

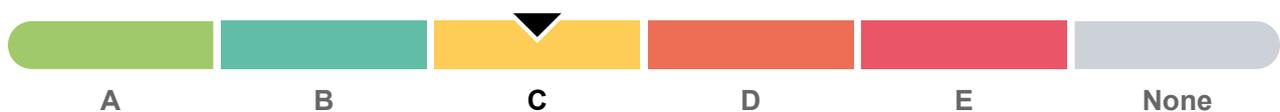
Monitored Party Gao'an xinchaodian Packaging Co., Ltd	amfori ID 156-015156-000	Address Huibu Huixiang Industrial Park, Gao'an City, 330800 Yichun, Jiangxi Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 18/06/2025	Closing Meeting Finished Date 18/06/2025	Submission Date 24/06/2025
Expiration Date 24/06/2026	Announcement Type Semi Announced	
Site Gao'an xinchaodian Packaging Co., Ltd	Site amfori ID 156-015156-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

[Audit Information]:

Name of lead auditor: Forrest Jiang; APSCA membership number (CSCA 21704067)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

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

Audit schedule details: The audit was planned for 1 auditor x 1.0 day. The full audit (Semi Announced) was conducted on Jun 18, 2025.

[Business partner information]:

“Gao'an xinchaodian Packaging Co., Ltd” was located at Huibu Huixiang Industrial Park, Gao'an City, 330800 Yichun City, Jiangxi Province, China. The factory name on business license was “高安市新起点包装有限公司” “Gao'an xinchaodian Packaging Co., Ltd”, the address on business license was “江西省宜春市高安市灰埠回乡产业园” “Huibu Huixiang Industrial Park, Gao'an City, Yichun City, Jiangxi Province”. It was confirmed that the actual address and the business license address were the same place. The business license number was 91360983MA39RJQ48U and the valid time was from Nov 26, 2020 to long-term. The factory specialized Luggage and bags. The mainly processes were fabric-cutting, sewing, inspection and packing. No subcontractor found during this audit. The production capacity was about 1000000pcs per year.

[Audited location information]:

The factory rented partial 1F and full 2F of one 3-storey production building#B3 from landlord as workshop, warehouse and office. The details were as below:

One 3-storey production building#B3(6048 SQ.M):

1F: Most areas were used by audited factory as warehouse, fabric-cutting workshop, a small areas were still in idle.

2F: All areas were used by audited factory as office, warehouse, sewing, inspection and packing workshop.

3F: In idle.

The dormitory and transportation, kitchen and canteen were not available in this factory. There was a clear physical division between the audited factory and other factories. No workers mixing found. The scope of this audit only covered the areas rented by audited factory.

[Operating shifts and hours]:

Through review the attendance records from May 1, 2024 to Jun 18, 2025(The day of the audit), all employees worked 8 hours per day and 5 days per week, all employees were arranged with 1 shift, the working time was from 8:00 to 17:00 with 1.0 hour for break from 12:00 to 13:00. All employees were recorded by face recognition and fingerprint attendance system. Based on attendance record review and randomly sampled 5 workers' attendance records from 3 months and it was noted that:

The 1st sampled month(Apr 2025-Currently month), the standard hours was 168 hours, the max monthly overtime hours were 42 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours, the most consecutive working days were 6 days.

The 2nd sampled month(Nov 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 56 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours, the most consecutive working days were 6 days.

The 3rd sampled month(Aug 2024-Random month), the standard hours was 176 hours, the max monthly overtime hours were 58 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours, the most consecutive working days were 6 days.

[Salary payment details]:

Through review the payroll records from May 2024 to Apr 2025, all workers in this factory were based on monthly-rate wage and the minimum wage was guaranteed, for example, workers were provided with at least RMB 3100 per month, which above the legal requirement (RMB 1740 per month and 10.00 per hour). The wages were calculated from the 1st day to the last day of the natural month and paid on the end of next month in cash, most of the workers knew the wages structures and the payment of wages had never been delayed. Based on reviewing attendance records and payroll records, the OT premium was paid by 150%, 200% and 300% of regular rate for overtime working on weekdays,

Saturdays and Statutory Holidays respectively. Workers had right to choose working overtime or not, and the factory ensured workers rest on every Sunday and statutory holidays.

[Worker number information]:

- Total 46 employees (6 males and 40 females) covered 3 non-production employees (2 males and 1 female) and 43 production workers (4 males and 39 females).
- 1 female was the domestic migrant employee, 45 employees (6 males and 39 females) were the local people.
- No disabled workers, child labour, young worker, lactating employees, pregnant worker, internship staff, apprentice, subcontract staff found. And there was no information about forced labour found.
- 5 workers (2 males and 3 females) were sampled for verification, no sampled worker was the domestic migrant workers and all 5 sampled workers were the local people.

[Good practices]:

Nil.

[Worker organization details]:

Labour union was not established. 1 worker representative was elected freely. Collective bargaining was not held and the agreement was not available.

[Circumstances]:

The auditee showed a cooperative and enthusiastic attitude to this audit.

[The special circumstances can be classified as followed]:

There was no specific control requirement for COVID-19 in China.

By viewing of Credit China and IPE website: No special abnormal situation found.

[Summary of findings]:

PA 1: The amfori BSCI Code management was not perfect(PA 1.1), the calculation of production capacity was not reasonable(PA 1.4).

PA 2: Some workers did not know the content of amfori BSCI Code(PA 2.4).

PA 5: Not all workers enrolled in social insurance(PA 5.5).

PA 6: The monthly overtime hours exceeded 36h(PA 6.2).

PA 7: HS management was not perfect(PA 7.1), some goods were stored close to the wall(PA 7.11), the sewing machines missed safety belt guards and safety needle guards(PA 7.17).

PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12 and PA 13: Nil

[Living wage calculation]: The living wage data is provided by the auditing company and please refer to the PA 5 summary to find the details of calculation method of living wage.

[Personal Information protection law]:

The Personal Information Protection Law of the People's Republic of China was promulgated on Aug.20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent.

[Attachments]:

1. There was no Consolidated Working Hours System Approval obtained by the auditee, which made documented valid authorisation to make exemptions not applicable.
2. The audit was not SPA, which made self-declaration of producer not applicable.
3. According to the regulations require of "Classified management directory of environmental impact Assessment of construction projects" which updated in the year of 2021. The factory is exempted from Environmental Impact Assessment.

SITE DETAILS

Site
Gao'an xinchaodian Packaging Co., Ltd

Site amfori ID
156-015156-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	46	Workers
Legal minimum wage in local currency	1,740	Monthly
Lowest wage paid for regular work at the site	3,100	Monthly
Calculated living wage in local currency	2,763	Monthly
Total sample	5	Workers

Other Metrics

Male workers	6	Workers
Female workers	40	Workers
Non-binary workers	0	Workers
Permanent workers - Male	6	Workers
Permanent workers - Female	40	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	1	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	6	Workers
Workers hired directly - Female	40	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Gao'an xinchaodian Packaging Co., Ltd | Site amfori ID: 156-015156-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1.1 The main auditee partially respected this principle. Based on onsite tour, worker interview, management interview and document review, it was noted that the factory had established BSCI management system, but it was not effectively implemented, such as workers overtime working exceeded legal requirement and some EHS issues were found. The facility management declared that they did not fully understand amfori BSCI Code of Conduct and requirements and did not provide adequate training to all workers. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>主要被审核方部分遵循该准则。基于现场走访，员工访谈，管理层访谈以及文件审核发现，工厂已经建立了BSCI管理系统，但是没有有效地被执行，比如工人加班工作超过法规要求，部分健康安全的问题被发现。工厂管理层解释他们未充分理解amfori BSCI行为准则和要求，且对员工培训不到位。违反了amfori BSCI管理手册中问题1.1的要求。</p>

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>1.4 The main auditee partially respected this principle. The factory established production capacity evaluation procedure, and evaluated its workforce capacity, but the production management staff could not establish adjusting program to handle the inadequate in capacity caused by rapid rise of production order, they could not ensure workers' overtime hours in accordance with amfori BSCI Code of Conduct and legal requirements when the production capacity meet the requirements of the client orders continually, which caused the workers overtime working hour systematic exceed 36 hours per month in past months. The facility management declared that delivery time of order was relatively short and number of production workers was relatively small. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>主要被审核方（生产商）部分遵循该原则。工厂建立了产能评估程序，并且对其产能进行了评估但是生产管理人员未制定针对订单增多而造成产能不足情况下的调节方案，工厂在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合amfori BSCI行为准则和法规要求，以至于员工的月加班时间在过去月份中系统性超过36小时。工厂管理层解释是由于订单时间比较紧张和生产员工比较少导致的。违反了amfori BSCI管理手册中问题1.4的要求。</p>

PA 2: Workers Involvement and Protection

Site: Gao'an xinchaodian Packaging Co., Ltd | Site amfori ID: 156-015156-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.4 The main auditee partially respected this principle because the auditee had conducted relevant training of amfori BSCI code to employees and posted amfori BSCI code onsite, but most interviewed workers did not know the content of amfori BSCI Code, the auditee did not check the effect of training. The management explained that they did not know about relative requirement. It violated the requirement of question 2.4 in amfori BSCI system manual.</p>	<p>主要被审核方部分遵循该准则。被审核方对员工进行了amfori BSCI相关内容的培训，现场张贴的amfori BSCI行为准则，但是大部分访谈的员工不了解amfori BSCI的内容，工厂没有验证培训的效果。管理层解释不清楚相关要求。违反了amfori BSCI管理手册中问题2.4的要求。</p>

PA 5: Fair Remuneration

Site: Gao'an xinchaodian Packaging Co., Ltd | Site amfori ID: 156-015156-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.5 The factory did not respect this principle. Because the number for social insurance was insufficient. There was a total of 48 employees hired in this factory during this audit, 16 employees were the retired workers and no employee was the new hired in the recently one month. The auditee should buy social insurances for 32 employees in May 2025. Through review the payroll records and social insurance enrolment list, auditor noted that the factory only provided the pension insurance, unemployment insurance, injury insurance, maternity insurance and medical insurance to 3 employees(9.38%) in May 2025. In addition, the factory provided commercial insurance to 50 employees and the valid time was from Nov 20, 2024 to Nov 19, 2025. Based on worker interview and stated that they had bought the new rural social pension insurance in their hometowns by themselves. Based on management interview and</p>	<p>被审核工厂未遵循该准则。因为工厂参保人数不足。工厂在审核期间共48名员工，其中退休员工16人，无最近一个月内新入职的员工，工厂在2025年5月应该给32名员工提供社保。通过查看工厂提供的工资记录以及社保缴费凭证，审核员发现工厂在2025年5月仅给3名员工（9.38%）提供了养老险，失业险，工伤险，生育险和医疗险。除此之外，工厂提供了商业险给50名员工，有效日期从2024年11月20日至2025年11月19日。员工访谈工人表示自己已在老家购买了新农保。管理层访谈解释称社保不足的原因是工人流动性大且部分工人已自行在老家购买新农保。违反了amfori BSCI管理手册中问题5.5的要求和中华人民共和国劳动法（2018修正）第七十二条，中华人民共和国社会保险法（2018修正）。</p>

Finding

stated that the reason for poor social insurance coverage rate was high turnover rate and some workers had bought the new rural social pension insurance in their own hometowns by themselves. It violated the requirement of question 5.5 in amfori BSCI system manual and Labor Law of the People's Republic of China (2018 Amendment), Article 72, and Social Insurance Law of the People's Republic of China (2018 Amendment).

PA 6: Decent Working Hours

Site: Gao'an xinchaodian Packaging Co., Ltd | Site amfori ID: 156-015156-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

6.2 The factory did not respect this principle because workers' monthly overtime hours exceeded legal requirement.

Through reviewing workers' attendance records from May 1, 2024 to Jun 18, 2025 (The day of the audit) provided by factory, all employees worked 5 days per week and 8 hours per day, during this audit, auditor randomly sampled 5 workers' attendance records from 3 months and it was noted that:

The 1st sampled month (Apr 2025-Currently month), the standard hours was 168 hours, the max monthly overtime hours were 42 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours;

The 2nd sampled month (Nov 2024-Random month), the standard hours was 168 hours, the max monthly overtime hours were 56 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours;

The 3rd sampled month (Aug 2024-Random month), the standard hours was 176 hours, the max monthly overtime hours were 58 hours, the max daily overtime hours were 2.0 hours, the max weekly working hours were 52 hours.

The facility management declared that delivery time of order was relatively short and number of production workers was relatively small.

It violated the requirement of question 6.2 in amfori

被审核工厂未遵循该原则，因为员工的月加班时间超过法规要求。

通过查看工厂提供的工人从2024年5月1日至2025年6月18日(审核当天)的考勤记录，所有工人正常上班时间为每周5天和每天8小时，此次审核期间，审核员随机抽取5名员工三个月的考勤记录发现：

第一个抽样月(2025年4月-当前月)，标准工时168小时，最大月加班为42小时，最大日加班为2.0小时，最大周工作时间为52小时；

第二个抽样月(2024年11月-随机月)，标准工时168小时，最大月加班为56小时，最大日加班为2.0小时，最大周工作时间为52小时；

第三个抽样月(2024年8月-随机月)，标准工时176小时，最大月加班为58小时，最大日加班为2.0小时，最大周工作时间为52小时。

工厂解释是由于订单时间比较紧张和生产员工比较少导致的。

违反了amfori BSCI管理手册中问题6.2的要求以及《中华人民共和国劳动法(2018修正)》第四十一条。

Finding

BSCI system manual and Labor Law of the People's Republic of China (2018 Amendment), Article 41.

PA 7: Occupational Health and Safety

Site: Gao'an xinchaodian Packaging Co., Ltd | Site amfori ID: 156-015156-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

7.1 The main auditee partially respected this principle. The auditee had established management system on health and safety, included the identifying and awareness of the related legal regulation, health and safety checking, training, etc., but the auditee did not follow amfori BSCI's requirements for health and safety fully. The factory management explained that it was caused by management negligence and will strengthen management and training in the future. It violated the requirement of question 7.1 in amfori BSCI system manual.

被审核方部分遵循该准则。被审核方建立了健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是被审核方未完全执行amfori BSCI对健康安全的要求。工厂管理层解释其是由于管理疏忽导致，今后会加强管理和培训。违反了amfori BSCI管理手册中问题7.1的要求。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

7.11 The main auditee partially respected this principle. Based on onsite tour, it was noted that some goods were stored close to the wall. The management explained that they didn't know about the relative requirement. It violated the requirement of question 7.11 in amfori BSCI system manual and Regulations on Fire Prevention of Warehouse (1990), Article 18.

主要被审核方（生产商）部分遵循该准则。通过现场走访，审核员发现工厂部分货物靠墙堆放。管理层解释不清楚相关要求。违反了amfori BSCI管理手册中问题7.11的要求和仓库防火安全管理规则（1990）第十八条。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

7.17 The main auditee partially respected this principle. Based on onsite tour, auditor noted that the sewing machines in sewing workshop were not installed with safety needle guards, in addition, it was noted that 3 sewing machines in sewing workshop missed the safety belt guards. The management stated that it was due to negligence in their inspection, besides, they didn't know well about the requirement.

It violated the requirement of question 1.17 in amfori BSCI system manual. and General Rules of Design on Health and Safety of Production Facility (GB 5083-1999).

主要被审核方（生产商）部分遵循该准则。通过现场走访，审核员发现缝制车间的缝纫设备没有安装挡针器，除此之外，审核员发现缝制车间有三台缝纫设备缺失了皮带保护罩。管理层表示是由于他们检查疏忽导致，同时对相关要求不是很了解。违反了amfori BSCI管理手册中问题7.17的要求以及生产设备安全卫生设计总则（GB 5083-1999）。