

Workplace Conditions Assessment Report

Measured Results —Improved Performance



GUANGZHOU HUAISHENG PACKAGING INC., LTD

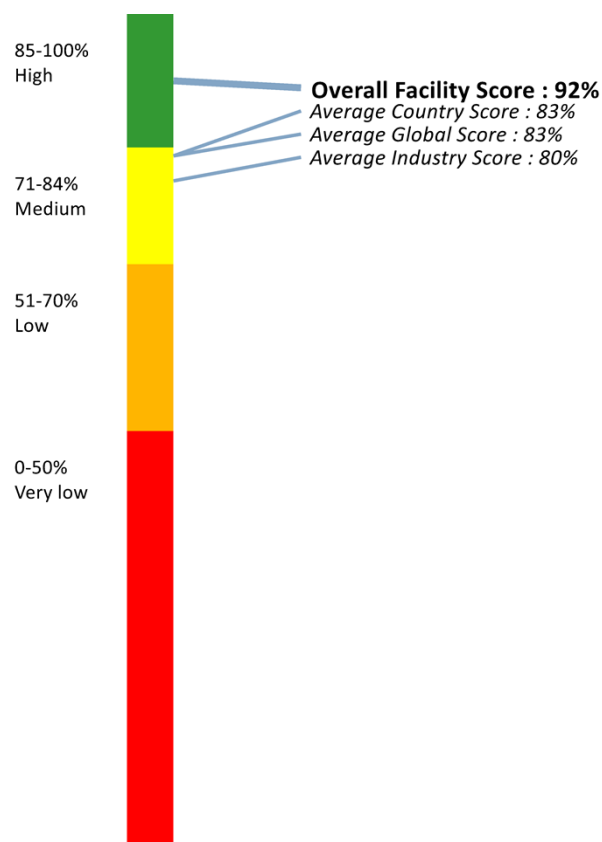
GENERAL INFORMATION

Overall Facility Score: **92%**

Reg No:	F_IAR_232047	Country:	China
Audit Date:	21-Aug-2026	Assessment Stage:	Initial
Last Audit:	NA	Schedule Type:	Announced
Mandays:	1	Audit Firm:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 23538



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	No Score
Overall	92%	-	-	3	2	-
Labor	100%	-	-	-	-	-
Wages & Hours	74%	-	-	2	-	-
Health & Safety	94%	-	-	1	-	-
Management Systems	93%	-	-	-	2	-
Environment	100%	-	-	-	-	-

The Performance Index Bar is used to measure and benchmark the facility's score against the other population of audit results in the database using a common scoring algorithm

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Guangzhou Huaisheng Packaging Inc., Ltd	Facility Legal Status:	Private
Facility Legal Name:	Guangzhou Huaisheng Packaging Inc., Ltd	Year facility began operations:	2015
Audit Location:	2nd Floor, Building A2, No. 1, Huanbao 5th Road, Xintang Town, Zengcheng District, Guangzhou City, Guangdong Province, China	Located in special economic zone:	No
City:	Guangzhou	Person responsible for overall social compliance issues:	Mr. Su Liang
Country:	China	Valid certificate for social compliance certification program:	Not Applicable
Contact Name:	Mr. Su Liang	Vendor Name:	Nil
Contact Title:	Manager		
Industry:	Other		
Service Providers:	Not Applicable		
Security systems in place:	CCTV systems were installed to monitor and control physical access of employees and visitors to the facility		
Building Description:	In view of the facility, it consisted of 2F of one 4-storey building used as office, warehouse and workshop. there was no dormitory. kitchen or canteen was available for employees in this facility. The facility occupied about 3000 square meters and the buildings were made up of concrete and brick.		
Special building type:	Facility is in a multi-story building housing multiple unrelated business types		

A2. PRODUCTION INFORMATION

Products manufactured / Services provided:	Packing bags	Time record system(s) used:	Others: Face scan
Production process/ Service elements:	Cutting, die-cutting, laminating , forming, handwork, packing	Chemicals or hazardous materials on-site:	Yes Chemicals such as glue
Production capacity a week:	75000	Current production/Services for client:	Packing bags
Total number of machines:	10		
Main machine types:	Cutting machines, die-cutting machines, laminating machines , forming machines		
Shifts and Operating hours:	1 shift The employees worked for 5 days in a week. The normal working hours were 8 hours per day which was from 08:00 to 12:00 and from 13:30 to 17:30.		

A3. EMPLOYEE INFORMATION

Employee nationalities/provinces :	Henan, Guihou, Anhui, Sichuan, Jiangxi	Languages spoken in the facility :	Chinese
Union/Worker committee :	Guangzhou Huaisheng Packaging Inc., Ltd Worker Committee.	Management and employees speak same language :	Yes
Hires through employment agent :	No		
Recruitment and hiring process :	The facility recruited employees directly by posting job advertisements or encouraging employees to introduce their relatives or friends. The facility had established Human Resource Recruitment Procedure, which stipulates that all applicants must be at least 16 years old, and the original valid ID certificate shall be provided for the facility verification, the original ID card would be returned to the employee once verification done, no original ID card would be detained by the facility and the facility would keep the photocopy of the ID card for future reference. Employees did not have to bear any recruitment fee. Furthermore, there would be no restrictions on sex, ethnicity, race, gender or religion, etc. when hiring.		

Range	Female	Male	Homeworkers	Juveniles
50 or less	32	15	0	0

	Permanent	Temporary	Agency	Total
Local	12	0	0	12
Migrant	35	0	0	35
Foreign	0	0	0	0
Total	47	0	0	47

A4. SUBCONTRACTOR INFORMATION

No subcontractor information given

A5. GENERAL INFORMATION

This was an announced initial audit conducted by Intertek Testing Services. One auditor assessed / verified the facility's operations against the client's requirement and local legislations on a sampling basis in 1 days. At 09:10 am, August 21, 2026, auditor entered the facility then held an opening meeting according to the WCA program, purpose and procedure of the visit were explained to Mr.Su Liang/ GM Assistant etc. and the audit was permitted immediately. Factory tour: All the areas of audited facility were covered during the facility tour. Document review: The relevant documents such as attendance records, payroll records, labor contracts etc. were prepared and provided in timely manner. Employee interview: All employees were comfortable during interviewing. All employees were satisfied with the facility and no negative information was raised. The employees did enjoy working in the facility. They were satisfied with the working condition and management system. Close meeting: At the end of the audit, all the findings were addressed and accepted by the facility management. They said they would have an internal meeting to follow up and necessary changes would be made in accordance. ZT and Major Non-compliance: No ZT and Major finding. Current status: 1. Labor: The facility had established a system to management the labor program. 2. Management system: Responsibility for meeting the legal and WCA requirements was shared between the production manager and HR manager. Together they are responsible to the facility manager for ensuring the standards are met. 3. Environment: The facility had a written environmental policy. Mr. Su Liang/ GM Assistant was responsible for continuous improvements in their environmental performance. Best Practices: Nil.

A6. AUDIT PROCESS

Auditor Information

Auditors APSCA ID : **Primary: Patrick Wang**
ID#: 21700251

Auditors APSCA ID : **Secondary: NA**
ID#: NA

Audit pay period provided for review

Records	From	To
12	01-Aug-2025	31-Jul-2026
13	01-Aug-2025	20-Aug-2026

Employee interview sampling

Individual	5
Group	0
Total interviewed	5

Special Comments: **N/A**

Payroll and attendance records sampling



Period	From	To	Peak Season	Records Reviewed
Current Period	01-Jul-2026	31-Jul-2026	No	5
Period 2	01-Mar-2026	31-Mar-2026	No	3
Period 3	01-Oct-2025	31-Oct-2025	No	3
Total				11

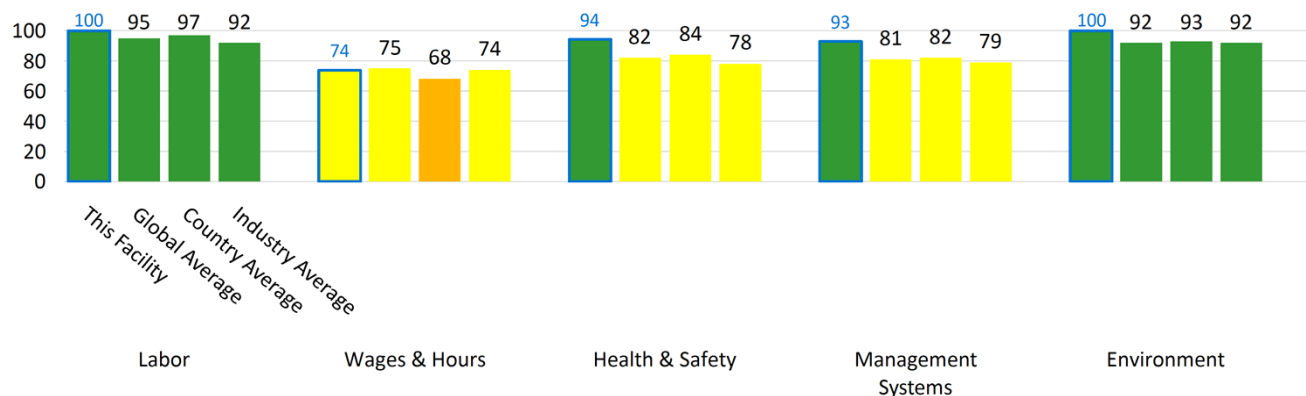
Other records reviewed

Personnel records	Production records
Non-Production records	Employment contracts
Legal Permits	Social insurance documentation
Employee leave register	Health examination records
Machine maintenance records	

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, China average, Other average



The Comparison Benchmark shows at a glance how this facility is performing in each category in comparison to all other facilities in the database globally, by country and/or industry using the same scoring algorithm.

B2. PERFORMANCE TREND ANALYSIS

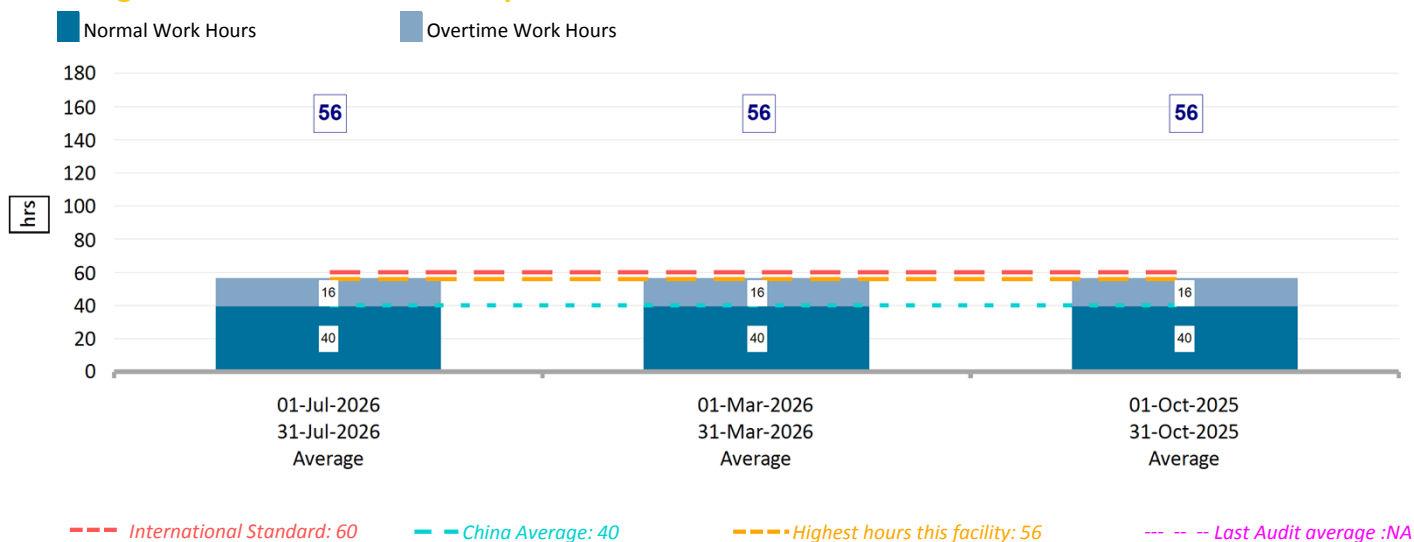
Section Name	Current (21-Aug-2026)	Last (NA)	First (NA)	Change (Current-Last)	Change (Current-First)
Labor	100	NA	NA	NA	NA
Wages & Hours	74	NA	NA	NA	NA
Health & Safety	94	NA	NA	NA	NA
Management Systems	93	NA	NA	NA	NA
Environment	100	NA	NA	NA	NA
Overall Score	92	NA	NA	NA	NA

▲ Advancers ■ Constant ▼ Decliner

Showcase of the percentage of improvement (or decline) in performance over time for this facility. The current audit result is compared against the last audit completed at this same facility which is subsequently compared to the very first audit done at the facility.

B3. WORKING HOURS AND WAGES

Average total hours worked Weekly



Average wages paid in local currency (RMB)



Provincial and country averages are based on average wages paid since past two years.

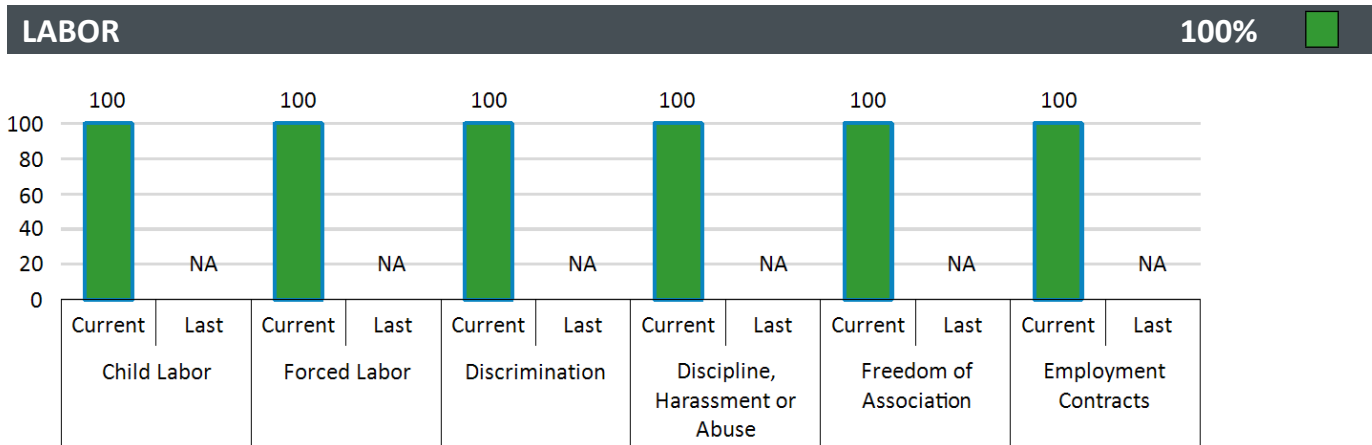
Special wage circumstances: NA



C. PERFORMANCE DETAILS

Current (21-Aug-2026) Last (NA)

C1. LABOR

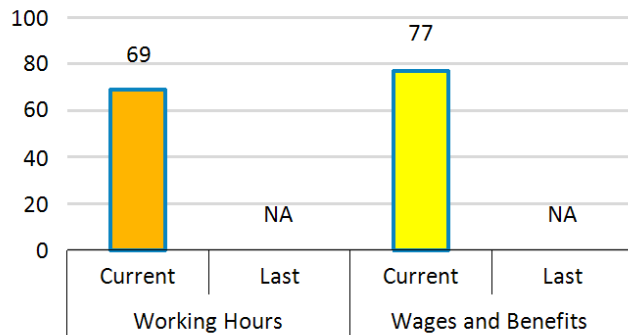


Labor Summary: 1. Relevant policy on child labor, force labor, discrimination, discipline, harassment, freedom of association etc were established, no child labor/ juvenile employee /force labor/harassment/discrimination was noted. No foreign employees or agency employees were employed in the facility. The facility hired all employees directly. 2.The employees could express grievance freely. The facility has a written policy of freedom of association and right to collective bargaining. The policy states that the workers are free to form or join trade union or workers’ organisation and enjoy the right to collective bargaining, and nobody will be treated differently if they are members of the trade union or workers’ organisation, etc. 3. No zero-tolerance or major non-compliances findings was found during labor section.

C2. WAGES & HOURS

WAGES & HOURS

74%



Wages and Hours Summary: All employees worked for 5 days in one shift. The normal working hour was from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30 from Monday to Friday; face scan system was used for time keeping for employees. Based on the provided attendance records and payroll records: the monthly overtime hours of 5 out of 5 random selected employees were 59 hours in July 2026(current month); 3 out of 3 random selected employees were 64 hours in March 2026(random month); 3 out of 3 random selected employees were 64 hours in October 2025(random month). The local minimum wage standard was set at RMB 2500 per month as equivalent to RMB 14.37 (2500/21.75/8) per hour since 1st March 2025. The overtime wages were paid as 150% and 200% of the normal wages for the overtime hours respectively on normal working days and rest days. No overtime on statutory holidays were observed. Benefits such as annual leave and maternity leave will be provided for employees through document review, and insufficient social insurance participated. Production records such as daily production records, material issuing records from 1 August, 2025 to 20 August, 2026 were reviewed. After cross-checking with attendance records, payroll records, employees' interview and management interview, no inconsistencies were found.

Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Moderate	O0626: Total overtime hours exceeds allowable limits under applicable law or agreement. Past occurrences at this facility: NA Auditor's comment Overtime hours exceeded the legal requirement. Auditor noted that the monthly overtime hours of 5 out of 5 random selected employees (including 3 over-aged employees) were 59 hours in July 2026(current month); 3 out of 3 random selected employees (including 1 over-aged employees) were 64 hours in March 2026(random month); 3 out of 3 random selected employees (including 1 over-aged employees) were 64 hours in October 2025(random month). Legal Regulation People's Republic of China Labor Law Article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation	40%

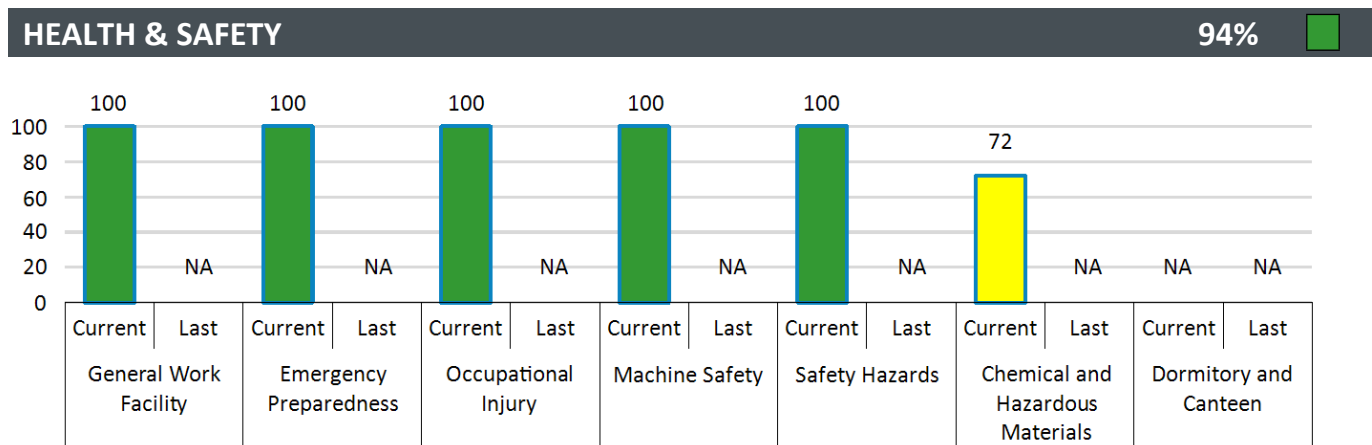
Status	Findings	% Global freq of compliance
	with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in month shall not exceed 36 hours. Legal Regulation Interim Provisions on Basic Rights and Interests Protection for Over-Aged Workers Article 9, Employers shall, in accordance with the Provisions of the State Council on Working Hours of Employees and the Measures for National Annual Festivals, Memorial Days and Holidays, reasonably arrange the working hours and rest and leave of over-age workers and shall generally not arrange overtime work for over-age workers. Where employers arrange overtime work for over-age workers, they shall comply with the provisions of Articles 41, 42, and 44 of the Labor Law of the People's Republic of China.	

Sub Section: Wages and Benefits

Status	Findings	% Global freq of compliance
● Moderate	00717: The facility does not provide social security, pensions, healthcare and/or other insurance to employees as per legal requirement. Past occurrences at this facility: NA Auditor's comment Insufficient social insurance participated. Total 47 employees hired by the facility, included 13 over-aged employees and 0 new hired employee in July 2026. Thus total 34 employees were eligibility for 5 types of social insurance, and 13 over-aged employees were eligibility for injury insurance in July 2026. Based on the social insurance records of July 2026, auditor found that 24 employees had participated in basic endowment insurance, injury insurance, unemployment insurance, basic medical insurance, and maternity insurance, 0 over-aged employee had participated in injury insurance, and other employees did not participated in social insurance. Remark: The facility provided commercial insurance to all other employees who did not participate in social insurance, the effected period from 22 September 2025 to 21 September 2026. Legal Regulation Social Insurance Law of the People's Republic of China Article 10, Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23, Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33, Employees shall participate in employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44, Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53, Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. Legal Regulation Interim Provisions on Basic Rights and Interests Protection for Over-Aged Workers Article 15, Employers shall enroll over-age workers in work-related injury insurance and pay work-related injury insurance premiums; individuals shall not pay work-related	58%

Status	Findings	% Global freq of compliance
	injury insurance premiums. Where over-age workers suffer accident injuries or contract occupational diseases due to work, work-related injury recognition and labor capability appraisal shall be conducted in accordance with regulations, and the corresponding work-related injury protection benefits shall be enjoyed. The measures for work-related injury protection of over-age workers shall be formulated separately.	

C3. HEALTH & SAFETY



Health & Safety Summary: 1. Written Health and Safety Policy and Health and Safety Manual were established and implemented. Potable water was freely available on each facility floor. Sufficient clean toilets segregated by gender were available at all times to employees. Ventilation, temperature and lighting were adequate for each area. 2. Fire Safety: The facility provided sufficient fire safety equipment throughout the facility: such as extinguishers, fire hydrants, fire alarms, all were well equipped and checked monthly. Evacuation maps were also posted in each floor with emergency plan, position of firefighting equipment and "you are here" information. Emergency routes were clearly marked on the floors which could lead employees to emergency exit. All exit doors were installed with safety exit signs and emergency lights. The certificate for fire protection acceptance was provided in this audit. At least two emergency exits were on each floor in the facility. The facility conducted fire drills and firefighting training twice every year with latest two conducted on April 22, 2026 and October 25, 2025. 3. Electrical safety: All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards. Valid electrician license was provided. The warning signs were posted on the electrical panels. 4. Chemical Safety: During facility tour, auditor found that there was no label for chemical (such as glue) using at handwork workshop on 2/F at production building. 5. Employee safety: the facility provided proper PPE to workers. 6. Medical services: There were adequate first aid kits with sufficient supplies on each floor. There were total 2 first aiders in the facility. Through review injury records, no injury occurred in past 12 months. 7. Machine Safety: Production machines were maintained. 8. Facility had a program to provide EHS training to all employees including fire safety. The assigned person was responsible for the facility health and safety regular checking, regular meeting minutes of proceedings were provided for review.

Sub Section: Chemical and Hazardous Materials

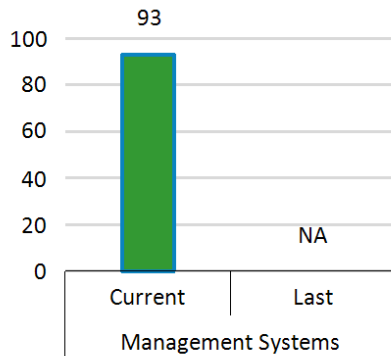
Status	Findings	% Global freq of compliance
● Moderate	O0458: Chemicals or materials are not labeled as per label instructions/ MSDS. Past occurrences at this facility: NA Auditor's comment No safety label for hazardous chemical. During facility tour, auditor found that there was no label for chemical (such as glue) using at handwork workshop on 2/F at production building.	87%

Status	Findings	% Global freq of compliance
	Legal Regulation Regulation of Chemical Safety Usage in Workplace Article 12, The unit, which uses chemical, shall set up identification label for all chemicals in using. For dangerous chemical, a safety label shall be applied and MSDS be provided for worker.	

C4. MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

93%



Management System Summary: The facility had established social compliance policy and communicated the policy to employees and management through training. The training records were provided for review. the facility had conducted internal assessment for its social compliance program and the procedure and policy was implemented available.

Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	O0817: The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: NA Auditor's comment As per WCA standard, the facility should establish an effective management system which clearly defines and documents policy and procedures to ensure compliance with applicable laws and program requirements. Finding regarding wages & hours section was found in the audit. Please refer to the related section for details.	35%
● Minor	O0837: The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented. Past occurrences at this facility: NA Auditor's comment As per WCA standard, the facility should establish an effective management system which clearly defines and documents policy and procedures to ensure compliance with applicable laws and program requirements. Finding regarding Chemicals management procedures section was found in the audit. Please refer to the	69%



Status	Findings	% Global freq of compliance
	related section for details.	

C5. ENVIRONMENT



Environment Summary: 1.The facility established the environmental protection policy and conducted environmental risk assessment regularly. 2. The waste gas was identified as key environmental impacts, and environmental pollution emergency plan was available for review. 3. The facility provided the environmental impact assessment approval for review. 4.The facility conducted the training for all employees on the avoidance of environmental impact.

% Global Frequency of Compliance:	Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue
Identification numbers:	Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor: Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major: Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	43%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	58%
The facility conducts and/or pays for regular occupational health examinations for employees when applicable.	Compliant	78%
Preventative measures are in place to prevent chemical leakage.	Compliant	78%
The facility (including construction projects) have the building permits and/or fire safety permits as per the legal requirements.	Compliant	78%
Employment practice procedures (forced labor, freedom of association, employment contracts, discipline, harassment & abuse) are in place.	Compliant	78%
The facility has implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries.	Compliant	79%
The total weekly working hours (normal & overtime) are 60 or less than 60 hours.	Compliant	79%
The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement.	Compliant	80%
Employees are provided with at least one day off following six consecutive days worked.	Compliant	82%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
Chemicals or materials are not labeled as per label instructions/ MSDS.	Moderate	87%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	69%
The facility does not provide social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	58%
Total overtime hours exceeds allowable limits under applicable law or agreement.	Moderate	40%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	35%

Best Practices:

The facility has written procedures in place to determine, manage and control overtime.	The facility has made progress in reducing or eliminating pollution, waste and conserving resources.
The facility has implemented energy saving measures or adopted new technologies that are aiming to save energy.	The facility implements an auditing program and audits all suppliers, subcontractors and labor providers.
The facility maintains metrics or key performance indicators for any labor or health & safety issues.	

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