

Monitoring result for XIAMEN IWEKAN PACKAGING CO., LTD. on site Site 1

Monitoring

Monitored Party : XIAMEN IWEKAN PACKAGING CO., LTD.
amfori ID : 156-041246-000
Site : Site 1
Site amfori ID : 156-041246-001
Address : NO.112, SIMING PARK, TONG'AN DISTRICT, XIAMEN CITY, FUJIAN PROVINCE, CHINA
: Xiamen
: Fujian Sheng
: China
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : TÜV NORD CERT GmbH
Monitoring Start Date : 31/10/2025
Closing Meeting : 31/10/2025
Finished Date :
Submission Date : 07/11/2025
Expiration Date : 07/11/2026

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	B

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	C
PA 13: Ethical Business Behaviour	A

General description

Announcement Type: Fully Announced
Monitoring: Full Monitoring
Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051)
Lead Auditor: Jack Dong
APSCA Auditor Number: CSCA 21703843

[Location and basic information]:

This was a fully announced full audit for XIAMEN IWEKAN PACKAGING CO., LTD. 厦门爱为刻包装有限公司 (91350212MA8TJMJ885), which was located at NO.112, SIMING PARK, TONG'AN DISTRICT, XIAMEN CITY, FUJIAN PROVINCE, CHINA (中国福建省厦门市同安区思明园112号).

The factory was established on July 9, 2021 and its business operation validity was till July 8, 2071. The auditor verified the business license with the address, legal entity representative, business scope, and other information according to website <http://www.gsxt.gov.cn/>. The local factory name and address were the same as above.

[Structure of facility]:

The auditee occupied the 2/F to 4/F of one 5-storey building as production, warehouse and office. No dormitory or canteen was available for employees' use. Total construction areas of the auditee used were approximately 16,210 square meters. The auditee rented its production floors from Xiamen Henghaofeng Industry Investment Co., Ltd and the lease contract was provided for review. The 1/F was used by another factory named Xiamen Jinmaoxiang Printing Co., Ltd and the 5/F was used by Huilv Shuixing Co., Ltd. The factory tour of these areas was also allowed to be conducted and there was no worker exchange between auditee and other factories.

The factory specialized in the manufacture of paper bags and paper boxes. Its capacity was approximately 60,000,000 pieces per year. Production activities are mainly including die cutting, folding, gluing, inspection and packing.

[Employee analysis]:

A total of 132 employees were currently working at the factory, which included 25 male employees and 107 female employees. The ethnic backgrounds of employees were all Chinese, 90 employees were migrated from other Provinces such as Guizhou, Jiangxi and etc. All workers were recruited by the factory directly. The youngest employee at the factory was 18 years old.

[Working hours]:

According to management and provided time records from October 2024 to the audit day, the factory used finger printing system to record workers' working hours. Workers worked for 5 days a week from Monday to Friday in one shift. The regular working hours were from 8:00 to 12:00 and 13:30 to 17:30. 2 regular overtime hours of 18:30 to 20:30 were conducted for 5 times a week and 8 or 10 rest day overtime hours on Saturday was also arranged generally. And the sample workers' maximum overtime hours were 2 hours a weekday, 10 hours a rest day, 20 hours a week and 82 hours a month in the sampled months. The most consecutive working days without rest were 6. As per factory management, there was no obvious peak production month in the factory.

[Wage information]:

Payroll records of October 2024 to September 2025 were provided for review and 10 employees were selected as samples, it was noted that the minimum hourly wage of the sample workers was RMB 11.67, which was equal to the local legal minimum hourly rate standard. The regular overtime hours and rest day overtime hours were paid at 150% and 200% of regular rate, respectively. Employees were paid by hourly rate around 20th of each month for previous payment cycle by cash.

[Summary of social insurance]:

The social insurance receipts from May to October 2025 were provided for review. Based on social insurance receipts of October 2024, 125 employees (95% employees) were enrolled in pension insurance, unemployment insurance, medical insurance, child-bearing insurance and occupational injury insurance.

[Summary of closing meeting]:

All the findings were discussed with the management in the closing meeting and the factory signed the onsite finding report. The auditor reminded the factory that they should submit the Remediation Plan into the BSCI Platform within 60 days. The management was receptive of all the findings and gave the willingness to take appropriate corrective actions.

Remark

There was no contractor or agency used by the auditee, which makes the agency labour contract or contractor license/permit not applicable; there was no collective bargaining agreements in the factory; the auditee did not obtain any government waivers. No construction completion acceptance report, environment impact assessment (EIA) report, approval of EIA or environment completion acceptance report was provided.

Site Details

Site : Site 1
Site amfori ID : 156-041246-001

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	132 Workers
Legal minimum wage in local currency	2030 Monthly
Lowest wage paid for regular work at the site	2245 Monthly
Calculated living wage in local currency	2200 Monthly
Total sample	10 Workers

Other Metrics

Male workers	25 Workers
Female workers	107 Workers
Permanent workers - Male	25 Workers
Permanent workers - Female	107 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	7 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	15 Workers
Domestic migrant workers - Female	15 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	25 Workers
Workers hired directly - Female	107 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	4 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

The main auditee partially respected this principle because BSCI new Code was not carried out effectively, which resulted in the issues on management system, working hour, Remuneration, H&S, etc.

生产商部分遵守该原则，被审核方（生产商）BSC 新准则未得到有效执行，以致于工厂在管理系统、工时、福利以及健康安全等有问题。

The factory had established the production cost calculation procedure and workforce planning procedure. However, the factory didn't have a good capacity planning to meet the expectations of the delivery order, which resulted in excessive overtime work in past 12 months for workers.

工厂建立了成本核算的程序和产能规划的程序。但是，工厂没有一个完善的产能计划去完成预期的订单交货以致于员工在过去12个月有超时加班。

PA 2: Workers Involvement and Protection

As per document review, management and employee interview, the facility did not define a long term goals to protect workers according to the BSCI Code of Conduct.

通过文件审核和管理层以及员工面谈了解到，企业没有依据BSCI的行为准则制定一个长远的目标来保护员工。

An effective operational-level grievance mechanism for individuals and communities was not established by factory, such as no potential conflicts of interest, how to overcome them and timelines to address grievances etc. were defined in written procedure.

工厂没有建立一个给个人或团体可执行的申诉机制。例如书面的程序中没有规定潜在的利益冲突以及如何克服这些冲突和提出申诉的时间表和时效性等。

PA 5: Fair Remuneration

It was noted that there were a total of 132 employees (all were permanent and no newly hired, retired or dispatched employees) in the factory, thus totally 132 employees were eligible to receive five types of social insurances according to the law. The social insurance receipts from May to October 2025 were provided for review. Based on social insurance receipts of October 2025, 125 employees (95% employees) were enrolled in pension insurance, unemployment insurance, medical insurance, child-bearing insurance and occupational injury insurance. The auditee did not provide commercial accident insurance to workers. (Remark: The factory did not obtain the social insurance waiver) (Reference law/regulation: Article 72 and 73 of the PRC Labor Law.)

审核员发现工厂共有132名员工（全部是长期且没有新进、退休和派遣工），因而共有132名员工符合参保条件，工厂提供了2025年5月到10月的社保收据查看。根据2025年10月的社保收据，有125名员工（95%员工）参加了养老保险、失业保险、医疗保险、生育保险和工伤保险。工厂没有给员工提供商业意外险。（备注：工厂没有获得社保批文）（参照法规：《中华人民共和国劳动法》第72、73条的规定。）

PA 6: Decent Working Hours

Based on 10 sample workers' time records, it was noted that 6 out of 10 randomly selected workers' monthly overtime hours were 46-82 hours in September 2025 (latest payment month), 6 out of 10 randomly selected workers' monthly overtime hours were 54-82 hours in July 2025 (random month) and 6 out of 10 randomly selected workers' monthly overtime hours were 40-74 hours in May 2025 (random month), which exceeded legal overtime limit: 36 hours per month. (Reference law/regulation: PRC Labor Law article 41.)

审核员根据10名员工的考勤记录，2025年9月份（最近发薪月）随机抽样的10名员工中有6名的月加班时间为46-82小时，2025年7月（随机月）随机抽样的10名员工中有6名的月加班时间为54-82小时和2025年5月（随机月）随机抽样的10名员工中有6名的月加班时间为40-74小时，超过法定要求的月加班时间36小时。（参照法规：《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

It was noted that the auditee did not provide occupational injury insurance or compulsory accident insurance to 2 employees, who entered the factory over one month. (Reference law/regulation: Article 35 of Social insurance law of the People's Republic of China)

审核发现被审核方未给2名进厂时间超过一个月的员工提供职业工伤保险或强制的意外保险。（参考法规《中华人民共和国社会保险法》第三十五条）

a) It was noted that the auditee did not conduct the regular testing of occupational hazardous factors in the production areas, while there were occupational hazardous factors such as noise and chemicals generated in gift box workshop, paper bag workshop and etc. (Reference law/regulation: Regulations of Occupational Hazardous Factor Regular Testing, Article 4) b) It was noted that the auditee did not provide pre-job, on-job and post-job occupational disease health check to all workers who contacting noise and chemicals in gift box workshop, paper bag workshop and etc. (Reference law/regulation: PRC Occupational Disease Prevention Law article 35)

PA 7: Occupational Health and Safety

a) 审核员发现制盒、制袋等部门产生职业危害因素例如噪音和化学品废气，但是工厂没有在生产区域进行职业危害因素定期检测。（参照法规：《用人单位职业病危害因素定期检测管理规范》第四条） b) 审核员发现工厂未给制盒、制袋等车间所有接触噪音和化学品的员工提供岗前、岗中和岗后职业病健康检查。（参照法规：《中华人民共和国职业病防治法》第三十五条）

It was noted that all workers exposed in large noise in gift box workshop did not wear earplug and all workers contacting glue wore the improper mask, it was disposable mask instead of chemical proof mask. (Reference law/regulation: PRC Safety Manufacturing Law article 42)

审核员发现制盒部门4名暴露在大噪音环境下的员工没有佩戴耳塞，且所有接触胶水的员工佩戴的口罩不恰当，是一次性口罩而不是化学品防护口罩。（参照法规：《中华人民共和国安全生产法》第42条）

a) It was noted that 5 chemical containers of glue in production workshops were not labeled. (Reference law/regulation: Regulation For Chemical Usage Safety in Workplace, article 12) b) It was noted that the auditee did not have safety facilities such as anti-leakage facilities for all chemical containers (glue and detergent) in chemical warehouse. (Reference law/regulation: Regulation for Safety of Dangerous Chemical article 20) c) It was noted that no Material Safety Data Sheet (MSDS) of glue and detergent was posted in the chemicals usage areas and storage area. (Reference law/regulation: Regulation For Chemical Usage Safety in Work Place clause 27)

a) 审核员发现生产车间5个化学品容器（胶水）没有标识。（参照法规：《工作场所安全使用化学品的规定》第十二条） b) 审核员发现工厂存储在化学品仓库的所有化学品容器（胶水和白电油）没有设置相应的安全设施，如防渗漏设施。（参照法规：《危险化学品安全管理条例》第二十条） c) 审核员发现胶水和白电油使用和存放区没有粘贴物质安全数据表(MSDS)。（参照法规：《工作场所安全使用化学品的规定》第27条）

a) It was noted that the factory did not provide the Construction Safety Approval for the 5-storey production building, which was built around 2007. (Reference law/regulation: PRC Construction Law article 61) b) The part materials stored in the warehouse of production building were placed against walls directly. (Reference law/regulation: Article 18 of Rules for Warehouse Fire Prevention Safety Management)

a) 在此次审核过程中，审核员发现工厂所在的1栋5层生产楼大约2007年建成，但工厂没有提供厂房的工程竣工验收记录。（参照法规：《中华人民共和国建筑法》第61条） b) 生产楼仓库存储的部分材料直接靠着墙体堆放。（参照法规：《仓库防火安全管理规则》第18条）

It was noted all sampled electrical control panels in production buildings were not installed with inner insulation cover.

审核发现生产楼抽样的配电箱没有安装绝缘内盖。

It was noted that the factory did not provide annual inspection report for one out of two cargo lifts. (Reference law/regulation: Special Equipment Safety Law of PRC article 40).

审核发现工厂没有提供2台货梯中1台的年度检验报告。（参照法规：《中华人民共和国特种设备安全法》第四十条）

PA 10: No Precarious Employment

It was noted that the provided labor contracts for all sampled employees were missing necessary information, no payment date was regulated in the labor contracts. (Reference law/regulation: PRC Labour Contract Law Article 17)

审核发现所有抽样的员工劳动合同缺少必要信息，没有规定每月的发薪日期。（参考法律法规：《中华人民共和国劳动合同法》第17条）

PA 12: Protection of the Environment

a) It was noted that the auditee did not compile environmental impact report or environmental impact report form or fill out environmental impact registration form and apply for approval at local environment department for its construction project, or get the registration. (Reference law/regulation: PRC Environmental Impact Assessment Law article 16; PRC Environmental Impact Assessment Law article 22) b) It was noted that the auditee did not obtain the completion acceptance report for their environmental construction project or the registration records. (Reference law/regulation: Administrative Rules for Environment Protection Acceptance Inspection of Construction Projects (2002), Article 9)

a) 审核员发现工厂没有按照规定组织编制环境影响报告书或环境影响登记表并由当地环保部门审批。（参考法律法规：《中华人民共和国环境影响评价法》第十六条；《中华人民共和国环境影响评价法》第二十二条） b) 审核员发现工厂没有获得其建设项目竣工环境保护验收报告和备案记录。（参考法律法规：建设项目竣工环境保护验收管理办法 第九条）

a) The auditee did not conduct regular monitoring for boundary noise or waste gas generated in the factory. (Reference law/regulation: General principles of technical guidelines for self-monitoring of sewage disposal units 5.4.2; PRC Law of Prevention and Control of Air Pollution, Article 24) b) It was noted that the hazardous wastes such as empty glue containers generated from production department were submitted to the chemicals supplier directly, which does not have relevant qualification. (Reference law/regulation: PRC Law of Prevention and Treatment of Environmental Pollution by Solid Wastes, Article 57)

a) 被审核方没有对厂内产生的厂界噪声和废气进行定期监测。（参考法律法规：《排污单位自行监测技术指南总则5.4.2》；《中华人民共和国大气污染防治法》第24条） b) 被审核方生产车间产生的危险废物，比如胶水空桶等的废弃物直接交给化学品供应商，但供应商并没有相关的资格。（参考法律法规：《中华人民共和国固体废物污染环境防治法》第57条）

PA 13: Ethical Business Behaviour

It was noted that the auditee did not establish procedure to collect, use and processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.

被审核方没有建立程序以合理谨慎的方式，按照隐私和信息安全法和法规要求收集、使用和处理个人信息。