

# Monitoring result for Dongguan Xinyang Packing Products Co. LTD on site Dongguan Xinyang Packing Products Co. LTD

## Monitoring

Monitored Party	: Dongguan Xinyang Packing Products Co. LTD
amfori ID	: 156-042608-000
Site	: Dongguan Xinyang Packing Products Co. LTD
Site amfori ID	: 156-042608-001
Address	: Room 301, 1st Building, No. 2 Qifeng Road, Nankeng Village, Qishi Town, Dongguan City, Guangdong Province.
	: Dongguan
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: ELEVATE
Monitoring Start Date	: 21/11/2022
Closing Meeting Finished Date	: 27/11/2022
Submission Date	: 27/11/2022
Expiration Date	: 27/11/2023

This is an extract of the online monitoring result, generated on 29/11/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.  
© amfori, 2021

## 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	C
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	B
PA 13: Ethical Business Behaviour	A

## General description

Summary of the facility: Dongguan Xinyang Packing Products Co. LTD is located at Room 301, 1st Building, No. 2 Qifeng Road, Nankeng Village, Qishi Town, Dongguan City, Guangdong Province, China based on the business license. The factory address is the same with BSCI platform and BL and actual production site. Factory started their operation in current address in 2014. The factory's local name is “东莞市鑫洋包装制品有限公司(9144190039812976XT)”.

Summary for numbers of workers: Based on the audit booking, there are total 28 employees working in the factory, including 14 male employees and 14 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 19 years old, born in 2003 and was hired in 2022. There were 9 non-production employees (including management person and office worker etc.) and 19 production employees (including gluing, assembly, inspection and packing sections, warehouse etc.). There were 96.43% migrant employees from domestic provinces in China such as Guizhou and Hunan etc.

Summary of factory building structure: In view of the facilities, the facility only rent the 3rd floor of 1 block of 3-storey production building. No canteen, kitchen or dormitory was available for workers used in the factory. / Total around 2135 m2. Remark: This building was rent from local people and other floors were used by other factories as per renting contract.

Summary of production process: The main production processes in the factory are listed as following: gluing, assembly, inspection and packing. The main production machines were total around 10, including gluing machines etc. The main products manufactured by the factory are packing box etc.

Summary of working hours: Attendance records from October 2021 to audit day and payroll records from October 2021 to September 2022 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 40 hours per week. All employees in the factory worked in one shift, 8:00-12:00, 13:30-17:30. Workers' overtime work from 2 hours at most and on Saturday for 8 hours. They always rested on Sunday and public holidays; Finger printing attendance systems were used for time record.

Summary of compensation: All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 12.64 per hour which was no less than the local legal minimum payment requirement RMB 1900 per month and RMB 10.92 per hour since December 1, 2021 and RMB 1720 per month and RMB 9.89 per hour before December 1, 2021; for overtime wages, 150%, 200% and 300% of basic wages were paid to employees for their overtime hours on workdays, rest days and statutory holidays respectively, no overtime was arranged on public holidays was found during this audit. Wages are paid at the end of each month by cash. Auditor had reviewed the social insurance records for recent 6 months, as per record for the latest month November 2022, the factory has a total of 28 employees were eligible for the 5 types of social insurance, the main auditee had provided pension insurance, unemployment insurance, injury insurance, medical insurance and maternity insurance for part the workers. Moreover, factory provided commercial insurance to 25 employees from April 21, 2022 to April 20, 2023.

Summary of Health and Safety: Concerning the fire safety management, based on documents checked, site observation and interviews, the auditee has established health and safety committee and conducted risk assessment; the relevant policy and procedures were available for review; the training included fire drill & evacuation exercise was provided to workers regularly; emergency exits fulfils the legal requirements and are marked legibly for easy evacuation during emergencies, and they were kept open during the audit; enough firefighting equipment such as fire extinguishers, hydrants and alarms were installed in place, maintained by regular checks and kept in good condition, evacuation plans were posted inside plant and emergency lights were installed at all of the designated places of the production floor and staircase; which were also confirmed by onsite check and test randomly during the audit.

Summary of Workers' union: There was no Trade Union available in the factory and there was total 2 worker's representative elected by workers.

Summary of workers of interviews: Ten employees are interviewed, including 5 males and 5 females.

Summary of the performance areas needed improvements: The facility management and workers' representative showed a positive attitude to this audit during the whole process. The audit was fulfilled according to the audit plan sent prior to the audit. At the end of the audit, all the findings were accepted by the auditee. The performance areas which needed improvement were as follows: PA1, PA2, PA5, PA6, PA7, PA12 & PA13.

Remark:

1. Audit Day (excluding reporting time): November 21, 2022.
2. Auditor name and APSCA number, Audit Company: Tiger Li/ CSCA 21701224/ ELEVATE
3. There are no agencies used by the main auditee, which makes the agency labour contract not applicable.
4. There are no contractor used by the main auditee, which makes the contractor license or permit not applicable.
5. There are no collective bargaining agreements used by the main auditee, which makes the collective bargaining agreements not applicable.
6. There are no government waivers obtained by the main auditee, which makes the government waivers not applicable.
7. #COVID-19: No employee was affected by COVID-19. Also, the production was not affected by the epidemic situation. They were all paid as legal requirements. The auditee resumed the production on February 8, 2022 in the year 2022. The

auditee provided masks for all employees for free. They took employees' temperature each day and recorded them. Also, they disinfected all areas of the factory each day.

## Site Details

Site : Dongguan Xinyang Packing Products Co. LTD

Site amfori ID : 156-042608-001

### GICS Classification

---

Sector : Consumer Staples

Industry : Household Products

Industry Group : Household & Personal Products

Sub Industry : Household Products

### amfori Process Classifications

---

N.A.

### GS1 Classifications

---

N.A.

### NACE Classification

---

N.A.

### Water Stress Situation

---

N.A.

## Metrics

### Key Metrics

Total workforce	28 Workers
Legal minimum wage in local currency	1900 Monthly
Lowest wage paid for regular work at the site	2200 Monthly
Calculated living wage in local currency	1980 Monthly
Total sample	10 Workers

### Other Metrics

Male workers	14 Workers
Female workers	14 Workers
Permanent workers - Male	14 Workers
Permanent workers - Female	14 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	4 Workers
Management - Female	5 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	14 Workers
Domestic migrant workers - Female	13 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	14 Workers
Workers hired directly - Female	14 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	5 Workers
Sample - Female	5 Workers

## Findings

### PA1: Social Management System

Based on satisfactory evidence, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA2, PA5, PA6, PA7, PA12 & PA13. (In accordance with amfori BSCI Code of Conduct)

根据充分证据,在此次审核过程中,工厂部分遵守了此领域要求,工厂建立了确保BSCI有效实施的管理制度,但不是所有制度都能有效实施。比如工厂在PA2, PA5, PA6, PA7, PA12和PA13领域均有缺失。(根据amfori BSCI Code of Conduct)

auditee had established workforce capacity procedure with assessment record was kept, however, finding on PA6.2 reflected workforce planning was not effective. (In accordance with amfori BSCI Code of Conduct)

根据充分证据,在此次审核过程中,工厂部分遵守了此项要求,工厂有建立了生产能力评估程序且保留评估记录,但是PA6.2的问题点反映出人力规划并不是有效的。(根据amfori BSCI Code of Conduct)

### PA 2: Workers Involvement and Protection

Based on satisfactory evidence, the main auditee partially respected this principle because although the auditee posted BSCI code in public and provided the training about BSCI code for all employees, however, the workers' representative and some workers were not aware of BSCI code. (In accordance with amfori BSCI Code of Conduct)

根据充分证据,在此次审核过程中,工厂部分遵守了此领域要求,尽管被审核方有提供了BSCI行为准则的培训给全体员工,但是工人代表和一些工人并不了解BSCI的行为准则。(根据amfori BSCI Code of Conduct)

### PA 5: Fair Remuneration

Based on satisfactory evidence, the main auditee did not respect this principle because the auditee had investigated and calculated local living wage before the audit. (In accordance with amfori BSCI Code of Conduct)

根据充分证据,工厂没有符合此领域要求,工厂没有在审核前完成最低生活需求工资的调查和计算。(根据amfori BSCI Code of Conduct)

Based on satisfactory evidence, the main auditee did not respect this principle because a total of 28 employees were eligible to receive five types of social insurances in November 2022 according to the law. However, through review of social insurance enrollment list, only 20 employees were enrolled in pension insurance, child-bearing insurance, unemployment insurance and occupational injury insurance, 21 employees were enrolled in medical insurance. Moreover, factory provided commercial insurance to 25 employees from April 21, 2022 to April 20, 2023. Workers didn't want to join the social insurance by their own accord, because they would not like to pay for it. (In accordance with Social Insurance Act of the People's Republic of China, article 2 & article 4)

根据充分证据,工厂没有符合此领域要求,审核发现28名符合参保条件的员工中,只有20名参加了养老保险,生育保险,失业保险和工伤保险,21名参加了医疗保险。此外,工厂给25员工购买了从2022年4月21日至2023年4月20日的意外伤害险。员工出于自主意愿不愿意参加社会保险因为不想缴纳费用。(根据《中华人民共和国社会保险法》第二条和第四条)

### PA 6: Decent Working Hours

Based on satisfactory evidence, the main auditee didn't respect this principle because based on 10 sampled employees' attendance records (4 samples from the most recent month of September 2022, 3 samples from August 2022 and 3 samples from March 2022), the monthly overtime hours of 4 out of 4 exceeded 36 hours in September 2022 with the highest of 66 hours; 3 out of 3 exceeded 36 hours in August 2022 with the highest of 78 hours; 3 out of 3 exceeded 36 hours in March 2022 with the highest of 62 hours. (In accordance with PRC Labor Law article 41)

根据充分证据,在此次审核过程中,工厂没有遵守此项要求,根据2022年9月,2022年8月和2022年3月抽样的共10名员工的考勤记录,在2022年9月,随机抽取的4名工人中有4名工人月加班时间超过36小时,最高达到66小时;在2022年8月,随机抽取的3名工人中有3名工人月加班时间超过36小时,最高达到78小时;在2022年3月,随机抽取的3名工人中有3名工人月加班时间超过36小时,最高达到62小时。(根据中华人民共和国劳动法第41条)

### PA 7: Occupational Health and Safety

Based on satisfactory evidence, the main auditee partially respected this principle because 1) no pre-job or off-job occupational health examination was given to workers in gluing section (contact chemical). (In accordance with PRC Occupational Disease Prevention Law article 35) 2) The factory did not provide the regular testing of occupational hazardous factors for review. (In accordance with Provisions on the Administration of Occupational Health at Work Sites (effective from 02/01/2021), Article 20)

根据充分证据,在此次审核过程中,工厂部分达到此项要求因为1) 工厂没有提供岗前和岗后职业病健康体检给胶水车间的员工(接触化学品等)。(根据《中华人民共和国职业病防治法》第三十五条) 2) 工厂没有提供职业病危害因素定期检测报告以供查看。(根据《工作场所职业卫生管理规定》第二十条)

## PA 7: Occupational Health and Safety

Based on satisfactory evidence, the main auditee partially respected this principle because workers did not have an active cooperation with management during the risk assessment, the development and implementation of the OHS systems. (In accordance with amfori BSCI Code of Conduct)

根据充分证据, 在此次审核过程中, 工厂部分符合该原则因为员工未积极参与到健康安全风险评估以及建设健康安全体系中。(根据amfori BSCI Code of Conduct)

Based on satisfactory evidence, the main auditee partially respected this principle because the factory had provided personal protective equipment such as active carbon masks and rubber gloves to its workers which contact chemicals in gluing section. However, around 3 workers did not use them properly. (In accordance with Law of PRC on Work Safety article 45)

根据充分证据, 在此次审核过程中, 工厂部分达到此项要求是因为工厂有提供劳动防护用品如活性炭口罩和橡胶手套给胶水车间接触化学品的员工。然而, 大约3名员工没有正确佩戴。(根据《中华人民共和国安全生产法》第四十五条)

Based on satisfactory evidence, the main auditee partially respected this principle because no label was attached for around 40% chemicals such as glue etc. used and stored in the factory. (In accordance with Regulation For Chemical Usage Safety in Workplace, article 12 and article 14)

根据充分证据, 在此次审核过程中, 工厂部分达到此项要求因为工厂使用和存储的大约40%化学品例如胶水等没有标签。(根据《工作场所安全使用化学品的规定》第十二条和第十四条)

Based on satisfactory evidence, the main auditee partially respected this principle because it was noted that the factory did not provide basic supplies in toilets, such as tissue and soaps. (In accordance with amfori BSCI Code of Conduct)

根据充分证据, 工厂部分达到此项要求。工厂没有在厕所提供基本备品, 例如纸巾和肥皂。(根据amfori BSCI Code of Conduct)

## PA 12: Protection of the Environment

Based on satisfactory evidence, the main auditee partially respected this principle because 1) the factory did not provide environmental impact assessment report form for its construction project for review. (In accordance with PRC Environmental Impact Assessment Law article 16) 2) the factory did not obtain the environmental impact assessment approval for its construction project. (In accordance with PRC Environmental Impact Assessment Law article 22 & article 25) 3) the factory had not obtained the environmental protection completion acceptance report for their environmental construction project. (In accordance with Regulation for Environmental Protection of Construction Project, Article 17)

根据充分证据, 工厂部分达到此项要求是因为工厂 1)没有提供其项目的环境影响评估报告表以供查看。(根据《中华人民共和国环境影响评价法》第十六条) 2) 没有提供工厂的项目的环评批复以供查看。(根据《中华人民共和国环境影响评价法》第二十二和二十五条) 3) 在此次审核过程中, 审核员发现工厂没有提供其建设项目竣工环境保护验收报告。(根据《建设项目环境保护管理条例》第十七条)

Based on satisfactory evidence, the main auditee partially respected this principle because It was noted that the factory could not provide the discharge registration receipt of the fixed pollution source. (In accordance with Administration Regulations of Pollutant Discharge Permit, Article 24)

根据充分证据, 工厂部分达到此项要求是因为审核员发现工厂无法提供固定污染源排污登记回执。(根据《排污许可管理条例》第二十四条)

## PA 13: Ethical Business Behaviour

Based on satisfactory evidence, the main auditee partial respected this principle because the factory did not establish the personal information protection management procedures regarding the directly hired workers, business partners, customers and consumers etc. (In accordance with amfori BSCI Code of Conduct)

根据充足证据, 工厂部分达到此项要求,工厂没有建立针对直接聘用的工人, 商业伙伴, 客户以及消费者等的信息保护管理程序。(根据amfori BSCI Code of Conduct)