurred in the past 12 months?</b>	Absence of accidents recorded, or high number of accidents recorded	<p>You are required to review accident records and assess whether the number of recorded accidents appears unusually low or high, taking into account factors such as the total number of workers, the presence of high-risk production processes, the use of hazardous machinery, and the effectiveness of existing OHS protocols and procedures.</p> <p>If absence of accidents recorded, or high number of accidents recorded, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 7.3 and 7.19.</b></p>
78	<b>How many square meters of living space are provided per person in dormitories?</b>	Low amount of living space provided	<p>You may provide accommodation for workers. Any living spaces provided must comply with local legal requirements and meet the hygiene and safety standards outlined in the amfori BSCI requirements specifically under <b>Performance Areas 7 and 11.</b></p>

No	SRA question	Potential risks summary	Guidance
<b>Questions for sites located in People Republic of China (PRC)</b>			
79	<b>Was your building constructed before 1 March 1998?</b>	Building constructed before 1 March 1998	<p>This question is only for the sites located in <b>People Republic of China (PRC)</b>.</p> <p>For this question, you are expected to follow amfori Memo (ACs OCT21/01): Building &amp; Fire safety in PRC.</p> <p>If the site building is constructed before 1 March 1998, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in particular <b>question 7.11</b>.</p>
80	<b>Do you have a building structure survey report 建筑物结构调查报告 conducted by a 3rd party (non-governmental authority)?</b>	No building structure survey report conducted by a third party	<p>This question is only for the sites located in <b>People Republic of China (PRC)</b>.</p> <p>For this question, you are expected to follow amfori Memo (ACs OCT21/01): Building &amp; Fire safety in PRC.</p> <p>If there is no building structure survey report conducted by a third party, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in particular <b>question 7.11</b>.</p>
81	<b>Do you have a Property Ownership Certificate 房产证?</b>	No property ownership certificate	<p>This question is only for the sites located in <b>People Republic of China (PRC)</b>.</p> <p>For this question, you are expected to follow amfori Memo (ACs OCT21/01): Building &amp; Fire safety in PRC.</p> <p>If there is no property ownership certificate, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in particular <b>question 7.11</b>.</p> <p>If the site building has property ownership certificate, amfori BSCI auditors are expected to assess and verify potential risks with the amfori BSCI requirements in particular question 7.11.</p>

No	SRA question	Potential risks summary	Guidance
<b>Questions for sites located in Bangladesh and Pakistan</b>			
82	<b>Has the production site been inspected by the International Accord or the RMG Sustainability Council?</b>	No International Accord or RMG Sustainability Council inspection	<p>This question is only for the sites located in <b>Bangladesh and Pakistan</b>. Holding an international accord or RMG Sustainability Council inspection is a not a specific amfori BSCI requirement. However, such inspection may indicate that site has been inspected around structural and fire safety.</p> <p>If the site building has no international accord or RMG Sustainability Inspection, amfori BSCI auditors are expected to be more diligent to assess and verify potential risks with the amfori BSCI requirements in particular question 7.11.</p>
83	<b>What is the remediation status of the International Accord inspection?</b>	International Accord remediation not complete	<p>This question is only for the sites located in <b>Bangladesh and Pakistan</b>.</p> <p>In additional to previous question, furthermore, failure to complete the International Accord remediation process may suggest that certain Occupational Health and Safety (OHS) issues remain unaddressed at the site.</p> <p>amfori BSCI auditors are expected to be more diligent to assess and verify potential risks with the amfori BSCI requirements in particular question 7.11.</p>
84	<b>What is the remediation status of the RMG Sustainability Council inspection?</b>	RMG Sustainability Council remediation not complete	<p>This question is only for the sites located in <b>Bangladesh and Pakistan</b>.</p> <p>In additional to previous question, furthermore, failure to complete the RMG Sustainability Council remediation process may suggest that certain Occupational Health and Safety (OHS) issues remain unaddressed at the site.</p> <p>amfori BSCI auditors can be more diligent to assess and verify potential risks with the amfori BSCI requirements in particular question 7.11.</p>

No	SRA question	Potential risks summary	Guidance
<b>Child and Young Labour</b>			
85	<b>Do you check original copies of age and identity documents for workers directly working at your site?</b>	No checking of ID cards of workers	<p>As per amfori BSCI requirements, you are required to have a proper age verification system in place. Failure to implement proper verification procedures can lead to serious labour rights violations, including:</p> <ul style="list-style-type: none"> <li>• <b>Child labour</b>, due to falsified, missing, or incomplete identity documents</li> <li>• <b>Employment of undocumented workers, young workers in particular</b>, particularly irregular migrant workers or individuals without valid work authorization</li> <li>• <b>Human trafficking and forced labour</b>, when recruiters, agents, or intermediaries withhold or manipulate workers' documents, creating dependency and increasing vulnerability to exploitation.</li> </ul> <p>To prevent such risks, and like these, you must establish and implement a clear and effective age and identity verification policy and procedure, as required by amfori BSCI requirements. Ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 8.1. And 8.2.</b></p>
86	<b>Do you check original copies of age and identity documents for workers indirectly working at your site (employed via agencies or subcontractors)?</b>	No checking of ID cards of workers found through recruiter	<p>As per amfori BSCI requirements, you are required to have a proper age verification system in place. Failure to implement proper verification procedures can lead to serious labour rights violations, including:</p> <ul style="list-style-type: none"> <li>• <b>Child labour</b>, due to falsified, missing, or incomplete identity documents</li> <li>• <b>Employment of undocumented workers, young workers in particular</b>, particularly irregular migrant workers or individuals without valid work authorization</li> <li>• <b>Human trafficking and forced labour</b>, when recruiters, agents, or intermediaries withhold or manipulate workers' documents, creating dependency and increasing vulnerability to exploitation.</li> </ul> <p>To prevent such risks, and like these, you must establish and implement a clear and effective age and identity verification policy and procedure, as required by amfori BSCI requirements. Ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 8.1. And 8.2.</b></p>

No	SRA question	Potential risks summary	Guidance
87	<b>Have workers aged 17 or 16 worked at your site in the past 12 months?</b>	Young workers in past 12 months.	<p>According to amfori BSCI System, you may employ young workers whose ages can vary from 16 and 17. Young workers can be vulnerable to precarious employment arrangements, unfair remuneration and OHS hazards. For that reason, they are entitled to special protection in the workplace.</p> <p>As amfori BSCI requirements, you are expected to have:</p> <ul style="list-style-type: none"> <li>• A good understanding of type of special protection to be granted to young workers</li> <li>• The type of activities that young workers should not be engaged in because of being potentially harmful for them</li> <li>• The type of measures taken to ensure such a special protection could be potentially given</li> <li>• amfori BSCI auditors must always include young workers as part of the interview sample, if there are young workers at the time of the audit.</li> </ul> <p>If young workers are employed in past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 6.2, 7.3, 7.8, 8.1, 8.2, 8.3, 8.4, 9.1, 9.2, 9.4, 9.5, 9.6, and 11.3.</b></p>
88	<b>Have workers aged 15 or under worked at your site in the past 12 months?</b>	Child labour in past 12 months	<p>According to amfori BSCI System, Child labour occurs when work is done by a person who is younger than 15 years old (according to ILO conventions 138 and 182) (or someone who is younger than 14 years old in countries that set that age as the threshold).</p> <p><b>Important to note</b> that: as apprenticeship or vocational training programs involving young workers (e.g., aged 14) can be legally acceptable under certain conditions but also pose serious risks if not properly managed. However, such programmes can still present significant <b>risks</b> if not properly structured, monitored, or documented.</p> <p><b>Potential risks:</b></p> <ul style="list-style-type: none"> <li>• <b>Misclassification of child labour:</b> Apprenticeships used as a cover for regular employment rather than genuine training.</li> <li>• <b>Excessive working hours or hazardous tasks:</b> Young apprentices performing the same duties as adult workers or working in unsafe environments.</li> <li>• <b>Lack of formal agreement or oversight:</b> Absence of written contracts or cooperation with vocational schools/authorities.</li> <li>• <b>Health and safety risks:</b> Inadequate OHS protection or lack of training adapted to young workers.</li> <li>• <b>Reputational and compliance risks:</b> International buyers may perceive such practices as child labour if the programme lacks transparency or documentation.</li> </ul> <p>If workers aged 15 or under worked at the site in past 12 months, ensure compliance with relevant amfori BSCI requirements and implement appropriate policies and procedures referenced in <b>questions 8.1, 8.2, 8.3, and 8.4.</b></p>

**amfori**

Avenue de Tervueren 270  
1150 Brussels, Belgium

**T** +32 (0) 2 741 64 76

**E** info@amfori.org

**amfori.org**

