

Monitored Party <b>Wenzhou Lianhai Bag Co., Ltd.</b>	amfori ID <b>156-018683-000</b>	Address <b>No.1299-1415, Keji Road, Longgang City, (1st-3rd floor, No.2 Building of Wenzhou BSN technology Co., Ltd.), 325802 WENZHOU , Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>SGS</b>
Monitoring Start Date <b>25/07/2025</b>	Closing Meeting Finished Date <b>26/07/2025</b>	Submission Date <b>31/07/2025</b>
Expiration Date <b>31/07/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Wenzhou Lianhai Bag Co., Ltd.</b>	Site amfori ID <b>156-018683-003</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Rob Gao; APSCA membership number (CSCA 21701719) ;

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

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

Audit schedule details: The audit is planned for 1 auditor x 1 day, Semi-Announced & Full audit on Jul.25, 2025

Business partner information: Wenzhou Lianhai Bag Co., Ltd. (The Chinese name in BL: 温州联海制袋有限公司, the Unified social credit code: 91330327307331517E) was located at No.1299-1415, Keji Road, Longgang City, (1st-3rd floor, No.2 Building of Wenzhou BSN technology Co., Ltd.),Wenzhou City, Zhejiang Province, China. (The Chinese address: 浙江省温州市龙港市科技路1299-1415号(温州宝绅科技有限公司厂房内第二幢1-3层))The auditee was founded on Jul.11, 2014 and valid to long term based on the business license. The auditee was focused on manufacturing bag and 20,000,000 pcs per year, the main production processes were cutting, sewing, printing, Membrane coating, inspection and packing, etc.

Audited location information: The factory rented the factory area. The canteen/dormitory were not provided.

Building 1#: A 7-storey building, it's about 2,000 SQ. meters for each floor: 1F:warehouse, cutting, Membrane coating. 2F :packing, sewing. 3F :office, printing.The rest of the building was used by other factories.

Operating shifts and hours & Time recording system: The main auditee had established wage and benefits policy and used electronic attendance recorder to record workers' working time. During the audit, the main auditee provided attendance records from 1 Jun 2024 to the audit day, based on review documents and interview with workers, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day. Only one shift was arranged for all production workers: 07:30 to 11:30,13:00 to 17:00. Workers worked 8 overtime hours on Saturdays, the maximum daily overtime was 2h, maximum monthly overtime was 60h and maximum weekly working time was 54h. They rested on Sundays and statutory holidays. The main auditee guaranteed workers have at least 1 day off per 7 days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal requirements. For weekly working hour: 1st sampled month(Jul 2024) – standard hours (40) + maximum weekly OT (14), 2nd sampled month(Dec 2024) – standard hours(40) + maximum weekly OT (14) ,3rd sampled month(May 2025) – standard hours (40) + maximum weekly OT (14).

Salary payment details: The main auditee had established wage and benefits policy, workers' minimum wage, statutory holidays, annual leaves etc. were defined in the policy. During the audit, the main auditee provided attendance records from 1 Jun 2024 to audit day and wage records from Jun 2024 to May 2025 for review, based on review documents and interview with workers, workers were paid by hourly rate, their minimum wage was RMB4000 per month, that was more than the minimum wage standard of local city. Only tax was deducted from workers' wage, the auditee would not punish employees with fines. The auditee paid workers' current month wage to workers before the end of the following month by bank transfer. The auditee provided social insurance to some workers.

Worker number information: There were Total 49 employees in factory. There was 5 non-production employees including 4 male and 1 female employees. There were 44 Production workers including 19 male and 25 female worker. The auditee had 31 domestic migrant employees including 9 male and 22 female workers. No young workers, child workers, disabled workers, breastfeeding workers, pregnant workers. No interns, apprentices, contractor workers etc.

Good practices: Nil

Worker organization details: There was worker committee. Number of employee representative:1

Circumstances: Nil

The special circumstances can be classified as followed:Nil

Summary of findings:

PA1: amfori BSCI Code management and working hours' management was not perfect.

PA2: No effective training about responsibility of the worker representative or the content of amfori BSCI.

PA3: Nil. PA4:Nil

PA5: Insufficient social insurance

PA6: Monthly OT working hours exceeded legal requirement

PA7: Goods were stored against the wall. Lack of MSDS for chemicals. Lack of needle/belt cover of sewing machine.

PA8: Nil. PA9: Nil. PA10: Nil. PA11: Nil. PA12: Nil. PA13: Nil

#LivingWage: The living wage data is provided by the auditing company because there is no data on GLWC website in the city where the factory is located.

The living costs estimated by auditing company involves developing a model diet for workers using the method developed

in Anker Methodology. Second, the housing cost is estimated by evaluating the cost of various rental units, utility costs, other housing costs, and routine repairs/maintenance costs which are basic for a family. Third, auditing company estimates non-food-non-housing(NFNH) cost for a living wage. Fourth, auditing company estimates the number of full-time equivalent workers per family providing support in order to estimate a net living wage for workers based on information from government websites and published papers. Finally, payroll taxes and deductions are taken into consideration to estimate the gross living wage for workers.

Reference: 1) China Statistical Yearbook 2022: <http://www.stats.gov.cn/sj/ndsjsj/2022/indexch.htm>

2) Interpretation of the Social Insurance Law of the People's Republic of China (11): [http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806\\_28572.html](http://www.mohrss.gov.cn/fgs/syshehuibaoxianfa/201208/t20120806_28572.html)

3) Housing provident fund management regulations: <https://flk.npc.gov.cn/detail2.html?ZmY4MDgwODE2ZjNjYmIzYzAxNmY0MGZjN2I2ODBmZjI>

4) National city rent reference: <https://m.toutiao.com/is/iR5uwMmp/>

Precautions taken about #COVID-19 in the facility: Nil

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.

Remark: 1. The factory did not apply for Consolidated Working Hours System Approval. 2. The auditee rented the factory area and provided the rental agreement.

## SITE DETAILS

Site  
**Wenzhou Lianhai Bag Co., Ltd.**

Site amfori ID  
**156-018683-003**

### GICS Classification

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Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Household Durables</b>

Sub Industry  
**Housewares & Specialties**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	49	Workers
Legal minimum wage in local currency	2,010	Monthly
Lowest wage paid for regular work at the site	4,000	Monthly
Calculated living wage in local currency	3,887	Monthly
Total sample	5	Workers

## Other Metrics

Male workers	23	Workers
Female workers	26	Workers
Non-binary workers	0	Workers
Permanent workers - Male	23	Workers
Permanent workers - Female	26	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	1	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	9	Workers
Domestic migrant workers - Female	22	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	23	Workers
Workers hired directly - Female	26	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 Lianhai Bag Co., Ltd. | Site amfori ID: 156-018683-003

**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
<b>Finding</b>	
<p>1.1 The main auditee partially respected this principle. Based on management interview, workers' interview and worker representative's interview, on-site observation and documents/ records review. The factory had set up management procedures to implement BSCI Code of Conduct, but in last year some procedures were not implemented properly, such as the workers overtime working hours exceeded the legal requirement and etc. The facility management declared that, they would gradually improved these issues. Reference: the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>被审核方部分遵循该准则。通过管理层、员工及员工代表访谈，现场查看和文件/记录查看，工厂建立了确保BSCI有效实施的管理程序，但在过去一年中部分程序未正确执行，比如员工的加班时间有超过法规要求。工厂管理层声明，工厂将逐渐改善这些问题。</p> <p>参考法规或参考标准：amfori BSCI管理手册中问题1.1的要求。</p>

**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
<b>Finding</b>	
<p>1.4 The main auditee partially respected this principle. Based on management interview, workers' interview and worker representative's interview, on-site observation and documents/ records review. The factory had set up a system for calculating the production capacity and production costing. But the effectively of this system still needs to be improved and the workers overtime working hours exceeded the legal requirement in last year. The facility management declared that, they would gradually improved these issues. Reference: the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>被审核方部分遵守该原则，通过管理层、员工及员工代表访谈，现场查看和文件/记录查看，工厂已经建立了产能规划和成本核算系统，但该系统有效性仍需提升，在过去一年中员工的加班时间有超过法规要求。工厂管理层声明，工厂将逐渐改善这些问题。</p> <p>参考法规或参考标准：amfori BSCI管理手册中问题1.4的要求。</p>



## PA 2: Workers Involvement and Protection

Site: Wenzhou Lianhai Bag Co., Ltd. | Site amfori ID: 156-018683-003

**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
<b>Finding</b>	
<p>2.4 The main auditee partially respected this principle because based on workers' interview and worker representative's interview, documents/ records review, worker representatives were elected in the factory and the training about amfori BSCI Code was provided for workers in 2025, but 40% interviewed workers did not know worker representative, the responsibility of the worker representative or the content of amfori BSCI. The facility management declared that, the training to some new workers were not enough.</p> <p>Reference: the requirement of question 2.4 in amfori BSCI system manual.</p>	<p>主要被审核方(生产商)部分遵守该准则。原因是通过员工及员工代表访谈、文件/记录查看,工厂在2025年选了员工代表也提供了关于amfori BSCI行为准则的培训给工人,但是40%被访谈的员工不认识员工代表也不知道员工代表的职责及amfori BSCI内容。工厂管理层声明,原因是部分新员工的培训不足。</p> <p>参考法规或参考标准: amfori BSCI管理手册中问题2.4的要求。</p>

## PA 5: Fair Remuneration

Site: Wenzhou Lianhai Bag Co., Ltd. | Site amfori ID: 156-018683-003

**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
<b>Finding</b>	
<p>5.5 The main auditee did not respect this principle because there were 49 employees in the factory, including 11 retired workers. Based on management interview, workers' interview, the invoice of Jun 2025, 33 employees were provided with retired, unemployment, medical, maternity insurance and 43 employees were provided with injury insurance. Also, no evidence was identified that the workers had taken part in the agricultural insurance. The workers expressed that they didn't want to be insured. The facility management declared that, some domestic workers had social insurance in their hometown. Reference: Labor Law of the People's Republic of China (2018 Amendment) Article 72</p> <p>Remark: The auditee provided commercial injury insurance to rest workers, it's valid from 15 Apr 2025 to 14 Apr 2026.</p>	<p>被审核方(供应商)未遵守该准则。原因是工厂有49名员工,包含11名退休员工。通过管理层、员工及员工代表访谈和工厂提供的2025年6月的社保凭证,工厂为33名员工提供了养老、失业、医疗、生育保险和为43名员工提供了工伤保险。没有证据显示工厂员工有参加农保,且访谈员工表示自己不愿意参保。工厂管理层声明,部分外地员工在家乡参加了保险。参考法规或参考标准: 中华人民共和国劳动法(2018修正)第七十二条</p> <p>备注: 被审核方给剩余员工购买了商业意外险。有效期从2025年4月15日至2026年4月14日。</p>

## PA 6: Decent Working Hours

Site: Wenzhou Lianhai Bag Co., Ltd. | Site amfori ID: 156-018683-003

**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

6.2 The auditee did not respect this principle. The factory did not ensure the overtimes of workers in accordance with the legal requirement. Based on worker interview, attendance record from 1 Jun 2024 to audit date review, 100% sampled workers worked in sewing, packing workshops, etc., the monthly overtime exceeded 36 hours in those months, the maximum monthly overtime were 60 hours including 28 hours overtime on weekdays and 32 hours overtime on rest days which occurred in Jul 2024. 1st sampled month (Jul 2024) – standard hours (184) + maximum monthly OT (60), 2nd sampled month (Dec 2024) – standard hours (176) + maximum monthly OT (54), 3rd sampled month (May 2025) – standard hours (160) + maximum monthly OT (44). The factory management declared that, workers were willing to work overtime because they can earn more money, and sometimes need overtime to finish the order. Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

被审核方（生产商）未遵守该原则。工厂未确保员工的加班时间符合法规要求。根据员工访谈以及工厂提供的2024年6月1日到审核日考勤显示缝纫、包装等车间100%抽样工人在这几个月，月加班均大于36小时，员工最大月加班发生在24年7月，月加班60小时，其中工作日加班28小时，休息日加班32小时。第一个抽样月(2024年7月)-标准工时(184小时)-最大月加班(60小时)，第二个抽样月(2024年12月)-标准工时(176小时)-最大月加班(54小时)，第三个抽样月(2025年5月)-标准工时(160小时)-最大月加班(44小时)，工厂管理层解释，工人愿意加班因为可以赚更多的钱，有些时候也需要加班来完成订单。参考法规或参考标准：中华人民共和国劳动法（2018修正）第四十一条。

## PA 7: Occupational Health and Safety

Site: Wenzhou Lianhai Bag Co., Ltd. | Site amfori ID: 156-018683-003

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

7.1 The auditee partially respected this principle because based on management interview, workers' interview and worker representative's interview, on-site observation and documents/records review, the main auditee had established complete management system on health and safety, included identify the legal regulation, health and safety check, training etc. But some issue was happened due to management negligence. Reference: the

被审核方（生产商）部分遵守该准则。原因是通过管理层、员工及员工代表访谈，现场查看和文件/记录查看，主要被审核方已建立完整的健康管理体制，包括法规的识别，健康安全检查和培训等，但是由于管理疏忽，导致某些问题发生。参考法规或参考标准：amfori BSCI管理手册中问题7.1的要求。

Finding	
requirement of question 7.1 in amfori BSCI system manual.	

**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 did not respect this principle because based on management interview, workers' interview and worker representative's interview, on-site observation, during audit chemicals stored in the warehouse were not equipped with MSDS in Chinese. The facility management declared that, the MSDS posted previously had been dropped. Reference: Regulations on Labor Protection in Workplaces Where Toxic Substances Are Used (2002), Article 23	主要被审核方部分遵循该准则，原因是通过管理层、员工及员工代表访谈和现场查看，审核期间，仓库内存放的化学品未提供中文的MSDS。工厂管理层声明，之前张贴的MSDS已掉落。 参考法规或参考标准：使用有毒物品作业场所劳动保护条例（2002）第二十三条

**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	
7.11 The auditee partially respected this principle because based on management interview, workers' interview and worker representative's interview, on-site observation and documents/records review, about 10% materials or goods were stored against the wall in workshop and warehouse during audit. The facility management declared that, the reason was management negligence. Reference: General Rules for Fire Safety Management of Storage Occupancies GA1131-2014 Article 6.8	被审核方（生产商）部分遵守该准则。原因是通过管理层、员工及员工代表访谈，现场查看和文件/记录查看，审核期间车间和仓库中约10%的物料或产品靠墙存放。工厂管理层声明，原因是管理疏忽。 参考法规或参考标准：仓储场所消防安全管理通则 GA1131-2014 第6.8条

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
7.17 The main auditee partially respected this principle because based on management interview,	被审核方（生产商）部分遵守该准则。原因是通过管理层、员工及员工代表访谈和现场查看，审核期

## Finding

workers' interview and worker representative's interview, on-site observation, during audit, 80% sewing machines were not installed with finger guard or cover of belt in sewing workshop. The facility management declared that, the reason was that employees dismantled it for work convenience, but the management did not find it in time.  
Reference: General Rules of Design on Health and Safety of Production Facility (GB 5083-1999) 6.1.5

间，缝纫车间内80%的缝纫机均未安装护指环或皮带防护罩。工厂管理层声明，原因是员工为工作方便拆卸，管理层未及时发现。参考法规或参考标准：生产设备安全卫生设计总则（GB 5083-1999）6.1.5