Monitoring summary report for Wenzhou Maitian Packaging Co., Ltd.
MONITORING ID: 26-0392379

amfori
Trade with purpose

Monitored Party **Wenzhou Maitian Packaging Co., Ltd.**	amfori ID **156-069578-000**	Address **Room 401-901, F2 Workshop, Light Industrial City, Xiaojiang Town, Pingyang County, Wenzhou, Zhejiang Sheng, China**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Bureau Veritas Hong Kong Limited**
Monitoring Start Date **18/04/2026**	Closing Meeting Finished Date **18/04/2026**	Submission Date **24/04/2026**
Expiration Date **24/04/2027**	Announcement Type **Semi Announced**	
Site **Wenzhou Maitian Packaging Co., Ltd.**	Site amfori ID **156-069578-001**	

This is an extract of the online Monitoring Result, generated on 27/04/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.© amfori, 2021

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, Violence or Harassment	**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, 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: Connie Zhang; APSCA membership number: CSCA21701150
Name of observers, translators, trainees, advisors/consultants (if applicable): N/A
Monitoring partner name: Bureau Veritas Consumer Products Service; Audit Company APSCA Number: 11600002
Audit schedule details: The audit is planned for 1 auditor x 1 day.
Business partner information:
Factory name: Wenzhou Maitian Packaging Co., Ltd. (温州麦田包装有限公司)
Factory address: Room 401-901, F2 Workshop, Light Industrial City, Xiaojiang Town, Pingyang County, Wenzhou, Zhejiang, China (浙江省温州市平阳县萧江镇轻工产业城F2车间401室-901室)
Business license number: 91330326554775414M
The factory was established on May 7, 2010 and specialized in manufacturing of nonwoven bag. The main production processes included printing, lamination, silk-screen, cutting, bag making, inspection and packing. Peak season in the factory was not obvious.
Audited location information:
The factory owned one 9-storey office & production building. No canteen and dormitory were provided. No transportation was provided for employees. The 1st, 3rd and 6th floors were rented to Wenzhou Zeshang Packaging Co., Ltd. No other relationship between those two factories and independent business licenses were provided for review.
2nd floor including the interlayer: office, warehouse; 4th floor: lamination, inspection, packing; 5th floor: cutting, bag making; 7th floor: silk-screen, warehouse; 8th floor: printing; 9th floor: warehouse.
Operating shifts and hours: The normal working time for all workers was from 8:00 to 17:00 with lunch break time from 12:00 to 13:00 from Monday to Friday. And the sample employees' maximum overtime hours were 2 hours a weekday, 8 hours a rest day, 0 hour a holiday, 12 hours a week and 54 hours a month in the testing months. The maximal weekly working hours were 52 hours. The longest consecutively working days were 6 days in the testing periods.
Time recording system: Production workers' working hours were recorded by biological attendance machine with detailed time in and time out information.
Salary payment details: Management issued the wages of current month on or before 30th of following month in cash. All employees were paid based on hourly rate.
According to the payroll and attendance records of each 5 sample employees from August 2025, November 2025 and February 2026, it was noted that the regular wages of all sampled employees was RMB 17.25 per hour, which was more than the local minimum wage of RMB 2010 per month or RMB 11.55 per hour from January 1, 2024 to December 31, 2025 and RMB 2180 per month or RMB 12.53 per hour since January 1, 2026. All sample employees were paid 150% and 200% of regular wages for their overtime work on weekdays and rest days respectively, which was not less than the statutory requirement.
Worker number information:
There were totally 48 employees in the factory, including 11 non-production employees and 37 production employees. There were 36 male employees and 12 female employees. Production workers: 29 males and 8 females. Domestic migrant workers: 17 males and 7 females. No foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers or other special group workers (interns, apprentices, contractor workers etc.) were noted during this audit. And the youngest worker in the factory was 23 years old.
Good practices: Nil.
Worker organization details: The factory had established policies to guarantee the rights of freedom of association and collective bargaining. The worker representative management procedure was established. One worker representative was elected by all workers freely. The role of worker representative was communicated with all employees. The factory conducted communication meeting with worker representatives about workers voice once per quarter. There was no trade union in the factory.
Circumstances: There was no special circumstance during the audit.
Summary of findings: The non-compliances were noted in PA1 (1.1, 1.4), PA2 (2.4, 2.5), PA5 (5.5), PA6 (6.2), PA7 (7.3, 7.6, 7.7, 7.13, 7.22, 7.25) in this audit.
Living wage calculation: The auditee has a good understanding of the living wage, calculated the living wage for its facility, and has a realistic plan to provide living wages. By comparing data, the calculation provided by the auditing company is more accurate. Hence, the Living Wage is to be referred to the BNW (Basic Needs Wage) provided by the auditing company in the attachment. BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves

adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for the area where the factory is located. The data source: onsite audit information collection (BV BNW).
All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Ms. Chen Qiuqiu / Manager agreed with the findings and signed the corrective action plan.
Opening meeting factory representatives (name and titles) Ms. Chen Qiuqiu / Manager, Ms. Yin/ Worker Representative
Remark:
There was no agencies or contractor used by the auditee, which made the contractor license and agency labour contract not applicable. No government waiver was obtained by the factory. No collective bargaining agreement was available.

SITE DETAILS

Site
Wenzhou Maitian Packaging Co., Ltd.

Site amfori ID
156-069578-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Leisure Products

Sub Industry
Leisure Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**48**	**Workers**
Legal minimum wage in local currency	**2,180**	**Monthly**
Lowest wage paid for regular work at the site	**3,000**	**Monthly**
Calculated living wage in local currency	**2,549.21**	**Monthly**
Total sample	**5**	**Workers**

Other Metrics

Male workers	**36**	**Workers**
Female workers	**12**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**36**	**Workers**
Permanent workers - Female	**12**	**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	**4**	**Workers**
Management - Female	**0**	**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	**17**	**Workers**
Domestic migrant workers - Female	**7**	**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	**36**	**Workers**
Workers hired directly - Female	**12**	**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	**3**	**Workers**
Sample - Female	**2**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Wenzhou Maitian Packaging Co., Ltd. | Site amfori ID: 156-069578-001

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	
Based on management, worker and workers representative interviews, factory tour and document review, it was noted that the factory had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as, findings were raised in the following Performance areas: Fair Remuneration, Decent Working Hours, Occupational Health and Safety and etc. So this finding was rated as partial non-compliance. This violated Performance Area 1: Social Management System 1.1.	通过管理访谈，员工访谈，员工代表访谈，现场走访和文件审核，发现工厂建立了确保amfori BSCI COC有效实施的管理制度，但是不是所有制度都得以有效实施，比如，在如下绩效领域：公平报酬、体面的工作时间、职业健康与安全都存在审核发现点。综上所述，此问题点判为部分不符合。 根据执行领域1：社会管理体系 1.1.

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	
Based on management and worker interviews and document review, it was noted that the factory established the production capacity assessment procedure, however, the production capacity assessment was not conducted. And workers overtime hours exceeded the statutory overtime hour limits. So this finding was rated as partial non-compliance. This violated Performance Area 1: Social Management System 1.4.	通过管理访谈，员工访谈和文件审核，发现工厂虽然建立了生产能力评估程序，但生产能力评估没有进行，员工加班时 间超出了法规要求。综上所述，此问题点判为部分不符合。 根据执行领域1：社会责任管理体系1.4.

PA 2: Workers Involvement and Protection

Site: Wenzhou Maitian Packaging Co., Ltd. | Site amfori ID: 156-069578-001

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	
Based on management, worker and workers representative interviews and document review, it was noted that though the factory posted the BSCI COC publicly, provided BSCI training with all employees, the workers representative and sampled workers were not quite aware of BSCI and BSCI requirement. So this finding was rated as partial non-compliance. This violated Performance Area 2: Workers Involvement and Protection 2.4.	通过管理访谈，员工访谈，员工代表访谈，和文件审核，发现工厂有提供进行关于社会责任的培训的记录，有张贴BS CI的行为准则，但是员工代表和抽样员工并不知道BSCI的内容和要求。综上所述，此问题点判为 部分不符合。 根据执行领域2：工人参与度和保护-2.4改善。

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	
Based on management, worker and workers representative interviews and document review, it was noted that the factory establish internal grievance mechanism , however, the factory didn't establish an effective operational-level grievance mechanism for external stakeholder (i.e. neighbors, factories, suppliers, local government, NGO, etc.). So this finding was rated as partial non-compliance. This violated Performance Area 2: Workers Involvement and Protection 2.5.	通过管理访谈，员工访谈，员工代表访谈和文件审核，发现工厂建立了内部的申诉机制，但没有建立针对利益相关方（如周边居民，工厂，供应商，当地政府，NGO等）有效的建议和申诉机制。综上所述，此问题点判为 部分不符合。 根据执行领域2：工人参与度和保护-2.5改善。

PA 5: Fair Remuneration

Site: Wenzhou Maitian Packaging Co., Ltd. | Site amfori ID: 156-069578-001

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	
There were 48 employees working in the factory, 1 employee had reached retirement age. Based on management and worker interviews and document review, according to the social insurance payment receipt provided by factory management, it was noted that 45 out of 47 employees (about 95.74%) were provided with pension, unemployment, medical and maternity insurance, all 48 employees	工厂共有48名员工，其中1名已达退休年龄。通过管理访谈，员工访谈和文件审核，根据厂方提供的2026年2月社会保险缴费单据显示工厂为47名员工中的45名员工(约95.74%)提供养老，失业，生育和医疗保险，为所有员工提供工伤保险。根据工厂 管理访谈层访谈，社保覆盖不足是由于部分员工不愿意缴纳社保。由于缴纳社保的员工高于80%，此 问题点判为部分不符合。

Finding	
were provided with accident insurance in February 2026. According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. More than 80% of workers were covered by social insurance, so this finding was rated as partial non-compliance. This violated Article 73 of the Labor Law of the People's Republic of China and Article 33 of Social Insurance Law of the People's Republic of China (2018 Amendment).	根据《中华人民共和国劳动法》第73条和根据《中华人民共和国社会保险法》第33条。

PA 6: Decent Working Hours

Site: Wenzhou Maitian Packaging Co., Ltd. | Site amfori ID: 156-069578-001

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	
Based on management and worker interviews and document review, according to the payroll and attendance records of 5 sampled workers in August 2025, 5 sampled workers in November 2025 and 5 sampled workers from February 2026, it was noted that 5 out of 5 sampled workers in August 2025 worked 54 hours overtime work a month, 5 out of 5 sampled workers in November 2025 worked 54 hours overtime work a month, which exceeded the statutory overtime hour limits of 36 hours a month. So this finding was rated as non-compliance. This violated Article 41 of the Labor Law of the PRC.	通过管理访谈和员工访谈和文件审核，根据抽样的2025年8月5名员工，2025年11月5名员 工和2026年2月5名员工的工资和考勤，发现2025年8月5/5名员工月加班54小时，20 25年11月5/5名员工月加班54小时，超过了法定限制的36小时每月。综上所述，此问题点判 为完全不符合。 根据《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: Wenzhou Maitian Packaging Co., Ltd. | Site amfori ID: 156-069578-001

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	
Based on management and worker interviews, factory tour and document review, it was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not cover the safety issue of shared building and regular monitoring and testing. So this finding was rated as partial non-compliance. This violated Performance Area 7: Occupational Health and Safety 7.3.	通过管理访谈, 员工访谈，现场走访和文件审核，工厂为车间岗位进行风险评估不充分。风险评估没有涵盖公用厂房的 安全问题，没有包括定期监控和检测。综上所述，此问题点判为部分不符合。 根据执行领域7：职业健康和安全 7.3改善。

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	
Based on management and worker interviews, factory tour and document review, it was noted that three silk-screen employees were not wearing the mask and glove. The factory provided PPEs to employees and relevant training was provided to employees. So this finding was rated as partial non-compliance. This violated Article 45 of Law of the People's Republic of China on Production Safety.	通过管理访谈, 员工访谈，现场走访和文件审核，发现工厂3名丝印工人没有佩戴口罩和手套。工厂给员工提供了个人 防护用品并提供了相关培训。综上所述，此问题点判为部分不符合。 根据《中华人民共和国安全生产法》第45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	
1. Based on management and worker interviews, factory tour and document review, it was noted that all chemicals (e.g. printing oil) in the printing workshop and silk-screen were not posted with safety labels.MSDS was posted and chemical training was provided to employees. So this finding was rated as partial non-compliance. This violated Article 14 of the Regulation For Chemical Usage Safety in Work Place. 2. Based on management and worker interviews, factory tour and document review, it was noted that chemicals (e.g. printing oil) in the printing workshop	1. 通过管理访谈, 员工访谈，现场走访和文件审核，发现工厂印刷和丝印车间所有化学品（如油墨）没有张贴化学品安全 标签。工厂张贴了MSDS，给员工提供了化学品培训。综上所述，此问题点判为部分不符合。 根据《工作场所安全使用化学品规定》第14条。 2. 通过管理访谈, 员工访谈，现场走访和文件审核，发现工厂印刷车间化学品（如油墨）没有存放在二次容器中。工厂张 贴了MSDS，给员工提供了化学品培训。综上所述，此问题点判为部分不符合。 根据《危险化学品安全管理条例》第20条。

Finding	
were not stored in the secondary container. MSDS was posted and chemical training was provided to employees. So this finding was rated as partial non-compliance. This violated article 20 of Regulation for Safety of Hazardous Chemical.	

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
Finding	
Based on management and worker interviews, factory tour and document review, it was noted that two electric connection boxes in the workshop were not locked and were not installed with inner cover. The workshop director conducted electrical equipment safety check every month and electric circuit was insulation protected. So this finding was rated as partial non-compliance. This violated Article 6.7 of the General Guide for Safety of Electric User.	通过管理访谈, 员工访谈，现场走访和文件审核，工厂车间2个电箱没有上锁且没有安装内盖。工厂车间主任对电器安 全进行每月检查，电线有足够的绝缘保护。综上所述，此问题点判为部分不符合。 根据《用电安全导则GB/T13869-2008》第6.7条。

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH
Finding
Remark: No canteen was provided by the factory.

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
Finding	
Based on management and worker interviews and factory tour , it was noted that there were no toilet paper and soap in toilet. So this finding was rated as non-compliance. This violated Performance Area 7: Occupational Health and Safety 7.22.	通过管理访谈, 员工访谈，现场走访，发现工厂厕所没有提供给员工洗手用的厕纸和肥皂。综上所述，此问题点判为完 全不符合。 根据执行领域7：职业健康和安全 7.22改善。

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?

ENGLISH
Finding
Remark: No transportation was provided by the factory.

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH
Finding
Remark: No dormitory was provided by the factory.

Question: 7.25 Is there satisfactory evidence the auditee verifies that temperature, humidity, space, sanitation, illumination are adequate for the health and safety of workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on factory tour, it was noted that the gap between stacks and walls was 0 meter, which was less than the legal requirement of 0.5 meter. So this finding was rated as non-compliance. This violated Article 18 of Rules for Storage Fire Prevention Safety Management.	通过现场走访，工厂仓库货物垛与墙的间距为0米，小于法定0.5米的要求。综上所述，此问题点判 为完全不符合。 根据《仓库防火安全管理规则》第18条