

Monitored Party Guangdong Fuchen Packaging Products Co., Ltd	amfori ID 156-064914-000	Address Fuchen Technology Building, No. 4, Guangxin Street, Guangqing Industrial Park, Guangqing Special Economic Cooperation Zone, Shijiao Town, Qingcheng District, Qingyuan City , Qingyuan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 26/08/2025	Closing Meeting Finished Date 27/08/2025	Submission Date 03/09/2025
Expiration Date 03/09/2026	Announcement Type Semi Announced	
Site Guangdong Fuchen Packaging Products Co., Ltd	Site amfori ID 156-064914-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
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

Name of lead auditor: Linda Ma; APSCA membership number: CSCA 21700363

Name of team auditor (if applicable): None

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

Monitoring partner name: Intertek

Audit schedule details: The audit is planned for one auditor x 1.5 days

Announcement Type: Semi-announced

This is a full audit, All PAs were covered, site tour, document review, employee interview was done during the audit.

Business partner information: Guangdong Fuchen Packaging Products Co., Ltd/ 广东富晨包装制品有限公司, Uniform Code of Social Credit:91441802MAE7YEJH2Q) was located at Fuchen Technology Building, No. 4, Guangxin Street, Guangqing Industrial Park, Guangqing Special Economic Cooperation Zone, Shijiao Town, Qingcheng District, Qingyuan City, Guangdong Province, China. This is a limited company. The total land area was 4600 square meters. They established on December 10, 2024 based on the business license and start the operation since January 2025. Based on the facility management, they had started their operation in Guangzhou City previously and moved to the current place to establish a new facility. Most workers in the old facility also moved to the new facility. The factory has retained their joining date in the old factory, in order to keep their seniority and provides the relevant annual leave even though this is a new facility. The main manufactured by the facility cover packaging paper products, such as greeting cards, postcards and color boxes. The main production processes are listed as follows: printing, cutting, die-cutting, lamination, gold stamping, screen printing, Gift box manufacturing, Glue box manufacturing, handwork, inspection and packing. The main machines used by the facility included printing machines, lamination machines, screen printing machines, gold stamping machines, dice-cutting machines, cutting machines and etc.

Audited location information:

The facility located in one 11-storey building (including the ground floor) used as the production, canteen, warehouse and office. No kitchen was provided by the facility and the facility consigned outside catering company to delivery food to the facility. No dormitory was provided to employees and they were freely to living outside freely. The details were listed as below:

Ground floor: Parking lots

1/F: Printing, cutting

2/F: Die-cutting, lamination, gold stamping, screen printing

3/F: Material warehouse, finished goods warehouse

4/F: Material warehouse

5/F: Vacant

6/F: Glue box manufacturing

7/F: Gift box manufacturing

8/F: Handwork, inspection, packing

9/F: Office, canteen

10/F: Material warehouse

Building ownership information: The production building belonged to the audited facility.

Operating shifts and hours: During this audit, the attendance records from December 10, 2024 to August 27, 2025 (audit day) since establishment were reviewed at this audit. Fingerprint attendance system was used for time record keeping. The normal working days were 5 days per week and 8 hours per day. Security guards worked in 3 shifts: the first shift is from 00:00-08:00; the second shift is from 8:00-16:00; the third shift is from 16:00-00:00 of following day. Employees in other department worked in one shift: 8:00-12:00; 13:30-17:30, overtime was arranged from 18:30-20:30.

Time recording system: Fingerprint

Salary payment details: During this audit, the payroll records from December 2024 to June 2025 since establishment were reviewed at this audit. Employees were paid on or before the end of each month by cash.

Worker number information:

- Total worker number: 93 employees, including 74 production workers and 19 non-production workers.
- Production worker number: 74, including 52 males and 22 females.
- Vulnerable worker number: Total 40 domestic migrant workers including 29 males and 11 females. No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers in the facility.
- Any other special group workers: (interns, apprentices, contractor workers etc.): None

Good practices: None

Worker organization details: There is no union in the facility. The worker committee with one worker representative is existed in the facility.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

PA1:

1.1 The social management system was not implemented effectively.

1.4 The auditee's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement.

PA2

2.5 The established grievance mechanism was not including all interested parties, only for internal part.

PA5:

5.4 The facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage.

5.5 Insufficient social insurance participation

PA6:

6.2 The monthly overtime hours exceeded legal requirement.

PA7:

7.1 The auditee was not in line with the occupational health & safety regulations.

7.6 3 out of 6 employees using chemical in handwork department did not wear the proper PPE (personal protective equipment) even though the facility had provided to employees.

7.7 70% of hazardous chemicals such printing ink stored in chemical warehouse were not equipped with proper secondary containment.

Living wage calculation: #LivingWage Anker methodology is used for Living Wage calculation by auditing company.

Remark:

1. There were no agencies used by the auditee, and the agency labor contract was not applicable.

2. Contractor license/permit is not applicable because no contractor is used by the auditee.

3. Government waivers are not applicable because no waivers are obtained by the auditee.

4. Collective bargaining agreements are not available because no collective bargaining agreements have been signed.

SITE DETAILS

Site

Guangdong Fuchen Packaging Products Co., Ltd

Site amfori ID

156-064914-001

GICS Classification

Sector

Consumer Staples

Industry Group

Household & Personal Products

Industry

Household Products

Sub Industry

Household Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	93	Workers
Legal minimum wage in local currency	1,750	Monthly
Lowest wage paid for regular work at the site	2,500	Monthly
Calculated living wage in local currency	1,896.41	Monthly
Total sample	12	Workers

Other Metrics

Male workers	64	Workers
Female workers	29	Workers
Non-binary workers	0	Workers
Permanent workers - Male	64	Workers
Permanent workers - Female	29	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	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	2	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	4	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	29	Workers
Domestic migrant workers - Female	11	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	64	Workers
Workers hired directly - Female	29	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	7	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Guangdong Fuchen Packaging Products Co., Ltd | Site amfori ID: 156-064914-001

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	
1.1 The social management system was established however it was not implemented effectively, and some non-compliance findings were detected in some Performance Areas such as Fair Remuneration, Decent Working Hours, Occupational Health and Safety. For details, please refer to the relevant Performance Areas respectively. The rating of this checkpoint was rated as Partially, as the system had the defaults and it did not run totally effectively. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.	审核员发现企业建立了社会责任管理体系，但是在“公平报酬、体面工作时间、职业健康安全”等绩效领域缺少有效的管理。详细分别见相关绩效领域部分。该检查点的等级为部分符合，因为系统存在缺失，没有完全有效执行。 该问题点违反了BSCI行为守则，供应链管理的原则。

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	
1.4 The auditee's workforce capacity was not properly organised to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeding the local law requirement. Please refer to checkpoint #6.2 for details. The rating of this checkpoint was scored as No, as the facility did not establish a proper system to assess their workforce capacity. This finding was against amfori BSCI Code of Conduct, Principle on Social Management System.	受审核方的劳动力没有被正确安排以满足客人订单的期望，因为月加班时间超出了法律的规定，具体参考检查点6.2。该检查点的等级列为不符合，因为企业没有建立适当的系统来评估其劳动力。 该问题点违反了BSCI行为守则，供应链管理的原则。



PA 2: Workers Involvement and Protection

Site: Guangdong Fuchen Packaging Products Co., Ltd | Site amfori ID: 156-064914-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
Finding	
2.5 Through document review, management, workers representative & employees' interview, the established grievance mechanism was not including all interested parties, only for internal part. The rating of this checkpoint was scored as Partially, as the grievance mechanism did not run totally effectively. This finding was against amfori BSCI Code of Conduct, Principle on Workers Involvement and Protection.	根据文件审核，管理层，员工代表和员工访谈，发现工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。该检查点的等级为部分符合，因为申诉机制没有完全有效执行。 该问题点违反了BSCI行为守则，工人参与和保护的原则。

PA 5: Fair Remuneration

Site: Guangdong Fuchen Packaging Products Co., Ltd | Site amfori ID: 156-064914-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
5.4 During management interview, auditor found that the facility management did not understand the living wage of local area and did not know how to evaluate and calculate the living wage. The rating of this checkpoint was scored as Partially as the living wage paid by the facility was higher than the one calculated by the audit company. This finding was against amfori BSCI Code of Conduct, Principle on Fair Remuneration.	通过管理层面谈，审核员发现企业不了解当地的基本生活工资，不清楚如何评估计算基本生活工资。该检查点的等级为部分符合，因为企业支付的生活工资高于审核公司计算的基本生活工资。 该问题点违反了BSCI行为守则，公平报酬的原则。

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	
5.5 The facility provided the recent 8 months' social insurance documents since establishment for review. Based on the social insurance document of July 2025, auditor found that there were 93	企业提供了自从成立起8个月的社保文件供审核。在文件审阅时，通过审阅2025年7月的社保文件，审核员发现企业的93名员工中有5名员工为退休返聘人员，有2名最近一个月进厂的新员工。因此有86名员

Finding

employees in the facility, of which 5 were retirees. Besides, there were 2 new employees that entered the facility for less than one month. Therefore 86 employees should participate in social insurance. However, only 18 out of 86 employees (20.9%) had participated in basic endowment insurance, basic medical insurance, maternity insurance, unemployment insurance and employment injury insurance.

Remark: 1) The facility had purchased commercial injury insurance for all employees. The valid period is from January 13, 2025 to January 13, 2026. 2) Interviewed workers stated that they participated in social insurance in voluntary basis. 3) No temporary and dispatch workers were used. The rating of this checkpoint was rated as No, as only parts of employees had participated in social insurance.

Law: In accordance with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers.

工需要参加社会保险。但是，这86名员工中只有18名员工(20.9%)按要求参加了养老保险、医疗保险、生育保险、失业保险和工伤保险。

备注：1) 企业有为所有员工购买了商业工伤保险。有效期从2025年1月13日至2026年1月13日。2) 面谈员工表示参加社保是自愿的。3) 企业没有雇用临时工和劳务派遣工。该检查项的等级列为不符合，因为只有部分员工参加了社会保险。

法规：依据《中华人民共和国社会保险法》第十条，职工应当参加基本养老保险，由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险，由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险，由用人单位缴纳工伤保险费，职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险，由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险，由用人单位按照国家规定缴纳生育保险费，职工不缴纳生育保险费。

PA 6: Decent Working Hours

Site: Guangdong Fuchen Packaging Products Co., Ltd | Site amfori ID: 156-064914-001

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 During document review, auditor found that the monthly overtime hours of 12 out of 12 randomly selected employees were 56 hours in June 2025 (current month), 12 out of 12 randomly selected employees were 52 hours in April 2025 (random month), 12 out of 12 randomly selected employees ranged from 58-60 hours in January 2025 (random month). The rating of this checkpoint was rated as No, as the monthly overtime hours for all sampled employees had exceeded legal requirement. Law: In accordance with the PRC Labour Law article 41, the employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.	在文件审核时，在2025年6月份（当前月），12名抽样的员工中有12人的月加班时间为56小时。在2025年4月份（随机月），12名抽样的员工中有12人的月加班时间为52小时。在2025年1月份（随机月），12名抽样的员工中有12人的月加班时间为58-60小时。该检查点的等级列为不符合，因为所有抽样的员工的月加班时间均超过了法规要求。 法规：依据《中华人民共和国劳动法》第41条，用人单位由于生产经营需要，经与工会和劳动者协商后可以延长工作时间，一般每日不得超过一小时；因特殊原因需要延长工作时间的，在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时，但是每月不得超过三十六小时。

PA 7: Occupational Health and Safety

Site: Guangdong Fuchen Packaging Products Co., Ltd | Site amfori ID: 156-064914-001

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 Through document review, facility tour and employee interview, it was noted that the auditee was not in line with the occupational health & safety regulations because some gaps were noted. Please refer to the relevant checkpoints in PA 7 for details. The rating of this checkpoint was scored as Partially as the facility had met most of legal requirement. This finding was against amfori BSCI Code of Conduct, Principle on Occupational Health and Safety.	通过文件审核、现场走访和员工面谈，发现被审核方没有符合职业健康安全的相关规定，因为发现了一些差距，请详见PA7的相关问题点。该检查点的等级为部分符合，因为企业遵守了绝大部分的当地法律法规。 该问题点违反了BSCI行为守则：职业健康与安全的原则。

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 7.6 During facility tour, auditor found that 3 out of 6 employees using chemical in handwork department only wore the one-off masks but not the provided active carbon masks, furthermore, they did not wear the provided rubber gloves, even though the facility had provided the proper PPE (personal protective equipment) to employees. The question was rated as partial compliance because other employees had worn the proper PPE (personal protective equipment). Law: In accordance with Law of the PRC on Work Safety Article 45, Production and business entities shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears in accordance with the rules for their use.	
	在现场巡查时，审核员发现：手工部门有6名使用胶水的员工有3名只佩戴了一次性口罩，另外他们也没有佩戴手套，尽管企业有提供合适的劳动保护用品（活性炭口罩和胶手套）给员工。该问题为部分符合，因为企业其他员工已经佩戴了合适的劳动保护用品。 法规： 依据《中华人民共和国安全生产法》第45条，生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品，并监督、教育从业人员按照使用规则佩戴、使用。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding 7.7 During facility tour, auditor found that hazardous chemicals such as printing ink were stored in chemical warehouse, but 70% of them were not equipped with proper secondary containment. The rating of this checkpoint was scored as partially as the facility had established the management system for the chemical control, such as the proper MSDS and labels were provided. Law: In accordance with Regulations on the Safety Management of Dangerous Chemicals article 20, The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they	
	在现场巡查时，审核员发现在化学品仓存放油墨等危险化学品，但约70%没有按要求设置防泄漏安全措施。该问题的等级为部分符合，因为工厂有建立化学品的管控机制，例如有提供合适的二次容器和标签。 法规/行为准则： 危险化学品安全管理条例第二十条，生产、储存危险化学品的单位，应当根据其生产、储存的危险化学品的种类和危险特性，在作业场所设置相应的监测、监控、通风、防晒、调温、防火、灭火、防爆、泄压、防毒、中和、防潮、防雷、防静电、防腐、防泄漏以及防护围堤或者隔离操作等安全设施、设备，并按照国家标准、行业标准或者国家有关规定对安全设施、设备进行经常性维护、保养，保证安全设施、设备的正常使用。生产、储存危险

Finding

producing, storing, set up the corresponding safety facilities and equipments for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, fire fighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moistureproof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipments.

化学品的单位，应当在其作业场所和安全设施、设备上设置明显的安全警示标志。