

Monitoring result for Shenzhen Fudaxiang Packaging Product Factory on site Shenzhen Fudaxiang Packaging Product Factory

Monitoring

Monitored Party	: Shenzhen Fudaxiang Packaging Product Factory
amfori ID	: 156-042097-000
Site	: Shenzhen Fudaxiang Packaging Product Factory
Site amfori ID	: 156-042097-001
Address	: No. 10, Lane 3, Fuxin Road, Pingdi district, Center Community, Longgang district
	: Shenzhen
	: Guangdong Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: SGS
Monitoring Start Date	: 20/03/2023
Closing Meeting Finished Date	: 27/03/2023
Submission Date	: 27/03/2023
Expiration Date	: 27/03/2024

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Overall rating



Section rating

PA1: Social Management System	C
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

[Legal entity and business license]

Shenzhen Fudaxiang Packaging Product Factory (Local name: 深圳市富达祥包装制品厂) is located at No. 10, Lane 3, Fuxin Road, Pingdi district, Center Community, Longgang district, Shenzhen, Guangdong, China. (Local address: 深圳市龙岗区坪地街道中心社区富心路三巷10号A栋101 (1-3楼)). The factory registered in Market Supervision Administration of Shenzhen, having unified social credit code 914403006955669907 dated on October 14, 2009, with forever operational term. The factory rented the production sites from landlord from 1st May, 2020 and the latest lease term expires on 30th Apr. 2025.

[Production overview/Physical audit scope]

The audited factory used one 4-storey office with totally 1200 square meters and with 300 square meters for each floor, used as office, production showroom.

And one 4-storey production building with totally about 4000 square meters and with 1000 square meters for each floor (the 1st floor was used as films blowing and laminated and printing workshop and raw materials stored area. The 2nd floor was used as finished production stored area and bags making workshop. the 3rd floor was used as printing workshop and bags making workshop, the 4th floor was used as warehouse) .

And one 4-storey dormitory building with totally about 1200 square meters and with 300 square meters for each floor(the 1st floor was used as canteen and kitchen, the 2nd floor to the 4th floor was used as dormitory).

[Main products]

The main products manufactured in the factory were drawstring bag, sealing bag, Mylar bag, shipping ploy mailer, Food storage bags, shopping bag products.

The main production activities included film blowing -printing- laminated -bag making- packing.

Production Capacity is about 95 tons Per Year.

[Audit process]

This was 1 Man Day site audit and one auditor conducted opening meeting -Plan Tour, Worker and Management Interview, Document Review and Closing Meeting. The audit was conducted in good professional working environment and auditee was very supportive and cooperative throughout the audit activities.

Opening Meeting: The opening meeting of this amfori BSCI audit was started at facility with the words of thanks from SGS, after that brief introduction of audit team was given to the participants. The audit methodology, confidentiality policy of SGS, Zero Tolerance Protocol and methodology of reporting the audit results were thoroughly briefed by the Lead Auditor. Before proceeding to the audit, the audit scope and criteria were reaffirmed and audit itinerary/ plan, which had been forwarded to the organization, was agreed. The auditor described the whole audit process, criteria, scope, and explained the amfori BSCI code of conduct, amfori BSCI holistic approach and local laws in detail to the extent these are related to the audit. Management of the facility assured the auditor of facilitation throughout the audit process.

The auditor explained and presented SGS's Integrity Declaration Forms and Audit Cooperation& Confidentiality Declaration to the facility management and Ms. Gu Cimei/HR supervisor agreed and signed the name.

Health and Safety Tour: All areas of the facility processes were visited during the audit. The auditor conducted the physical tour at the entire premises of the facility detailed as per following information. At the time of facility visit attitude of the facility management was good.

On the day of audit, there were 48 employees present which include around management staff and 6 sampled workers were selected for interview and the working hours and payroll records of them were selected for review.

A detailed site visit was conducted for the complete facility in order to verify Health & Safety and Environment part of the audit protocol. Workers were interviewed on one to one and focus group basis conducted by the auditor to ensure that BSCI requirements related to Health and Safety, Freedom of Association, Remuneration, Management Systems, Working Hours are being fulfilled. Attendance Record, Salary Sheets, Payment Slips, Contract Letters, Overtime Procedure, HSE Training records, Inspections, Employee Committee Meeting Minutes, Management Review Meetings Minutes and internal monitoring records of workers were verified.

The closing meeting was carried out by the Lead Auditor explaining all the elements of CAP and further processing.

The onsite CAP was agreed and copy of it along with Finding report was also given to the factory.

[Working hours information]

The main auditee had established wage and benefits policy and used finger printing attendance recorder to record workers' working time. During the audit, the main auditee provided attendance records from 1 March 2022 to the audit day (20 March 2023) and wage records from March 2022 to February 2023 for review, based on review documents and interview with workers, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hour per day. One shift was arranged for production workers from 08:00 to 17:30 with 1.5 hours rest. workers worked overtime 0~2 hours on weekdays and 0~8 hours on Saturdays normally, the maximum daily overtime was 2 hours, maximum monthly overtime was 88 hours and maximum weekly working time was 58 hours. They rested on Sundays and statutory holidays. The main auditee guaranteed workers have at least 1 day off per 7 days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal requirements.

[Wage information]

The main auditee had established wage and benefits policy, workers' minimum wage, statutory holidays, annual leaves etc. were defined in the policy. During the audit, the main auditee provided attendance records from 1 March 2022 to the audit day (20 March 2023) and wage records from March 2022 to February 2023 for review, based on review documents and interview with workers, workers were paid by hourly rate, their minimum wage was RMB2400 per month, that was higher than the

minimum wage standard of local city (RMB2360 per month). No any fee was deducted from workers' wage. The auditee would not punish employees with fines. The auditee paid workers' current month wage to workers on 7th of the following month by bank transfer. The auditee provided social insurance for some workers.

[Attachments]

During document review it was evident that some of required documents are not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. So all of above documents were not involved in document report.

Remark: The address on the business license was 101 (1-3 floors), Building A, No. 10, Lane 3, Fuxin Road, Pingdi district, Center Community, Longgang district, Shenzhen, Guangdong, China. Based on factory management, workers interview, onsite observation, and document review, the main auditee actually used all the buildings in Yard of No.10, Lane 3, Fuxin Road (including one 4-storey production building, one 4-storey office, one 4-storey dormitory, etc.). In about October 2022, due to the government's re-planning of the road number, the main auditee's address at the gate was changed from No. 10, Lane 3, Fuxin Road, to No. 10, Fuhou Road. The two addresses were actually the same, and the auditee has not moved in the past year.

[Audit team's information]

Announcement Type: Fully announced

Monitoring Date: 20 March 2023

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

Auditor name: Christy Li (CSCA 21701882)

Site Details

Site : Shenzhen Fudaxiang Packaging Product Factory
Site amfori ID : 156-042097-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Household Durables
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	48 Workers
Legal minimum wage in local currency	2360 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	3235 Monthly
Total sample	6 Workers

Other Metrics

Male workers	22 Workers
Female workers	26 Workers
Permanent workers - Male	22 Workers
Permanent workers - Female	26 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	3 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	21 Workers
Domestic migrant workers - Female	15 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	22 Workers
Workers hired directly - Female	26 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	3 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

1.1 Finding: The main auditee partially respects this principle because the factory had established management system according to amfori BSCI requirement, and the management knew related requirement of amfori BSCI, but due to factory didn't effectively implement it, lead to some issues appeared in social insurance, Overtime hours, Health & Safety and etc. It violated amfori BSCI question 1.1

1.1 主要被审核方（生产商）部分遵守该原则，原因是工厂有按照 amfori BSCI要求建立相关体系，且管理者代表知道 amfori BSCI相关要求，但由于未有效执行，导致在社保、加班时间、健康安全等方面出现问题。违反了amfori BSCI管理手册中问题1.1的要求。

1.4 Finding: The main auditee partially respects this principle because the auditee did not effective evaluate the production capacity, human resource, and equipment status against the delivery requirement to avoid the excessive overtime work. It violated amfori BSCI question 1.4.

1.4 主要被审核方（生产商）部分遵守该准则。原因是被审核方接受订单时未能根据客户的交货期，及时有效的评估自己的生产能力，人员和设备情况，以避免出现加班超时的情况。违反了amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

2.4 The main auditee partially respects this principle. Although the factory had provided the training on amfori BSCI Code for workers periodically, but based on the workers and workers representatives interview, they did not know clear enough about amfori BSCI Code. It violated amfori BSCI question 2.4.

2.4 被审核方（生产商）部分遵循该准则，尽管工厂为员工定期提供了amfori BSCI行为守则的培训，但是基于访谈发现员工及员工代表对amfori BSCI行为准则要求不够了解。违反了amfori BSCI管理手册中问题2.4的要求。

2.5 Finding: The main auditee partially respects this principle because according to the procedure document provided by the factory, the factory has established grievance complain mechanism process, such as workers could submit their suggestion or complaint to worker representative, supervisor directly or through suggestion box, but no effective grievance mechanism for communities was established in the main auditee. It violated amfori BSCI question 2.5.

2.5 主要被审核方（生产商）部分遵守该原则，原因是根据工厂提供的程序文件，审核方已建立了申诉流程，例如员工可以向员工代表，管理层反映建议和抱怨也可通过意见箱反映问题。但是被审核方没有建立一个供社区的有效的申诉制度或系统。违反了amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

5.5 Finding: The main auditee does not respect this principle because the main auditee didn't provide enough legal social insurances for all employees, such as in Feb. 2023, get rid of the factory boss helps his family members buy social insurance, total 48 employees worked in the main auditee(including 2 retired employees), the main auditee only provided retirement insurance for 27 employees and provided medical insurance, unemployment insurance, child-bearing insurance and injury insurances for 35 employees. Remark: the main auditee provided the commercial accident insurance for all employees, which is valid from May 31, 2022 to May 30, 2023. It violated Labour Law of the People's Republic of China (2018 Amendment), Article 72 & Article 73.

5.5 主要被审核方（生产商）未遵守该原则，原因是被审核方未给所有员工提供法定保险，例如在2023年02月，除去工厂老板帮家属购买的社保外，工厂总共有48名员工在被审核方工作（包括2名退休员工），工厂给其中27名员工提供了养老保险，为35名员工提供了医疗保险、失业保险、生育保险和工伤保险。备注：被审核方为所有员工提供了商业意外险，有效期自2022年5月31日至2023年5月30日。违反了中华人民共和国劳动法（2018修正），第七十二条及第七十三条。

PA 6: Decent Working Hours

6.2 Finding: The main auditee did not respect this principle because workers' monthly overtime hours exceeded legal requirement. Workers' attendance records from Mar. 01, 2022, to the audit day (Mar. 20, 2023) were provided during this audit for review, and it was noted that all sampled workers' monthly overtime hours exceeded 36 hours except Jan. 2023, and the maximum monthly OT hour occurred in October 2022, and up to 88H (including 36 normal overtime hours and 52 weekend overtime hours), with the daily OT hour of 0-2H. And the maximum weekly working hour was 58H. In addition, one day off per seven days for all workers was ensured. It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.

6.2 主要被审核方（生产商）未遵守该原则，原因是员工的月加班时间超过法规要求。审核期间工厂提供了员工2022年03月01日至审核当天(2023年03月20日)的考勤记录，所有抽样工人的月加班除2023年1月份以外均超过36小时，最大月加班时间发生在2022年10月，达到88小时（包含工作日加班36小时和周末加班52小时），日加班0-2H。最大周工时58H。此外，所有工人均保证七休一。违反了中华人民共和国劳动法（2018修正）第四十一条

7.1 Finding: The main auditee partially respects this principle because the factory had established management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. It violated amfori BSCI question 7.1.

7.1 主要被审核方（生产商）部分遵守该原则，原因是工厂已建立健康安全管理体系，包括相关法规的识别与了解，健康安全培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。违反了amfori BSCI管理手册中问题7.1的要求。

7.3 Finding: The main auditee partially respects this principle because the factory had carried out complete risk assessment for safe, healthy, and hygienic working conditions, but it didn't provide occupational health examination for partly the workers (1 out of 5) contacted hazardous factors, such as 2 printing workers using chemicals and 2 blowing film workers contacted noise. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.

7.3 被审核方（生产商）部分遵循该准则。原因是工厂有针对安全，健康和卫生工作条件进行完善的风险评估，但是未给部分(1/5)接触有害工作环境的工人提供职业健康体检，例如2名使用化学品的印刷员工及2名接触噪音的吹膜员工。违反了中华人民共和国职业病防治法（2018修正）第三十五条

7.7 Finding: The main auditee partially respects this principle because about 20% chemicals (such as inks) used in printing and laminated workshop of the main auditee were not provided with secondary containments. It violated Regulations on Safety Use of Chemicals in Workplaces (1996), article 12, 13, 20.

7.7 工厂部分遵循该准则，原因是被审核方印刷和复合车间使用的约20%的化学品(比如油墨)没有提供二次容器。违反了工作场所安全使用化学品规定（1996），第十二条、十三条、二十条

7.21 Finding: The main auditee partially respected this principle because the main auditee provided meals for employees, and one cook had got health certificate, but the main auditee did not obtain the food distribution license, and no food sample was kept for at least 48 hours. It violated Operating Specifications on Food Safety in Catering Services (2018), Article 7.9

7.21 审核方(生产商)部分遵循该准则，原因是被审核方有为员工提供食堂，有1名厨工有获得健康证，但是被审核方没有获得食品经营许可证，也没有进行食品留样至少48小时 违反了餐饮服务食品安全操作规范（2018）第7.9条