

Monitored Party Chongyang Wenchang Printing Co., Ltd	amfori ID 156-060971-000	Address Tiancheng Town Industrial Park, Chongyang County, 437599 Xianning, Hubei Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner QIMA Limited
Monitoring Start Date 12/03/2025	Closing Meeting Finished Date 12/03/2025	Submission Date 13/03/2025
Expiration Date 13/03/2026	Announcement Type Semi Announced	
Site Chongyang Wenchang Printing Co., Ltd	Site amfori ID 156-060971-001	

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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

Name of lead auditor: Carol Ding with APSCA registration number of CSCA 21700103

Monitoring partner name: QIMA LIMITED Membership Number: 11600049

Audit schedule details: Total MD was 1.5 man-days, and the audit was planned for 1 auditor x 1 day. 1 day on site and 0.5 day for reporting.

Audit type: Semi-announced full audit

[Business partner information:]

Chongyang Wenchang Printing Co., Ltd / 崇阳文昌印务股份有限公司 (Business license registration number: 91421200773912677A), located at Tiancheng Town Industrial Park, Chongyang County, Xianning City, Hubei Province, China / 中国湖北省咸宁市崇阳县天城镇工业园区. The auditee established on Sep-15-2004.

The main products of the auditee were paper printing products, and the main processes were paper cutting, printing, surface dealing, mold cutting and packing.

[Audited location information:]

The auditee used five buildings as office, kitchen & canteen, workshops and warehouses, and did not provide dormitory.

The total construction areas were 8200 square meters. The detail function of each building was as follows:

#1 building, the 4-storey building with about 5000 square meters, was used as printing workshop, raw material warehouse and finished goods warehouse in 1F, packing workshops in 2F, 3F and 4F;

#2 building, the 1-storey building with about 600 square meters, was used as accessory warehouse and chemical warehouse and unused area;

#3 building, the 1-storey attached building with about 1200 square meters, was used as cutting, printing, surface dealing, mold cutting workshops and office;

#4 building, the 2-storey building with about 800 square meters, was used as kitchen and unused area in 1F, and unused area in 2F;

#5 building, the partial 3-storey building with about 600 square meters, was used as office and canteen in 1F with about 400 square meters, and office in 2F and 3F with about 100 square meters each floor.

[Operating shifts and hours:]

The auditee used electric attendance system to record workers' working time. All employees work for 8 hours per day and 5 days a week from Monday to Friday. Kitchen staff worked from 9:00 to 18:30 with 1.5 hours for rest from 13:00 to 14:30; other employees worked from 8:00 to 17:30 with 1.5 hours for lunch time from 12:00 to 13:30 and 2 hours as overtime hour from 18:00 to 20:00 for production workers. The peak months were not obvious.

The attendance records from Feb-01-2024 to the audit day were reviewed in the audit. 6 sampled workers' attendance records from Jan-2025 (current month), Aug-2024 (random month) and Jun-2024 (random month) were selected for checking.

According to the provided attendance records and workers interviews, the maximum daily overtime hours were 2 hours, the maximum weekly overtime hours were 14 hours and the maximum monthly overtime hours were 64 hours in Aug-2024 and Jun-2024.

[Time recording system:]

The auditee used electric attendance system to record workers' working time.

[Salary payment details:]

The local minimum wage was RMB 1800 per month equal to RMB 10.34 per hour since Feb-01-2024. Payroll records from Feb-2024 to Jan-2025 were provided for review. 6 sampled workers' payroll records from Jan-2025 (current month), Aug-2024 (random month) and Jun-2024 (random month) were selected for checking. Workers were paid by monthly rate basis; the minimum basic wage was RMB 10.34 per hour, which met the legal requirement. Wage was released by cash at the end of next month. The auditee paid 150% and 200% of normal rate for the overtime on regular working days and Saturdays respectively. No overtime work was arranged on Sundays or holidays. Partial employees participated in social insurance but all employees were covered with commercial injury insurance.

[Worker number information:]

- Total worker number: 49, including 9 non-production employee and 40 production employees.
- Production worker number: 40, including 30 males and 10 females.
- Vulnerable worker number: 0, no domestic migrant worker.
- Any other special group workers: 0

[Worker organization details:]

No trade union was found in the auditee due to no such local law. Total 2 worker representatives were elected by workers freely, and the auditee had conducted internal communication meetings with the worker representatives regarding workplace-related issues regularly.

[Summary of findings:]

PA1:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The Social Management System were not implemented properly. The auditee had not conducted production cost calculation and excessive overtime was detected.

PA2:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The sampled worker representative was not quite aware of BSCI values and principles.

PA5:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee had not evaluated the living wage for all workers; Insufficient social insurance participation.

PA6:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. Monthly overtime hours exceeded the legal requirement (36 hours per month).

PA7:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee had not provided occupational disease physical examination reports in past 12 months for review. The auditee could not provide evaluation report of occupational hazardous factors in above areas in past 12 months for review. There was no anti-leaking equip for ink using and storing areas. There was no MSDS of ink posted in printing workshop. The emergency procedure had been established but not posted in the production areas. No construction safety certificate and fire certificate or registered record were provided. Partial goods were stored against the wall in warehouse. The evacuation maps lacked necessary information: current location, medicine box location, emergency assembly point location.

PA12:

The overall observation showed that the auditee partially fulfilled the requirement of this performance area. The auditee did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plans focusing on water waste reduction and saving water were established.

[Living wage calculation:]

The auditee had not evaluated the living wage for all workers. According to auditor's calculation, the calculated living wage standard was RMB 2310 per month.

Remark:

1. There are no agencies and contractor used by the auditee, which makes the contractor license/permit and agency labor contract not applicable. No government waivers and collective bargaining agreements are available in the auditee.

SITE DETAILS

Site

Chongyang Wenchang Printing Co., Ltd

Site amfori ID

156-060971-001

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Paper & Forest Products
Sub Industry		
Paper Products		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	49	Workers
Legal minimum wage in local currency	1,800	Monthly
Lowest wage paid for regular work at the site	1,800	Monthly
Calculated living wage in local currency	2,310	Monthly
Total sample	49	Workers

Other Metrics

Male workers	36	Workers
Female workers	13	Workers
Non-binary workers	0	Workers
Permanent workers - Male	36	Workers
Permanent workers - Female	13	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	2	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	0	Workers
Domestic migrant workers - Female	0	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	13	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	36	Workers
Sample - Female	13	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Chongyang Wenchang Printing Co., Ltd | Site amfori ID: 156-060971-001

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 had established a system of social responsibility, conducted internal assessment and management review, and conformed to BSCI requirements and relevant local law requirements in most performance areas. However, some performance areas should be improved, for example, systematically overtime, insufficient social insurance coverage and insufficient occupational health and safety performance were found.

受审核方已建立社会责任体系,进行了内审及管理评审,在大部分执行领域符合了BSCI要求和相关的法规要求。但一些领域仍需要提高,如存在系统性地加班,社保参保不足,不充分的健康安全表现等。

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

Through the auditee had complied workforce capacity procedure, the auditee had not conducted production cost calculation. There's no satisfactory evidence that the workforce capacity in the company is sufficient and properly planned to match delivery order contracts' expectations and excessive overtime was detected.

受审核方虽然编撰了产能程序,但是没有进行生产成本计算,也没有关于劳动生产能力分析及生产计划的完善记录,并存在加班超时的情况。

PA 2: Workers Involvement and Protection

Site: Chongyang Wenchang Printing Co., Ltd | Site amfori ID: 156-060971-001

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

The auditee had posted the BSCI Code of Conduct publicly and provided BSCI training to all

受审核方张贴了BSCI行为准则,提供了BSCI行为准则的培训给所有员工,但抽样访谈的员工代表并不

Finding

employees, but according to interviews, Auditor noted that the sampled worker representative was not quite aware of BSCI values and principles.

太清楚BSCI的标准和原则。

PA 5: Fair Remuneration

Site: Chongyang Wenchang Printing Co., Ltd | Site amfori ID: 156-060971-001

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

Through document review and management interview, auditor noted that the wages paid to all randomly selected workers met the living wage, but the auditee had not evaluated the living wage for all workers.

通过文件审核和管理层访谈，审核员发现：所有随机抽取的员工发放的工资满足生活工资，但受审核方没有评估工人的生活工资。

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

Insufficient social insurance participated. Through reviewing current social insurance receipts of current month of Feb-2025, auditor noted that there were currently 49 employees (including 1 retiree and no newly joined employee, dispatched employees and temporary employees), only 46 employees (95.8%) had participated in basic endowment insurance, unemployment insurance, basic medical insurance, maternity insurance and employment injury insurance. The auditee purchased the commercial injury insurance for 48 employees including 3 employees without social insurance, and the validating period was within Dec-31-2025. The auditee management stated that they would increase the proportion of social security contributions year by year.
Reference Law: Social Insurance Law of the People's Republic of China, Article 10, Article 23, Article 33, Article 44, Article 53

社会保险参保不足。通过文件审核，审核员查阅了最近1个月的社保收据，发现：受审核方2025年2月共49名员工（包含1名退休返聘员工，无新进员工、劳务派遣工和临时工），只有46名员工（95.8%）参加了养老保险、失业保险、医疗保险、生育保险和工伤保险。受审核方为全48名员工，含3名未缴纳社保的员工，购买商业意外险，商业保险的有效期限截止于2025年12月31日。受审核方管理层表示他们会逐年增加社保缴纳比例。
参考法律：《中华人民共和国社会保险法》第10条、第23条、第33条、第44条、第53条

PA 6: Decent Working Hours

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

Monthly overtime hours exceeded the legal requirement (36 hours per month). The auditee had provided the attendance records from Feb-01-2024 to audit day. According to the sampled records, the monthly overtime hours of all 6 sampled production workers were 40 hours in Jan-2025 (current month), all 6 sampled workers were 64 hours in Aug-2024 (random month) and all 6 sampled workers were 64 hours in Jun-2024 (random month) respectively. The auditee management explained that working overtime was to catch up with orders, and they would arrange the production plan reasonably in the future to reduce overtime. Reference law: the PRC Labor Law article 41.

工人的工作时间超出法规要求（每月36小时）。受审核方提供了2024年2月1日到审核当天的考勤记录。抽样发现，2025年1月（当前月），抽取的所有6名员工，月加班为40小时；2024年8月（随机月），抽取的所有6名员工，月加班为64小时；2024年6月（随机月），抽取的所有6名员工，月加班为64小时。受审核方管理层表示加班是要赶订单，他们以后会合理安排工作计划，减少加班。参考法律：《中华人民共和国劳动法》第41条

PA 7: Occupational Health and Safety

Site: Chongyang Wenchang Printing Co., Ltd | Site amfori ID: 156-060971-001

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

ENGLISH

LOCAL LANGUAGE

Finding

1. The auditee was in line with most of the regulations on occupational health and safety relevant for its activities such as the regulations on electricity, escape routes and emergency exit, first aid etc. But the auditee was not fully in line with the occupational health and safety regulations applicable for its activities such as chemical safety, material stored in warehouse, etc.
2. Through factory tour and document review, auditor noted that there were noise, dust, electric arc and chemical injuries in the production area, but the auditee could not provide occupational disease physical examination reports for the employees exposed to occupational hazards in the past 12 months. The auditee manager explained that the obtained occupational disease physical examination reports were delivered to individual

1. 受审核方大部分符合了职业健康安全与其活动相关的规定如关于电力、逃生路线和紧急出口、急救等方面的规定。但是，受审核方没有完全遵守适用于其活动的职业健康安全规定，如化学品安全，仓库堆货等。
2. 通过现场走访和文件审核，审核员发现：生产区域有噪音和化学品伤害，受审核方无法提供接触职业危害因素岗位的员工的最近12个月内职业病体检报告。受审核方经理表示：体检报告都发放到员工手上，工厂没有保留。通过员工访谈，相关岗位员工反馈受审核方每年提供一次免费体检。参考法律：《中华人民共和国职业病防治法》第35条

Finding	
workers and the auditee did not keep them. Though worker interview, relative position workers confirmed that the auditee had provided free annual physical examination to them. Reference law: PRC Law of Prevention and Control of Occupational Diseases article 35	

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	
During auditee tour, auditor noted that hazardous factors such as noise and chemical injuries in production areas. However, the auditee could not provide evaluation report of occupational hazardous factors in above areas in past 12 months for review. Reference law: Provisions on the Supervision and Administration of Workplace Occupational Health Article 20.	在现场巡查时，审核员发现：生产区域存在噪音和化学品伤害的职业病危害因素。但是，受审核方未能提供上述区域在最近12个月的职业危害因素监测报告供审阅。 参考法律：《工作场所职业卫生监督管理规定》第20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. Through factory tour, auditor noted that there was no anti-leaking equip for ink using and storing areas. Reference Law: Regulations on the Safety Management of Dangerous Chemicals Article 20 2. Through factory tour, auditor noted that there was no MSDS of ink posted in printing workshop. Reference Law: Regulations on the Safe Use of Chemicals in Workplace, Article 12	1. 通过现场走访，审核员发现：油墨使用和存储区域，均没有安装防渗漏装置。 参考法律：《危险化学品安全管理条例》第20条 2. 通过现场走访，审核员发现：印刷车间，没有张贴油墨的化学品物质安全资料表。 参考法律：《工作场所安全使用化学品规定》第12条

Question: 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

ENGLISH	LOCAL LANGUAGE
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Finding	
Through factory tour, auditor noted that the emergency procedure had been established but not posted in the production areas.	通过现场走访，审核员发现：受审核方已建立应急程序，但没有张贴在生产区域。

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	
1. During auditee tour, auditor noted that the auditee used two 1-storey building, one 2-storey building, one partial 3-storey building and one 4-storey building as office, workshops and warehouses, kitchen & canteen. However, the auditee did not provide the construction safety certificate and fire certificate or registered record for those buildings. Reference Law: PRC Construction Law Article 61 And PRC Fire Prevention Law article 11, Article 13. 2. Through factory tour, auditor noted that partial goods were stored against the wall in material warehouse. Reference law: Rules Concerning Warehouse Safety and Fire Control article 18	1. 在现场巡查时，审核员发现：受审核方使用2栋1层、1栋2层、1栋局部3层建筑和1栋4层建筑用作办公、车间和仓库，食堂和餐厅。但受审核方未提供这些建筑的竣工验收报告和消防验收/备案。 参考法律：《中华人民共和国建筑法》第61条和《中华人民共和国消防法》第11条和第13条 2. 通过现场走访，审核员发现：原料仓部分货物靠墙堆放。 参考法律：《仓库防火安全管理规划》第18条

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
Through factory tour, auditor noted that the evacuation maps lacked necessary information: current location, medicine box location, emergency assembly point location.	通过现场走访，审核员发现：疏散图内缺少必要信息：当前位置、药箱的位置、紧急集合点位置。

PA 12: Protection of the Environment

Site: Chongyang Wenchang Printing Co., Ltd | Site amfori ID: 156-060971-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE
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Finding

Through document review, auditor noted that the auditee did not have possible mechanisms about preserving including proper identification of water springs, rivers, lakes and other water ecosystems in the area, and no actual active plans focusing on water waste reduction and saving water were established.

通过文件审核，审核员发现：受审核方未进行周边泉水、江河、湖泊及其他水资源地图的识别，同时未针对降低污水的排放以及节约用水建立实际的行动。