

# Monitoring result for Gao'an xinchao dian Packaging Co., Ltd on site Gao'an xinchao dian Packaging Co., Ltd

## Monitoring

Monitored Party	: Gao'an xinchao dian Packaging Co., Ltd
amfori ID	: 156-015156-000
Site	: Gao'an xinchao dian Packaging Co., Ltd
Site amfori ID	: 156-015156-001
Address	: Huibu Huixiang Industrial Park, Gao'an City
	: Yichun
	: Jiangxi Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 11/07/2022
Expiration Date	: 08/07/2023

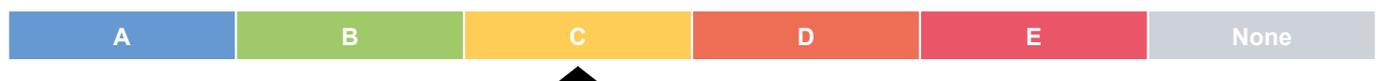
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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

1. Gao'an xinchao dian Packaging Co., Ltd is located at Huibu Huixiang Industrial Park, Gao'an City, Yichun, Jiangxi, China.
2. The audited factory rented F1 and F2 of one 3-storey production building total about 4032 square meters as production workshop, office and warehouse.
3. The main product in the factory was Bag. The manufacturing process was Raw material- Cutting-Sewing-Packing-Finished goods.
4. Auditor was allowed by the management to access the factory area and take photos. According to management representative interview and workers confirmation, the auditee did not provide dormitory, canteen and transportation facility to workers.
5. The auditee agreed that auditor conduct individual and group interviews with workers confidentially during this audit. Workers had been chosen within the whole factory freely without any influence by the management. Auditor randomly selected total 6 workers including 1 male and 5 female workers from different production process, different production site, gender, age and worker representative for interviews without interrupted.
6. During the audit, the factory management demonstrated a willingness to gradually improve all issues found during this audit. All findings had been discussed and communicated to management representative, top management and worker representative during the closing meeting. The management representative and worker representative agreed all findings, which identified during the audit and signed the onsite finding report.
7. The final CAP was agreed and signed by Mr. Congming Xie/ Manager and Ms. Haiyan Chen / Worker representative.

### Remark:

The factory rented F1&F2 of a 3-storey production building(B3) from Gaoan Huibu Government as workshop, warehouse and office. During the audit, the factory provided lease contract for review. Based on onsite observation, F3 of B3 building was used by Gaoan Wending Garment Co., Ltd Huibu Branch as garment workshop. Confirmed by workers interview, no worker mixed in these two factories. So the audit was only covered the area used by the audited factory.

Announcement Type: Announced

Monitoring Date: Jul 4, 2022

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 )

Auditor name: Atom Wu (APSCA member No. CSCA 21702054)

## Site Details

Site : Gao'an xinchaodian Packaging Co., Ltd

Site amfori ID : 156-015156-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	1850 Monthly
Lowest wage paid for regular work at the site	2100 Monthly
Calculated living wage in local currency	2409 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	4 Workers
Female workers	44 Workers
Permanent workers - Male	4 Workers
Permanent workers - Female	44 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	1 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	3 Workers
Domestic migrant workers - Female	3 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	4 Workers
Workers hired directly - Female	44 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	1 Workers
Sample - Female	5 Workers

## Findings

### PA1: Social Management System

1.1 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because management system to implement the amfori BSCI Code of Conduct was not set up effectively, such as the factory understand the legal requirement and amfori BSCI code on working hours and compensation clearly, but they didn't take effective action to control it, so it was found workers' working hours exceeded legal requirement, and no social insurance to worker systematically.

2022年7月4日跟进审核，打开：被审核方部分遵守原则是因工厂未建立一个有效的系统实施amfori BSCI行为准则。例如工厂虽了解法规和amfori BSCI关于工时和福利的要求，但未对其进行有效管控，导致员工系统性工时超时，员工未缴纳社保。

1.4 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because the factory had realistically calculated the costs of production and delivery times. But the calculation of production capacity was not reasonable to cause workers' monthly overtime working hours exceeded legal requirement. Based on the attendance records from Jun 1, 2021 to Jul 4, 2022, workers' overtime hours maximum up to 72 hours.

2022年7月4日跟进审核，打开：被审核方部分遵守该原则是因工厂了解如何计算生产产能和订单周期，但产能分析不合理，导致员工的月加班超过法规要求。根据工厂提供的2021年7月1日至2022年7月4日的考勤记录显示，员工最大月加班为72小时。

### PA 2: Workers Involvement and Protection

2.2 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because the factory established long term goals to protect workers according to the amfori BSCI Code of Conduct. But the goal was not complete, such as no goal was set for commercial ethic.

2022年7月4日跟进审核，打开：被审核方部分遵守该原则是因工厂根据amfori BSCI行为准则定义了长期目标来保护员工，但长期目标不完整，例如缺少商业道德的部分。

2.5 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because opening policy was established in the factory for internal workers and outside stakeholders, which defined the corresponding departments and their responsibilities. But the factory didn't collect and keep the communication record with stakeholders.

2022年7月4日跟进审核，打开：被审核方部分遵守该原则是因工厂建立了对内对外的沟通程序，并规定了对应的利益相关方的各部门及其职责，但工厂未收集并保留与利益相关方之间的信息沟通记录。

### PA 3: The Rights of Freedom of Association and Collective Bargaining

3.1 Follow up audit on Jul 4, 2022, Closed: Based on worker interview, all interviewees were aware of employee representative information.

2022年7月4日跟进审核，关闭：基于员工访谈确认，所有被访谈员工均了解员工代表信息。

### PA 5: Fair Remuneration

5.5 Follow up audit on Jul 4, 2022, Open: The main auditee did not respect this principle because the factory didn't provide social insurance to workers as per legal requirement. During the audit, there were 48 workers in the factory in total. But based on management interview and workers interview, the factory didn't provide social insurance to any one employee. By interview with workers, parts of workers had attended New Rural Cooperative Medical System in their village. But the factory didn't verify it, so they didn't calculate the ratio and collect the name list of workers who attended New Rural Cooperative Medical System. Remark: The factory purchased commercial injured insurance to all employees, which was effective from Jun 15, 2022 to Jun 14, 2023.

2022年7月4日跟进审核，打开：被审核方未遵守该原则是因工厂未按要求给员工提供福利。审核期间，工厂共有48名员工，但根据管理层访谈和员工访谈，工厂未给任何一名员工缴纳社保。经访谈，部分员工已在当地购买了新农合保险。但工厂未对员工购买新农合保险进行核实，因此未统计参与新农保的人员名单和比例。备注：工厂所有员工购买了商业意外险，有效期为2022年6月15日至2023年6月14日。

### PA 6: Decent Working Hours

6.2 Follow up audit on Jul 4, 2022, Open: 6.2 The main auditee did not respect this principle because the OT hours exceeded legal requirement. Based on reviewing the attendance records provided by the factory, all sampled workers' OT hours exceeded legal limit from Jul 2021 to Jun 2022, the maximum up to 72 hours in Oct 2021, included 24 hours on weekdays and 48 hours on weekends. The maximum weekly working hours were 54 H.

2022年7月4日跟进审核，打开：被审核方因员工月加班超过法规要求而未遵守该原则。根据工厂提供的考勤记录，所有抽样员工的月加班时间在2021年7月到2022年6月超过了法规要求，最大达到了72小时，最大月份在2021年10月，包含工作日24小时以及周末48小时。最大周工时为54小时。

7.1 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because the factory had established management system on health and safety, included health and safety check, training, etc, and appointed Mr Congming Xie as EHS representative. But due to management negligence, some findings were found on EHS, such as the factory didn't install adequate safety guards on sewing machines.

2022年7月4日跟进审核，打开：被审核方部分遵守原则因虽然工厂已建立健康安全管理体系，包括健康安全检查和培训等，并指定谢聪明作为健康安全代表。但是由于管理疏忽，导致健康安全部分出现问题，例如工厂未在针车机上安装合适的防护罩。

7.6 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because the factory didn't provide adequate PPE to workers. The factory did not provide wire mesh gloves for cutting workers, the noise of the computer sewing position did not exceeded 80 dB(A), the workers were not required to wear earplug.

2022年7月4日跟进审核，打开：被审核方部分遵守原则因工厂未给员工提供合适的劳保用品。工厂未给裁剪员工提供钢丝网手套，工厂的电脑车岗位噪音未超80分贝，员工不需要佩戴耳塞。

7.11 Follow up audit on Jul 4, 2022, Open: The main auditee partially respected this principle because the factory conducted regular monitoring on safety of special equipment and building. But during the audit, the factory didn't provide registration certificate and annual inspection report of a cargo lift for review. Remark: There were two cargo lifts in the production building. But the other one hasn't been put in use yet.

2022年7月4日跟进审核，打开：被审核方部分遵守该原则是因为工厂虽对厂房建筑和特种设备的安全进行定期管控，但审核期间，工厂未能提供的一部货梯的使用登记证和年检报告。备注：厂房内共有两部货梯，另外一部货梯尚未投入使用。

7.17 Follow up audit on Jul 4, 2022, Open: The main auditee does not respect this principle because all flat sewing machines in sewing workshop on 2/F were missing finger guards, and 7 computer sewing machines were missing needle guards, 6 high head sewing machines were missing pulley belt safety guards.

2022年7月4日跟进审核，打开：被审核方未遵守该原则因工厂2楼针车车间的平车机未安装护指器，7台电脑车未安装挡针板，6台高头车未安装皮带轮防护罩。