

Monitored Party Jiaxing Huayue Packaging Products Co., Ltd.	amfori ID 156-016783-000	Address No.9 Chuangxin Road, Xindai Town, Pinghu, Jiaxing, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 09/08/2023	Closing Meeting Finished Date 11/08/2023	Submission Date 17/08/2023
Expiration Date 17/08/2024	Announcement Type Fully Announced	
Site Jiaxing Huayue Packaging Products Co., Ltd.	Site amfori ID 156-016783-001	

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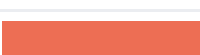
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OVERALL RATING



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	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	D	

PA 7: Occupational Health and Safety	B	
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

Name of lead auditor: Molly Zhu, CSCA21701146

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: Bureau Veritas

Audit Company APSCA Number: 11600002

Audit schedule details: The audit is planned for one auditor x 2.5 days.

Monitoring Date: 2023/08/09 Morning - 2023/08/11 Morning

Business partner information:

Factory name: Jiaxing Huayue Packaging Products Co., Ltd. 嘉兴华悦包装用品有限公司

Factory address: No.9 Chuangxin Road, Xindai Town, Pinghu, Jiaxing, Zhejiang 浙江省平湖市新埭镇创新路9号

The factory was established on September 27, 2010 and specialized in the manufacture of rubbish bag, food bag. The main production activities included mixing, bag making (plastic film molding, printing, bag cutting), inspection and packing.

Audited location information:

The factory used one 1-storey partially 5-storey office, canteen and production building (No.1), one 3-storey production and warehouse buildings (No.2), one 1-storey partially 5-storey warehouse building (No.3), the 2nd and 3rd floors of one 3-storey production and warehouse building (No.4), two 5-storey dormitory buildings (1# and 2#), three 4-storey dormitory buildings (3#, 4#, 5#).

Building No.1

1F: Warehouse, Mixing workshop

2F: Warehouse

3F: Warehouse, Bag making, inspection and packing workshops

Building No.1 (attached)

1F: Hall

2F: Canteen

3F to 5F: Office rooms

Building No.2

1F: Warehouse, Bag making, inspection and packing workshops

2F: Warehouse, Bag making, inspection and packing workshops

3F: Warehouse, Bag making, inspection and packing workshops

Building No.3

1F: Warehouse

Building No.3 (attached)

1F to 5F: Vacant

Building No.4

1F: Zhejiang Huasu New Material Co., Ltd.

2F: Sundries warehouse

3F: Vacant

Dormitory building (1# and 2#)

1F to 5F: Employees dormitory

Dormitory building (3#, 4#)

1F to 4F: Employees dormitory

Dormitory building (5#)

1F to 4F: Management dormitory

Operating shifts and hours:

Normal working hour was 8 hours per day and 5 days per week from Monday to Friday. The office employees ran 1 shift from 8:00 to 17:00 with lunch time from 11:00 to 12:00. The production management staffs and employees in warehouse and inspecting workshop ran 1 shift from 7:30 to 17:00 with lunch time from 11:00 to 12:30. And production employees ran 3 shifts from 8:00 to 16:00, 16:00 to 0:00 and 0:00 to 8:00.

Time recording system:

The factory used biometric attendance machine to record working hours. According to the payroll and attendance records of 16 sample employees from January 2023, 16 sample employees from April 2023 and 16 sample employees from current payment month June 2023, it was noted that the maximum overtime hours were 2 hours per weekday, 18 hours per week and 78 hours per month. And the maximum consecutive working days were 6 days.

Salary payment details:

Employees were paid by hourly rate and wages were paid by cash on or before the 30th of the following month. According to the payroll and attendance records of 16 sample employees from January 2023, 16 sample employees from April 2023 and 16 sample employees from current payment month June 2023, it was noted that the minimum wages paid to all sample employees were at least CNY 14.37 per hour, which was higher than the local minimum wage of CNY 2070 per month or CNY 11.90 per hour since August 1, 2021. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days and 300% of their normal wage for the overtime working hours on statutory holidays.

Worker number information:

There were totally 216 employees (98 male employees and 118 female employees) in the factory, including 159 production workers (66 male employees and 93 female employees) and 57 non-production workers. The youngest employee working in the factory was 18 years old.

There were 178 domestic migrant employees (83 male employees and 95 female employees) from Anhui, Henan, Shanxi, Jilin, Jiangsu, Jiangxi, Shandong, Hubei, Hunan, Sichuan, Guizhou, Yunnan, Shanghai, Chongqing, No foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based worker was noted in the factory. No interns, apprentices, contractor worker was used by factory.

Good practices:

None

Worker organization details:

The workers freely elected 2 worker representatives in December 2022.

Circumstances:

There was no special circumstance during the audit.

Summary of findings:

There were non-compliances at Performance Area 1.1, 1.4; Performance Area 2.4; Performance Area 5.5; Performance Area 6.2; Performance Area 7.1, 7.2, 7.3, 7.6, 7.9, 7.13, 7.22 during this audit.

Living wage calculation:

Living Wage please refer to BNW in attachment. BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).

Remark:

There are no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which makes

the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.

SITE DETAILS

Site

Jiaxing Huayue Packaging Products Co., Ltd.

Site amfori ID

156-016783-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Household Products
Sub Industry		
Household Products		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	216	Workers
Legal minimum wage in local currency	2,070	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	2,323.75	Monthly
Total sample	16	Workers

Other Metrics

Male workers	98	Workers
Female workers	118	Workers
Permanent workers - Male	98	Workers
Permanent workers - Female	118	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	19	Workers
Management - Female	6	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	52	Workers
Workers with night shift - Female	85	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	83	Workers
Domestic migrant workers - Female	95	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	98	Workers
Workers hired directly - Female	118	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	8	Workers
Sample - Female	8	Workers

FINDINGS



PA1: Social Management System

Site: Jiaxing Huayue Packaging Products Co., Ltd. | Site amfori ID: 156-016783-001

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	
Based on the factory tour, documents review, management and worker interviews, it was noted that the factory had established a management system according to amfori BSCI requirements, but partial area could not be implemented according to amfori BSCI COC completely at current, such as insufficient social insurance, monthly overtime exceeded 36 hours, issue of occupational health and safety, etc. The factory conducted the internal audit and management assessment yearly for its social compliance system to minimum the gap between the expectations of amfori BSCI COC. Therefore, this question was rated as 'Partially'. In accordance with Performance Area 1: Social Management System 1.1.	基于现场巡视、文件查阅、管理层访谈和员工访谈，工厂已根据amfori BSCI要求建立了一个管理体系，但目前部分区域还未能完全按照amfori BSCI的要求来执行，如社保不足、月加班超过36小时、健康安全问题等。工厂每年进行社会责任内部审核和管理评审，来缩小与amfori BSCI行为守则期望间的差距。因此，该问题点判定为部分不符合。 根据执行领域1：社会管理体系 1.1。

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	
Based on document review, management and worker interviews, it was noted that the factory had established the production capacity assessment procedure, but they had not assessed production capacity. The factory had appointed factory director to evaluate orders and calculate the costs of production and delivery times. Therefore, this question was rated as 'Partially'. In accordance with Performance Area 1: Social Management System 1.4.	基于文件审核、管理层和员工访谈，工厂已建立生产能力评估程序，但还未进行生产能力评估。工厂已任命厂长负责对订单进行评估，且计算了生产成本和交货时间。因此，该问题点判定为部分不符合。 根据执行领域1：社会管理体系1.4。



PA 2: Workers Involvement and Protection

Site: Jiaxing Huayue Packaging Products Co., Ltd. | Site amfori ID: 156-016783-001

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

Based on factory tour, document review and worker interviews, it was noted that sampled employees were not quite aware of amfori BSCI values and principles. The factory posted the amfori BSCI COC publicly, provided amfori BSCI training with all employees. Therefore, this question was rated as 'Partially'.
In accordance with Performance Area 2: Workers Involvement and Protection 2.4.

基于现场走访、文件审核、和员工访谈，抽样员工并不知道amfori BSCI的价值和原则。工厂有提供进行关于社会责任的培训的记录，有张贴BSCI的行为准则。因此，该问题点判定为部分不符合。
根据执行领域2：工人参与度和保护2.4。

PA 5: Fair Remuneration

Site: Jiaxing Huayue Packaging Products Co., Ltd. | Site amfori ID: 156-016783-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review, management and worker interviews, it was noted that the factory's social insurance coverage was insufficient. There were 216 employees in the factory on the audit day, of which 5 employees was newly recruited and 24 employees were unable to participate in the insurance when they reached the legal retirement age, so a total of 187 employees were able to participate in the social insurance program. According to the social insurance payment receipt provided by factory management, it was noted that 136 out of 187 employees were provided with accident insurance (72.73%), 132 out of 187 employees were provided with pension, unemployment, medical, maternity insurance (70.59%) in July 2023. In addition, the commercial accident insurance was provided for 34 employees from March 24, 2023 to March 23, 2024. Per management and employee interview, some employees were unwilling to participate in the social insurance program. However, the factory did not take measures or promote to encourage employees to actively participate in the social

基于文件审核、管理层和员工访谈，工厂的社会保险覆盖不足。审核当天工厂共有216名员工，其中5名员工新入职，24名员工达到法定退休年龄无法参保，因此共有187名能参保。根据厂方提供的2023年7月社会保险缴费单据显示工厂为所有187名员工中的136名提供了工伤保险(72.73%)，为132名员工提供了养老，失业，医疗和生育保险(70.59%)。另外，工厂为34名员工提供商业意外保险，有效期从2023年3月24日至2024年3月23日。根据管理层和员工访谈，一些员工不愿意参加社会保险。然而，工厂没有采取措施或促进员工积极参与社会保险。工厂参加社会保险的比例没有超过80%，并且不是所有的员工都参与了工伤保险。因此，这个问题被评为完全不符合。
根据《中华人民共和国劳动法》第73条。

Finding

insurance plan. And the proportion of social insurance participation did not exceed 80%, and not all employees participated in accident insurance. Therefore, this question was rated as 'No'.

In accordance with Article 73 of the Labor Law of the People's Republic of China.

PA 6: Decent Working Hours

Site: Jiaxing Huayue Packaging Products Co., Ltd. | Site amfori ID: 156-016783-001

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

Based on management and worker interviews and time records review it was identified that it was noted that 25 out of 48 sampled employees worked in excess of the statutory overtime hour limits. According to the payroll and attendance records of 16 sample employees from January 2023, 16 sample employees from April 2023, 16 sample employees from current payment month June 2023, it was noted that 16 out of 16 sample employees worked 40 to 78 overtime hours in April 2023, 9 out of 16 sample employees worked 40 to 74 overtime hours in June 2023, which was not in compliance with the legal requirement of 36 overtime hours per month. Electronic attendance system was used to record workers' attendance, but the factory did not establish overtime control planning, workers' overtime hours depended on production task. In addition, the attendance system had no alert function when monthly overtime exceeded limit. Therefore, this question was rated as 'No'.

In accordance with Article 41 of the Labor Law of the PRC.

基于厂方提供的工时记录和管理层和员工访谈，审核员发现48名抽样员工中的25名加班时间均超出了法定标准。抽样2023年1月16名员工，2023年4月16名员工和2023年6月16名员工的工资考勤记录，显示16名员工在2023年4月加班40至78小时，16名员工中的9名在2023年6月加班40至74小时，超过每月加班时间不能超过36小时的法律规定。工厂员工采用电子考勤系统记录出勤时间，但工厂没有建立加班管控计划，员工的加班时取决于生产任务。并且，考勤系统在月加班超时时也没有预警功能。因此，这个问题被评为完全不符合。

根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: Jiaxing Huayue Packaging Products Co., Ltd. | Site amfori ID: 156-016783-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the documents review, management and worker interviews, it was noted that the factory provided the occupational health checks to employees in workshop who were in contact with hazardous materials in March 2023. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. The factory had established the occupational health management procedure, the factory also established a plan to provide employees with occupational health checks regularly. Therefore, this question was rated as 'Partially'. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.	基于文件查阅、管理层访谈和员工访谈，厂方于2023年3月为在车间接触有毒有害物质的员工提供了职业病体检，但工厂并没有组织这些员工在上岗前和离岗时进行职业病体检。工厂建立了职业健康管理程序，并制定了计划为员工提供定期职业病体检。因此，该问题点判定为部分不符合。 根据《中华人民共和国职业病防治法》第35条。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review, management and worker interviews, it was noted that the factory's accident insurance coverage was insufficient. According to the social insurance payment receipt provided by factory management, 136 out of 216 employees were provided with accident insurance in July 2023. In addition, the commercial accident insurance was provided for 34 employees from March 24, 2023 to March 23, 2024. The rest 46 employees were not provided with accident insurance. The factory did not take measures or promote to encourage employees to actively participate in the social insurance plan. At present, the factory did not plan to provide commercial accidental insurance for more employees. Therefore, this question was rated as 'No'. In accordance with Article 73 of the Labor Law of the People's Republic of China. In accordance with Performance Area 7: Occupational Health and Safety 7.2.	基于文件审核、管理层和员工访谈，工厂的工伤保险覆盖不足。根据厂方提供的2023年7月社会保险缴费单据显示工厂为所有216名员工中的136名提供了工伤保险。另外，工厂为34名员工提供商业意外保险，有效期从2023年3月24日至2024年3月23日。剩余的46名员工没有参与工伤保险。工厂没有采取措施或促进员工积极参与社会保险。目前工厂没有计划为更多的员工购买商业意外保险。因此，这个问题被评为完全不符合。 根据《中华人民共和国劳动法》第73条。 根据执行领域7：职业健康和安全7.2。

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the factory tour, documents review, management and worker interviews, it was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include the risk of share building. The factory had developed policies and processes for risk assessment in accordance with the amfori BSCI Code of Conduct, the risk assessment included workshop, warehouses, processes, machines, transmittable and non-transmittable diseases, etc. Therefore, this question was rated as 'Partially'. In accordance with Performance Area 7: Occupational Health and Safety 7.3.	基于现场巡视、文件查阅、管理层访谈和员工访谈，工厂为车间岗位进行风险评估不充分，风险评估未涵盖共用建筑的风险。工厂结合amfori BSCI行为守则制定了风险评估的政策和流程，工厂风险评估包含了车间，仓库，工序，机器设备，传染疾病和非传染疾病等。因此，该问题点判定为部分不符合。 根据执行领域7：职业健康和安全 7.3。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the factory tour, it was noted that one employee working in mixing workshop did not wear earplugs and 20% employees working in bag making workshop did not wear earplugs. The factory had posted warning signs in the workshop, requiring employees to wear personal protective equipment. Based on documents review, management and worker interviews, the factory provided free personal protective equipment for employees, and provided relevant training for employees requiring them to wear personal protective equipment correctly during the working time. Therefore, this question was rated as 'Partially'. In accordance with Article 42 of Law of the People's Republic of China on Production Safety.	基于现场巡视，工厂拌料车间1名员工没有佩戴耳塞，制袋车间20%的员工没有佩戴耳塞。工厂在车间张贴了警示标志，要求员工佩戴个人防护用品。基于文件查阅，管理层和员工访谈，工厂为员工免费提供个人防护用品，并为员工提供了相关的培训要求员工在工作时正确佩戴个人防护用品。因此，该问题点判定为部分不符合。 根据《中华人民共和国安全生产法》第42条改善。

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the factory tour, it was noted that no warning sign was marked on one electricity	基于现场巡视，工厂1号楼1楼拌料车间1个电箱，2号车间1楼制袋车间2个电箱没有张贴警告标志。根

Finding	
connection box in the mixing workshop on 1st floor of No.1 building and two electricity boxes in bag making workshop on 1st floor of No.2 building. According to the document review, the factory had established the electrical safety management procedure, and the electrician conduct monthly inspections of electrical safety. According to training records and employee interviews, the factory had provided electrical safety training to employees, and they were aware of the risks associated with electrical equipment in the workshop. Therefore, this question was rated as 'Partially'. In accordance with Article 2-7 of Warning Sign in the Guidelines for Safety Signs and Usage GB 2894-2008.	据文件审核，工厂建立电气安全管理程序，电工对电器安全按进行每月检查。根据培训记录和员工访谈，工厂为员工提供了用电安全培训，员工清楚车间电气设备的风险。因此，该问题点判定为部分不符合。 根据《安全标志及使用导则(GB 2894-2008)》警示标志2-7。

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the factory tour, documents review, management and worker interviews, it was noted that one electrical switch box in bag making workshop on 1st floor of No. 2 building was not installed with protective cover. The factory had established electricity safety procedure. The workshop director and electrician conducted electrical equipment safety check every month and electric circuit was insulation protected. Therefore, this question was rated as 'Partially'. In accordance with Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017).	基于现场巡视、文件查阅、管理层访谈和员工访谈，工厂2号生产楼1楼制袋车间1个电开关没有保护盖。工厂建立用电安全程序，车间主任和电工对电器安全进行每月检查，电线有足够的绝缘保护。因此，该问题点判定为部分不符合。 根据《用电安全导则GB/T13869-2017》第5.1.2条。

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the factory tour, it was noted that, it was noted that no toilet paper, soap or hand sanitizer, hand drying facility was available in the washing room of production building. Based on management and employee interviews, the factory	基于现场巡视，工厂生产区域的厕所内没有配备厕纸，肥皂或洗手液，干手设施。基于管理层和员工访谈，工厂为生产员工提供了厕纸和肥皂，但用完后未及时补充。另外，生产楼厕所内的厕格均安装隐私门。因此，该问题点判定为部分不符合。

Finding

provided toilet paper and soap for production employees, but it was not replenished in a timely manner after use. In addition, the private door was installed for all stalls in the toilet of production building. Therefore, this question was rated as 'Partially'.

In accordance with Performance Area 7: Occupational Health and Safety 7.22.

根据执行领域7: 职业健康和安全 7.22

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH

Finding

Remark: no transportation was provided.