

Monitoring result for ZHEJIANG ZHICHENG IMP & EXP CO.,LTD on site ZHEJIANG ZHICHENG IMP & EMP CO.,LTD

Monitoring

| | | | |
|-----------------|---|---------------------|---------------------------------------|
| Monitored Party | : ZHEJIANG ZHICHENG IMP & EXP CO.,LTD | amfori ID | : 156-013239-000 |
| Site | : ZHEJIANG ZHICHENG IMP & EMP CO.,LTD | Site amfori ID | : 156-013239-001 |
| Address | : Caijiafan Village, Anhua Town, Zhuji City | Monitoring Activity | : amfori Social Audit - Manufacturing |
| | : 311821, Shaoxing | Monitoring Type | : Full Monitoring |
| | : Zhejiang Sheng | Submission Date | : 21/06/2021 |
| | : China | Expiration Date | : 21/06/2022 |

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Overall rating



Section rating

| | |
|--|---|
| PA1: Social Management System | D |
| PA 2: Workers Involvement and Protection | C |
| PA 3: The Rights of Freedom of Association and Collective Bargaining | A |
| PA 4: No Discrimination | 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 Labour | A |
| PA 12: Protection of the Environment | C |

General description

The auditee was located at Caijiafan Village, Anhua Town, Zhuji City, Shaoxing, Zhejiang, China (中国浙江省绍兴市诸暨市安华镇蔡家畈村).

There were more than 40 buildings and 40 factories (main products including garments, luggage and bags etc.) in the same buildings and all buildings were owned by different factories. Based on document review and management interview, the auditee purchased and used one 5-storey production building (No.1 building, area about 2855 square meters) and one 4-storey dormitory building (1F as canteen, area about 893 square meters). The auditee had no any relationship with other factories in the same boundary and did not share workers with them, which was confirmed by site tour and worker interview. So this audit only covered the two buildings.

There was no obvious peak season identified in the factory. The main products manufactured by the auditee were leather goods. The main production processes were listed as following: cutting, sewing, edge painting or gluing spraying, assembly and packing. The factory did not use subcontractor or contractor.

All workers were hired directly by the factory. No dispatched workers, temporary workers or student workers were identified in the factory. No doorkeeper or security guard was hired by the auditee, and the factory area was guarded by boss family.

The management showed good cooperation attitude in the whole audit. All requested documents and records were provided in a timely manner. All areas were allowed to be checked and taken photos. Confidential interviews with employees were conducted. The management representative agreed all findings and signed the finding summary.

Remark:

1. No photos of contractor contract, agency labor contract, government waiver, collective bargaining agreements were taken due to no contractors and agencies were used, no government waiver was obtained, no collective bargaining agreements were available.

2. Based on document review and management interview, the boss of Yiwu Autumnwell Leatherware Co., Ltd.(义乌市维登皮具有限公司) bought the auditee in January 2021, so the auditee' owner, legal person and top management were changed in February 2021. Since there were no changes regarding workers and management procedures (such as wages and benefits etc.), the attendance and payroll records etc. were reviewed from May 2020 to audit day.

Site Details

Site : ZHEJIANG ZHICHENG IMP & EMP CO.,LTD Site amfori ID : 156-013239-001

GICS Classification

Sector : Consumer Discretionary Industry : Textiles, Apparel & Luxury Goods
Industry Group : Consumer Durables & Apparel Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

| | |
|---|--------------|
| Total workforce | 28 Workers |
| Legal minimum wage in local currency | 1800 Monthly |
| Lowest wage paid for regular work at the site | 2400 Monthly |
| Calculated living wage in local currency | 1987 Monthly |
| Total sample | 7 Workers |

Other Metrics

| | |
|------------------------------------|------------|
| Male workers | 17 Workers |
| Female workers | 11 Workers |
| Permanent workers - Male | 17 Workers |
| Permanent workers - Female | 11 Workers |
| Temporary workers - Male | 0 Workers |
| Temporary workers - Female | 0 Workers |
| Seasonal workers - Male | 0 Workers |
| Seasonal workers - Female | 0 Workers |
| Management - Male | 2 Workers |
| Management - Female | 1 Workers |
| Apprentices - Male | 0 Workers |
| Apprentices - Female | 0 Workers |
| Workers on probation - Male | 0 Workers |
| Workers on probation - Female | 0 Workers |
| Workers with night shift - Male | 0 Workers |
| Workers with night shift - Female | 0 Workers |
| Workers with disabilities - Male | 0 Workers |
| Workers with disabilities - Female | 0 Workers |
| Domestic migrant workers - Male | 17 Workers |
| Domestic migrant workers - Female | 11 Workers |
| Foreign migrant workers - Male | 0 Workers |
| Foreign migrant workers - Female | 0 Workers |
| Workers hired directly - Male | 17 Workers |
| Workers hired directly - Female | 11 Workers |
| Workers hired indirectly - Male | 0 Workers |
| Workers hired indirectly - Female | 0 Workers |
| Unionised workers - Male | 0 Workers |
| Unionised workers - Female | 0 Workers |
| Workers under CBA - Male | 0 Workers |
| Workers under CBA - Female | 0 Workers |
| Pregnant workers | 0 Workers |
| Workers on parental leave - Male | 0 Workers |
| Workers on parental leave - Female | 0 Workers |
| Sample - Male | 4 Workers |
| Sample - Female | 3 Workers |

Findings

PA1: Social Management System

There was an amfori BSCI management system in the factory, but some performance areas of the management system were not implemented effectively. For example, 1) The performance area of working hours was not implemented effectively, so that workers' monthly overtime hours exceeded legal requirement generally; 2) The performance area of fair remuneration was not implemented effectively, so that no workers had been provided with social insurance till audit day. The management admitted the problem and stated that they needed time to improve it step by step.

工厂有一个amfori BSCI管理体系, 但该管理体系的部分绩效区域没有得到有效实施。例如, 1) 工作时间绩效区域没有得到有效实施, 因此工人月加班时间普遍超过法规要求; 2) 公平报酬绩效区域未得到有效实施, 因此直到审核当天还没有工人提供了社会保险。管理层承认了这个问题并表示他们需要时间来逐步改善。

The factory had formulated one workforce capacity planning procedure, but did not implement it effectively. Based on document review and management interview, the factory did not control workers' monthly overtime hours within legal requirement when planning production. The management stated that they had to arranged excessive overtime hours for workers due to tight deliver time and lack of workers.

工厂制定了一个产能规划程序, 但是没有有效实施它。根据文件审查和管理层访谈, 工厂在计划生产时没有控制工人的月加班时间在法规要求范围内。管理层表示由于交期紧张以及缺少工人, 他们不得不安排超量的加班时间给工人。

PA 2: Workers Involvement and Protection

The factory had not defined long term goals to protect workers in written, such as reducing overtime hours and providing social insurance for workers step by step etc.

工厂没有书面定义保护工人的长期目标, 例如控制加班时间和逐步提供社保给工人等。

Workers did not know the content of amfori BSCI COC (such as workers involvement and protection). The factory provided the training of amfori BSCI COC to workers in September 2020. amfori BSCI COC was posted in workplace, but interviewed workers stated that they were busy for production and did not pay attention to the content of amfori BSCI COC.

工人不知道amfori BSCI 行为准则的内容(如工人参与和保护)。工厂在2020年9月提供amfori BSCI行为准则的培训给工人。amfori BSCI 行为准则张贴在工作场所, 但是工人们表示他们忙于生产, 没有注意amfori BSCI行为准则的内容。

PA 5: Fair Remuneration

The factory had not provided social insurance for workers. There were 28 workers hired by the factory, including 4 workers beyond retiring age. All workers worked in the factory more than 1 month, but the factory had not provided social insurance (including retirement insurance, maternity insurance, medical insurance, unemployment insurance and work-related injury insurance) to all 24 workers under retiring age. The management stated that they had applied social insurance to 2 workers and would provide social insurance to all workers step by step. Reference law: Labor Law of P.R.C, Article 72 and 73.

工厂还没有提供社保给工人。工厂共有28名工人, 包括4名超过退休年龄的工人。所有工人入职超过1个月, 但是工厂还未提供社保(包括养老保险、生育保险、医疗保险、失业保险以及工伤保险)给所有低于退休年龄的24名工人。管理层表示他们已给2名工人申报了社保并将逐步提供社保给全体工人。参考法律法规: 《中华人民共和国劳动法》第72条和73条。

PA 6: Decent Working Hours

Workers' monthly overtime hours were not controlled. According to the attendance records from 1 May 2020 to the audit day review and worker interview, the overtime hours of most of workers exceeded 36 hours and the maximum was up to 88 hours (such as in October 2020). (1) The attendance records in July 2020 showed the monthly overtime hours of 6 out of 7 randomly selected employees were exceeded 36 hours and the maximum was up to 78 hours; (2) The attendance records in October 2020 showed the monthly overtime hours of all 7 randomly selected employees exceeded 36 hours and the maximum was up to 88 hours; (3) The attendance records in April 2021 showed the monthly overtime hours of all 7 randomly selected employees exceeded 36 hours and the maximum was up to 84 hours. Reference law: PRC Labour Law article 41. Till the audit day, the maximum monthly overtime hours of all 7 randomly selected employees were 22 hours in June 2021 (from 1st to 10th). The management stated that it was hard to control monthly overtime hours within 36 hours due to tight deliver time and lack of workers. All interviewed workers stated that they were willing to work overtime to increase income.

工人的月加班时间没有得到控制。根据查阅2020年5月1日至审核当天的考勤记录以及员工访谈, 大部分工人的月加班时间均超过36小时, 最高月加班时间达到88小时(2020年10月): (1) 2020年7月显示7名抽样员工中的6名月加班超过36小时, 最大的达到78小时; (2) 2020年10月显示所有7名抽样员工的月加班超过36小时, 最大的达到88小时; (3) 2021年4月显示所有7名抽样员工的月加班超过36小时, 最大的达到84小时。参考法律法规: 《中华人民共和国劳动法》第41条。至审核当天, 7名抽样员工在2021年6月(1号到10号)的最大月加班时间均为22小时。管理层表示由于交期紧张和缺少工人, 很难控制月加班时间在36小时之内。所有访谈工人表示他们愿意加班来增加收入。

PA 7: Occupational Health and Safety

1. The factory did not obtain workplace occupational hazards factors test report. Based on site observation, the occupational hazards factors included chemical factors in glue spraying and edge painting positions. Reference law: Provisions on the Supervision of Occupational Health at Work Sites, Article 20. 2. The factory did not provide occupational health and examination to glue spraying and edge painting workers. Reference law: Law of the People's Republic of China on the Prevention and Control of Occupational Diseases article 35.

1. 工厂未取得工作场所职业危害因素检测报告。基于现场观察，工厂的职业危害因素包括喷胶和油边岗位的化学因素。参考法律法规：《工作场所职业卫生管理规定》第20条。2. 工厂未提供职业健康体检给喷胶和油边工人。参考法律法规：《中华人民共和国职业病防治法》第35条。

The factory did not provide work-related injury insurance to 9 workers including 1 worker beyond retiring age. Remark: The factory provided commercial injury insurance to 19 workers with the valid date from 22 May 2021 to 21 May 2022. Reference law: Social Insurance Law of the People's Republic of China, Article 33.

工厂没有为9名工人提供工伤保险，其中1名超过退休年龄。备注：工厂提供了19名工人商业意外险，有效期从2021年5月22号到2022年5月21号。参考法律法规：《中华人民共和国社会保险法》，第三十三条。

No workers or worker representatives were invited to take part in the risk and assessment of health and safety.

没有邀请工人或者员工代表参与健康安全风险评估。

There were no safety labels posted for glue and ink containers, and there was no MSDS of chemicals (glue and ink etc.) from suppliers and posted them in workplace. Reference law: Regulation on chemical safe handling in workplace (1997), Article 12.

胶水和油墨容器上没有张贴安全标签，没有从供应商那里取得化学品（胶水和油墨等）的物质安全资料表并张贴在工作场所。参考法律法规：《工作场所安全使用化学品规定》（1997），第12条。

1. The factory did not provide the fire safety certificates or reports for one 5-storey production building (area about 2855 square meters) and one 4-storey dormitory building (area about 893 square meters). All buildings were built in year 2020. Reference law: Fire Prevention Law of The People's Republic of China Article 13. 2. The factory did not provide building structure safety certificates or reports for these buildings also. Reference law: Construction Law of The People's Republic of China Article 61. No obvious crack was observed in these buildings. Fire facilities were equipped in these buildings per legal requirement and they were inspected monthly. The management stated that they were applying these documents.

1. 工厂未能提供1栋5层生产厂房（面积约2855平方）和1栋四层宿舍楼（面积约893平方）的消防安全的证件或者报告，所有厂房均竣工于2020年。参考法律法规：《中华人民共和国消防法》第13条。2. 工厂未能提供这些厂房的建筑结构安全证件或者报告。参考法律法规：《中华人民共和国建筑法》第61条。这些厂房未发现明显裂缝。这些厂房中配备了法规要求的消防设施且它们每月进行了检查。管理层表示他们正在办理这些文件。

All four sewing machines in use were not installed with needle guards, one sewing machine and one punching machine in use were missing pulley guards. Reference law: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999) article 6.1.2.

所有四台正在使用的缝纫机没有断针挡板，且一台正在使用的缝纫机和冲孔机没有皮带保护罩。参考法规：《生产设备安全卫生设计总则》（GB 5083-1999），第6.1.2条。

1. The factory did not obtain food operation permit for the canteen. Reference law: Food Safety Law of the People's Republic of China article 35. 2. There was no work hat for the canteen staff. Reference law: Operating Specifications on Food Safety in Catering Services article 14.3.

1. 工厂没有取得食堂的食品经营许可证。参考法律法规：《中华人民共和国食品安全法》第35条。2. 食堂工人没有提供工作帽。参考法律法规：《餐饮服务食品安全操作规范》第14.3条。

PA 12: Protection of the Environment

The factory had not obtained environmental impact assessment (EIA) report form and approval. Reference law: Environmental Impact Assessment Law of P.R.C article 16 and 22. The management stated that they had commissioned one company to compile the EIA report form.

工厂还未取得环评报告表和批复。参考法律法规：《中华人民共和国环境影响评价法》第16、22条。管理层表示他们已委托一家公司编制环评报告表。

The factory had not obtained pollutant discharge registration. The management stated that they would obtain it after they obtained EIA report form. Reference law: Pollution Permit Management Measures (trial) article 3.

工厂还未取得排污登记。工厂表示他们将在取得环评报告表后办理这个。参考法律法规：《排污许可管理办法（试行）》第3条。

1. The waste air from glue painting was discharged into in environmental directly without any treatment, and the factory did not obtain the monitoring report for the waste air. Reference law: Measures for the Administration of Environmental Surveillance, Article 21. 2. No evidence was provided to prove that the hazardous waste was treated by a qualified unit. The management stated that the factory transferred the hazardous waste such as waste ink and containers to a company for treatment, but could not provide the treatment contract, qualification and transfer records for review. Reference law: Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes article 80.

1. 喷胶产生的废气未经处理直接排放到环境中，工厂未取得废气的监测报告。参考法律法规：《环境监测管理办法》第21条。2. 没有证据提供证明危险废弃物交由有资质的单位处理。管理层表示危险废弃物如废油墨和空桶等转移给一家公司处

PA 12: Protection of the Environment

理，但是提供不了处理协议、资质以及转移联单供审阅。参考法律法规：《中华人民共和国固体废物污染环境防治法》第80条。