

|                                                                       |                                                    |                                                                                                  |
|-----------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Monitored Party<br><b>ZHEJIANG UKPACK PACKAGING CO., LTD</b>          | amfori ID<br><b>156-065471-000</b>                 | Address<br><b>Tangjiazha Village, Ditang Street,<br/>315490 Yuyao, Zhejiang Sheng,<br/>China</b> |
| Monitoring Activity<br><b>amfori Social Audit -<br/>Manufacturing</b> | Monitoring Type<br><b>Full Monitoring</b>          | Monitoring Partner<br><b>TUV Rheinland</b>                                                       |
| Monitoring Start Date<br><b>09/10/2026</b>                            | Closing Meeting Finished Date<br><b>09/10/2026</b> | Submission Date<br><b>14/10/2026</b>                                                             |
| Expiration Date<br><b>14/10/2028</b>                                  | Announcement Type<br><b>Semi Announced</b>         |                                                                                                  |
| Site<br><b>ZHEJIANG UKPACK PACKAGING CO., LTD</b>                     | Site amfori ID<br><b>156-065471-001</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>B</b> |  |
| PA 6: Decent Working Hours                                           | <b>C</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>B</b> |  |
| PA 13: Ethical Business Behaviour                    | <b>A</b> |  |

## GENERAL DESCRIPTION

Name of lead auditor: Nita Xiong; APSCA membership number: CSCA 21701701.

Monitoring partner name: TÜV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1.0 day. Start Time: 8:00am, End Time: 5:00pm.

Announcement Type: Semi Announced.

Business partner information:

The auditee was located at Tangjiazha Village, Ditang Street, Yuyao, Zhejiang, China (中国浙江省余姚市低塘街道汤家闸村). It was founded on July 27, 2016. The main products of the auditee were airless bottle, plastic bottle, cream jar, supplement packaging, food dispenser pump. The processes onsite were printing, assembling and packing. No subcontractor was used by the auditee. No apparent peak season or low season was available in the auditee.

Audited location information:

There was one 6-storey building owned by the landlord (one mould factory) in the boundary, the auditee only rented part of 5th floor as office, warehouse and workshops, the totally area used by the auditee was about 860 square meters, other part of the 5th floor and other floors of the building were used by the landlord and tenant A (one plastic packing factory). The auditee did not share employees and management with the landlord and the tenant A, they have independent business licenses and independent management, the tenant A was a supplier of the auditee, and it also provided products to others. The auditee provided relevant procurement contracts and invoice evidence. This audit only covered the area used by the auditee.

No dormitory, kitchen or canteen was provided by the auditee.

Operating shifts and hours:

All employees had one shift: 08:00~12:00, 13:00~17:00; and if needed, overtime from 18:00 to 20:00. They usually had 8 OT working hours on Saturdays. All employees had rested on each Sunday. Maximum 2 hours overtime per day, 12 hours overtime per week, 52 hours overtime per month and longest consecutive working days were six days.

Time recording system:

The auditee used fingerprint scan attendance recorder to record workers each in/out time.

Salary payment details:

All production workers were paid by hourly rate, the minimum wage paid by the auditee was RMB 24.14 per hour, and the non-production employees were paid by monthly rate, the minimum wage was RMB 4500 per month, which was higher than legal requirement and paid at the end of the next month by bank transfer.

Worker number information:

Total 48 employees were available in the auditee, including 34 production workers and 14 non-production/management workers.

The production workers including 12 male and 22 female.

Total 32 domestic migrant employees including 9 male and 23 female were employed.

No young, seasonal, temporary, disabled, home-based worker used by the auditee, during the audit date, no pregnant worker was available in the auditee. No interns, apprentices, contractor workers in the auditee.

Good practices: None

Worker organization details:

The auditee respected and protected the workers' right of freedom association and collective bargaining. No bad influence would be imposed on workers if they choose to organize a worker committee. There was no trade union in the auditee.

One worker representatives were elected by all employees freely in September 2025.

Circumstances:

There was no special circumstance during the audit, the audit was conducted in good professional working environment and the auditee was very supportive and cooperative throughout the audit activities. No abnormal level of production or abnormal workforce composition was identified.

Summary of findings:

Non-compliances were identified in PA1, PA2, PA5, PA6, PA7 and PA12.

PA1: Insufficient management system and production capacity planning.

PA2: Failure to evaluate the effectiveness of the grievance mechanism or conduct surveys on satisfaction with the used of the grievance mechanism.

PA5: Insufficient coverage of social insurance.

PA6: Monthly OT exceeded legal requirement.

PA7: Insufficient management on PPE using. No monitoring of occupational disease hazards or occupational health

examination. Insufficient management of chemical.

PA12: No EIA, EIA approval or acceptance report of environmental protection facilities. No waste gas monitoring. No evidence showed hazardous waste being properly disposed. #Living wage calculation:

Publish month and year of the GLWC estimate: September 30, 2025.

Like to the resource document GLWC: <https://www.globallivingwage.org/living-wage-benchmarks/benchmark-report-2024-living-wage-report-for-ningbo-china/>

Attachments:

There is Personal Information Protection Law in China. Therefore, employees' personal information is hidden or removed from uploaded documents.

No document of agency labor contract, government waiver, collective bargaining agreement or contractor license were upload, as no agency labor contract was used, no government waiver was obtained and no collective bargaining agreement or contractor license was available.

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<br>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                               | 48       | Workers |
| Legal minimum wage in local currency          | 2,430    | Monthly |
| Lowest wage paid for regular work at the site | 4,200.36 | Monthly |
| Calculated living wage in local currency      | 4,198    | Monthly |
| Total sample                                  | 10       | Workers |

### Other Metrics

|                                        |    |         |
|----------------------------------------|----|---------|
| Male workers                           | 15 | Workers |
| Female workers                         | 33 | Workers |
| Non-binary workers                     | 0  | Workers |
| Permanent workers - Male               | 15 | Workers |
| Permanent workers - Female             | 33 | 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                    | 3  | 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      | 23 | 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          | 15 | Workers |
| Workers hired directly - Female        | 33 | 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                          | 4  | Workers |
| Sample - Female                        | 6  | 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                                                                                                                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                          |
| The auditee partially respects this principle because based on management interview, workers interview, document reviewing and onsite observation, it had established the social management system to implement the amfori BSCI Code. However, not all performance areas were implemented well. Such as some workers' monthly overtime exceeded regulatory limits, social insurance did not cover all employees and chemical management was incomplete etc. The management declare that, it was difficult to comply with all procedures due to some practical difficulties and realistic conditions, such as orders, labor force, cost control, etc., Interviewed workers said they were satisfied with the current situation. Refer to the requirements of amfori BSCI system manual. | 被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件审查和现场观察，被审核方建立了社会责任管理体系去实施amfori BSCI行为准则。但是，并不是所有的绩效领域都实施得很好，例如部分工人的月加班时间超过法规限制、社保未覆盖所有员工、化学品管理不完善等，管理层表示，由于一些方面的实际困难和现实状况，如订单，劳动力，成本控制等，要符合所有程序非常困难。访谈员工觉得对现状表示满意。参考am fori BSCI系统手册中的要求。 |

**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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                  |
| The auditee partially respects this principle because based on management interview, worker interview and documents reviewing, the auditee had set up written workforce planning procedure, but the procedure was not effectively implemented, about 40% workers' monthly overtime exceeded legal requirement in August 2026. The management stated that they could not finish production order on time if no overtime was arranged. Interviewed workers stated that overtime was voluntary and they were willing to earn overtime expenses through overtime. Refer to the requirements of amfori BSCI system manual. | 被审核方部分遵守该原则，因为基于管理层访谈、员工访谈和文件审查，被审核方建立了书面的产能规划程序，但该程序没有有效执行，导致在2026年8月有约40%的工人月加班超过法规要求。管理层表示如果不安排加班无法按时完成订单。访谈工人表示加班是自愿的，他们愿意通过加班来赚取加班费用。参考amfori BSCI系统手册中的要求。 |



### PA 2: Workers Involvement and Protection

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

**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                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                  |
| The auditee partially respects this principle because based on management interview, onsite observation, workers interview and documents reviewing, the auditee had established grievance mechanism and set up a suggestion box in the workshop. Workers could transfer their ideas or complaints through worker representatives, suggestion box or management. The records provided by the auditee show that no any grievance in the past year, the auditee neither evaluate the effectiveness of the grievance mechanism nor conduct regular surveys on satisfaction with the use of the grievance mechanism. The management stated that due to management negligence, they did not conduct satisfaction survey formally. Based on workers interview, no negative feedback on the grievance mechanism was identified. Refer to the requirements of amfori BSCI system manual. | 被审核方部分遵守该原则，因为基于管理层访谈、现场查看、员工访谈和文件审查，被审核方建立了申诉机制，并且在车间内设置了意见箱，员工可以通过员工代表、意见箱或者管理层反馈意见或申诉，被审核方提供的记录显示近一年没有任何申诉，被审核方没有对申诉机制的有效性和使用满意度进行定期调查。管理层表示由于管理疏忽，他们没有进行正式的满意度调查。基于员工访谈，没有对于申诉机制的负面反馈。参考amfori BSCI系统手册中的要求。 |

## 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                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Finding</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                           |
| The auditee does not respect this principle because based on management interview, workers interview and documents review, not all workers were provided with social insurance. There were total 48 employees in auditee, 7 employees reached retired age. One new employee entered in the recent one month. So 40 out of the 48 employees should participate in 5 types of insurance. The auditee had provided the social insurance participation records for the past year, by cross checking the unit social insurance participants list of recent month and the roster, the auditee did not provide retirement, illness, unemployment, child-bearing and work-related injury insurance for 30 out of the 40 | 被审核方未遵守该原则，因为基于管理层访谈、员工访谈和文件审查，不是所有员工都提供了社保。审核当天厂内共有48名员工。其中7名员工达到退休年龄。最近1个月有1名新进员工。所以这48员工中的40名员工需要参加五险，被审核方提供了最近一年的社保参保记录，根据在线查询的最新一个月的参保名单和花名册核对，被审核方未给这40名员工中的30名员工提供养老，医疗，生育，失业和工伤保险。管理层表示被审核方依据工人的意愿缴纳社保，大部分员工因为已经参加了新农保，所以自愿放弃社保。访谈员工证实了管理层的说法，被审核方未收集员工购买新农保的证据。参考中华人民共和国劳动法 第72条、第73条。<br>备注：被审核方给所有员工（包含退休工人）提供 |

### Finding

employees. The management declared that, social insurance was provided according to employees' personal willingness, most employees had already participated in new rural endowment insurance. Therefore, they abandoned social insurance voluntarily. Interviewed employees confirmed the management's statement. The auditee did not collect evidence of employees purchasing new rural endowment insurance. Refer to Labor Law of P.R.C., Article 72 and Article 73.

Remark: The auditee provided commercial accident insurance to all employees including the retirees, with a period from August 1, 2026 to July 31, 2027.

了商业意外险，周期从2026年8月1日-2027年7月31日。

## 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

The auditee partially respects the principle, because based on document review, management and worker interview, part of the sample workers' monthly overtime hours exceeded the legal requirement in part of the sample months. During the audit, the working hours records from September 1, 2025 to October 9, 2026 were provided to review. A sample of 10 employees' working hours records were randomly selected in December 2025, April 2026 and August 2026. It was found that 4 out of the 10 sampled employees had worked 52 hours of overtime per month in August 2026, while the remaining 6 sampled employees in August 2026 and all 10 sampled employees in December 2025 and April 2026 had their maximum monthly overtime controlled within 36 hours. The management explained that they were well aware of the requirements of local laws and have established control procedures for overtime hours. They seek to continuously reduce overtime hours through reasonable production scheduling. However, occasionally in situations when the order delivery period was urgent, it was difficult to ensure that workers' monthly overtime hours fully comply with regulatory requirements.

被审核方部分遵守该原则，因为根据文件查阅，管理人员和员工访谈，部分抽样员工在部分抽样月份的月加班时间超过法规要求。此次审核查看了自2025年9月1日至2026年10月9日的工时记录，2025年12月，2026年4月和8月每月随机抽取了10名员工考勤为样本，发现10名抽样员工中4名员工在2026年8月的月加班时间达到了52小时，2026年8月其余的6名抽样员工以及2025年12月和2026年4月的所有10名抽样员工的最大月加班时间控制在36小时以内。管理层解释他们清楚地知道当地法律的要求，建立了加班时间的管控程序，通过合理的生产排期寻求持续降低加班时间，但是偶尔在订单出货期比较紧急的情况下，很难确保工人的月加班时间完全符合法规要求，被审核方严格保证所有的员工每周至少休息一日。受访员工表示加班是自愿的，且加班可以增加收入。参考中华人民共和国劳动法第41条。

备注：10名抽样工人2026年10月1日-2026年10月8日期间的加班时间为0小时。

### Finding

But one day off per week was strictly guaranteed for all employees. The interviewed employees stated that overtime is voluntary and can increase their income. Refer to Labor Law of the P.R.C, Article 41

Remark: 10 sampled workers' overtime working hours was 0 hour from October 1, 2026 to October 8, 2026.

## PA 7: Occupational Health and Safety

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

**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

The auditee partially respects this principle, because confirmed by onsite observation, documents review, management and workers interview, the auditee had provided sufficient PPE for free such as gloves, masks to PPE needed workers, and posted the PPE remaining signs on site. However, During the audit period, two printing operators did not wear masks or rubber gloves while operating. The management and worker stated that they had been trained on the necessity of wearing PPEs correctly, but sometimes the worker still did not do it strictly. Refer to Work Safety Law of the People's Republic of China (2021) Article 45.

被审核方部分遵守此准则，因为基于现场审核，文件审阅，管理层和员工访谈，被审核方有提供充足的免费的个人防护用品例如手套，口罩等给相应的员工，并且张贴了佩戴个人防护用品的警示标示，但是审核期间2名印刷工人操作时未佩戴口罩和橡胶手套。管理层和工人表示已经接受过关于正确佩戴劳保用品的必要性的培训，但是有时工人仍然没有严格遵守。参考《中华人民共和国安全生产法》（2021）第四十五条。

**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

The auditee partially respects this principle because based on management interview, workers interview, onsite observation and document review, 1) There were occupational hazards of harmful chemicals in the printing workshop, but the auditee failed to provide the workshop's occupational

被审核方部分遵守该原则，因为基于管理层访谈、工人访谈、现场观察和文件审查，  
1) 印刷车间存在有害化学品的职业病危害因素，但是被审核方未能提供车间的职业危害因素检测报告供审阅。并未给印刷人员提供岗前、在岗和离岗职业健康体检。管理层表示考虑到节约成本，所以未安

## Finding

hazard detection report for review. The printing operators were not provided with pre employment, on-the-job, and post employment occupational disease examinations. The management stated that they considered cost savings and therefore did not arrange for testing and physical examinations. Interviewed employees stated that the factory had informed them of the relevant occupational hazards, but did not arrange for occupational health examinations. Currently, they have not felt any physical discomfort. Refer to Provisions on the Administration of Occupational Health at Work Sites (2021), Article 20. And Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Article 35.

2) About 20% of chemicals such as ink, diluents and screen wash etc. were not placed in secondary containers and safety labels were not posted, although the factory had equipped eye washers and posted MSDS on site. The management stated that it was due to management negligence. Refer to Regulation on the Safety Management of Hazardous Chemicals Article 20. And Regulation for Chemical Usage Safety in Work Place, Article 12.

排检测 和体检，访谈员工表示工厂已经告知了相关的职业病危害，但是未安排职业健康体检，目前未感到身体 不适。参考《工作场所职业卫生管理规定》（2021），第20条和《中华人民共和国职业病防治法》，第35条。

2) 约20%的化学品例如油墨、稀释剂和洗网水等未放置在二次容器内，并且未张贴安全标签，尽管工厂 已经在现场配备了洗眼器并且张贴了MSDS。管理层表示由于管理疏忽导致。参考危险化学品安全管理条例 第20条和工作场所安全使用化学品规定，第12条。

## PA 12: Protection of the Environment

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

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

### ENGLISH

### LOCAL LANGUAGE

## Finding

The auditee partially respects this principle, because confirmed by onsite observation, documents review and management interview, the auditee did not provide the environmental impact assessment report, environmental impact assessment approval, and completion acceptance of environmental protection facilities for review. The management stated that they had obtained these documents and they were not found during the review period. Refer to Articles 95, 102, and 162 of the Ecological Environment Code of the People's Republic of China.

被审核方部分遵守此准则，因为基于现场审核，文件审阅和管理层访谈，被审核方未提供环评报告，环评批复及环保设施竣工验收供查看。管理层表示他们已经获得了这些文件，审核期间未找到。参考《中华人民共和国生态环境法典》第95条，102条、162条。

**Question:** 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The auditee partially respects this principle because based on management interview, onsite observation and document review,

1) The auditee failed to provide the monitoring report for the waste air (generated by the printing process) for review. The management stated that they did not conduct monitoring of exhaust gas to save costs. Refer to Measures for the Administration of Environmental Surveillance article 21.

2) There was no evidence to indicate that the hazardous waste such as empty barrels of chemicals etc. was transferred to qualified processing units. The management explained that the empty barrels were collected by the supplier and no records were kept. Refer to Articles 532 of the Ecological Environment Code of the People's Republic of China.

被审核方部分遵守该原则，因为基于管理层访谈、现场观察和文件审查，

1) 被审核方未提供废气（印刷工序产生）监测报告供查阅。管理层表示为了节省成本，未进行废气监测。参考环境监测管理办法 第21条。

2) 没有证据显示被审核方的危废例如化学品空桶等转移给了有资质的处理单位，管理层解释空桶由供应商回收，未保留记录。参考《中华人民共和国生态环境法典》第532条。