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This document confirms that factory **ZHEJIANG YIHUA LEATHER PRODUCT** has been audited against the ICS **social** audit framework on **08/11/2024** by **QIMA** on behalf of **U Enseigne**.

The total rating of this audit is **B 92%**.

ZHEJIANG YIHUA LEATHER PRODUCT



Factory ID

38479

Country

China

Factory address (updated from audit if so)

9th Floor, Building1, No.8989 Jianshe Fourth Road,Guali Town, Xiaoshan District, Hangzhou, Zhejiang Province, China

Factory city

Hangzhou

Factory state/province

ZHEJIANG

Retailer

U Enseigne

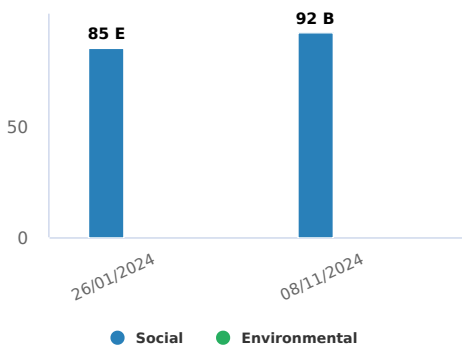
Audit type

Follow-up

Audit category

Social

RATING %



Visit date

08/11/2024

Overall rating

B 92%

> Last audit date: 07/11/2024

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	C 64%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	C 70%
7	Remuneration and Benefits	A 100%
8	Health and Safety	B 96%

D 0.17 Does the factory provide workers with a written document that outlines the employment terms in accordance with local law?

Partial Follow-up Audit (08/11/2024) Not Corrected The factory didn't provide regular occupational health examinations for workers who are in contact with occupational hazardous factors before they take the posts. 工厂未提供工人岗前职业健康体检报告 It has violated the PRC Law of Prevention and Control of Occupational Diseases (Effective from May 1, 2002, Updated on December 29, 2018) Article 35. Previous re-audit (26/01/2024) The factory didn't provide regular occupational health examinations for workers who are in contact with occupational hazardous factors before they take the posts.

ICS Recommended target date

09/02/2025

Target date

i Accept the recommended target date or suggest your target date

ICS recommended action: The factory must provide workers with a copy of a document that outlines the employment terms in accordance with local law. The written document shall inform the workers about the harm of occupational diseases that might be engendered in the work process as well as the consequences thereof, the protective measures and treatment against occupational diseases.

ICS Team - 11/12/2024 16:25:34

Did not keep such records in place, and will improve.

Factory - 11/12/2024 16:25:34

没有保存这类记录。将改进。

Factory - 11/12/2024 16:25:34

The factory should provide occupational health examinations for workers who are in contact with occupational hazardous factors before they take the posts and keep reports in place.

Auditor - 11/12/2024 16:25:34

C 0.3 Have requested documents been provided for review?

Partial Follow-up Audit (08/11/2024) Not Corrected Based on document review, the factory did not provide the required documents, such as occupational health check reports of pre-work for review. 工厂未提供工人岗前职业健康体检报告 It violated ICS checkpoint 0.3. Previous re-audit (26/01/2024) Based on document review, the factory did not provide the required documents, such as occupational health check for pre-work, etc. for review.

ICS Recommended target date

09/02/2025

Target date

i Accept the recommended target date or suggest your target date

Documents from audit



ICS recommended action: The factory should implement a management system to ensure all requested documents will be provided for review.

ICS Team - 11/12/2024 16:25:34

Did not keep such records in place, and will improve.

Factory - 11/12/2024 16:25:34

没有保存这类记录。将改进。

Factory - 11/12/2024 16:25:34

The factory should provide occupational health examinations for workers who are in contact with occupational hazardous factors before they take the posts and keep reports in place.

Auditor - 11/12/2024 16:25:34

D 6.6 Are workers working overtime hours (daily, weekly, monthly, yearly, other) in accordance with local law?

Partial Follow-up Audit (08/11/2024) Not Corrected The factory provided working hour records from 01/02/2024 to audit day for all employees for review, and auditor sampled working time records of 8 workers of 09/2024 (current month), 06/2024 (random month) and 03/2024 (random month) for review, the maximum weekly working hour were 54 hours. Based on these records, all 8 sample workers worked overtime for 55 to 56 hours in 09/2024 (current month), all 8 sample workers worked overtime for 63 to 64 hours in 06/2024 (random month) and all 8 sample workers worked overtime for 65 to 66 hours in 03/2024 (random month). The monthly overtime hours exceeded 36 hours as the labor law requirement. Remark: Low season and Peak season not obvious in the factory. 根据对2024年9月,6月和3月的考勤抽样检查,工厂每周最高工作时间为54小时。根据这些记录,8名抽样工人在2024年9月(当前月)加班为55到56小时,8名抽样工人在2024年6月(随机月)的加班时间为63到64小时,8名抽样工人在2024年3月(随机月)的加班时间为65到66小时。工厂的月加班时间超过了劳动法规定的36小时 This has violated PRC Labor Law article 41. Previous re-audit (26/01/2024) There is a local law. Based on attendance records(not exact) from December 2022 to present provided by the plant, the auditor took a sample of 8 production worker attendance records for review. It was found that the monthly overtime exceeded 36 hours for the 3 months selected.

ICS Recommended target date

11/03/2025

Target date



Accept the recommended target date or suggest your target date

Documents from audit



ICS recommended action: Factory shall monitor and control workers' overtime hours (daily, weekly, monthly, yearly, other) in accordance with local law and ensure the overtime working with legal limit. If the number of regular hours worked exceeds the local law limits; these excessive hours must be considered as overtime hours, therefore paid at premium rate and rated accordingly.

ICS Team - 11/12/2024 16:25:34

Occasional shortage of workers.

Factory - 11/12/2024 16:25:34

偶尔会缺少工人。

Factory - 11/12/2024 16:25:34

The factory should control overtime working hours as local law requirements.

Auditor - 11/12/2024 16:25:34

D 8.68 If there is a fire hydrant, a sprinkler system, hose pipes or any other equipment in place at the facility, is it inspected, tested and maintained every three months and according to legally required inspections (confirming they are in good working order)?

Partial Follow-up Audit (08/11/2024) New finding The factory did not provide regular test report of the fire sprinkle system in production building. 工厂没有提供厂房喷淋系统的定期测试报告 This has violated PRC Fire Prevention Law, Article 16 (3).

ICS Recommended target date

11/03/2025

Target date

i Accept the recommended target date or suggest your target date

Documents from audit



ICS recommended action: It is recommended that the fire hydrants and sprinklers be inspected, tested and maintained every three months and according to the frequency stated in local law

ICS Team - 11/12/2024 16:25:34

Because it is a shared building, the fire sprinkle system are linked in whole building, and the landlord needs to uniformly arrange qualified third-party testing.

Factory - 11/12/2024 16:25:34

由于是共享建筑，消防喷淋系统是全楼联动的，需要房东统一安排有资质的第三方检测。

Factory - 11/12/2024 16:25:34

The factory should provide regular test report of the fire sprinkle system in production building.

Auditor - 11/12/2024 16:25:34

D 8.82 Does the facility maintain an inventory of the waste types and quantities generated on-site?

Partial Follow-up Audit (08/11/2024) New finding The facility did not maintain an inventory of the waste types and quantities generated on-site. 审核员发现工厂没有对现场产生的废物类型和数量进行盘点 This has violated ICS checkpoint 8.82.

ICS Recommended target date

24/02/2025

Target date

i Accept the recommended target date or suggest your target date

ICS recommended action: The factory should keep an inventory of all waste types and associated quantities generated on-site.

ICS Team - 11/12/2024 16:25:34

The factory did not know this requirement, and will improve.

Factory - 11/12/2024 16:25:34

不清楚此类要求，将改进。

Factory - 11/12/2024 16:25:34

The facility should maintain an inventory of the waste types and quantities generated on-site.

Auditor - 11/12/2024 16:25:34