

Monitored Party ZHEJIANG CHALET GARMENTS CO., LTD	amfori ID 156-001989-000	Address F1-6 No.333, Jinshan North Road, Jindong Industrial Park, Xietang Town, Jindong District, Jinhua, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 07/03/2025	Closing Meeting Finished Date 07/03/2025	Submission Date 13/03/2025
Expiration Date 02/04/2026	Announcement Type Semi Announced	
Site ZHEJIANG CHALET GARMENTS CO., LTD	Site amfori ID 156-001989-002	

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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: Michael Sun; APSCA membership number: CSCA 21701859.

Monitoring partner name: TUV Rheinland

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

Announcement Type: Semi-announced. This audit covered PA1, PA2, PA5, PA6, PA7 and PA12. Other PAs were not rated and rate & evidence were kept same as the last audit.

Business partner information:

The auditee was founded in 2013 and located at F1-6 No.333, Jinshan North Road, Jindong Industrial Park, Xietang Town, Jindong District, Jinhua, Zhejiang, China (中国浙江省金华市金东区鞋塘镇金东经济开发区金山大道北333号第1-6层). The auditee was specialized in seamless underwear manufacturing and the main production processing including: knitting, cutting, sewing, ironing, hot marking, inspecting and packing. Subcontractor of dyeing was used. All employees were hired directly by auditee. No obvious peak or low season for production.

Audited location information:

there was only one 6-storey building in the compound. The auditee rented one 6-storey building from the landlord: 1F: warehouse; 2F: office and warehouse; 3F: ironing, inspecting, packing, warehouse; 4F: cutting, technical department; 5F: hot marking and sewing; 6F: warehouse and knitting. Neither canteen nor dormitory was provided.

Operating shifts and hours:

Working time management procedure was established by the factory. The regular working day was from Monday to Friday. Two shifts were set for knitting section: 8:00-16:00, 16:00-24:00. The regular working hours of the rest employees was: 8:00-11:00, 12:00-17:00. Regular overtime was from 18:00 to 20:00. The period from January to March belonged to low season. At least one day off after 6 days consecutive working days was guaranteed.

Time recording system:

Fingerprinting machine was used to record time in\out.

Salary payment details:

The factory had established the policy about salary and benefit according to amfori BSCI Code and local laws and communicated with all employees. Legal minimum wage was RM2260/month equal to RMB12.99/hour since Jan. 2024. 10 workers' payroll records from Feb. 2024 to Jan. 2025 were provided for review. The workers were paid at hourly rate, at least RMB16/hour, which was higher than the local minimum wage. The wage was paid at 30th of the following month in cash with pay slip. No deduction was used for disciplinary measure.

Worker number information:

- Total worker number: 48
- Domestic migrant worker number: 11 males and 25 females
- Production worker number: 15 males and 29 females

Good practices: N/A.

Worker organization details:

One worker representative was elected by workers on Mar. 01, 2023.

Circumstances:

There was no special circumstance during the audit. The auditee had good cooperation with auditor such as independent meeting room was provided for workers interview and auditor could take photos onsite. The onsite CAP was signed by auditee representative without opposed comment.

Summary of findings:

There were some findings were cited in PA1, PA2, PA5, PA6, PA7 and PA12.

PA1: Insufficient management of social compliance management system and workforce planning.

PA2: Insufficient management of long-term goals.

PA5: Insufficient coverage of social insurance.

PA6: Monthly overtime exceeded law requirement.

PA7: Insufficient management for law collection

PA12: Insufficient management of boundary noise monitoring.

Living wage calculation:

living wage 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:

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.

No Government waivers or Collective bargaining agreements was maintained by this factory. No labor agency or contractor was used by the factory, thus, no labor agency contract or contractor license was applicable. No security guard was used by the factory.

SITE DETAILS

Site Site amfori ID
ZHEJIANG CHALET GARMENTS 156-001989-002
CO., LTD

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	48	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,784	Monthly
Calculated living wage in local currency	2,589.73	Monthly
Total sample	10	Workers

Other Metrics

Male workers	17	Workers
Female workers	31	Workers
Non-binary workers	0	Workers
Permanent workers - Male	17	Workers
Permanent workers - Female	31	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	2	Workers
Management - Female	2	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	2	Workers
Workers with night shift - Female	2	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	11	Workers
Domestic migrant workers - Female	25	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	17 Workers
Workers hired directly - Female	31 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	7 Workers
Sample - Non-binary	0 Workers

FINDINGS

PA1: Social Management System

Site: ZHEJIANG CHALET GARMENTS CO., LTD | Site amfori ID: 156-001989-002

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
<p>Finding</p> <p>The auditee partially respected this principle, because based on management interview, worker representative interview, document review and onsite observation, the auditee had established amfori BSCI procedure, but it did not implement effectively, such as working time and attendance system monitoring and insufficient social insurance and monthly overtime exceeded 36 hours in May 2024, Nov. 2024 and Dec. 2024. The auditee management claimed that some requirements could not be met as cost of control. It violated amfori BSCI system manual requirement.</p>	<p>被审核方部分遵守该原则，因为基于管理层和工人代表访谈、文件审查和现场观察，被审核方已经建立了amfori BSCI管理程序。但是没有有效的实施，比如工作时间和考勤系统管控等方面以及不充足的社会保险，在2024年5月，2024年11月和2024年12月加班超过了36小时。管理层表示出于成本控制有些要求没有满足。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
<p>Finding</p> <p>The auditee partially respected this principle, because based on management interview, document review and onsite observation, the auditee had set up written workforce planning procedure, but the procedure was not effectively implemented. Such as the sampled workers had excessive monthly overtime work in 3 sampled months (May 2024, Nov. 2024 and Dec. 2024). The auditee management claimed that they could not finish production order on time if no sufficient overtime was arranged. It violated amfori BSCI system manual requirement.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、文件审查和现场观察，被审核方建立了书面的产能规划程序，但该程序没有有效执行，比如抽样的工人在抽样3个月（2024年5月、2024年11月和2024年12月）加班超时。管理层表示如果不安排充足的加班无法按时完成订单。违反了 amfori BSCI系统手册中的要求。</p>

PA 2: Workers Involvement and Protection

Site: ZHEJIANG CHALET GARMENTS CO., LTD | Site amfori ID: 156-001989-002

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
<p>Finding</p> <p>The auditee partially complied with this principle because, based on management interviews, employee interviews, document review, the factory defined long-term goals to protect workers, such as reducing overtime and improving social insurance coverage, but did not define specific time frames for achieving the goals. As claimed by auditee management that they would update it. It violated the requirements in the amfori BSCI System Manual.</p>	<p>被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件查看，工厂定义了保护员工的长期目标，如降低加班时间和提高社保覆盖率等，但没有定义实现目标的具体时限。管理层表示将会进行更新。违反了amfori BSCI系统手册中的要求。</p>

PA 5: Fair Remuneration

Site: ZHEJIANG CHALET GARMENTS CO., LTD | Site amfori ID: 156-001989-002

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
<p>Finding</p> <p>The auditee partially respected this principle, because based on workers interview, management interview and social insurance records review, social insurance was not provided for some workers. Total 48 employees included 6 workers retired back to work and no new worker. 42 employees should buy social insurance. The social insurance receipt from Feb. 2024 to Jan. 2025 were provided for review, the social insurance receipt of Jan. 2025 showed that the auditee did not provide social insurance(endowment insurance, medical insurance, unemployment insurance, maternity insurance and work-related injury insurance) for 17 out of 42 employees who should buy social insurance. The auditee management claimed that the worker did not want to buy social insurance. Some workers had bought new rural social pension insurance and it was voluntary for choice. It violated Social Insurance Law of the People's Republic of China, Article 10, 23, 33, 44 and 53. Remark: The factory had not counted the No. of workers participated in new rural social pension insurance. Commercial group insurance valid from Apr. 02, 2024 to Apr. 01, 2025 were provided for all workers (including retired workers).</p>	<p>被审核方部分遵守该原则，因为基于员工访谈、管理层访谈和社保记录查阅，部分员工未缴纳社会保险。共48名员工包括6名退休返聘人员且无新进员工, 42名员工应该购买社会保险。2024年2月至2025年1月社保缴费记录提供查阅，2025年1月社保记录显示工厂没有给42名应该缴纳社会保险的员工中的17名员工缴纳社会保险（养老、医疗、失业、生育和工伤保险），管理层表示这员工不愿意缴纳社保。部分员工已经购买新农保且社保自愿选择。违反了《中华人民共和国社会保险法》第十条、二十三条、三十三条、四十四条、五十三条）。备注：工厂没有统计参加新农保的员工人数。有效期从2024年4月2日至2025年4月1日的商业团体险已经提供给了所有员工（包括退休返聘人员）。</p>

PA 6: Decent Working Hours

Site: ZHEJIANG CHALET GARMENTS CO., LTD | Site amfori ID: 156-001989-002

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

Finding

The auditee did not respect this principle, because based on workers interview, management interview and attendance records review, workers' monthly overtime exceeded the limitation of law requirement. As claimed by factory management that the attendance system was not completed such as could not alert when overtime near or over the limit. The attendance records from Feb. 2024 to audit date were provided for review, most sampled workers' monthly OT hours had exceeded 36 hours in 3 sampled months. Maximum monthly overtime were 58 hours in Nov. 2024.

(1) Through reviewing the attendance records in May 2024, 9 out of 10 selected employees' monthly overtime hours were 50 hours, the rest 1 employee's monthly overtime was not exceeded 36 hours.

(2) Through reviewing the attendance records in Nov. 2024, 10 selected employees' monthly overtime hours were within 40 to 58 hours, the rest 1 employee's monthly overtime was not exceeded 36 hours.

(3) Through reviewing the attendance records in Dec. 2024, 9 out of 10 selected employees' monthly overtime hours were 46 hours, the rest 1 employee's monthly overtime was not exceeded 36 hours.

It violated Laws and Regulations: China Labor Law, Article 41. Maximum monthly overtime arranged for sampled workers from Mar. 01, 2025 to Mar. 06, 2025 were 8 hours. As the number of leave days was more than the law requirement in Jan. 2025, so the attendance records of Jan. 2025 was not selected as samples. Maximum monthly overtime in Jan. 2025 were 24 hours.

被审核方未遵守该原则，因为基于员工访谈、管理层访谈和考勤记录查阅，工人的月加班时间超过了法规要求。管理层表示考勤系统不完善比如没有办法预警当其加班时间快超过或已经超过要求时。2024年2月至审核日的考勤记录提供查阅，大多数抽样员工月加班时间在抽样3个月都超过了36个小时，最多月加班在2024年11月份达到了58个小时。

(1)通过查阅2024年05月10名抽样员工中的9名员工的考勤显示月加班为50小时；剩余1名员工的月加班时间不超过36小时。

(2)通过查阅2024年11月10名抽样员工的考勤显示在40至58小时之间；剩余1名员工的月加班时间不超过36小时。

(3)通过查阅2024年12月10名抽样员工中的9名员工的考勤显示月加班为46小时；剩余1名员工的月加班时间不超过36小时。

违反了《中华人民共和国劳动法》第41条。备注：抽样工人中从2025年3月1日至2025年3月6日最多的月加班为8个小时。因为2025年1月份放假的天数比法定要求的天数多，所以2025年1月份的考勤没有作为抽样月份。在2025年1月份最多月加班为24小时。

PA 7: Occupational Health and Safety

Site: ZHEJIANG CHALET GARMENTS CO., LTD | Site amfori ID: 156-001989-002

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

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially complied with this principle because, based on management interviews, employee interviews, document review and onsite observation, some of the occupational health and safety related laws and regulations collected by the factory were not the latest version, such as the Production Safety Law of the People's Republic of China was version 2014 instead of version 2021. As claimed by auditee management that they would update it. It violated the requirements in the amfori BSCI System Manual.

被审核方部分遵守该原则，因为基于管理层访谈、员工访谈、文件审核和现场查看，工厂收集的部分职业健康安全相关的法律法规不是最新版本，例如中华人民共和国安全生产法是2014版本而不是2021版本。管理层表示将会进行更新。违反了amfori BSCI系统手册中的要求。

PA 12: Protection of the Environment

Site: ZHEJIANG CHALET GARMENTS CO., LTD | Site amfori ID: 156-001989-002

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 this principle, because based on management interview, document review and onsite observation, the production process would generate noise. But the auditee did not monitor the noise of boundary to ensure that emissions meet the standards. It violated Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise, Article 23 Remark: as claimed auditee management that they would apply to do it.

被审核方部分遵守该原则，因为基于管理层访谈、文件查阅和现场观察，生产过程中会产生噪音。但工厂没有对厂界噪音进行监测，以确保达标排放。违反了《中华人民共和国噪声污染防治法》第23条 备注：管理层表示将会申请办理。