

Monitored Party Zhejiang Autumnwell Leatherware Co., Ltd	amfori ID 156-013239-000	Address Factory Building No.1, LangZhen Industrial Zone, Anhua Town,, 311821 Zhuji, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 06/06/2025	Closing Meeting Finished Date 07/06/2025	Submission Date 11/06/2025
Expiration Date 11/06/2026	Announcement Type Semi Announced	
Site Zhejiang Autumnwell Leatherware Co., Ltd	Site amfori ID 156-013239-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Jerry Chen, APSCA membership number: CSCA 21701924.

Monitoring partner name: TUV Rheinland.

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

Announcement Type: Semi-announced

Business partner information: The auditee 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 and founded on 15 November 2018. The auditee was specialized in the manufacture of leather goods such as leather bags, leather handbags and belts. Main production activities included cutting, gluing, slitting, edge painting, sewing, hole punching, stamping and packing, no production process was subcontracted to outsource.

Audited location information: The auditee was located at a micro industrial zone with over than 40 buildings inside, the auditee purchased one 5-storey building (Factory Building No.1) and used as production workshops and warehouses (1F was used as cutting workshop and material warehouse; 2F was used as finished products warehouse, 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 as office area), purchased one 4-storey building (No.1 Dormitory Building) and used as office area, canteen and dormitory (1F was used as office area and canteen; 2F~4F were used as dormitories). Other buildings in the plant were used by over 30 other companies specialized in the manufacture of fabric products, hardware products etc. The production area of the auditee was separated from other factories in the plant, no production workers were shared and there was no business relationship between the auditee and other factories, thus current audit only covered the areas used by the auditee.

Operating shifts and hours: Regular working hours were 8 hours each day and five days a week. All workers worked in one shift, for chef: 9:00~13:00 and 14:00~18:00, for office staff and production workers: 8:00~12:00 and 13:00~17:00, if needed, 2 hours' overtime work was conducted in weekdays (18:00~20:00). Saturday overtime was conducted for 8 hours each time and Sunday was guaranteed as rest. Time records from 1 May 2024 to 6 June 2025 were provided for review, the time records of 6 workers were randomly selected for review. Workers' maximum overtime working hours were 2 hours per day, 12 hours per week, 52 hours per month and at least one day off per week was guaranteed.

Time recording system: Face-recognition system was used to record working hours.

Salary payment details: Payroll records from May 2024 to April 2025 for review, 6 randomly selected workers' payroll records from August 2024, November 2024 and April 2025 were sampled. All the workers were paid by hourly rate no less than RMB 17.82. Wages were issued to workers before 30th of each month for the previous natural month through bank-transfer, wages for April 2025 had been paid, 150%, 200% and 300% of the regular wages for the overtime conducted in regular days, rest days and statutory holidays were paid to workers.

Worker number information:

- 26 workers in total, including 21 production workers and 5 non-production workers.
- 21 production workers, including 12 male workers and 9 female workers.
- 26 domestic migrant workers, including 15 male workers and 11 female workers. There was no foreign migrant, young, pregnant women, seasonal, temporary, disabled, home-based workers.
- There were no interns, apprentices or contractor workers (security guard from the plant was responsible for the security of the plant).

Good practice: Free meals and dormitories were provided to workers.

Worker organization details: No labor union was founded but one worker representative was established by workers publicly and fairly on 25 March 2025.

Circumstances: There was no special circumstance during the audit. The facility was cooperative and active throughout the whole audit, all the requested documents were provided in a timely manner, full access to facility walk-through and

employee interview were granted, and photo-taking of necessary evidence for the audit were permitted. During the closing meeting, the auditor communicated fully with facility representative on detected non-compliance, the facility representative was positive and committed to make continuous improvement according to amfori BSCI requirement.

Summary of findings: findings were detected in PA1, PA5, PA6, PA7 and PA12.

PA1: insufficient social management system implementation, no reasonable capacity planning

PA5: insufficient social insurance coverage

PA6: excessive monthly overtime working hours

PA7: no regular collecting and updating of laws and regulations on occupational health and safety, chemicals missing safety label, production equipment missing safety device, no lockable cabinet provided at dormitory

PA12: no monitoring on cooking fumes

Living wage calculation: #LivingWage:

- 1). No anker wage available for the producers location, so we used the data provided by auditing company.
- 2). The calculation methodology refers to anker living wage structure.
- 3). The data comes from the local bureau of statistics for the current year.

Attachment:

- 1.No agency labor was used by the auditee, no contractor permit/ license or any kind of waivers were obtained by the auditee, no collective bargaining agreements were established by the auditee. Thus, all above mentioned documents were not applicable for this auditee.
2. 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(s) had been obtained the individual's consent during the audit.

SITE DETAILS

Site

Zhejiang Autumnwell Leatherware Co., Ltd

Site amfori ID

156-013239-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	26	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	3,100.68	Monthly
Calculated living wage in local currency	2,590.4	Monthly
Total sample	6	Workers

Other Metrics

Male workers	15	Workers
Female workers	11	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	11	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	15	Workers
Domestic migrant workers - Female	11	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	15	Workers
Workers hired directly - Female	11	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	3	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	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
Finding	
The auditee partially respected the principle, because based on site observation, document review, management and worker interview, the facility had established management procedures to implement amfori BSCI Code of Conduct, including working hour policy, wage and benefits policy and health & safety management procedures etc., but the facility did not perform the requirements effectively. E.g. Workers' monthly overtime hours exceeded 36 hours, insufficient social insurance provided to workers etc. Management staff stated controlling the overtime working hours would cause delivery delay, moreover, part of the workers did not want to participate in social insurance in the facility. It violated the requirement of amfori BSCI system manual.	被审核方部分遵守该原则，因为根据现场观察，文件查阅，管理人员和员工访谈，工厂建立了管理程序来实施amfori BSCI行为准则，包括了工时制度、工资福利制度和健康安全管理程序等，但是在工厂没有有效执行这些要求。例如：员工的月加班时间超出36小时，给员工提供的社保不足等。管理人员表示控制加班时间会导致交货期延迟，并且部分员工不想在工厂参加社保。其违反了 amfori BSCI系统手册的要求。

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
Finding	
The auditee partially respected the principle, because based on document review, management and worker interview, the factory didn't have a reasonable capacity planning to meet the expectations of order delivery, which led to workers' monthly overtime working hours exceeding legal requirement. Management staff stated the production capacity was evaluated by experience, and considering the small size, they could not ensure workers' overtime working hours in accordance with legal requirements when the production capacity could meet the requirements of order delivery. It violated the requirement of amfori BSCI system manual.	被审核方部分遵守该原则，因为根据文件查阅，管理人员和员工访谈，工厂没有一个合理的产能计划去完成预期的订单交货，导致员工的月加班时间超过法规要求。管理层表示工厂的产能评估是依据经验，考虑到工厂规模较小，在产能可以满足订单交付需求的同时，无法确保工人的加班时间符合法规要求。其违反了 amfori BSCI系统手册的要求。

PA 5: Fair Remuneration

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>The auditee partially respected the principle, because based on document review, management and worker interview, social insurance did not cover all workers. Social insurance receipts from May 2024 to April 2025 were reviewed in current audit, based on the receipt and deduction system of April 2025, the facility did not purchase work-related injury insurance, retirement insurance, unemployment insurance, maternity insurance and medical insurance for 17 out of 23 workers entitled to participate in social insurance (there were totally 26 workers in the facility, including 3 re-employed retired workers who did not meet the requirements of social insurance participation, there was no dispatched worker, temporary worker or new-hired worker within one month, thus the facility should provide social insurance to 23 workers). Part of the workers reported they had purchased new rural insurance at their hometown, and they were unwilling to participate in social insurance, the facility had informed workers of the benefits of purchasing social insurance by related training. (Reference law: Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44, 53) Remark: 1. The facility did not collect relevant documents about workers participated in new rural insurance. 2. The facility provided group commercial injury insurance to all the 26 workers, the valid date was between 19 May 2025 to 18 May 2026.</p>	<p>被审核方部分遵守该原则，因为根据文件查阅，管理人员和员工访谈，社会保险没有覆盖到全部的员工。此次审核查阅了2024年5月到2025年4月的社保缴费记录，基于2025年4月的社保缴费记录和扣费系统，工厂没有给23名符合社保参保条件的员工中的17名员工提供工伤保险，养老保险，失业保险，生育保险和医疗保险（工厂总共有26名员工，其中包含3名不符合社保参保条件的退休返聘员工，工厂没有劳务派遣工，临时工和近一个月内新入职的员工，因此工厂需要给23名员工提供社会保险）。部分员工表示在家乡购买了新农保险，不愿意购买社保，工厂已经通过培训告知员工购买社保的好处。（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：1.工厂未收集员工参加新农保险的相关文件。2.工厂给所有26名员工提供了团体商业意外险，有效期在2025年5月19日到2026年5月18日之间。</p>

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	
<p>The auditee did not respect the principle, because</p>	<p>被审核方未遵守该原则，因为根据文件查阅，管理</p>

Finding

based on document review, management and worker interview, workers' monthly overtime hours exceeded the legal requirement, but the factory did not have effective overtime control system. The factory management stated that they could not ensure workers' overtime hours in accordance with the law requirements when production capacity could meet the requirements of the client orders continually, they had to arrange some overtime to finish production order, at least one day off per week was guaranteed for all workers. Interviewed workers stated that overtime work was voluntary and they could earn more money by working overtime. Time records from 1 May 2024 to 6 June 2025 were reviewed in current audit, per 6 randomly sampled workers' time records each from August 2024, November 2024 and April 2025, all the 6 sampled workers' monthly overtime working hours exceeded 36 hours in 3 sampled months, the maximum monthly overtime working hours reached 50 hours, 52 hours and 48 hours respectively. (Reference law: Article 41, PRC Labor Law.) Remark: the maximum monthly overtime working hours of May 2025 reached 48 hours, till 6 June 2025, the maximum monthly overtime working hours of June 2025 reached 2 hours.

人员和员工访谈，员工的月加班时间超过法规要求，工厂没有有效的系统去控制加班。工厂管理层表示在产能持续满足客户订单需求的同时，无法确保工人的加班时间符合法规要求，他们必须安排一些加班来完成生产订单，但工厂保证员工每周至少休息一日。受访员工表示加班是自愿的，且加班可以增加收入。此次审核查看了自2024年5月1日至2025年6月6日的工时记录，根据2024年8月，2024年11月和2025年4月每月随机抽取的6名员工的考勤，发现所有6名抽样员工在3个抽样月份的月加班时间都超过36小时，三个月的最大月加班工时数分别达到了50小时、52小时和48小时。（参考法规：中华人民共和国劳动法第41条）备注：2025年5月的最大月加班时间达到48小时，至2025年6月6日，2025年6月的最大月加班时间达到2小时。

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 auditee partially respected the principle, because based on document review, management and worker interview, the facility did not regularly collect and update the laws and regulations on occupational health and safety related to its production activities. Management staff stated they were familiar with related laws and regulations requirement but failed to collect and record these laws and regulations, they would take corrective actions as soon as possible. It violated the requirement of amfori BSCI system manual.

被审核方部分遵守该原则，因为基于文件查阅，管理人员和员工访谈，工厂没有定期收集和更新与其生产活动相关的职业健康安全法律法规。管理人员表示他们熟悉相关法律法规要求，但是没有及时收集记录这些法律法规，会尽快采取改善措施。其违反了amfori BSCI系统手册的要求。

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected this principle, because based on site observation, document review, management and worker interview, written management procedures on chemical safety were established and the chemicals like paint and glues etc. in production area and chemical warehouse were provided with secondary container and MSDS, however, about 30% of the chemicals were not posted with safety label. The facility management declared that they had communicated relevant requirement on chemical management to workers, but part of the workers didn't properly implement relevant requirement. (Reference Law and Regulation: Regulation on chemical safe handling in workplace, Article 12)	被审核方部分遵守该原则，因为基于现场观察，文件查阅，管理层及员工访谈，工厂建立了书面的化学品安全管理程序，并且为生产区域和化学品仓库的油漆、胶水等化学品设置了二次容器和物质安全资料表，但是大约30%的化学品没有张贴安全标签。工厂管理人员表示有将化学品管理的相关要求告知工人，但是部分工人没有很好执行相关要求。（参考法律法规：《工作场所安全使用化学品规定》，第12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 auditee partially respected the principle, because based on site observation, management and worker interview, two sewing machines in sewing workshop were not installed with pulley guard. Management staff stated they were clear about related requirement but failed to install protective equipment timely. There was mechanic responsible for the fixing and maintenance of production equipment and related records were provided for review, moreover, injury log showed no related work-related injury happened in the facility in last 12 months. (Reference Law and Regulation: General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), Article 6.1.2).	被审核方部分遵守该原则，因为根据现场观察，管理人员和员工访谈，缝纫车间有2台缝纫机没有安装皮带轮保护罩。管理人员表示他们清楚相关要求，但是没有及时安装防护装置。工厂有机修人员负责生产设备的维修保养，相关记录有提供查看，并且工伤记录显示过去12个月工厂无相关工伤发生。（参考法律法规：《生产设备安全卫生设计总则》（GB 5083-1999），第6.1.2条）

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected the principle, because per site observation, management and worker interview, no lockable cabinet was provided at the dormitory rooms. Management staff stated they did not know the requirement and would take corrective actions as soon as possible.(Reference law: Code for design of dormitory building (JGJ36-2016) Article 4.2.3)	被审核方部分遵守该原则，因为根据现场观察，管理人员和员工访谈，宿舍房间没有提供可上锁的储物柜。管理人员表示他们不清楚该要求会尽快采取改善措施。（参考法律法规：《宿舍建筑设计规范》（JGJ36-2016）第4.2.3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 auditee partially respected the principle, because based on site observation, document review and management interview, the facility did not conduct monitoring on cooking fumes of kitchen. Management staff stated they did not know the requirement and would take corrective actions as soon as possible. (Reference law: Emission standard of cooking fume GB18483-2001, article 4.2)	被审核方部分遵守该原则，因为根据现场观察，文件查阅和管理人员访谈，工厂没有对厨房油烟进行监测。管理人员解释说他们不清楚该要求，会尽快采取改善措施。（参考法规：饮食业油烟排放标准 GB18483-2001，第4.2条）