

Monitored Party Chongqing Eco Paper Co.,Ltd.	amfori ID 156-013409-000	Address (Gangqiao Industrial Park, Chongqing Yongchuan Industrial Park) Zhutuo Town,Yongchuan District, 402160 Chongqing, Chongqing Shi, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 15/04/2024	Closing Meeting Finished Date 16/04/2024	Submission Date 22/04/2024
Expiration Date 22/04/2026	Announcement Type Fully Announced	
Site Chongqing Eco Paper Co.,Ltd.	Site amfori ID 156-013409-002	

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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	C	

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: Lucian Zhu; APSCA membership number (CSCA 21701805)

Name of member auditor: Nil

Name of observer, translator, trainees, advisors, consultants: Nil

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

Audit schedule details: The audit is planned for 1 auditor x 1.5 days. The Full audit (Fully Announced) was conducted on April 15-16, 2024.

Business partner information: The main auditee named 'Chongqing Eco Paper Co.,Ltd.(重庆宜康纸业有限责任公司)' was located at (Gangqiao Industrial Park, Chongqing Yongchuan Industrial Park) Zhutuo Town, Yongchuan District, Chongqing City, China (中国重庆市永川区朱沱镇(重庆永川工业园区港桥工业园区内)). The factory was founded on 17 May 2016 based on business license review. The business license number was 91500118MA5U61YC3T and it was valid from 17 May 2016 to long term. It was a private company.

The main production processes in the factory included Rolling, Cutting, Packing. The main products manufactured by the factory were toilet paper roll, boxed facial tissue, hand paper towel, kitchen paper towel. The annual output of product in the factory: 12,000 tons.

Audited location information: The main buildings in the factory included:

One 2-storey building (15568.5 square meters): 1F: Office, production and warehouse, 2F: Finished product warehouse.

One 2-storey building (17494.5 square meters): 1F (about 8647.25 square meters): Office, production and warehouse, Interlayer (about 200 square meters): Office, 2F (about 8647.25 square meters): Finished product warehouse.

Operating shifts and hours: 1. The normal working hours were 8 hours per day and 5 days per week, one shift (08:00-11:30, 12:30-17:00) was arranged for all workers.

2. Based on the electronic time records review from Apr.1, 2023 to Apr.15, 2024, it was found that in general, production workers were arranged to work overtime 0-2 hours on regular weekdays per day. The maximum continuous working days of workers were six days, the maximum daily overtime hours were 2 hours, the maximum monthly overtime hours were 42 hours, and the maximum weekly working hours were 52 hours; and the workers' monthly overtime hours had exceeded the legal requirements (i.e. 36 hours per month).

Time recording system: The factory recorded all employees' working hours including overtime hours through electronic attendance recording machines (Fingerprint or face recognition).

Salary payment details: 1. The factory provided payroll records from Apr. 2023 to Mar. 2024 for review, all workers were paid by monthly-rate, they were paid at the 15th of each following month by bank transfer without delay and the minimum wages of regular working time paid to workers were RMB2100 per month, which met the local legal minimum wages (i.e. RMB2100 per month).

2. The factory provided overtime wages to workers as per the legal requirements, i.e. 150%, 200% and 300% of normal pay for overtime work on regular weekdays, rest days and statutory holidays respectively. The factory had provided paid statutory holidays and annual leaves to workers. The factory provided social insurance to all workers.

Worker number information:

Total worker number: Total: 88, Production: 77, Non-production: 11.

Production worker number: Male: 22 and female: 55.

Domestic migrant workers: Male: 3 and female: 13.

No Young workers, Pregnant workers, Disabled workers, Breastfeeding workers. No interns, apprentices, contractor workers.

Good practices: Nil

Worker organization details: The factory had no labor union, 2 worker representatives were available in the factory.

Circumstances: The management and interviewed workers showed a cooperative attitude and most workers were satisfied with working conditions and benefits in the factory.

The special circumstances can be classified as followed: No negative evidence was found in CREDITCHINA website.

Summary of findings: PA1: 1.1 Management system was not effectively implemented.

1.4 Production capacity planning was unreasonable.

PA2: 2.4 The training effect of BSCI was not effectively verified.

PA5: 5.4 All sampled workers could not reach the local decent living wage standard.

PA6: 6.2 The monthly overtime working hours exceeded legal requirement.

PA7: 7.1 Health and Safety requirements on amfori BSCI Code of Conduct were not implemented completely. Some goods against wall and pillar.

7.3 The factory did not provide off-job occupational medical examination to the workers exposed to hazard factors.

7.7 The MSDS of glue was expired.

7.13 Temporary electrical lines were found.

Living wage calculation: The living wage data is provided by the auditing company and please refer to the PA5 summary to find the details of calculation method of living wage.

The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments: No CBA was available in the factory. The factory did not obtain consolidated working hours system approval.

Remark: 1. The factory rent two 2-storey buildings from Chongqing Liwen Toilet Paper Manufacturing Co., Ltd as production, warehouse and office, the lease contract was provided.

2. The address in business license was (Gangqiao Industrial Park, Chongqing Yongchuan Industrial Park) Zhutuo Town, Yongchuan District, Chongqing City, China, the detailed address was Building 20# and 53#, (Gangqiao Industrial Park, Chongqing Yongchuan Industrial Park) Zhutuo Town, Yongchuan District, Chongqing City, China.

3. Other buildings in the industrial Park were used by landlords or other companies, no mixing use of facilities and workers were found.

SITE DETAILS

Site
Chongqing Eco Paper Co.,Ltd.

Site amfori ID
156-013409-002

GICS Classification

Sector Industrials	Industry Group Capital Goods	Industry Industrial Conglomerates
Sub Industry Industrial Conglomerates		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	88	Workers
Legal minimum wage in local currency	2,100	Monthly
Lowest wage paid for regular work at the site	2,100	Monthly
Calculated living wage in local currency	3,323	Monthly
Total sample	10	Workers

Other Metrics

Male workers	30	Workers
Female workers	58	Workers
Non-binary workers	0	Workers
Permanent workers - Male	30	Workers
Permanent workers - Female	58	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	3	Workers
Management - Female	3	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	3	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	30	Workers
Workers hired directly - Female	58	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	6	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Chongqing Eco Paper Co.,Ltd. | Site amfori ID: 156-013409-002

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 main auditee partially respects this principle. Based on management interview, worker representative interview and document review, because the social responsibility management policies and procedures to implement the amfori BSCI Code of Conduct had been established by the audited factory, but not all policies and procedures were implemented effectively, e.g. Findings were detected during this audit in PA6, PA7 and etc. It violated the requirement of question 1.1 in amfori BSCI system manual.	1.1被审核方部分遵循该准则。根据管理层访谈，员工代表访谈和文件审核，因为被审核方已经建立社会责任管理政策和程序去实施amfori BSCI行为准则，但是部分政策和程序未得以有效地实施，如本次审核在PA6，PA7等有发现点。违反了amfori BSCI管理手册中问题1.1的要求。

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 main auditee partially respects this principle. Based on management interview, worker representative interview and document review, the factory had realistically calculated the costs of production and delivery times and could declare the calculating method for the production capacity or the costs of production, and relevant records could be provided for review. But based on attendance records review, the overtime working hours exceeded local law's requirements and the maximum monthly overtime hours were 42 hours, so the production and delivery times was not reasonable. It violated the requirement of question 1.4 in amfori BSCI system manual.	1.4被审核方未完全遵守该原则，根据管理层访谈，员工代表访谈和文件审核，工厂了解如何计算生产产能和订单周期，可描述计算方法，并提供相应记录。根据工厂提供的考勤，员工的加班时间超出了法规要求，最大月加班时间为42，因此工厂的产能规划不合理。违反了amfori BSCI管理手册中问题1.4的要求。



PA 2: Workers Involvement and Protection

Site: Chongqing Eco Paper Co.,Ltd. | Site amfori ID: 156-013409-002

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	
<p>2.4 The main auditee partially respects this principle, based on document review, worker interview, worker representative interview, and management interview, about 30% interviewed workers didn't know the contents of amfori BSCI Code and didn't know where the amfori BSCI Code was posted, though the auditee had provided training regarding the amfori BSCI Code to all employees and posted amfori BSCI Code in the workshop. The auditee did not check the effect of training properly. It violated the requirement of question 2.4 in amfori BSCI system manual.</p>	<p>2.4被审核方部分遵循该准则，根据文件审核，员工访谈，员工代表访谈和管理层访谈，约30%访谈的工人均不了解amfori BSCI行为守则的相关内容，且并不清楚amfori BSCI行为守则张贴在何处，尽管被审核方对所有员工进行了amfori BSCI行为守则的培训，并且在车间张贴了amfori BSCI行为守则。工厂没有妥善验证培训的效果。违反了amfori BSCI管理手册中问题2.4的要求。</p>

PA 5: Fair Remuneration

Site: Chongqing Eco Paper Co.,Ltd. | Site amfori ID: 156-013409-002

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	
<p>5.4 The main auditee does not respect this principle, based on interview with management, worker and worker representative, document check, based on the wage records from Apr.2023 to Mar. 2024 provided by the factory, wages paid of all sampled workers during this period were less than the local decent living wage standard (RMB3323 / month). The facility management declared that they did not have strong awareness for that. It violated the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>5.4 主要被审核方未遵循该准则，根据文件审核，员工，员工代表和管理层访谈，根据工厂提供的2023年4月至2024年3月的工资记录显示，所有抽样员工在此期间获得的工资报酬低于当地体面的生活工资标准(3323元/月)。工厂解释工厂管理层尚无此意识。违反了amfori BSCI管理手册中问题5.4的要求。</p>

PA 6: Decent Working Hours

Site: Chongqing Eco Paper Co.,Ltd. | Site amfori ID: 156-013409-002

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	
<p>6.2 The main auditee partially respects this principle. Based on document check, worker representative interview, worker interview, management interview, the workers' monthly overtime had exceeded 36 hours, which did not comply with legal requirements. Based on the 10 sampled workers' electronic attendance records review from Apr.1, 2023 to Apr.15, 2024 provided by the factory, 3 out of 10 sampled workers' monthly overtime hours in Nov. 2023 had exceeded the legal requirements of 36 hours per month, the overtime of other sampled workers in Nov. 2023 and all sampled workers in each month (except for Nov. 2023) could comply with the legal requirement. Normally workers were arranged to work overtime 0-2 hours on regular weekdays per day and 0-2 times per week, work overtime 0/8 hours on Saturdays and rest on Sundays always. The sampled workers' maximum monthly overtime hours were 42 hours, happened in Nov. 2023 (including 10 overtime hours on regular weekdays and 32 overtime hours on rest days). It violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.</p>	<p>6.2 被审核方部分遵循该准则，根据员工访谈，员工代表访谈，管理层访谈和文件审核，工人的月加班时间超过了36小时不符合法规的要求。根据查看工厂提供的10名抽样工人从2023年4月1日到2024年4月15日的电子考勤记录，10名抽样工人中的3名工人在2023年11月的月加班时间超过了法规要求的36小时，其他抽样工人在2023年11月以及所有抽样工人在各个月份（除了2023年11月）的加班时间均符合法规要求。一般工人每天加班0-2小时，每周加班0-2次，周六加班0/8小时，周日休息。抽样工人的最大月加班时间为42小时，发生在2023年11月（包含平时工作日加班的10个小时和休息日加班的32个小时）。违反了中华人民共和国劳动法(2018修正)，第四十一条。</p>

PA 7: Occupational Health and Safety

Site: Chongqing Eco Paper Co.,Ltd. | Site amfori ID: 156-013409-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>7.1 The main auditee partially respects this principle. Based on document check, worker interview, management interview, worker representative interview and site observation, 1. The factory established management policies and procedures on Health and Safety to implement amfori BSCI Code of Conduct. But partial issues were found due to management negligence during this audit. It violated the requirement of question 7.1 in amfori BSCI system manual.</p> <p>2. Some goods in the factory were stored against pillar and wall. It violated General Rules for Fire</p>	<p>7.1 工厂部分遵循该原则。根据现场观察，文件审核，员工，员工代表和管理层访谈，1. 工厂建立了健康安全相关的管理政策和程序文件来实施amfori BSCI行为准则。但是在本次审核中，由于管理疏忽有部分的问题点被发现。违反了amfori BSCI管理手册中问题7.1的要求。</p> <p>2. 工厂部分货物靠柱子和墙存放。违反了仓储场所消防安全管理通则（XF 1131-2014）第6.8条。</p>

Finding	
Safety Management of Storage Occupancies (XF 1131-2014), Article, Article 6.8.	

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
7.3 The main auditee partially respects this principle. Based on document check, worker interview, management interview, worker representative interview and site observation, the factory had established H&S risk assessment system and assessed the risk for each post. The factory had provided pre-job and on-job occupational medical examination to the workers exposed to noise and dust timely. But the factory did not provide off-job occupational medical examination to the workers exposed to noise and dust. It violated Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35.	7.3 被审核方部分遵循该准则。根据现场观察，文件审核，员工，员工代表和管理层访谈，工厂建立了健康安全风险评估系统，对每个具体的工作岗位进行风险评估，工厂及时的给接触噪音和粉尘的员工提供了岗前和岗中的职业病体检，但是未给接触到噪音和粉尘的工人提供离岗职业病体检。违反了中华人民共和国职业病防治法（2018修正）第三十五条。

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	
7.7 The main auditee partially respects this principle, based on site observation, interview with management and worker, the MSDS (Material Safety Data Sheet) of glue in chemical warehouse had expired, and not updated within five years (Updated date: Sep.20, 2018). It violated Regulations on Safety Use of Chemicals in Workplaces (1996), Article 11.	7.7被审核方部分遵循该准则，根据现场观察，管理层和员工访谈，工厂化学品仓库的胶水的MSDS(物质成份安全表)已经过期（更新时间：2018年9月20号），未在5年内进行更新，违反了工作场所安全使用化学品规定（1996）第十一条。

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
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Finding

7.13 The main auditee partially respects this principle. Based on site observation and interview with workers and management, it was found that the temporary electrical lines were found on floor of the 2F of 53# building. It violated GB/T 13869-2017 (General Guide for Safety of Electric User) 5.1.2.

7.13 被审核方部分遵循该准则。现场观察以及工人和管理层访谈发现，工厂的53#建筑的二楼的地面发现了临时电线路。违反了GB/T 13869-2017《用电安全导则》5.1.2。