

Monitored Party <b>Zhejiang Autumnwell Leatherware Co., Ltd</b>	amfori ID <b>156-013239-000</b>	Address <b>Factory Building No.1, LangZhen Industrial Zone, Anhua Town,, 311821 Zhuji, Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>18/04/2024</b>	Closing Meeting Finished Date <b>18/04/2024</b>	Submission Date <b>20/04/2024</b>
Expiration Date <b>12/06/2025</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Zhejiang Autumnwell Leatherware Co., Ltd</b>	Site amfori ID <b>156-013239-001</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	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>D</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 Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Lead Auditor: Lewis Ye; APSCA membership number: CSCA 21701875

Monitoring partner: TUV Rheinland

Audit schedule details: The audit was planned for 1 auditor x 1 day

Announcement type: Semi-Announced

Monitoring type: This follow-up audit only covered PA1, PA5, PA6, PA7 and PA12, other PAs were not audited and the evidence & rating were kept same as before.

Business partner information: Zhejiang Autumnwell Leatherware Co., Ltd (浙江登维皮具有限公司) was located at "Factory Building No.1, LangZhen Industrial Zone, Anhua Town, Zhuji, Zhejiang, China-中国浙江省诸暨市安华镇朗臻创业园1号厂房". The auditee was established on 15 November 2018. The main products manufactured by the auditee are leather goods such as leather bags, leather handbags and belts. The main production processes are listed as follow: cutting, gluing, slitting, edge painting, sewing, hole punching, stamping, inspection and packing.

Audited location information: There were more than 40 buildings within the industrial zone, the auditee purchased one 5-storey building (Factory Building No.1) as production and warehouse (1F was used as cutting workshop and complex warehouse; 2F was used as sewing, gluing and packing workshops; 3F was used as sewing, stamping and packing workshops; 4F was used as edge painting, gluing, slitting and hole punching workshops; 5F was idle, an interlayer between 1F and 2F was idle and would be used as office in the future), and purchased one 4-storey building (No.1 Dormitory Building) as office, canteen and dormitory (1F was used as office and canteen; 2F~4F were used as dormitory). Other buildings were used by other many factories /companies, no worker or workshop was shared and there was no business relationship between the auditee and other units. The auditee did not hire any gate keeper, the gate keepers belonged to the industrial park and they had no relation with the auditee.

Operating shifts and hours: Electronic face scanning attendance machine was used to record the time in/out. Normal working hour was 8 hours per day and 5 days per week (from Monday to Friday). Working on weekend was treated as overtime. One shift (08:30-12:30, 14:00-18:00) was arranged for the cook. One shift (07:30-11:30, 13:00-17:00) was arranged for other workers, and overtime was conducted for 2 hours from 18:00 to 20:00 on weekdays if needed. Workers were guaranteed at least one day rest per week. No apparent peak season or low season existed.

Salary payment details: The calendar month was counted as a wage calculation cycle, and the wage was paid at the end of next month by cash. All workers' wage was calculated by hourly rate and at least CNY14.37 per hour. The total income included normal working hour wages, overtime wages and paid statutory holiday wages. Overtime wages were paid 150%, 200% and 300% of the normal wage rate for overtime on weekdays, weekends and statutory holidays respectively.

Worker number information: All employees were hired by the factory directly. Total 19 employees including 13 male employees and 6 female employees were working in the factory. There were 5 non-production employees and 14 production employees (10 males and 4 females). 19 workers (13 males and 6 females) were domestic migrant workers.

Worker organization details: There was no labor union in the factory. Workers freely elected one worker representative. The management held meetings with worker representative regularly.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA5: insufficient social insurance; PA6: overtime hours exceeded the legal requirement; PA7: no occupational hazards factors testing, no occupational diseases examination, insufficient equipment management; PA12: no waste air monitoring for the cooking fume.

Good practices: Free meals and dormitories were provided for workers.

Circumstances: The factory management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

Living wage calculation:

#Living Wage:

- a.No anker wage available for the producer location, so we used the data provided by auditing company.
- b.The calculation methodology refers to anker living wage structure.
- c.The data comes from the local bureau of statistics for the current year.

Attachment: The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor had been obtained the individual's consent during the audit.

Remark:

1.The auditee changed name from “ZHEJIANG ZHICHENG IMP & EXP CO.,LTD (浙江智成进出口有限公司)” to “Zhejiang Autumnwell Leatherware Co., Ltd (浙江登维皮具有限公司)” in March 2024, the name in amfori BSCI platform/this report was accordingly updated (The legal representative, boss and management did not have any change).

2.The address in business license was changed from “Caijiayan Village, Anhua Town, Zhuji City, Shaoxing, Zhejiang-浙江省绍兴市诸暨市安华镇蔡家畈村” to “Factory Building No.1, LangZhen Industrial Zone, Anhua Town, Zhuji, Zhejiang-浙江省诸暨市安华镇朗臻创业园1号厂房” in March 2024 due to municipal replanning, the actual auditee site remained unchanged since last audit. The address in amfori BSCI platform/this report was accordingly updated.

3.a)No contractor was used by the auditee, which makes the contractor license/permit not applicable; b)No agency was used by the auditee, which makes the agency labour contract not applicable; c)No government waiver such as Comprehensive Working Hours System waiver or social insurance waiver was obtained by the auditee, which makes the government waiver not applicable; d)No collective bargain agreements existed in the factory, which makes the collective bargain agreements not applicable.

## SITE DETAILS

Site  
**Zhejiang Autumnwell Leatherware Co., Ltd**

Site amfori ID  
**156-013239-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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This site is not located in a water stressed region

# METRICS

## Key Metrics

Total workforce	19	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,500.38	Monthly
Calculated living wage in local currency	2,590.4	Monthly
Total sample	6	Workers

## Other Metrics

Male workers	13	Workers
Female workers	6	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	6	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	13	Workers
Domestic migrant workers - Female	6	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	13	Workers
Workers hired directly - Female	6	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	2 Workers

# FINDINGS



## PA1: Social Management System

Site: Zhejiang Autumnwell Leatherware Co., Ltd | Site amfori ID: 156-013239-001

**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>	
<p>The factory partially respects this principle. According to document review, onsite observation, management and employee interview, the factory established social responsibility management system, but the management system was not fully implemented. For example, the factory established the working hour management system, but workers' overtime hours exceeded 36 hours; the wage and benefit policy was also established, but not all workers were covered by social insurance; the occupational health &amp; safety management procedures were established, but no occupational hazards factors testing was conducted and etc. The management stated that they felt it was hard to achieve all the requirements due to limited manpower and cost budget, they needed continuous improvement. (It violated the requirement of amfori BSCI system manual)</p>	<p>工厂部分遵循该准则。根据文件审阅、现场观察、管理层和员工访谈，工厂建立了社会责任管理体系，但是此管理体系并没有完全地实施。比如，工厂建立了工时管理体系，但员工的月加班超过36小时；工资福利政策也已经建立，但并不是所有员工都参加了社会保险；职业健康安全程序已建立，但是没有进行职业危害因素检测等。管理层表示由于有限的人力和成本预算，他们感觉要达到所有要求是有难度的，他们需要持续改善。（违反了 amfori BSCI系统手册中的要求）</p>

**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>	
<p>The factory partially respects this principle. According to document review, management and employee interview, the factory didn't have a good capacity planning to meet the expectations of the delivery order, which led to the monthly overtime hours exceeded legal requirement, the factory only established production capacity assessment procedure, no written records of any calculating the production capacity or the costs of production were kept. The management stated that they understood the production rate and date of delivery, but the workforce capacity was accounted by experience, the management system on working hours could not be effectively perfected when the factory could</p>	<p>工厂部分遵循该准则。根据文件审阅、管理层和员工访谈，工厂没有一个完善的产能计划去完成预期的订单交货以至于月加班时间超过法规要求，工厂仅制定了生产能力评估程序，无任何产能或生产成本的计算方法和记录保留。管理层表示他们清楚了解工厂生产效率和交货期，但工厂的产能评估是依据经验，在生产能持续满足客户订单需求的同时，工时管理系统无法被有效执行。（违反了 amfori BSCI系统手册中的要求）</p>



## Finding

meet the requirements of the client orders continually. (It violated the requirement of amfori BSCI system manual)

## PA 5: Fair Remuneration

Site: Zhejiang Autumnwell Leatherware Co., Ltd | Site amfori ID: 156-013239-001

**Question:** 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?

### ENGLISH

### LOCAL LANGUAGE

## Finding

The factory partially respects this principle. According to document (worker roster, social insurance receipts) review, management and employee interview, insufficient social insurance coverage was detected in the factory. There were total 19 employees in the factory with 1 employee up to retiring age, no new employee was hired after the social insurance application of April 2024, thus total 18 workers were eligible to be covered in social insurance. Social insurance receipts from June 2023 to April 2024 were reviewed. As per the recent social insurance receipt April 2024, 14 out of 18 employees were not provided with retirement insurance, medical insurance, maternity insurance, unemployment insurance and work-related injury insurance. The management stated that they would like to provide social insurance to employees, but employees were not willing to. The employees who did not have social insurance reported that they did not want to buy social insurance, because they had rural insurance in their hometown, but the factory did not collect the participant information of rural insurance. (Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53)

Remark: the factory provided group commercial accident injury insurance for 18 employees (including the 14 employees who did not have work-related injury insurance and 1 retiree hired to work again) during the period from 15 April 2024 to 14 April 2025.

工厂部分遵循该准则。根据文件《花名册、社保凭证》审阅、管理层和员工访谈，工厂社会保险参保不足。目前工厂一共有19名员工，有1名达到退休年龄的员工，2024年4月份社保申报后没有新入职员工，故有18名员工符合社保参保条件。审核查看了2023年6月到2024年4月的社保凭证。根据所提供的最近一个月2024年4月份的社保凭证，工厂没有给18名员工中的14名提供养老、医疗、生育、失业和工伤保险。管理人员表示他们愿意给员工交社保，但员工不愿意参保。没有社保的员工表示他们不想买社保，因为他们在老家有农保，但是工厂没有收集农保的购买信息。（参考法律法规：《中华人民共和国社会保险法》第10，23，33，44，53条）备注：工厂给18名员工《包括了没有工伤保险的14名员工和1名退休返聘员工》提供了有效期从2024年4月15日至2025年4月14日的团体商业意外工伤险。

## PA 6: Decent Working Hours

Site: Zhejiang Autumnwell Leatherware Co., Ltd | Site amfori ID: 156-013239-001

**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 factory does not respect this principle. According to document review, management and employee interview, overtime hours exceeded the legal requirement, the factory did not have effective overtime control system. The factory management stated that the overtime schedule was arranged by orders, orders needed shipment in time, so workers needed to work overtime. The interviewed workers stated that overtime work was voluntary and they could earn more money by working overtime. Based on the attendance records from 1 June 2023 to 18 April 2024, the maximum daily OT were 2 hours, workers' monthly overtime hours exceeded 36 hours from June 2023 to March 2024 except February 2024. Details of the sampled months as below:  
July 2023: 6 out of 6 sampled workers' monthly OT exceeded 36 hours and were 60~64 hours;  
October 2023: 6 out of 6 sampled workers' monthly OT exceeded 36 hours and were 60~62 hours;  
January 2024: 6 out of 6 sampled workers' monthly OT exceeded 36 hours and were 58~62 hours.  
(Reference Law: PRC Labour Law article 41).  
Remark: the maximum monthly overtime hours of February 2024 were 30 hours, the maximum monthly overtime hours of March 2024 were 54 hours, the maximum monthly overtime hours from 1 April 2024 to 17 April 2024 were 26 hours; due to workers were on vacation during Spring Festival in February 2024, so the attendance records of February 2024 were not selected as samples.

工厂未遵循该准则。根据文件审阅，管理层和员工访谈，加班时间超过法规要求，工厂没有有效的系统去控制加班。工厂管理层表示加班根据订单安排，订单需要及时出货，因此需要加班工作。访谈的员工表示加班是自愿的，且加班可以增加收入。根据2023年6月1日至2024年4月18日的考勤记录发现，最大的日加班为2小时，从2023年6月至2024年3月除2024年2月外，员工的月加班都超过36小时。抽样月份的情况如下：  
2023年7月：6名抽样员工中的6名的月加班超36小时，为60~64小时；  
2023年10月：6名抽样员工中的6名的月加班超36小时，为60~62小时；  
2024年1月：6名抽样员工中的6名的月加班超36小时，为58~62小时。（参考法律法规：《中华人民共和国劳动法》第41条）  
备注：2024年2月的最大月加班时间是30小时，2024年3月的最大月加班时间是54小时，2024年4月1日至2024年4月17日的最大月加班时间是26小时；由于员工在2024年2月春节休假，因此2024年2月的工作时间未选取作为抽样。

**PA 7: Occupational Health and Safety**

Site: Zhejiang Autumnwell Leatherware Co., Ltd | Site amfori ID: 156-013239-001

**Question:** 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The factory partially respects this principle. According to document review, onsite observation,

工厂部分遵循该准则。根据文件审阅、现场查看、管理层和员工访谈，工厂建立了职业病控制程序，

## Finding

management and employee interview, the factory had established occupational diseases control procedure, the management knew the occupational hazards factors in the factory, occupational hazard notification cards were posted in workshops, but no occupational hazards factors testing was conducted, potential occupational hazards factors noted at the factory mainly included chemical hazards from glue-spraying process. In addition, no pre-job, on-service and post-service occupational diseases examination was provided for workers exposed to occupational hazards position (e.g. the glue-spraying workers). The management claimed that they did not conduct it as consideration of cost control. Workers stated that the working condition was acceptable. (Reference Law: Provisions 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)

管理层了解厂内的职业危害因素，职业危害告知卡也张贴在车间，但工厂未进行职业危害因素检测，工厂潜在的职业病危害因素主要包括来自喷胶工序的化学品危害。另外，工厂未给有职业病危害工种的人员提供岗前、在岗和离岗体检（如：喷胶员工）。管理层表示没有做是出于成本控制考虑。员工表示工作环境是可以接受的。（参考法律法规：《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）

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

## ENGLISH

## LOCAL LANGUAGE

## Finding

The factory partially respects this principle. According to document review, onsite observation, management and employee interview, the factory established the procedure on equipment management and appointed the person to maintain, but the equipment management system needed improve: no pulley guards were installed for about 20% sewing machines in sewing workshop, no pulley guards were installed for all 3 hole punching machines in hole punching workshop, no needle guards were installed for all sewing machines in sewing workshop. Workers stated that they could skillfully operate machines, no injury occurred. The management stated that the risk of sewing /hole punching machine was very low, so they did not take corrective action. (Reference law: Article 6.1.2 of Code of Design of Manufacturing Equipment Safety and Hygiene)

工厂部分遵循该准则。根据文件审阅、现场查看、管理层和员工访谈，工厂建立了设备管理制度和任命人员去维护保养，但设备管理上还需要提升：缝纫车间大约20%的缝纫机没有皮带保护罩，冲孔车间所有3台冲孔机没有皮带保护罩，缝纫车间所有缝纫机没有针挡。员工表示他们可以很熟练地操作缝纫机，没有发生过工伤。管理层表示缝纫机/冲孔机的风险很低，所以他们没有进行改善。（参考法律法规：《生产设备安全卫生设计总则（GB5083-1999）》第6.1.2条）

## PA 12: Protection of the Environment

Site: Zhejiang Autumnwell Leatherware Co., Ltd | Site amfori ID: 156-013239-001

**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 factory partially respects this principle. According to document review, onsite observation and management interview, the factory did not conduct waste air monitoring for the cooking fume which was generated from kitchen. The management explained it was not a compulsory requirement by local bureau, so they did not conduct monitoring. (References law: Measures for the Administration of Environmental Surveillance, Article 21)

工厂部分遵循该准则。根据文件审核、现场查看和管理层访谈，工厂未对厨房产生的油烟进行废气检测，管理层解释因当地无强制要求，所以没有进行检测。（参考法律法规：《环境监测管理办法》第21条）