

Monitored Party ZHEJIANG UKPACK PACKAGING CO., LTD	amfori ID 156-065471-000	Address Tangjiazha Village, Ditang Street, Yuyao, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 22/09/2025	Closing Meeting Finished Date 22/09/2025	Submission Date 28/09/2025
Expiration Date 28/09/2026	Announcement Type Semi Announced	
Site ZHEJIANG UKPACK PACKAGING CO., LTD	Site amfori ID 156-065471-001	

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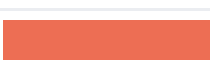
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OVERALL RATING



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	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 Leader Auditor: Crystal Weng/APSCA registration No. CSCA 21701807

Name of Team Auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name = ALGI HOLDING COMPANY LLC , APSCA membership number = 11600033

Audit schedule details: The audit was planned for 1 auditor x 1 onsite day.

Announcement Type: The Full audit (Semi-Announced audit) was conducted on September 22, 2025 and finished audit on the same day.

Business partner information: ZHEJIANG UKPACK PACKAGING CO., LTD (Local name: 浙江优肯包装有限公司, Uniform Code of Social Credit: 91330281MA282DNF30) was located at "Tangjiazha Village, Ditang Street, Yuyao City, Zhejiang Province, China (中国浙江省余姚市低塘街道汤家闸村)". The factory was established in 2016, specialized in airless bottle, plastic bottle, cream jar, supplement packaging, food dispenser pump. The current production processes included printing, assembly and packing. No process was subcontracted.

Audited location information: The audited factory rented part 5F about 525 square meters of one 6-storey building from the landlord "Yuyao Jinqiu Plastic Molds Co., Ltd". No dormitory, canteen/kitchen or transportation was provided by the auditee. During the audit, the details of one 6-storey building were listed below:

Part 5F was used as printing, assembly and packing workshops, warehouse and office of the auditee and other areas were used as workshop, warehouse, office of the landlord.

Operating shifts and hours: All employees operated in one shift (8:00-11:30, 12:30-17:00). The workers operated overtime voluntarily for 8 hours on Saturdays and for 2 hours on weekdays if production needed. All workers could enjoy 1 day off per 7 days. During the audit, the factory provided the payroll records from August 2024 to July 2025 and attendance records from August 1, 2024 to September 22, 2025 for review, auditor randomly selected 6 samples from each of July 2025 (last paid month), March 2025 (random month) and August 2024 (random month) for verification.

Time recording system: Fingerprinting attendance recorder

Salary payment details: All workers were paid by hourly rate. The wages for the preceding month were paid by cash around the end of each month. The wages of July 2025 had been issued to the workers.

Worker number information: There were 43 workers (including 26 domestic migrant workers and 17 local workers) with 11 non-production worker and 32 production workers in total, 25 out of 32 production workers were male workers and the others were female workers.

Good practices: Nil

Worker organization details: No labor union but 1 worker representative was available.

Circumstances: Mr. Zhu Zeqi/Manager, Ms. Dong Yalan/Worker Representative attended the opening & closing meeting. Auditor held the opening meeting at 08:00, ended the closing meeting at 17:00. Auditor communicated the findings with them, they were permitted to ask questions and make any needed clarification. Finally, they agreed and signed onsite audit findings report.

The special circumstances can be classified as follow: There was no special circumstances during the audit.

Summary of findings:

PA1: Social Management System

PA1.1: Social management system needed to be improved.

PA1.4: The factory failed to provide the satisfactory evidence to prove that the workforce capacity assessments were properly organized to meet the expectations of the delivery orders and contracts.

PA2: Workers Involvement and Protection

PA2.2: No long-term goals for workers protection.

PA5: Fair Remuneration

PA5.5: Insufficient social insurance.

PA6: Decent Working Hours

PA6.2: Monthly overtime hours exceeded 36 hours for the law limit.

PA7: Occupational Health and Safety

PA7.1: Non-compliance with health and safety laws and regulations, such as materials or goods storage.

PA7.2: Insufficient injury insurance.
PA7.6: Insufficient management of PPEs.
PA7.13: Insufficient management of electrical safety.
PA7.22: Lack of cleaning supplies in toilet.
Remark: For details, please refer to the audit report.

Living wage calculation: 1. The local legal minimum wage standard was CNY 2260 per month or CNY 12.99 per hour since January 1, 2024.

2. # Living Wage: [The factory was located at Yuyao City which could not be found on GLWC website. During the audit, auditor used the local basic living wage CNY 2984.51 which was manually collected and calculated by auditor through Anker's methodology. The basic living wage calculation technique used by auditor was to be inquired the resident consumption parameters published on the local government's public website and yearbook. Afterwards, there were calculated the relevant data of basic living wage according to the proportion of Anker's methodology of the key parameters. Relevant data comes from the website or yearbook data published by the local government. Finally, the basic living wage calculation manually collected by auditor was uploaded as part of the report attachments.]

Precautions taken about #COVID-19: Not Applicable

Remarks: 1. No agency labour contract, government waiver or collective bargaining agreement was attached in the report for there was no agency, waiver or collective bargaining agreements in the site.

2. The uploaded attachments (Such as payroll and attendance records) involved employees' personal information, which were protected. This was to comply with the requirements of Personal Information Protection Law of People's Republic of China and GDPR.

SITE DETAILS

Site

ZHEJIANG UKPACK PACKAGING CO., LTD

Site amfori ID

156-065471-001

GICS Classification

Sector	Industry Group	Industry
Materials	Materials	Containers & Packaging
Sub Industry		
Paper & Plastic Packaging Products & Materials		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	43	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,984.51	Monthly
Total sample	6	Workers

Other Metrics

Male workers	28	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	28	Workers
Permanent workers - Female	15	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	1	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	11	Workers
Domestic migrant workers - Female	15	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	28	Workers
Workers hired directly - Female	15	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	2	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: ZHEJIANG UKPACK PACKAGING CO., LTD | Site amfori ID: 156-065471-001

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 document review, management and workers interview, and onsite observation, it was noted that the auditee established procedures to implement amfori BSCI CoC, but the auditee implemented partial procedures inefficiently during the operation, which led the audited factory did not follow the requirement. For example, some non-compliance issues were detected regarding Social Management System, Workers Involvement and Protection, Fair Remuneration, Decent Working Hours, Occupational Health and Safety. Details please refer to Performance Areas 1, 2, 5, 6, 7. As per management interview, the management stated that they were aware of the local laws and amfori BSCI CoC. However, the management ignored some requirements because the factory focus on production. This question is rated as partially due to the factory established the social responsibility procedures or management systems, but the non-conformances only noted in above PAs. This is partially in compliance with requirements of amfori BSCI CoC.	根据文件查阅，管理层访谈和员工访谈，以及现场观察，发现被审核方建立程序去执行amfori BSCI行为守则，但是由于被审核方未能有效的执行部分要求，导致被审核方未能完全遵守本条原则；例如发现了关于社会管理体系、工人参与和保护、公平报酬、体面劳动时间、职业健康与安全方面的问题。具体请参见区域1, 2, 5, 6, 7。根据管理层访谈，他们了解amfori BSCI行为守则和当地法规，但是由于忙于生产，有部分要求被忽视了。该项被判定为局部符合是因为工厂建立了社会责任程序或者管理体系，但不符合项仅出现在上述部分。这局部符合amfori BSCI CoC。

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 documents review, management interview and worker interviews, the factory developed the procedures about production capacity planning & cost accounting, the production capacity could satisfy the customer needs and all the goods could be delivered to the clients on time, but it was noted that the factory could not adequately evaluate the production capacity, human resources and equipment status against the delivery requirements to avoid the undue monthly	根据文件查看，管理层交谈和工人访谈，工厂建立了产能评估和成本计算程序，生产能力能够满足客户需求且所有货物均能被准时交付给客户，但发现工厂未能根据客户交货期要求，充分地评估生产能力、人员和设备情况，以避免出现月加班超时的现象，导致工人的月加班时间有超出法规要求（对于细节，请参考PA6.2）。管理层表示工厂已经采取行动措施（比如提升生产效率）以控制工人的加班时间。该检查点被评为部分符合，因为管理人员清楚生产效率、交货期以及法规对工作时间的要求，且

Finding

overtime working, so that the workers' monthly overtime hours exceeded the law limit (For details, please refer to PA6.2). Management stated that the factory had taken the action (e.g. optimizing production efficiency) to control the workers' overtime hours. The checkpoint was rated as partially because management staffs were clear of the production rate, date of delivery and regulatory working hours requirements, the factory made the detailed production plan for each order to arrange the production activities. This was partially in compliance with the requirements of PRC Labor Law, Article 41.

工厂为每个订单制定了详细的生产计划，以安排生产活动。这局部符合《中华人民共和国劳动法》第41条的要求。

PA 2: Workers Involvement and Protection

Site: ZHEJIANG UKPACK PACKAGING CO., LTD | Site amfori ID: 156-065471-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on documents review, management and worker interviews, the factory did not establish the long-term goals which met the requirements of the amfori BSCI Code of Conduct. The factory management claimed that they did not fully understand the difference between short-term investment and long-term goals before and would establish long-term goals to protect workers. This question is rated as no due to the factory did not establish the long-term goals. This is not in compliance with requirements of amfori BSCI CoC.

根据文件查阅，管理层访谈和员工访谈，工厂没有制定一个符合amfori BSCI行为准则要求的长期目标。工厂管理层表示之前没有充分认识短期投资和长期目标的区别，将建立保护工人的长期目标。该项被判定为不符合是因为工厂没有制定长期目标。这不符合amfori BSCI CoC。

PA 5: Fair Remuneration

Site: ZHEJIANG UKPACK PACKAGING CO., LTD | Site amfori ID: 156-065471-001

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

Based on management interview, workers interview

根据管理层访谈，员工访谈和文件审核发现，工厂

Finding

and documents review, it was noted that some employees were not provided with social insurance. In August 2025, there were total 43 employees (43 employees included 3 retired employees and 0 new employee), but only 7 (17.5%) out of 40 eligible employees were provided with injury, pension, unemployment, medical and maternity insurances. The factory did not provide commercial insurance to employees. No social insurance waiver was available. The factory management claimed that rest employees had new rural cooperative pension insurance and did not want to buy these 5 kinds of social insurances. This question is rated as no due to low participation rate of social insurance. This is not in compliance with the PRC Labor Law article 72 & 73.

社保没有覆盖到部分员工。2025年8月一共有43名员工（43名员工包含3名退休员工和0名新进员工），但是全部40名符合参保条件的员工中只有7(17.5%)名员工参加了工伤、医疗、生育、养老和失业保险。工厂没有为员工提供商业保险。工厂没有取得社保豁免批文。工厂管理层称剩余员工参加了新型农村合作养老保险且不想买这5种社会保险。该项被判定为不符合是因为社保参保率低。这不符合《中华人民共和国劳动法》第72、73条。

PA 6: Decent Working Hours

Site: ZHEJIANG UKPACK PACKAGING CO., LTD | Site amfori ID: 156-065471-001

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 interview, workers interview and documents review, it was noted that the monthly overtime working hours of 3 out of 3 randomly sampled months exceeded the legal limit of 36 hours per month. The details were as follow: the monthly overtime working hours of all 6 sampled workers exceeded 36 hours and the maximum monthly overtime was 56 hours in July 2025 (last paid month); The monthly overtime working hours of all 6 sampled workers exceeded 36 hours and the maximum monthly overtime was 62 hours in March 2025 (random month); The monthly overtime working hours of all 6 sampled workers exceeded 36 hours and the maximum monthly overtime was 64 hours in August 2024 (random month). The factory management claimed that urgent orders led to excessive monthly overtime working hours. This question is rated as no due to excessive monthly overtime working hours noted in all sampled months. This is not in compliance with the PRC Labor Law article 41. Remark: The workers' overtime work was voluntary.

根据管理层访谈，员工访谈和文件查阅，发现3个随机抽样月份中有3个月份的月加班时间超过了法律规定的每月加班不超36小时。详细如下：所有6名抽样员工在2025年7月份（最近支付月）的月加班时间超过36小时，最大为56小时；所有6名抽样员工在2025年3月份（随机抽样月份）的月加班时间超过36小时，最大为62小时；所有6名抽样员工在2024年8月份（随机抽样月份）的月加班时间超过36小时，最大为64小时。工厂管理层表示急单导致了月加班超时。该项被判定为不符合是因为所有抽样月份发现月加班超时。这不符合《中华人民共和国劳动法》第41条。
备注：员工的加班时间属于自愿加班。

PA 7: Occupational Health and Safety

Site: ZHEJIANG UKPACK PACKAGING CO., LTD | Site amfori ID: 156-065471-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Based on documents review, onsite observation, management and worker interviews, it was noted that:

1. the factory had set up its own occupational health and safety regulations and procedures, the actual practice throughout the factory was not fully in compliance with requirements of local laws in the part of Warehouse Safety, Injury Insurance, PPEs, Electrical Safety. The factory management claimed that they will make continuous improvement. This is partially in compliance with requirements of relevant local health and safety laws. (Please refer to question points PA7.1, PA7.2, PA7.6, PA7.13 for specific health and safety regulations.)
2. It was noted that around 20% goods in the warehouse and workshops were placed against the walls. The factory management claimed that limited space caused this happened. This is partially in compliance with the Rules Concerning Warehouse Safety and Fire Control article 18.

This question is rated as partially due to the factory have awareness of occupational health and safety and assigned specialized management staff to take charge of it, but there are still the problems in the actual practice process of the factory.

根据文件查阅，现场观察，管理层访谈和员工访谈，发现：

1. 虽然工厂建立了职业健康安全方面的程序和相关制度，但是工厂在实际的执行过程中还存在问题。例如仓库安全，工伤保险，防护用品，电器安全方面。工厂管理层表示他们会进行持续改善。这局部符合当地健康安全方面的法规。（具体的健康安全法规条款请参阅PA7.1, PA7.2, PA7.6, PA7.13）。
2. 现场发现工厂仓库和车间约20%货物靠墙堆放。工厂管理层表示工厂空间有限导致了该问题发生。这局部符合《仓库防火安全管理规划》第18条。该项被判定为局部符合是因为工厂对职业健康安全有一定的意识并指派了专门的管理层负责，但是工厂在实际的执行过程中还存在问题。

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management interview, workers interview and reviewing documents, it was noted that not all employees were provided with social insurance or the group commercial injury insurance. In August 2025, there were total 43 employees (43 employees included 3 retired employees and 0 new employee), the factory only provided the injury insurance for 7 employees and did not provide commercial insurance to employees. The factory

根据管理层访谈，员工访谈和文件审核发现，并非所有员工都缴纳了工伤保险。2025年8月一共有43名员工（43名员工包含3名退休员工和0名新进员工），工厂给7名员工提供工伤保险，没有为员工提供商业保险。工厂管理层称员工参加了新型农村合作养老保险且不想买工伤保险。该项被判定为不符合是因为大部分员工没有缴纳工伤保险或者商业保险。这不符合《中华人民共和国社会保险法》第三十三条

Finding

management claimed that employees had new rural cooperative pension insurance and did not want to buy injury insurance. This question is rated as no because most employees did not participate in injury insurance or commercial insurance. This is not in compliance with the Social Insurance Law of the People's Republic of China, Article 33.

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 onsite observation, management and worker interviews, it was noted that 1 out of 4 printing workers contacting with chemicals did not wear gloves when operation. The factory management claimed that some workers were not willing to wear PPEs. This question is rated as partially because the factory provided proper PPEs for workers but some workers did not wear them. This is partially in compliance with Production Safety Law of the People's Republic of China (2021 Amendment), Article 45

根据现场观察，管理层访谈和员工访谈，发现工厂4名接触化学品的印刷员工中有1名员工操作时没有佩戴手套。工厂管理层表示部分员工不愿意佩戴防护用品。该项被判定为局部符合是因为工厂为员工提供了合适的防护用品但是部分员工没有佩戴。这局部符合《中华人民共和国安全生产法（2021修正）》第四十五条。

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

Finding

Based on onsite observation, management and worker interviews, 1 electric box without internal cover out of 10 sampled electric boxes in printing workshop was not locked. The factory management claimed that the factory director forgot to lock it after using. This question is rated as partially because the factory had established the management program and protective covers were installed for all electrical boxes, but 1 electric box without internal cover was not locked. This is partially in compliance with the General Guide for Safety of Electric User (GB/ T13869-2017), Article 5.1.2.

根据现场观察，管理层访谈和员工访谈，抽样10处电箱，发现印刷车间有1个电箱没有安装内盖也没有上锁。工厂管理层解释，厂长使用完电箱没有及时上锁。该项被判定为局部符合是工厂建立了电气设施管理程序且所有电箱安装了保护盖，但是1处电箱没有安装内盖也没有上锁。这局部符合《用电安全导则GB/T13869-2017》第5.1.2条。

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 onsite observation, management and workers interview, it was noted that the factory did not provide cleaning supplies such as toilet paper and liquid soap in toilet. The factory management claimed that they will buy the cleaning supplies soon. This question is rated as partially because the toilets were sufficient in factory, but the cleaning supplies in toilet were not ensured. This is partially in compliance with requirements of amfori BSCI CoC.

根据现场观察，管理层访谈和员工访谈发现，工厂洗手间没有提供清洁用品如厕纸和洗手液。工厂管理层表示他们会尽快购买相关的清洁用品。该项被判定为局部符合是因为工厂卫生间数量充足，但是工厂没有确保洗手间的清洁用品。这局部符合amfori BSCI CoC。