

Monitored Party Dongguan Jiamu Packing Materials Co., Ltd.	amfori ID 156-031745-000	Address Room 401, 501, 601, 605, Changyin Industrial Park, No.8 of Xinbao Third Street, Dalang, Dongguan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 11/11/2025	Closing Meeting Finished Date 14/11/2025	Submission Date 14/11/2025
Expiration Date 14/11/2026	Announcement Type Semi Announced	
Site Dongguan Jiamu Packing Materials Co., Ltd.	Site amfori ID 156-031745-001	

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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

Announced Type: Semi Announced

Monitoring Type: Full Monitoring

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)

Auditor: Amanda Liu, APSCA Auditor Number: CSCA 21701254

Monitoring Schedule Details: 1 auditor x 1 day onsite

[Location and size]:

Dongguan Jiamu Packing Materials Co., Ltd. (东莞市佳睦包装材料有限公司) is Located at Room 401, 501, 601, 605, Changyin Industrial Park, No.8 of Xinbao Third Street, Dalang, Dongguan, Guangdong, China. (中国广东省东莞市大朗镇大朗新宝三街8号401室、501室、601室、605室).

The Uniform Code of Social Credit is 91441900304275783D, valid from August 07, 2014 to long term.

[Structure of facility]:

Whole of the 4th & 5th floor and half of the 6th floor of one 6-storey production & warehouse building was used by the auditee. No dormitory or canteen facility was provided for employees.

The total area of structure was about 4295 S.Q. meters.

[Process of facility]:

The main products manufactured by the auditee were plastic packaging products, and the process was listed as below: forming, die-cutting, pasting and packing. No production process was subcontracted to other factories. No homeworkers were used by the auditee.

[Employee analysis]:

A total of 45 employees including 21 male employees and 24 female employees were currently working in the auditee, including 24 migrants from other provinces. There were 28 production employees including 13 males and 15 females. There were 17 non-production employees including 8 males and 9 females. No children or young workers worked in the factory.

There was no Trade Union or worker committee available in the factory, but there were 2 worker representatives elected by workers.

[Summary of working hours]:

Attendance records from October 2024 to the current month were reviewed in this audit. The working time was recorded by electronic attendance recorder and every worker must scan the working hours when on and off duty. The regular working hour was carried out for 8 hours a day and 40 hours a week in the factory. Management worked 7:30-11:30, 13:30-17:30. There was only 1 shift production work for production workers, 8:00-12:00, 13:30-17:30. The workers generally had overtime work for 2 hours/night (18:30-20:30) & 3-5 nights/week on weekdays and 8 hours (8:00-12:00, 13:30-17:30) on Saturdays. All workers always had 1-day off in a week. According to the sampled attendance records, the maximum overtime hours for workers were 2 hours/day and 84 hours/month, and the maximum working hours were 60 hours a week.

[Summary of compensation]:

Payroll records from October 2024 to September 2025 were reviewed during the audit.

All employees' wages were paid by hourly rate. The local legal minimum wage was RMB1900 per month before March 1, 2025 and RMB2080 per month after March 1, 2025. All employees were paid at or above the minimum wage. For overtime premium, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, and no overtime was arranged on public holidays.

The wages were paid by bank at the end of the following month.

According to the provided social insurance receipts, it was found that the social insurance coverage was insufficient, the auditee provided social accident, social retirement, unemployment, medical and maternity insurances for 70% of employees. No any social insurance waiver was obtained for review. There was no newly joined employee but were 3 retirees who could not join social insurance in the factory. The auditee did not provide the commercial accident insurance for any employee.

[Note for living wage calculation]:

The source of data for living wage was manually calculated by auditor according to the concept of Anker methodology. The formula "Net Living Wage = Cost of Basic but Decent Life for a Family / Number of Workers per Family". The specific data used is sourced from the National Economy and Society Development Statistical Bulletin, the Seventh National Census Report (2020) and the Statistical Communique of the People's Republic of China on the 2021 National Economic and Social Development. The minimum wage paid for workers was RMB1900 per month before March 1, 2025 and RMB2080 per month after March 1, 2025, the workers were also provided with position bonus at least RMB1000 per month, dormitory allowance RMB300 per month and food allowance RMB300 which exceeded the calculated local living wage i.e. RMB 2484.94/month.

[Summary of Interview]:

Worker interviews were conducted individually and in group.
Randomly selected 8 employees, no complaints were raised.

[Overall Circumstances]:

The auditee management and workers (representative) showed a positive attitude to this audit during the whole process. There was no abnormal levels of production or workforce composition identified during the audit. The audit was basically 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 needed improvements were as follows: PA1.1/1.4, PA2.5, PA5.5, PA6.2, PA7.1/7.2/7.7/7.9/7.11/7.22.

[Special scene during on site observed]:

1. There was no contractor and agency used by the auditee, so the agency labor contract or contractor license/permit was not applicable for the auditee.
2. The auditee did not obtain any government waiver.
3. There was no collective bargaining agreement in the auditee.
4. Due to personal data protection law/requirement, the personal information related to attached documents had been treated confidentially on the BSCI platform.
5. The auditee had rented the production building from the owner "Dongguan Xiaxu Knitting Co., Ltd.". Because the auditee did not renovate the building or change its purpose, the auditee still used the owner's construction completion acceptance and fire safety acceptance.
6. The rest parts of the building were rented by other factories with independent business licenses and management systems. There was no shared worker used by the auditee. This audit scope did not include the other factories in the same building.

SITE DETAILS

Site

Dongguan Jiamu Packing
Materials Co., Ltd.

Site amfori ID

156-031745-001

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Containers & Packaging
Sub Industry		
Metal, Glass & Plastic Containers		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	45	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	2,484.94	Monthly
Total sample	8	Workers

Other Metrics

Male workers	21	Workers
Female workers	24	Workers
Non-binary workers	0	Workers
Permanent workers - Male	21	Workers
Permanent workers - Female	24	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	8	Workers
Management - Female	9	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	11	Workers
Domestic migrant workers - Female	13	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	21	Workers
Workers hired directly - Female	24	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	4	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Dongguan Jiamu Packing Materials Co., Ltd. | Site amfori ID: 156-031745-001

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	
The auditee partially respects this principle. The auditee has set up a social compliance management system and established systemic related policies and procedures. However, it was found that the management system was not operated effectively. E.g. in PA6.2, no effective plans and actions were taken to ensure the monthly overtime of workers meet legal requirements. In PA7, the OHS procedures were not implemented effectively, which resulted in some OHS findings were identified in PA7.	被审核方部分遵守本原则。被审核方已建立了社会责任管理系统和系统性的社会责任相关政策及程序文件。然而，被审核方的社会责任管理体系没有有效运行。例如，在PA6.2，被审核方未采取有效的计划和行动以确保工人的月加班时间符合法规要求。在PA7，职业健康安全程序未被有效执行，导致在PA7发现一些职业健康安全方面的问题点。

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	
The auditee partially respects this principle. Based on document review, management and workers interview, it was noted that the facility had established procedures on workforce capacity evaluation, but the facility did not conduct workforce capacity assessment. Based on PA 6.2, the monthly overtime hours exceeded the law requirements.	工厂部分遵循该准则。基于文件查阅，管理层和员工访谈，审核员发现企业已经建立了关于产能评估的程序，但是企业没有进行产能评估。基于PA6.2，审核员发现工人的月加班时间超过法律要求。



PA 2: Workers Involvement and Protection

Site: Dongguan Jiamu Packing Materials Co., Ltd. | Site amfori ID: 156-031745-001

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
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Finding

The auditee partially respects this principle. It was noted that, the auditee had established grievance mechanism procedure, related training was provided, there were workers' representatives and one suggestion box in place. However, there's no grievance record in recent year, nor regular survey on the grievance procedure.

工厂部分遵循该准则。审核发现被审核方建立了申诉机制程序，并给员工提供了相应培训，现场有员工代表和一个意见箱。但是，被审核方过去一年没有投诉记录，也没有定期对申诉机制进行调查评审。

PA 5: Fair Remuneration

Site: Dongguan Jiamu Packing Materials Co., Ltd. | Site amfori ID: 156-031745-001

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

The auditee does not respect this principle. According to the provided social insurance receipts, it was found that the social insurance coverage was insufficient, the auditee provided social accident, social retirement, unemployment, medical and maternity insurances for 70% of employees. No any social insurance waiver was obtained for review. There was no newly joined employee but were 3 retirees who could not join social insurance in the factory. The auditee did not provide the commercial accident insurance for any employee. (The PRC Labor Law, Article 72 & 73)

被审核方未遵守本原则。根据被审核方提供的社保票据，工厂的社会保险覆盖不足，为70%的员工提供了社会工伤、养老、失业、医疗和生育保险。被审核方没有获得相关社保批文。被审核方无新进员工但有3名无法参加社保的退休员工。被审核方没有为任何员工提供商业意外险。（《中华人民共和国劳动法》第72&73条）

PA 6: Decent Working Hours

Site: Dongguan Jiamu Packing Materials Co., Ltd. | Site amfori ID: 156-031745-001

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

The auditee does not respect this principle. It was found that the monthly overtime hours of workers did not meet legal requirement. Based on the sampled working time records of September 2025, March 2025, December 2024, it was found that the monthly overtime hours for 8 out of 8 sampled

被审核方未遵守本原则。审核发现员工的月加班时间未遵守法规要求。根据抽样的2025年9月，2025年3月和2024年12月工时记录，发现：在2024年12月8/8个抽样的工人的月加班时间为每月62小时，在2025年3月8/8个抽样的工人的月加班时间为每月84小时，在2025年9月8/8个抽样的工人的月加班时间

Finding	
workers were 62 hours in December 2024, the monthly overtime hours for 8 out of 8 sampled workers were 84 hours in March 2025, the monthly overtime hours for 8 out of 8 sampled workers were 68 hours in September 2025, which exceeded legal limit i.e. maximum 36 hours/month. (The PRC Labor Law, Article 41)	为每月68小时。超出法规允许的上限每月最多36小时。《中华人民共和国劳动法第41条》

PA 7: Occupational Health and Safety

Site: Dongguan Jiamu Packing Materials Co., Ltd. | Site amfori ID: 156-031745-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respects this principle. The OHS management system had been established by the auditee based on local laws and amfori BSCI COC. But below OHS non-compliance issues were identified during this audit.	工厂部分遵循该准则。被审核方按照当地法律和 amfori BSCI行为准则来建立职业健康安全管理体系。但是，在这次审核中发现了下列职业健康安全问题。

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	
The auditee does not respect this principle. It's noted that the auditee did not provide social injury treatment insurance or commercial accident insurance for 15 employees. (The PRC Labor Law article 72 & 73).	工厂没有遵循该准则。审核发现工厂没有为15名员工提供工伤保险或者商业意外保险。(中华人民共和国劳动法第72,73条)

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	
The auditee partially respects this principle. 1) The chemicals were stored in a special area and the MSDSs of chemicals were available for review	被审核方部分遵守本原则。 1) 化学品存储在专用的区域以及在化学品的使用和存储区域都有其物料安全数据表可供查阅。然而，

Finding	
at the use and storage areas. However, during site tour, it was noted that 10% chemical (lubricating oil, glue) used at the packing workshop and stored in the warehouse were not equipped with anti-leak device. (Regulations on the Safety Administration of Dangerous Chemicals, Article 20)	走访现场时发现包装车间使用的及仓库存储的10%化学品（润滑油，胶水）未设置防泄漏设施。（危险化学品安全管理条例 第20条）
2) 10% chemical (lubricating oil, glue) used at the packing workshop and stored in the warehouse were not labeled with a safety labels. (Article 12 of the Regulations on the Safe Use of Chemicals in the Workplace)	2) 走访现场时发现包装车间及仓库存储的10%化学品（润滑油，胶水）未张贴安全标签。（《工作场所安全使用化学品的规定》第12条）

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	
The auditee partially respects this principle. The factory had posted warning signs in machines area. However, the factory did not post caution heat signs in the drinking area. (Employing Unit Occupational Disease Hazard Notification and Warning Sign Supervision Regulations Article 13)	被审核方部分遵守本原则。工厂已经在机器设备区张贴了警示标示，但是没有在饮水区域张贴小心烫伤标识。（用人单位职业病危害告知与警示标识管理规范第十三条）

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	
The auditee partially respects this principle. It seems that the building and equipment used for production was stable and safe in general. Sufficient firefighting equipment was installed in place and maintained in good conditions at the workplace. However, according to site observation, it was noted that partial goods were stored against pillar or wall in the warehouses. (Rules Concerning Warehouse Safety and Fire Control, Article 18)	被审核方部分遵守本原则。生产所用的建筑和设备总体上是稳定和安全的。工作场所已安装了足够的消防设备并保持良好状态。然而，根据现场观察，仓库内部分货物靠柱/墙存放。（仓库防火安全管理规划 第18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
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Finding

The auditee partially respects this principle. The auditee provided enough toilet in workshop, but during site tour, no toilet paper or soap was provided in the toilets of production workshop.

被审核方部分遵守本原则。被审核方在生产车间提供了足够的洗手间。但是，根据现场观察，生产车间的厕所没有提供厕纸和肥皂。