

Monitored Party ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD	amfori ID 156-029074-000	Address 9th Floor, Building #1, No. 8989 Fourth Jianshe Road, Guali Town,Xiaoshan District, Hangzhou, Zhejiang, China, 311241 HANGZHOU, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 20/01/2026	Closing Meeting Finished Date 20/01/2026	Submission Date 27/01/2026
Expiration Date 27/01/2027	Announcement Type Semi Announced	
Site ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD.	Site amfori ID 156-029074-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
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

Audit Information

Name of lead auditor: Irene Du (APSCA member No.: CSCA 21705391)

Name of team auditor: Nil

Name of observers, translators, trainees, advisors/consultants: Nil

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The initial audit (Semi-Announced) was conducted on Jan 20, 2026. The audit is planned for one auditor with 1 day. This audit was started at 9:00 and closed 17:00

[Business partner information]:

ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD. (浙江益华皮具有限公司) is located at 9th Floor, Building #1, No. 8989 Fourth Jianshe Road, Guali Town, Xiaoshan District, Hangzhou, Zhejiang, China, 311241 HANGZHOU, China (浙江省杭州市萧山区瓜沥镇建设四路8989号1幢9楼(自主申报)). The Business license with the 91330109782928320B was valid from Jan 4, 2006 to Long term. The factory was production unit and specialized in belt, bag, suspender and 1000000 pcs every year. The main production processes were cutting, punching, painting edge, sewing, assembly and packing.

[Audited location information]:

The auditee leased the whole 9F (2,483 S.Q meter) of one 10-storey building as production workshop, warehouse and office from Hangzhou Xiaohong Industry Co., Ltd. The latest lease term was Jan. 1, 2024 to Dec. 31, 2030. There were no kitchen/canteen and dormitory provided to workers. And, the other floors of this building were rented to many companies and factories. There were independent Business license and different products/business. No machinery, workers and management were shared. So, it was not involved for these factories during audit.

[Operating shifts and hours]: The factory had updated the policy of working hours system and controlled working hours.

Workers' attendance was recorded by IC card recorder. All workers punched the attendance recorder per day timely and saved the attendance records from Dec 1, 2024, to audit day. According to the policy and implementation records, workers worked 8 hours per day and 5 days per week. Based on worker interviews and document review, workers' regular working time was 5 days per week and 8 hours per day. One shift was arranged for all production and office workers from 7:30-17:00 with 1.5-hours rest. Workers worked overtime 0~2 hours on weekdays, The workers worked 8 hours on Saturdays sometimes. The attendance records showed that the factory arranged workers working on Saturday usually and workers had right to choose working overtime or not and factory ensured workers had every Sunday off per week. Furthermore, workers had at least 8 hours rest every day. Workers can take a rest during the work time when they felt tired.

Based on the attendance records from Dec 1, 2024, to the audit day by the factory, it was noted that:

- 1) 5 employees in Jul 2025, The maximum weekly working hours are 54 hours (40 standard hours +14 overtime hours).
- 2) 5 employees in Oct 2025, The maximum weekly working hours are 54 hours (40 standard hours +14 overtime hours).
- 3) 5 employees in Nov 2025, The maximum weekly working hours are 54 hours (40 standard hours + 14 overtime hours).

[Salary payment details]: The factory had established the procedures on working hours and remuneration. The training on remuneration such as the local minimum wages standards and OT wages were provided to the workers and management. The workers knew the local minimum wages standards and OT wages, the related documents were posted onsite for reference. The wages were paid by bank transfer on the end of the next month and never delayed. All workers were aware of the wage's structures, and they were paid by hourly rate. During the audit, the factory provided the completed payrolls from Dec 2024 to Nov 2025 for review. The minimum wage paid by the factory was RMB14.32 per hour which followed the law requirements. In addition, no fine was deducted from the wages and the workers were satisfied with their wages. The legal Min. Wage: RMB2490/ month (RMB14.3/ hour) since Jan.01, 2024.

[Worker number information]

- Total worker number: 28 (26 production and 2 non-production workers)
- Production worker number 26 (12 male and 14 female workers)
- Vulnerable worker number: 27 migrant workers (13 male and 14 female workers), no Younger workers, Child Labor, Disabilities, Parental leave, Pregnant or Foreign migrant workers.
- Any other special group workers: Nil.

[Good practices]: Nil

Worker organization details: No union was founded in the factory, but two worker representatives were elected by workers

freely.

[Circumstances]: Nil

The special circumstances can be classified as followed: Nil.

[Summary of findings]

1.1: The factory did not ensure an effective management system to implement the amfori BSCI Code of Conduct and ensure the amfori BSCI values and principles.

1.4: No related document and records on capacity planning and the monthly overtime exceeds 36 hours.

2.2: The auditee did not define long-term goals with step-by-step plans and measures for protecting workers according to the BSCI Code.

5.4: Workers' wages were less than living wage.

6.2: The monthly overtime exceeds 36 hours.

7.1: Insufficient safety management.

7.3: Insufficient risk assessment.

7.7: Chemical did not place in the secondary container and no occupational health examinations for workers.

7.11: Material stored against the wall.

[Living wage calculation]: #LivingWage: The living wage data is provided by the data on GLWC website in the city where the factory is located.

[Precautions taken about #COVID-19 in the facility]: Nil.

[Personal Information protection law]: The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to SGS auditor(s) has been obtained the individual's consent during the audit.

[Attachments] There were no human resource agencies and subcontractors used by the auditee, and the auditee didn't obtain the Consolidated Working Hours System Approval and have no collective bargaining agreement.

SITE DETAILS

Site
**ZHEJIANG YIHUA LEATHER
PRODUCTS CO.,LTD.**

Site amfori ID
156-029074-002

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Household & Personal Products	Personal Care Products

Sub Industry
Personal Care Products

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	28	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,490	Monthly
Calculated living wage in local currency	4,824	Monthly
Total sample	5	Workers

Other Metrics

Male workers	13	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	15	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	13	Workers
Domestic migrant workers - Female	14	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	13	Workers
Workers hired directly - Female	15	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD. | Site amfori ID: 156-029074-002

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	
<p>1.1 The main auditee partially respected this principle. Because the auditee had established management manual about amfori BSCI and relevant documents of control procedures about social responsibility, but based on multi angle assessment, the factory did not ensure an effective management system to implement the amfori BSCI Code of Conduct and ensure that the amfori BSCI values and principles are followed in a satisfactory manner for the performance areas as below: PA2 (Workers Involvement and Protection), PA5(Fair Remuneration) ,PA6(Decent Working Hours) , PA7(Occupational Health and Safety). The facility management declared that some issues were hard to improve. Reference: the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>被审核方部分遵守该准则。原因是被审核方建立了实施amfori BSCI体系的管理手册和相关社会责任程序文件，但是基于多角度审核工厂没有确保amfori BSCI行为准则以及amfori BSCI的价值和准则被满意的体现：以下PA均尚存在问题：PA2(工人参与和保护)，PA5(公平报酬),PA6(体面劳动时间),PA7(职业健康与安全)。工厂管理层解释有些问题目前难以解决。参考标准：amfori BSCI管理手册中问题1.1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
Finding	
<p>1.4 The main auditee partially respected this principle. Because based on the document review and management interview, the main auditee had realistically calculated the capacity of production and delivery times. but the main auditee did not provide the related detailed records on capacity planning for review. In addition, based on attendance records review, workers' monthly overtime hours exceeded the legal requirement, the max were 44 hours. The facility management declared that it's hard to control the overtime working hours. Reference: the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>被审核方部分遵守该准则。原因是根据文件审核以及管理层访谈，被审核方了解如何计算生产产能和订单周期，但工厂未提供具体的产能规划计算记录。另外根据被审核方提供的考勤记录显示，员工的月加班时间超法规要求，最大达到44小时。工厂管理层称很难去控制加班时间。参考标准：amfori BSCI管理手册中问题1.4的要求。</p>

PA 2: Workers Involvement and Protection

Site: ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD. | Site amfori ID: 156-029074-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.2 The main auditee did not respect this principle because based on document review and management interview, the main auditee did not define long-term goals with step-by-step plans and measures for protecting workers according to the BSCI Code. The facility management declared that they did not know the requirement. Reference: the requirement of question 2.2 in amfori BSCI system manual.</p>	<p>被审核方未遵守该准则。原因是根据文件审核及管理层访谈确认，工厂没有按照BSCI行为准则制定保护工人的长期目标并制定具体的行动计划和措施。工厂管理层称他们不清楚要求。参考标准：amfori BSCI管理手册中问题2.2的要求。</p>

PA 5: Fair Remuneration

Site: ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD. | Site amfori ID: 156-029074-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.4 The main auditee partially respected this principle because based on payroll records review and management interview, the wages paid to workers by factory were above the local minimum wage standard, but some workers' wages (not including overtime wages) were less than calculated local decent living wage (RMB4824/month). The facility management declared that they did not have awareness for that. Reference: the requirement of question 5.4 in amfori BSCI system manual.</p>	<p>被审核方部分遵守该准则。原因是根据工资表查看和管理层访谈，工厂支付给工人的工资高于当地最低工资标准，但部分员工的工资（不包含加班费）低于当地体面生活工资（RMB4824/月）。工厂管理层解释尚无此意识。参考标准：amfori BSCI管理手册中问题5.4的要求。</p>

PA 6: Decent Working Hours

Site: ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD. | Site amfori ID: 156-029074-002

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
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Finding

6.2 The main auditee did not respect this principle because based on document review, according to the attendance records from Dec 1, 2024 to the audit day provided by the factory, 5 sampled worker's monthly overtime working hours from Jul 2025 (Random month), Oct 2025 (Random month) and Nov 2025 (Current month) were found: 5 sampled workers standard working hours were 184 hours and overtime were 44 hours in Jul 2025, 5 sampled workers standard working hours were 152 hours and overtime were 38 hours in Oct 2025, 5 sampled workers standard working hours were 160 hours and overtime were 38 hours in Nov 2025. Based on sampled attendance records, all sampled workers monthly overtime exceeded 36 hours of legal requirement. The facility management declared that it's hard to control the overtime working hours.
Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.

被审核方未遵循该准则。原因是根据工厂提供的2024年12月1日至审核当日的考勤显示，其中从2025年7月（随机月），2025年10月（随机月）和2025年11月（当前月）各抽取5名员工样本发现：5名员工在2025年7月的正班工时为184小时，月加班为44小时；5名员工在2025年10月的正班工时为152小时，月加班为38小时；5名员工在2025年11月的正班工时为160小时，月加班为38小时；根据抽样考勤记录，所有员工月加班均超过法规要求的36小时。工厂管理层称很难去控制加班时间。参考法规：中华人民共和国劳动法（2018修正）第四十一条。

PA 7: Occupational Health and Safety

Site: ZHEJIANG YIHUA LEATHER PRODUCTS CO.,LTD. | Site amfori ID: 156-029074-002

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

ENGLISH

LOCAL LANGUAGE

Finding

7.1 The main auditee partially respected this principle because based on onsite observation, document review and management interview, the factory had established complete management system on health and safety, included the identification and awareness of related legal regulation, health and safety check, training, etc, but there were still findings issued due to management negligence. The facility management declared it was due to management negligence.
Reference: the requirement of question 7.1 in amfori BSCI system manual.

被审核方部分遵守该准则。原因是根据现场审核，文件审核及管理层访谈确认，工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查和培训等，但是由于管理疏忽，导致仍然有问题发生。工厂管理层称他们是管理疏忽导致。参考标准：amfori BSCI管理手册中问题7.1的要求。

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding	
7.3 The main auditee partially respected this principle because the auditee carried out regular risk assessment for safe, healthy and hygienic working conditions, but the risk assessment did not identify the different needs of male and female employees. The facility management declared that they did not know the requirement. Reference: the requirement of question 7.3 in amfori BSCI system manual.	被审核方部分遵守该准则。原因是被审核方虽然针对安全、健康和卫生工作条件进行定期风险评估，但风险评估未识别男性与女性员工的不同需求。工厂管理层称他们不清楚要求。参考标准：amfori BSCI管理手册中问题7.3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	
7.7 The main auditee partially respected this principle because based on onsite observation, 3 bottles such as edge paint were not equipped with secondary containment. The facility management declared it was due to management negligence. Reference: Code of Design on Building Fire Protection and Prevention (GB 50016-2014, 2018 Amendment), Article 3.6.12.	被审核方部分遵循该准则。原因是根据现场审核发现，3瓶化学品如边油未设置二次容器；工厂管理层表示是管理疏忽导致。参考法规：建筑设计防火规范（GB 50016-2014，2018修正）3.6.12

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
7.11 The main auditee partially respected this principle because based on onsite observation and management interview, 10% raw material and finished goods stored against the wall. The factory management explained that it was due to management negligence. Reference: General Rules for Fire Safety Management of Storage Occupancies (XF 1131-2014), Article 6.8	被审核方部分遵循该准则。原因是根据现场审核及管理层访谈确认，10%原材料以及成品靠墙摆放。工厂表示是管理疏忽导致。参考法规：仓储场所消防安全管理通则（XF 1131-2014）6.8