

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
	: 311821, Shaoxing
	: Zhejiang Sheng
	: China
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Follow-up Monitoring
Submission Date	: 13/06/2022
Expiration Date	: 21/06/2023

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Overall rating

A	B	C	D	E	None
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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	A
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	A
PA 13: Ethical Business Behaviour	A

General description

The facility was located at Caijiayan 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. In the compound, there were more than 40 buildings and more than 40 factories (garment factory, bag factory, environmental protection equipment factory and so on). The audited facility purchased one 5-storey production building (No. 1) and one 4-storey dormitory building (No. 1). The first floor of the production building was used as cutting section and warehouse, the second floor was used as sewing section, gluing section, assembly and packing section, the third floor was used as sewing section, assembly section and packing section, the fourth floor was used as edge painting and cutting section, the fifth floor was used as warehouse. The first floor and the second floor were used to produce bag, the third floor and the fourth floor were used to produce belt mainly. The first floor of the dormitory building was used as kitchen, canteen and office, the second floor to the fourth floor were used as dormitory room. The total areas of the production building were around 2855 square meters and the areas of the dormitory building were around 893 square meters.

The main products of the facility were leather goods. The main processes were cutting, sewing, edge painting, gluing, assembly, inspection and packing. No subcontractor was used by the facility. All employees were hired by the facility, including the cook. The security guards were provided by the property management company of the industrial zone. No peak season or low season was noted.

The facility management was cooperative during the audit. The findings were communicated during the closing meeting and the finding report was signed. No comment was provided.

Remark:

1- There were many factories in the compound, but the production areas were separated with each other. No employee exchange was noted or reported. The facility management stated that there was no business relationship with each other. Due to these reasons, the other factories were not in the audit scope.

2- There was no agencies used by the auditee, which made the agency labour contract not applicable. There was no contractor used by factory, which made contractor license/permit not applicable. Factory was not required to obtain government waiver, which made government waiver not applicable. Workers did not have collective bargaining which made collective bargaining agreements not applicable.

3- This was a follow up audit for PA 1, 2, 5, 6, 7 and 12. The other PAs were not rated, and the evidence 'DE' was selected and the rating was kept same as previous report.

4- Auditor: Lisa Shen, CSCA 21702490

Auditing company: TUV Rheinland, APSCA Number:11600007

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	30 Workers
Legal minimum wage in local currency	2070 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2426 Monthly
Total sample	6 Workers

Other Metrics

Male workers	16 Workers
Female workers	14 Workers
Permanent workers - Male	16 Workers
Permanent workers - Female	14 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	16 Workers
Domestic migrant workers - Female	14 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	16 Workers
Workers hired directly - Female	14 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	3 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

The facility had established the management system based on amfori BSCI, including working hours control procedure, wage and benefit management procedure, EHS management procedure and so on. The facility had taken actions to correct the previous finding, such as the facility conducted the EIA and obtained the related files. But this management system was still not implemented effectively. For example, the facility did not provide the occupational health check to any worker.

工厂有根据amfori BSCI成立管理体系，包括工时控制程序，工资福利管理程序，环境健康安全程序等。工厂已经采取措施来改正上一次的问题，比如工厂有做环评并保留了相关文件。但是这个管理体系仍然没有有效执行。比如工厂没有提供职业健康检查给任何员工。

The facility had established capacity planning procedure, but the facility did not have a good capacity planning to meet the expectations of the delivery order. The employees needed to conduct excessive monthly overtime to finish the production order. The facility management stated that they arranged overtime based on the orders and employees were willing to conduct overtime.

工厂有建立产能计划程序，但是工厂没有一个好的产能计划来完成预期的订单交货。员工需要超时月加班来完成产品订单。工厂管理人员说他们根据订单来安排加班，并且员工也希望加班。

PA 2: Workers Involvement and Protection

The facility did not define the long term goals according to the requirement of amfori BSCI COC, such as how to reduce overtime hours to meet the local law required, how to improve the social insurance to meet the law required etc. the management claimed that they would establish the long term goals as according amfori BSCI COC soon, and improve the findings found in the audit step by step.

工厂没有根据amfori BSCI行为守则的要求来定义长期的目标，如如何减少加班时间符合当地的法规要求，如何改善社保符合当地的法规要求等。管理层表示他们会尽快按照amfori BSCI行为守则建立长期的目标，同时一步一步的改善评估中所发现的问题。

The facility provided amfori BSCI code training for all employees in February 2022. And the amfori BSCI Code was posted on the first floor for workers review. Confirmed by workers interview, all the employees were not clear about the value and content of amfori BSCI Code, such as no precarious employment.

工厂于2022年2月给所有工人提供了关于amfori BSCI行为准则的培训。并且，工厂将amfori BSCI行为准则张贴在1楼供员工浏览。基于员工访谈，所有的员工并不清楚amfori BSCI的愿景及内容，如禁止无保障就业。

PA 5: Fair Remuneration

There were 30 employees in the facility, including 3 retired employees and 5 new employees. Thus, total 22 employees should be provided with the social insurance. However, the facility management stated that there was only 1 worker provided with the social insurance, the other 21 employees were not provided with retirement insurance, medical insurance, unemployment insurance, child-bearing insurance and work-related injury insurance. The facility management stated that the social insurance was voluntary and the employees refused to purchase the social insurance. Remark: 1-The facility provided commercial insurance to 29 employees, covering the new employees, the retired employees and the 21 employees without social insurance. The valid period was from May 19, 2022 to May 18, 2023. 2-The social insurance receipts of the facility were not provided for review. The facility only provided the social insurance system of the worker, from the APP "Zheliban", which indicated that the worker was provided with social insurance by the audited facility for 12 months. Reference laws: PRC Labor Law article 72 and Social Insurance Law of the People Republic of China, Article 10, 23, 33, 44 and 53.

工厂有30名员工，包括3名退休员工和5名新员工。因此，一共22名员工应被提供社保。但是，工厂管理人员说只有1名员工被提供了社保，其他21名员工没有被提供养老保险，医疗保险，失业保险，生育保险和工伤保险。工厂管理人员说社保是自愿的，员工拒绝购买社保。备注：1- 工厂提供了商业险给29名员工，覆盖了新员工，退休员工和21名没有社保的员工。有效期是从2022年5月19日到2023年5月18日。2- 工厂的社保发票没有提供查看。工厂只提供了员工来自月“浙里办”应用软件上的社保系统，显示这个员工被审核工厂提供社保有12个月了。参考法规：《中华人民共和国劳动法》第72条和《中华人民共和国社会保险法》第10条，第23条，第33条，第44条和第53条。

PA 6: Decent Working Hours

The facility had the working hour control procedure, but the facility did not respect the working hour control procedure fully. The facility arranged monthly overtime more than 36 hours. The interviewed employees stated that they were willing to do overtime. The facility management stated that they needed the employees to do overtime to finish the orders. The time records of July 2021, December 2021, April 2022 were sampled for 6 employees, it was noted that: 1- In July 2021, there were 6 sampled employees conducted excessive monthly overtime, up to 84 hours. 2- In December 2021, there were 5 sampled employees conducted excessive monthly overtime, up to 78 hours. 3- In April 2022, there were 6 sampled employees conducted excessive monthly overtime, up to 76 hours. Remark: The maximum monthly overtime in June 2022 (1st to 8th) were 8 hours. Reference law: PRC Labour Law article 41.

PA 6: Decent Working Hours

工厂有工时控制程序，但是工厂没有完全尊重工时控制程序。工厂安排月加班超过36小时。访谈的员工说他们是愿意加班的。工厂管理人员说他们需要员工加班来完成订单。2021年7月，2021年12月，2022年4月有6名员工被抽样，发现：1- 在2021年7月，有6名抽样员工有超时月加班，达到84小时。2- 在2021年12月，有5名抽样员工有超时月加班，达到78小时。3- 在2022年4月，有6名抽样员工有超时月加班，达到76小时。备注：在2022年6月（1号到8号）的最大月加班是8小时。参考法规：《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

There were gluing section and edge painting section in the facility, the workers in the 2 sections would contact occupational hazard factor of chemical. But the facility did not conduct occupational hazard factor monitoring for these 2 sections. Moreover, the facility did not provide pre-job, on-job or off-job occupational health check to any worker. Reference law: Provision on the Administration of Occupational Health at Work Sites Article 20 & Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35.

工厂有胶水车间和油边车间，这2个车间的员工会接触职业危害因素化学品。但是，工厂没有在这2个车间做职业危害因素测试。此外，工厂没有提供职业岗前，在岗和离岗体检给任何员工。参考法规：《工作场所职业卫生管理规定》第20条&中华人民共和国职业病防治法第35条

It was noted that all the sewing machines were not installed with the needle guard. Moreover, around 50% sewing machines and 3 punching machines were missing the pulley guards. Reference Law: General rules of design on health and safety of production auditee, article 6.1.2.

发现所有发缝纫机没有安装挡针板。此外，大约50%的缝纫机和3台冲孔件没有皮带轮保护罩。参考法规：生产设备安全卫生设计总则，第6.1.2条。

The facility did not provide the quick medical agreement with near hospital for review. The facility management stated that it was lost. There was a certified first aider in the facility and no serious injury in the past 1 year.

工厂没有提供附近医院紧急救护协议查看。工厂管理人员说丢失了。工厂有1名有资质的急救员，并且在过去1年没有严重工伤。

PA 12: Protection of the Environment

1-The facility had one kitchen to prepare the meal for the employees. But it was noted that there was no waste gas monitoring for the cooking fumes of kitchen. Reference law: Measures for the Administration of Environmental Surveillance, Article 21. 2-The facility had signed a contract with a certified agent to dispose the hazardous waste, such as the sludge, empty chemical containers and so on. But the facility did not dispose the hazardous waste in the past 1 year. Reference law: PRC Prevention and Control of Environmental Pollution by Solid Waste Law (1995) Amendment, Article 58

1-工厂有一个厨房来准备员工的饭。但是发现厨房的油烟没有废气监测。参考法规：环境监测管理办法，第21条。2-工厂有一个有资质的机构来处理危险废弃物，比如污泥，化学品空桶等。但是工厂没有在过去1年处理危险废弃物。参考法规：中华人民共和国固体废物污染环境防治法，第58条