

# Guide: The amfori BSCI Social Risk Assessment for Members

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 appear on the amfori Sustainability Platform and amfori Insights?</b>	<b>5</b>
<b>Your responsibilities</b>	<b>8</b>
The amfori BSCI social risk assessment process	9
How to request a social risk assessment?	9
Updating site details after a monitoring has been requested	11
Supporting business partners to complete the SRA	12
<b>Frequently Asked Questions (FAQ)</b>	<b>15</b>
<b>Annexe: SRA questions, potential risk summaries and guidance</b>	<b>16</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 pinpointing 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

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

2

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

3

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

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.



**IMPORTANT:** The SRA is designed to help identify social risks in members' supply chain beyond tier 1 and to support amfori members in building resilience business and meeting stakeholders' expectations.

## What does the amfori BSCI SRA include?

The SRA is split into the seven sections shown in the table below. Business partners respond using a combination of yes/no questions, dropdown selections, document uploads, and data entry fields. 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>

## What does “potential risk summary” mean?

A **potential risk** in the SRA means there is an increased likelihood that a social compliance issue may exist, or could occur, if risks are not adequately managed. For each SRA question, these potential risks are summarised in one sentence so that members, business partners and auditors understand quickly the risk identified.

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 audit, not to automatically conclude there is a problem.

**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:

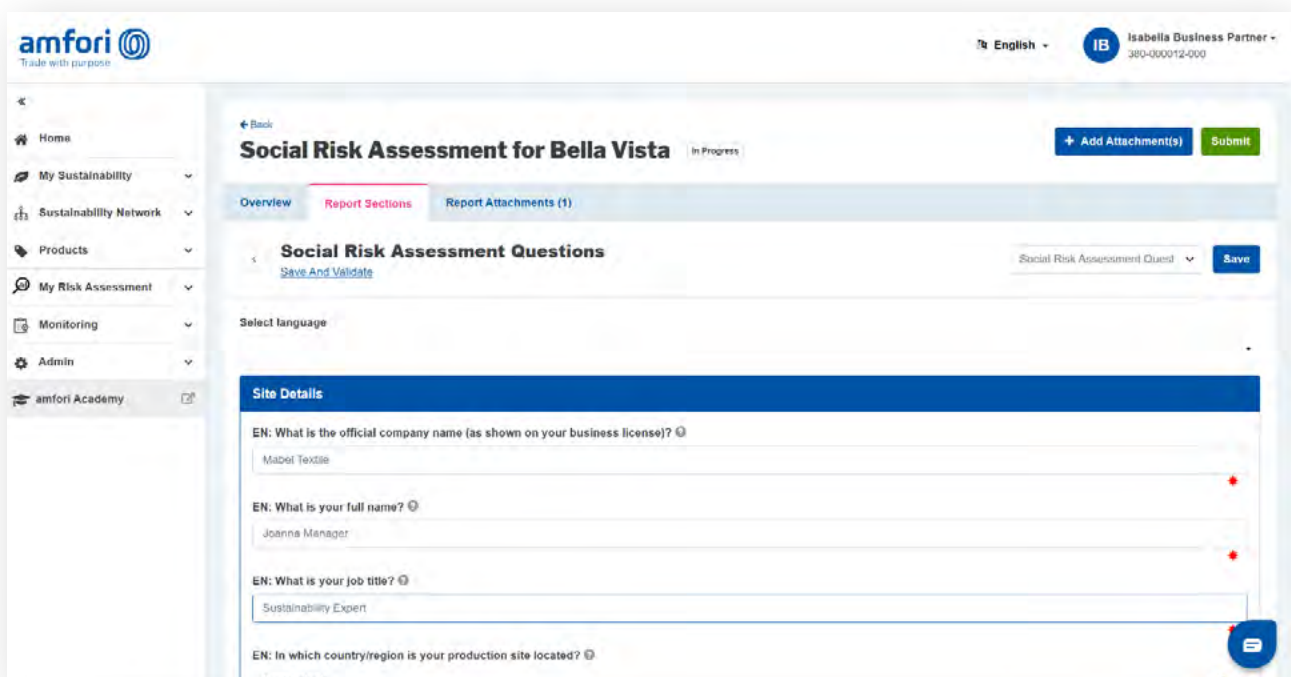
- Other businesses not installing or not maintaining fire prevention, suppression or alarm systems in their own premises, and fire spreading throughout the building.
- Landlords not installing or not maintaining fire prevention, suppression or alarm systems in shared areas.
- Shared machinery without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

Business partners with sites operating in shared buildings must 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 appear on the amfori Sustainability Platform and amfori Insights?

Business partners fill out the SRA on the [amfori Sustainability Platform](#), and both members and business partners can then see the SRA Platform Report on the amfori Sustainability Platform.

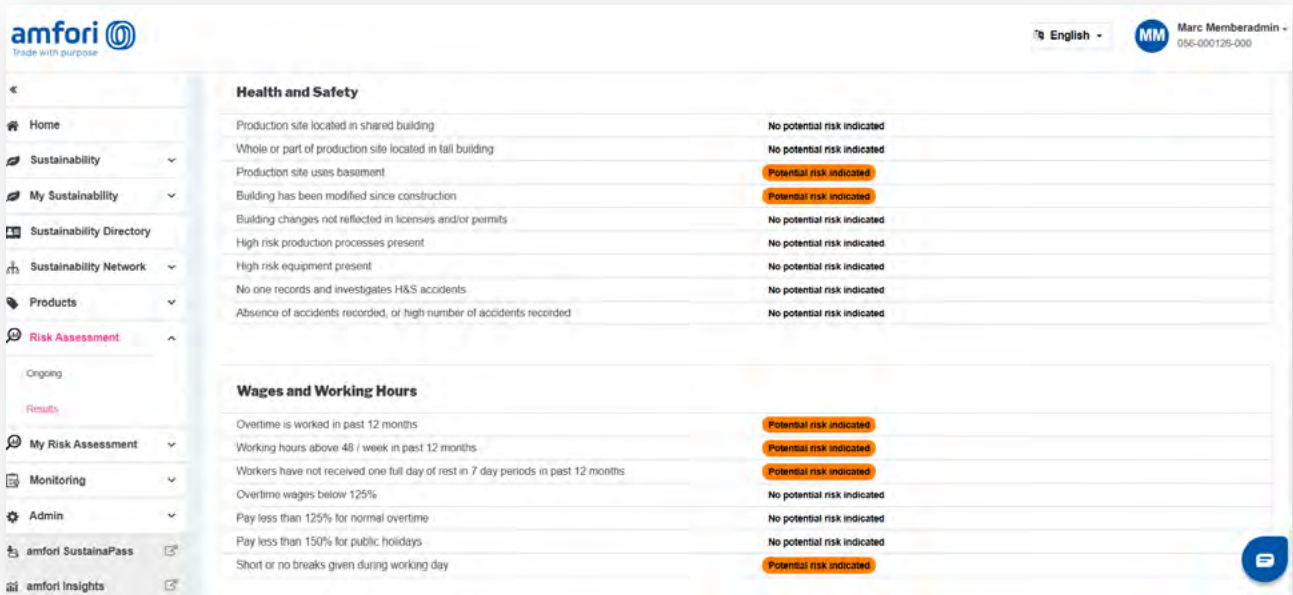
**SRA questionnaire:** Business partner view on the amfori Sustainability Platform



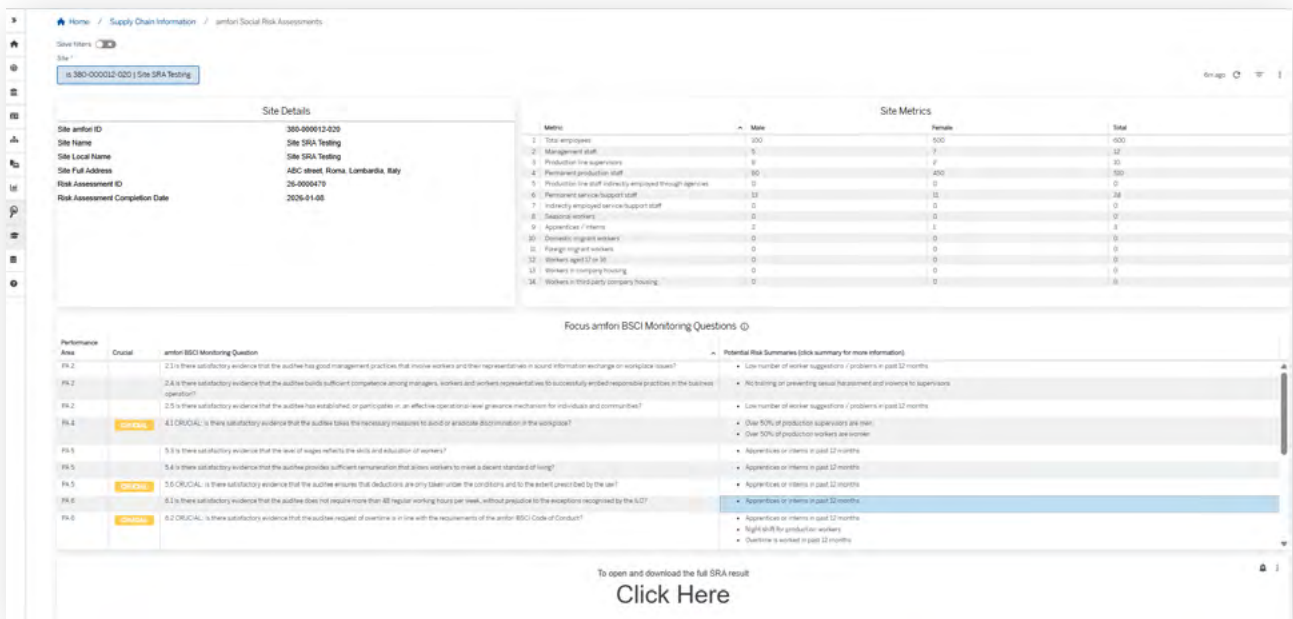
The screenshot displays the 'Social Risk Assessment for Bella Vista' interface on the amfori Sustainability Platform. The page is titled 'Social Risk Assessment Questions' and is in progress. The user is identified as 'Isabella Business Partner' with ID '380-000012-000'. The questionnaire is titled 'Social Risk Assessment Questions' and includes a 'Save And Validate' button. The 'Site Details' section contains the following questions and answers:

- EN: What is the official company name (as shown on your business license)?  
Madel Textile
- EN: What is your full name?  
Joanna Manager
- EN: What is your job title?  
Sustainability Expert
- EN: In which country/region is your production site located?  
Bangladesh

**SRA platform report:** Member and business partner view on the amfori Sustainability Platform



**Auditor SRA report:** Auditor and member view on amfori Insights



The SRA auditor report is available to view by members on amfori Insights 24 hours after the SRA questionnaire is completed. If an amfori BSCI audit is scheduled, the SRA report available to the designated auditor 24 hours before they are due to start the audit.



**IMPORTANT:** As an amfori member, if you wish to access the SRA report directly through amfori Insights, please enter the amfori site ID in the data section. SRA reports are available under 'Supply Chain Information' section on amfori Insights (see screenshot below).

**Site Details**

Site amfori ID	380-000012-022
Site Name	SRA - Audit Testing Sites
Site Local Name	Ø
Site Full Address	Address: Istanbul, Istanbul, Türkiye
Risk Assessment ID	26-0000476
Risk Assessment Completion Date	2026-01-09

**Site Metrics**

Metric	Male	Female	Total
1. Total employees	100	100	200
2. Management staff	10	10	20
3. Production line supervisors	0	0	0
4. Permanent production staff	100	100	200
5. Production line staff indirectly employed through agencies	0	0	0
6. Permanent service/support staff	2	5	7
7. Indirectly employed service/support staff	0	2	2
8. Seasonal workers	0	0	0
9. Apprentices / interns	0	1	1
10. Domestic migrant workers	0	0	0
11. Foreign migrant workers	0	0	0
12. Workers aged 17 or ill	0	0	0
13. Workers in company housing	0	0	0
14. Workers in third party company housing	0	0	0

### SRA data download: Member view on amfori Insights (example screenshots)

**Download SRA Questions and Answers**

BUSINESS PARTNER LIST SNAPSHOT (1 Filter)

Risk Assessment Question	Risk Assessment Answer
1. EN: What is the official company name (as shown on your business license)?	Teşting for CD
2. EN: What is your full name?	Elif Kalan
3. EN: What is your job title?	Sustainability Expert
4. EN: In which country/region is your production site located?	India
5. EN: What unit of measurement do you use for production?	Pieces
6. EN: What was your annual production volume in the last year (in the unit above)?	1000
7. EN: When is your peak production season?	January
8. EN: When is your peak production season?	March
9. EN: When is your peak production season?	August
10. EN: Do you subcontract any key production processes to other facilities?	No
11. EN: Which management system certifications has your site achieved?	ISO 9001
12. EN: Which management system certifications has your site achieved?	EMAS
13. EN: Has your site undergone a social compliance audit in the past 24 months, other than amfori BSCIT?	Yes
14. EN: Which audit standard was used?	Other: Ministry of Labour Inspection
15. EN: When was the audit conducted?	2024-09-21
16. EN: Please upload a copy of the audit report	true
17. EN: How many people work at your site (directly and indirectly employed)? #Total	600
18. EN: How many people work at your site (directly and indirectly employed)? #Male	300
19. EN: How many people work at your site (directly and indirectly employed)? #Female	500
20. EN: How many management staff work at your site? #Male	5
21. EN: How many management staff work at your site? #Female	7
22. EN: How many management staff work at your site? #Total	12
23. EN: How many production line supervisors work at your site? #Male	8

### SRA data download: Member View on Insights (example screenshots)

**Download SRA Questions and Answers**

BUSINESS PARTNER LIST SNAPSHOT (1 Filter)

Risk Assessment Question	Risk Assessment Answer
58. EN: How many workers live in housing provided by third parties associated with your company? #Female	0
59. EN: Do the HR and production directors/managers speak the primary language of more than 50% of workers?	Yes
60. EN: Has there been a strike, walkout, or protest at your site in the past 12 months?	No
61. EN: How many meetings have been held by worker committees, worker groups, or unions in the past 12 months?	7
62. EN: How many worker suggestions, problems, or grievances have been received in the past 12 months (through committees, suggestion boxes, grievance channels, etc.)?	7
63. EN: Which grievance channels are available at your site?	Brand's grievance channels
64. EN: Which grievance channels are available at your site?	External: amfori Speak for Change
65. EN: Which grievance channels are available at your site?	Workers' committees
66. EN: Which grievance channels are available at your site?	Suggestion/grievance box
67. EN: Has your workforce worked overtime in the past 12 months?	Yes
68. EN: What was the highest number of working hours per week in the past 12 months?	60
69. EN: Have any workers not received one full day of rest in every 7-day period in the past 12 months?	No
70. EN: Do you pay at least 125% of regular wages for overtime?	Yes
71. EN: What percentage of regular pay is paid for overtime on normal working days and weekends?	125-120 %
72. EN: What percentage of regular pay is paid for work on public holidays?	150-200 %
73. EN: How many minutes of break time are provided per 8-hour shift?	20 - 25
74. EN: Is your production site located in a building shared with other businesses?	No
75. EN: How many total floors does the tallest building have (including ground floor)?	3
76. EN: Do you use any part of the basement?	No
77. EN: Have any of the buildings been structurally modified since original construction?	No
78. EN: Is worker accommodation located in a separate building from production and storage areas?	Yes
79. EN: 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 laundry work; plastes and rubber manufacturing; wood and fiber processing; asbestos handling or exposure; operation of high-speed machinery; electrical assembly and soldering)?	No

# Your responsibilities

To integrate the SRA into a due diligence programme, members should consider the following:

1

**Response to results:** Determine how SRA outcomes will drive follow-up actions, such as audits for all sites, risk-triggered audits, or alternative follow-up measures.

2

**Risk assessment integration:** Decide whether and how to integrate SRA data into supply-chain risk analysis to identify trends by country, sector, or site.

3

**Scope of use:** Define which suppliers and tiers (e.g. tier 1 only, selected sites, or tier 2–3) are required to complete the SRA.

4

**Supplier communication:** Establish how business partners will be informed that the SRA is part of your due-diligence process, and decide what supporting guidance and training to share (see the chapter in this document “Supporting business partners to complete the amfori SRA”).

5

**Request method:** Determine whether SRAs are member-requested, self-requested by business partners, or via member bulk request.

## The amfori BSCI social risk assessment process

Below are the main steps for the SRA:



## How to request a social risk assessment?

A social risk assessment can be requested in two ways under the “Risk Assessment” tab on the amfori Sustainability Platform.

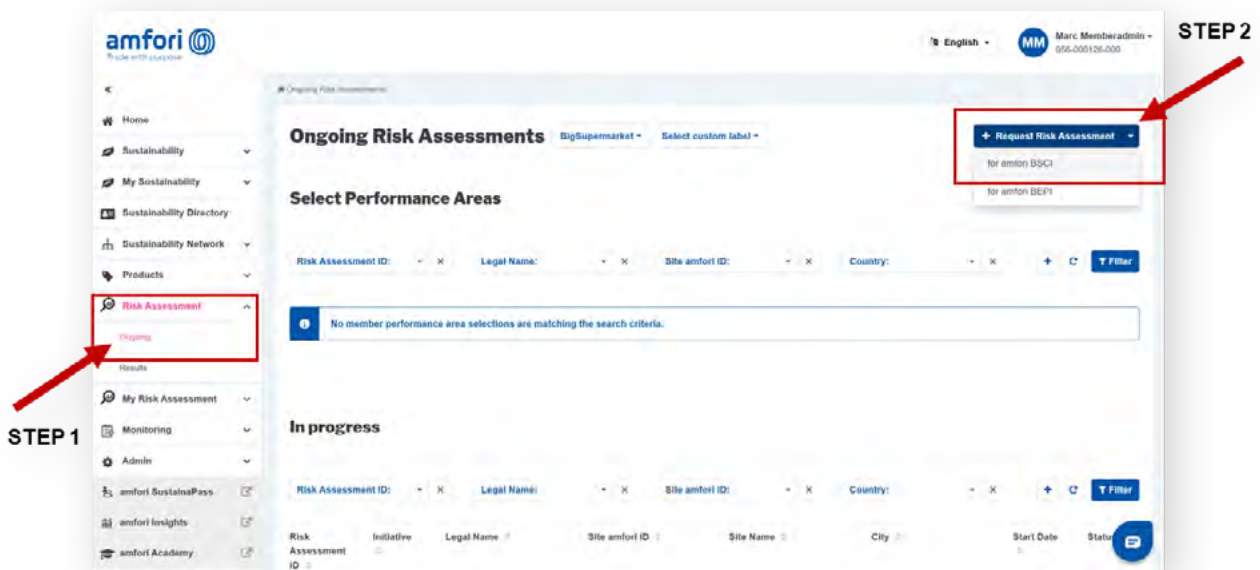
### 1. Member-requested SRA

A linked amfori member may request an SRA for one or more of production sites as follows:

- Member selects one or more business partner sites and sends SRA request (see below)
- Business partners receive a notification of the request and must complete or update site details, including ‘Water stress information’, and the ‘amfori process classification’.

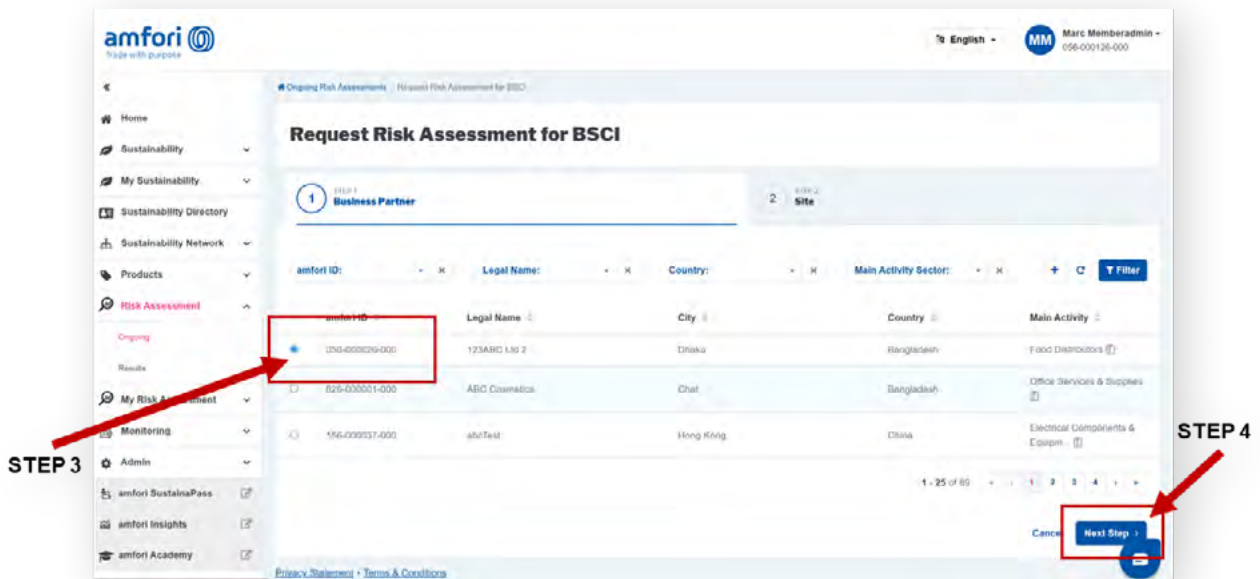
**Step 1:** Go to “Ongoing” under “Risk Assessment”

**Step 2:** Click on “Request Risk Assessment” and then “for amfori BSCI”



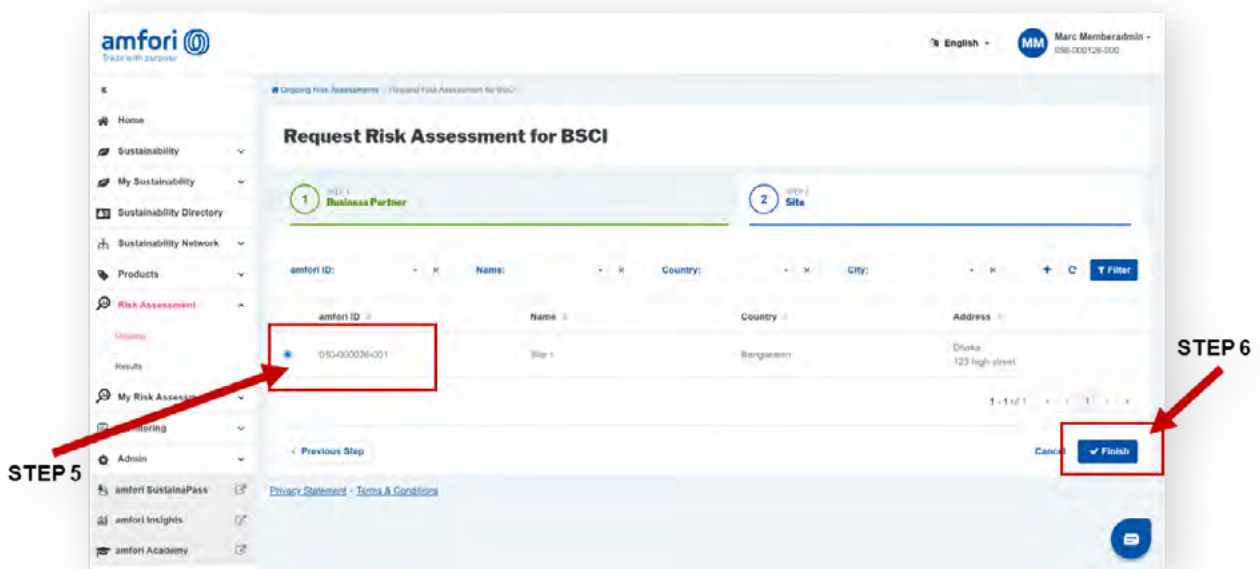
**Step 3:** Select the business partner

**Step 4:** Click on “Next Step”



**Step 5:** Select the site

**Step 6:** Click on “Finish”



## 2. Business partner self-requested SRA

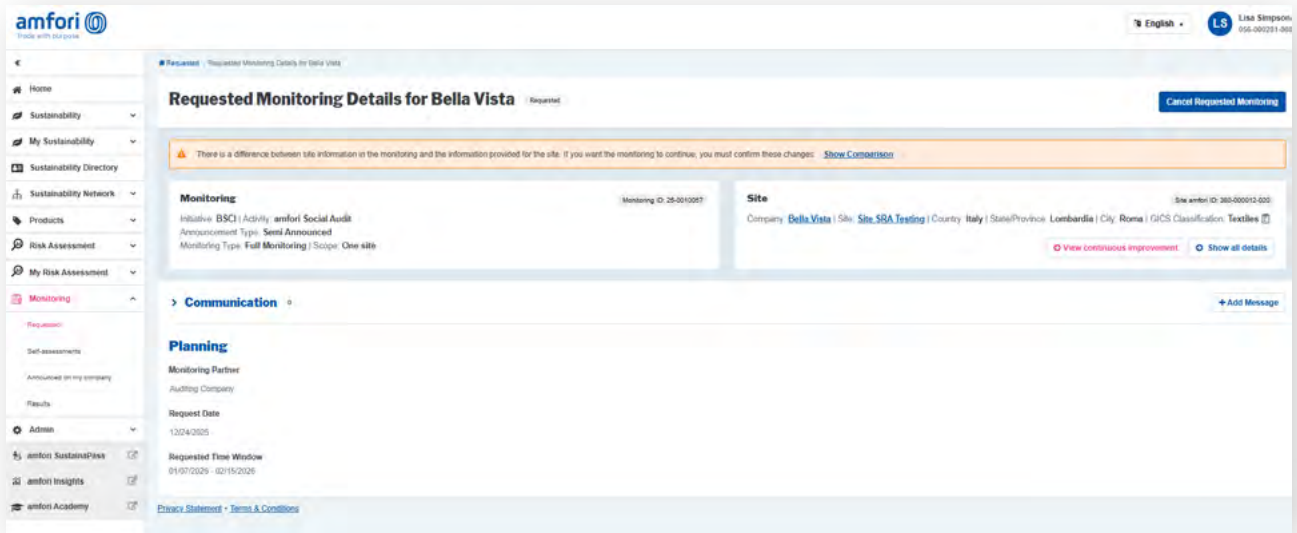
Business partners may request an SRA for **any production site** as follows:

- Request the SRA in the “Ongoing” section of “My Risk Assessment” and select a site
- Update the required site details, including:
  - **Water Stress information**, and
  - **amfori Process Classification**.
- Once the site details are completed the Social Risk Assessment can be completed

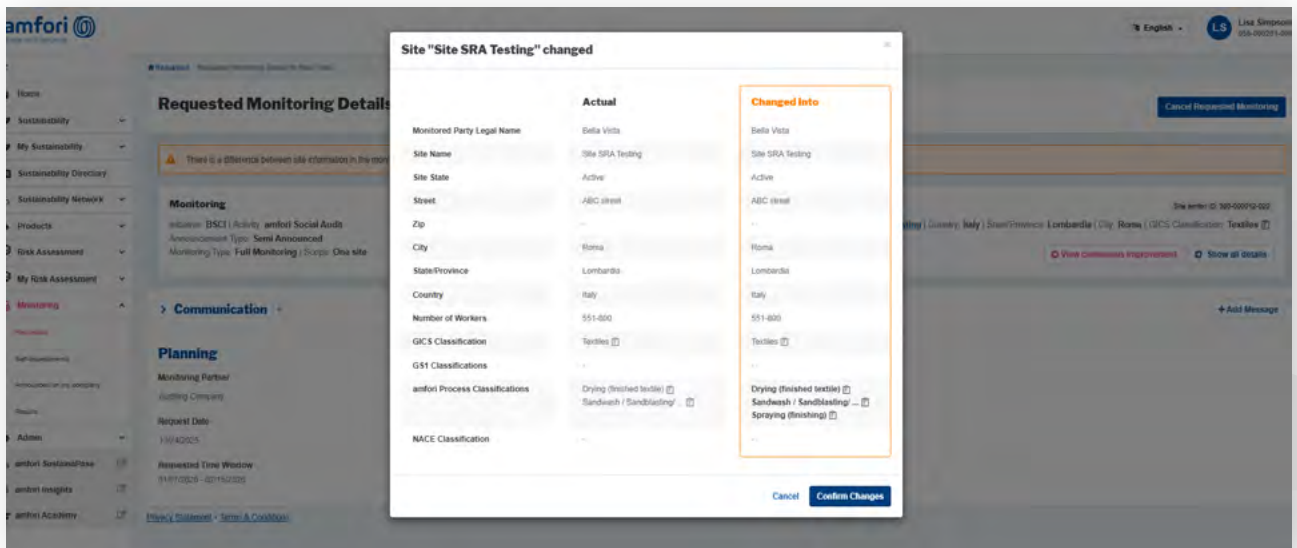
## Updating site details after a monitoring has been requested

If a business partner's site details change (such as company name, address, or classification) **after** a monitoring activity is requested, it can have an impact on the monitoring process. In such cases, the RSP holder or requestor of the audit (business partner themselves for the self-requested audits) will receive an alert on the amfori Sustainability Platform and must confirm the changes under **"Monitoring section"**. If the RSP holder or requestor does not confirm the changes, the monitoring cannot take place.

**Request to update:** Click on "Show Comparison".



**Member and requestor of the audit confirmation under Monitoring section.**



## Supporting business partners to complete the SRA

To increase the engagement of business partners in requests to fill out the SRA, below are four actions members can take.

### 1. Introduce the SRA in an email, call or webinar to the business partner who will be completing SRAs at their production sites

Draft introduction email

New message — ×

To

Subject

Dear [Business partner name/team],

As an amfori member, we are integrating the **amfori BSCI Social Risk Assessment (SRA)** into our supply chain due diligence programme. This email is to let you know what is expected if you receive an SRA request from us via the amfori Sustainability Platform.

The SRA is a self-assessment completed by site management to identify potential risks that could negatively affect working conditions. It is not an audit, does not generate a score, and does not automatically identify problems. The SRA highlights areas where management systems may need strengthening and helps auditors prepare for a more focused, risk-guided amfori BSCI audit.

The SRA includes: 69–88 targeted questions aligned with amfori BSCI.

If we request an SRA for your site, you will receive a platform notification titled “Risk Assessment launched for amfori BSCI”. Once started, the SRA must be completed and submitted within three (3) months. You may save progress and return at any time during this period. The SRA should be completed by a competent site representative (e.g. HR, OHS, Sustainability, Quality).

After submission, the SRA result will be visible to your site, linked amfori members (including us), and the assigned auditor ahead of any upcoming amfori BSCI audit.

We recommend reviewing the [SRA business partner Guide](#) and the [SRA video tutorials amfori Academy](#) before starting.

If you have any questions regarding the request or the platform steps, please contact us.

Kind regards,  
[Name Surname]

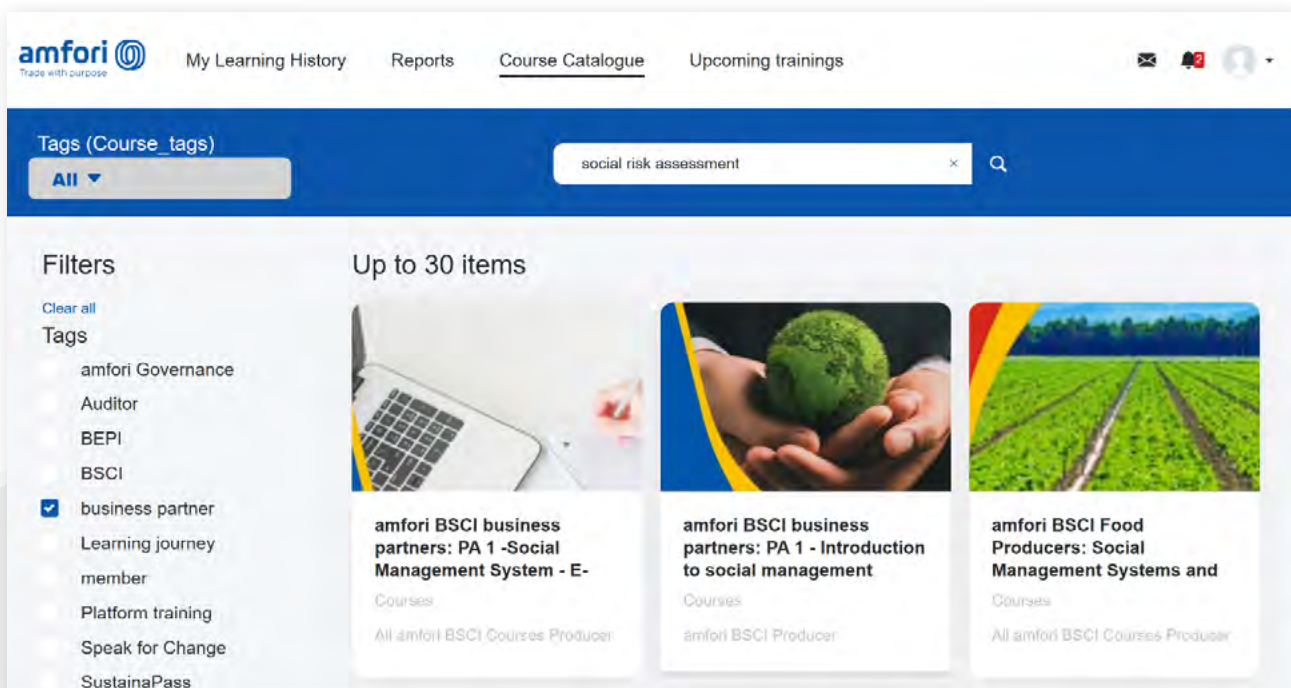
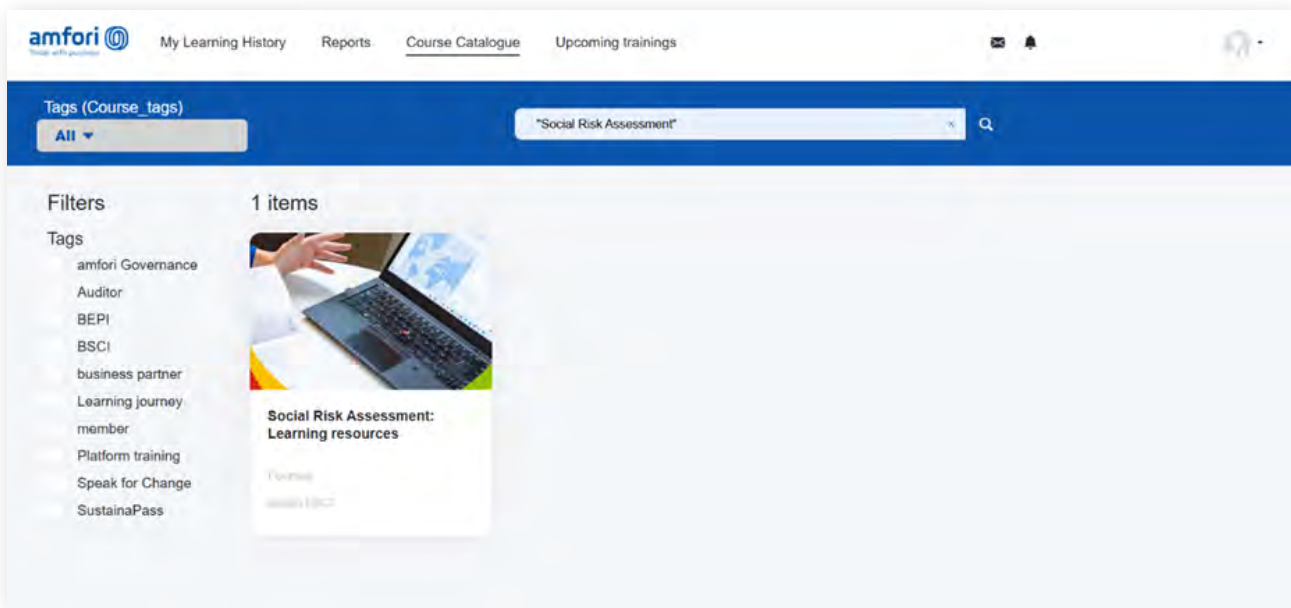
Send ▾ 📎 🔗 🖼️ ⋮ 🗑️

## 2. Include information on the SRA in supplier-facing documentation

You may want to describe the SRA as a requirement in requests for quotation, supplier contracts, supplier handbooks, or any other documentation you share with potential or existing suppliers and business partners.

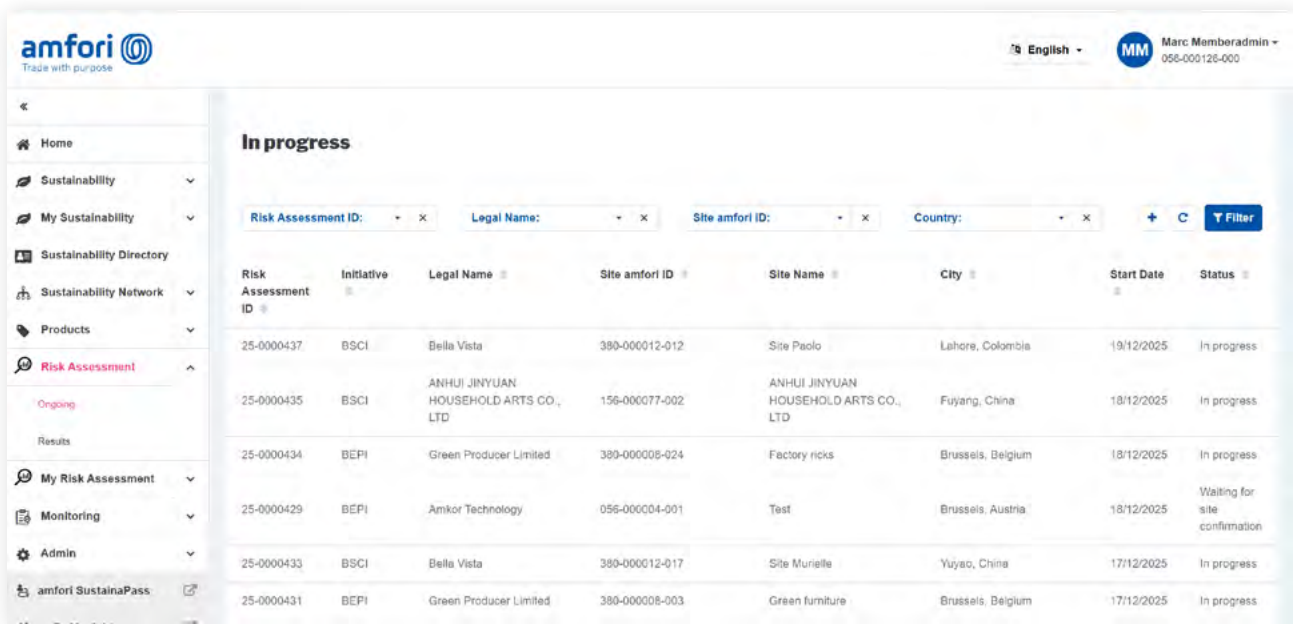
## 3. Ask business partners to use SRA materials on the amfori Academy

The amfori Academy has video tutorials, e-learnings and online training sessions for business partners. To find them, go to [course catalogue](#) and search for “social risk assessment” and click on the “business partner” tag. You can then copy the links to these materials to share with business partners.



#### 4. Check completion of the SRA on the amfori Sustainability Platform

Go to “Risk Assessment” and “Ongoing” and scroll down to “In Progress” to see which sites have not yet completed the SRA, consider sending the SRA guide and training materials.



The screenshot displays the 'In progress' section of the amfori Sustainability Platform. The interface includes a navigation menu on the left, a header with the amfori logo and user information, and a main content area with a table of risk assessments. The table has columns for Risk Assessment ID, Initiative, Legal Name, Site amfori ID, Site Name, City, Start Date, and Status. There are also filter options at the top of the table.

Risk Assessment ID	Initiative	Legal Name	Site amfori ID	Site Name	City	Start Date	Status
25-0000437	BSCI	Bella Vista	380-000012-012	Site Paolo	Lahore, Colombia	19/12/2025	In progress
25-0000435	BSCI	ANHUI JINYUAN HOUSEHOLD ARTS CO., LTD	156-000077-002	ANHUI JINYUAN HOUSEHOLD ARTS CO., LTD	Fuyang, China	18/12/2025	In progress
25-0000434	BEPI	Green Producer Limited	380-000005-024	Factory ricks	Brussels, Belgium	18/12/2025	In progress
25-0000429	BEPI	Amkor Technology	056-000004-001	Test	Brussels, Austria	18/12/2025	Waiting for site confirmation
25-0000433	BSCI	Bella Vista	380-000012-017	Site Murielle	Yuyao, China	17/12/2025	In progress
25-0000431	BEPI	Green Producer Limited	380-000005-003	Green furniture	Brussels, Belgium	17/12/2025	In progress

# Frequently Asked Questions (FAQ)

## **Is the SRA mandatory for business partners and their sites?**

No, the SRA is currently not mandatory, but members can choose whether to make it a mandatory part of their due diligence programmes.

## **Does the SRA replace the amfori BSCI Self-assessment questionnaire (SAQ)?**

No. The amfori BSCI Self-assessment questionnaire will still be available on the amfori Sustainability Platform. The SAQ mirrors the amfori BSCI audit questionnaire and it allows the potential auditee to fully understand the values and principles of the amfori BSCI Code of Conduct and how to embed them in regular business practice. The SAQ is made up of the 81 questions and does not include any potential risk identification.

## **Does the SRA replace the amfori BSCI audit?**

No. The SRA is not an audit. It does not generate ratings or findings. It identifies potential risks to support preparation and risk-guided auditing.

## **Who is allowed to complete the SRA?**

Only a competent representative of the production site (e.g. HR, OHS, Sustainability, Quality) may complete the SRA. Members and auditors are not allowed to complete it on behalf of the site.

## **Does a “potential risk” mean the site is non-compliant with the amfori BSCI Code of Conduct?**

No. A potential risk indicates an increased likelihood that an issue may exist or occur if not properly managed. It does not automatically indicate a problem.

## **How do auditors use the SRA results?**

Auditors use the SRA to prepare for risk-guided audits, allowing them to focus on higher-risk areas while still auditing against the full amfori BSCI Code of Conduct.

## **How do members view the SRA results?**

All amfori members linked to the site can view the SRA platform report on the amfori Sustainability Platform, view the SRA auditor report on amfori Insights, and download the SRA data on amfori Insights.

## **What site information must be completed before starting the SRA?**

Two items are mandatory: 'Water Stress Situation' and 'amfori Process Classification'. Without these, the amfori Sustainability Platform will not allow the SRA to start.

## **How often does a supplier need to complete the SRA?**

The SRA must be completed when requested by a member or when self-requested by the supplier. It should be updated once every 12 months, when significant site changes occur or when a new request is issued.

## **How does the SRA support legal due diligence (e.g. CSDDD)?**

The SRA supports risk identification and prioritisation, which are core elements of OECD- and CSDDD-aligned due-diligence processes, and helps demonstrate a structured, risk-based approach beyond audits alone. CSDDD tells companies what to manage, the amfori SRA shows them where to look.

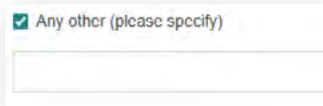
# Annexe: SRA questions, potential risk summaries and guidance

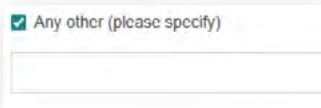
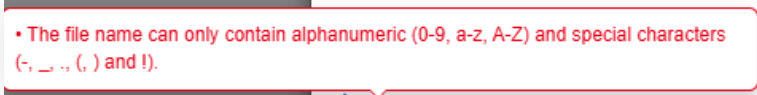
The table below explains the logic behind the potential risks in the Social Risk Assessment questionnaire. Each question is designed to highlight a potential risk if proper precautions are not in place, if policies and procedures are not defined or implemented, or if local legislation is not followed. Site's responses do not automatically indicate non-compliance but rather demonstrate the situation—for example, the provision of dormitories or the recruitment of foreign migrant workers.

It is important to remember that amfori BSCI auditors are responsible for conducting amfori audits in accordance with the requirements outlined amfori BSCI Code of Conduct and the amfori BSCI System Manual.

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>	No specific potential risk indicated for this question.	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>	No specific potential risk indicated for this question.	First and last names of the person who filled in the risk assessment.
3	<b>What is your job title?</b>	No specific potential risk indicated for this question.	Job title or role of the person who fills the risk assessment.
4	<b>In which country is your production site located?</b>	No specific potential risk indicated for this question.	Select the country where your production site building is physically located. There are some conditional questions for sites located in <b>China, Bangladesh and Pakistan</b> .

No	SRA question	Potential risks summary	Guidance
<b>Facility management</b>			
5	<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.
6	<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.
7	<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	<b>Have domestic migrant workers worked at your site in the past 12 months?</b>	Domestic migrant workers in past 12 months	<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	<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>	Foreign migrants work night shifts	<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	<b>Have service/support staff at your site worked through subcontractors or agencies in the last 12 months?</b>	Service/support staff hired indirectly through subcontractors or agencies	<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>			
54	<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>
55	<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>
56	<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 China</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>China</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>China</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>China</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>
<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</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>

No	SRA question	Potential risks summary	Guidance
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</b>.</p> <p>In addition 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>
<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](mailto:info@amfori.org)

[amfori.org](https://www.amfori.org)

