



聚宝礼品有限公司 — 企業行為承諾

關於我們

聚宝礼品有限公司是一家位於東莞的專業手袋製造商，集設計、採購、生產與倉儲於一體。我們已取得 Sedex SEMTA 4-Pillar、ISO9001、ISO14001、ISO45001、QIMA 道德審核及 GRS 等多項國際認證，展現我們在質量、環境、職業健康與商業道德方面的持續承諾。

我們的承諾

我們嚴格遵循中國法律法規及國際標準，致力於打造一個安全、公平、負責任的工作環境，並生產高品質、符合環保與道德標準的產品。

核心承諾

- 自願僱傭
所有員工均為自願受聘，不扣押身份證件，不收取押金，不限制人身自由。
- 禁用童工與強迫勞動
絕不僱用未滿 16 歲的未成年人，禁止任何形式的強迫或強制勞動。
- 合理工時與薪酬
每週標準工時不超過 40 小時，加班自願且依法支付加班費。
薪資不低於當地最低工資標準，並依法繳納社會保險。
- 尊重與平等
我們提供安全、尊嚴的工作環境，禁止任何形式的虐待、騷擾或歧視。
- 誠信經營
我們杜絕賄賂、虛假宣傳與侵權行為，所有業務行為透明合規。
- 產品品質與環保
產品符合國家質量標準，並優先使用環保材料，落實廢棄物管理與減排措施。
- 資訊透明與知識產權保護
如實提供產品資訊，尊重並保護客戶與第三方的知識產權。
- 個人資料保護
依法保護員工及客戶資料，防止未經授權的存取與使用。

我們歡迎監督

如發現任何違反本承諾的行為，歡迎透過以下方式舉報：

✉ 合規郵箱：hk@jsp.com.hk

☎ 舉報熱線：+852 2348 4802

我們承諾保護舉報人，並對每宗舉報進行嚴肅調查與處理。

本文件為公開版本，完整版行為準則可供合作夥伴索取。

更新日期：2025 年 5 月



Jubao Gifts Co., Ltd. — Corporate Code of Conduct

About Us

Jubao Gifts Co., Ltd. is a professional bag manufacturer located in Dongguan. We integrate design, sourcing, production, and warehousing. We hold multiple international certifications including Sedex SMETA 4-Pillar, ISO9001, ISO14001, ISO45001, QIMA Ethical Audit, and GRS, demonstrating our ongoing commitment to quality, environment, occupational health and safety, and business ethics.

Our Commitment

We strictly adhere to Chinese laws and regulations as well as international standards, dedicated to providing a safe, fair, and responsible working environment and producing high-quality products that meet environmental and ethical standards.

Core Commitments

- **Voluntary Employment**
All employment is voluntary. We do not retain identity documents, require deposits, or restrict personal freedom.
- **No Child or Forced Labor**
We do not employ individuals under the age of 16. Any form of forced or compulsory labor is prohibited.
- **Reasonable Working Hours & Compensation**
Standard workweek does not exceed 40 hours. Overtime is voluntary and compensated according to legal requirements.
Wages meet or exceed the local minimum wage. Social insurance contributions are made as required by law.
- **Respect & Equality**
We provide a safe and dignified work environment, free from any form of abuse, harassment, or discrimination.
- **Ethical Business Practices**
Bribery, false advertising, and infringement activities are strictly prohibited. All business conduct is transparent and compliant.
- **Product Quality & Environmental Protection**
Products comply with national quality standards. We prioritize using eco-friendly materials and implement waste management and emission reduction measures.


- **Information Transparency & IP Protection**


We provide accurate product information and respect the intellectual property rights of customers and third parties.

- **Personal Data Protection**

Employee and customer data is protected according to law, preventing unauthorized access or use.

We encourage reporting of any violations of this Code via:

 Compliance Email: hk@jsp.com.hk

 Hotline: +852 2348 4802

We are committed to protecting whistleblowers and will conduct a serious investigation into every report received.

This is a public version. The full Code of Conduct is available to partners upon request.

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