

Monitored Party <b>ZHEJIANG LEADER INDUSTRY &amp; TRADE CO., LTD.</b>	amfori ID <b>156-053906-000</b>	Address <b>NO. 2-1 INDUSTRIAL AVENUE, SILUKOU SHANG VILLAGE, LONGSHAN TOWN, YONGKANG CITY, Jinhua , Zhejiang Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Bureau Veritas Hong Kong Limited</b>
Monitoring Start Date <b>22/12/2025</b>	Closing Meeting Finished Date <b>22/12/2025</b>	Submission Date <b>29/12/2025</b>
Expiration Date <b>29/12/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>ZHEJIANG LEADER INDUSTRY &amp; TRADE CO., LTD.</b>	Site amfori ID <b>156-053906-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>C</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	

PA 6: Decent Working Hours	<b>D</b>	
PA 7: Occupational Health and Safety	<b>B</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, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>B</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Andy Lu; APSCA membership number: CSCA21701159

Name of team auditor (if applicable): N/A

Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

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

Business partner information: ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD. (浙江乐登工贸有限公司) was located at NO. 2-1 INDUSTRIAL AVENUE, SILUKOU SHANG VILLAGE, LONGSHAN TOWN, YONGKANG CITY, Jinhua, China (浙江省金华市永康市龙山镇四路口上村工业大道2-1号). Business license number: 91330784MA28D7FQ6R. The factory was established on December 21, 2015 and specialized in the manufacture of leader. The main production activities included cutting, metal processing, assembly and packing.

Audited location information: The factory rent one 5-storey office and production building, one 4-storey production building from Yongkang Shenghua Zipper Factory. No canteen, transportation and dormitory were provided to employees.

One 5-storey office and production building:

1F: cutting

2F: office

3-4F: assembly

5F: warehouse

One 4-storey production building:

1F: metal processing

2-3F: assembly, packing

4F: warehouse

Operating shifts and hours: All production activities at the factory comprise one shift from 7:30 to 17:00 with break time from 11:30 to 13:00 from October to April, and 7:00-11:00, 13:00-17:00 from May to September. The normal working days were from Monday to Friday, and the regular rest days were Saturday and Sunday.

Time recording system: Production workers' working hours were recorded by biometric attendance record machine with detailed time in and time out information.

Salary payment details: Production workers were paid at hourly rate before the 30th of the following month by bank transfer. According to the payroll and attendance records of 6 sample employees from October 2025, 6 sample employees from August 2025 and 6 sample employees from January 2025, it was noted that the regular wages of sample employees were at least RMB 21.84-24.14 per hour, which was not less than the local minimum wage RMB2260 per month or RMB12.99 per hour since January 1, 2024. All sample employees were paid 150% and 200% of regular wages for their overtime work on weekdays and rest days respectively, which was not less than the statutory requirement. No overtime working hours were noted on statutory holidays.

And the sample employees' maximum over time hours were 2 hours a weekday, 10 hours a rest day, 0 hour a holiday, 20 hours a week and 80 hours a month in the testing months. The maximal weekly working hours were 60 hours. The longest consecutively working days was 6 days in the testing periods.

Worker number information: There were total 48 employees in the factory, including 10 non-production employees and 38 production employees. There were 26 male employees and 12 female employees in the production employees. There were 37 domestic migrant employees in the factory, including 26 male employees and 11 female employees. No young worker, women pregnant, seasonal, temporary, disabled, home-based workers was noted in the factory. No interns, apprentices, contractor workers was noted in the factory.

Good practices: Each shift had 15 minutes rest during working both in the morning and afternoon.

Worker organization details: The workers freely elected 2 worker representatives on May 2023. The factory encouraged to enforce the communication between worker representatives and workers.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Non-compliances were noted in PA1.1, PA1.4; PA2.2, PA2.4; PA5.5; PA6.2; PA7.1, PA7.3, PA7.6, PA7.10, PA7.11, PA7.13, PA7.17, PA7.22 and PA12.1 in this audit. Please refer to the details of each non-compliance in relevant PA in the report.

Living wage calculation: Living Wage please refer to BNW in attachment. BV has used the methodology which is similar with Anker Benchmark methodology to estimate the living wage by estimating the cost of a basic but decent life style for a worker and his/her family. This involves adding up the cost of three expenditure groups: food (for a low-cost nutritious diet), housing (for basic healthy housing), and other essential expenses for a family, and then adding a small margin for sustainability and emergencies. The reason BV does not use Anker benchmark is no data in GLWC for area where the factory is located. The data source: onsite audit information collection (BV BNW)

The attendance records were cross-checked against production records and confidential interviews were conducted with 6 employees from different departments. No inconsistency regarding working hours was found.

At the end of the audit, a closing meeting was held with the factory representatives. All of the findings were disclosed and discussed and a corrective action plan was explained to the factory representatives. Manager agreed with the findings and signed the corrective action plan.

#### Executive summary of audit report

1. There was no contractor used by the auditee, which made the Contractor license not applicable;
2. There were no agencies used by the auditee, which made the Agency labour contract not applicable;
3. There was no government waiver obtained by the auditee, which made the Government waivers not applicable;
4. There were no Collective bargaining agreements used by the auditee, which made the Collective bargaining agreements not applicable.
5. As of the current project category, production process, scale and pollutant status, the construction project was not included in the environmental impact assessment management scope.

## SITE DETAILS

Site  
**ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD.**

Site amfori ID  
**156-053906-001**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Household Durables</b>
Sub Industry <b>Housewares &amp; Specialties</b>		

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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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	3,800	Monthly
Calculated living wage in local currency	2,345.07	Monthly
Total sample	6	Workers

### Other Metrics

Male workers	34	Workers
Female workers	14	Workers
Non-binary workers	0	Workers
Permanent workers - Male	34	Workers
Permanent workers - Female	14	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	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	26	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	34	Workers
Workers hired directly - Female	14	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 LEADER INDUSTRY & TRADE CO., LTD. | Site amfori ID: 156-053906-001

**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>According to the management and employees interview and documents review as well as factory tour, it was noted that the factory had set up some management procedures to implement the BSCI Code of Conduct, but not all procedures were properly implemented. For example, some health safety issues were noted on site, but none of these issues were raised during internal audit. The factory had not implemented corrective and preventive actions. Thus, the auditor rated it as Partially Non Compliance.</p> <p>In accordance with the requirement of Performance Area 1.1, the auditee shall set up an effective management system to implement the BSCI Code of Conduct.</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂建立了确保BSCI有效实施的管理制度，但是不是所有制度都得以有效实施。比如，工厂现场有一些健康安全问题，但内审中没有识别，也没有实施纠正和预防措施。因此审核员判定为部分不符合。根据执行领域1.1，被审核方（生产商）应确立执行BSCI行为守则的有效管理体系。</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>According to the management and employees interview and documents review as well as factory tour, it was noted that the factory had established the production capacity assessment procedure, but they had not assessed production capacity. The auditor rated it as Partially Non Compliance.</p> <p>In accordance with the requirement of Performance Area 1.4, the auditee shall organize its workforce capacity to meet the expectations of the delivery order and/or contracts.</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂已建立生产能力评估程序，但还未进行生产能力评估。审核员判定为部分不符合。根据执行领域1.4，被审核方（生产商）应组织其劳工来达成交付订单和/或合同预期和要求。</p>



## PA 2: Workers Involvement and Protection

Site: ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD. | Site amfori ID: 156-053906-001

**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
<b>Finding</b>	
<p>According to the management and employees interview and documents review, it was noted that though the factory provided the commitment that they would implement the social responsibility according to the local law and BSCI Code of Conduct, the factory did not have a long-term goals reflect a step-by-step approach toward sustainable improvements. The auditor rated it as Non Compliance.</p> <p>In accordance with the requirement of Performance Area 2.2, the auditee shall define long-term goals to protect workers according to the BSCI Code of Conduct.</p>	<p>根据管理层，员工访谈，文件查看，工厂虽然有承诺执行社会责任，但是没有建立长期目标及如何逐步达到该目标。审核员判定为不符合。</p> <p>根据执行领域2.2，被审核方（生产商）应按照BSCI行为守则明确长期目标以保护工人。</p>

**Question:** 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>Based on employee interviews, document reviewer and onsite observations, it was identified that 2 out of 6 sampled employees from different departments were not aware of the BSCI Code of Conduct information. Auditors rated this finding as a Partial Non-compliance because the auditee had developed that training procedures that social management system should be conducted to all employees every year.</p> <p>In accordance with the requirement of Performance Area 2.4, the auditee shall build sufficient competence to successfully embed responsible practices in the business operation. This refers to managers, workers and workers representatives.</p>	<p>根据员工访谈、文件审核和现场走访，发现6名在不同部门的抽样员工中的2名员工不清楚BSCI行为准则的要求。审核员判断此问题点为部分不符合是因为工厂建立了培训程序要求每年对全部员工进行关于社会责任管理体系的培训。</p> <p>根据执行领域2.4：被审核方（生产商）充分培养下列人士的能力，以便在业务经营中成功结合责任规范，包括经理、工人和工人代表。</p>

## PA 5: Fair Remuneration

Site: ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD. | Site amfori ID: 156-053906-001

**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
<b>Finding</b>	
<p>According to the management and employees interview and documents review, there were 48 employees in the factory, including 5 retired employees and 0 new hired employee. Totally 43 employees shall be provided with social insurance. According to the social insurance payment receipt provided by factory management, it was noted that 20 out of 43 employees (46.51%) were provided with unemployment, pension, medical, maternity insurance, 29 out of 43 employees (67.44%) were provided with and accident insurance October 2025. And the factory provided the commercial accident insurance to 24 employees from July 7, 2025 to July 6, 2026.</p> <p>This violated Article 73 of the Labor Law of the People's Republic of China.</p> <p>According to factory management, they did not provide social insurance to all employees because some employees were unwilling to participate in the social insurance program. All employees interviewed also confirmed that they were voluntary to participate in the social insurance program. In addition, the proportion of employees participating in the insurance is less than 80%. Thus, the auditor rated it as Non Compliance.</p>	<p>根据管理层，员工访谈，文件查看，审核工厂共有48人，其中包含5人退休和0名新入职员工，共需要为43名员工缴社保。根据厂方提供的2025年10月的社会保险缴费单据显示工厂为20/43 (46.51%)名员工提供了失业、养老、医疗、生育保险，为29/43(67.44%)名员工提供了工伤保险。工厂为24员工提供了2025年7月7日到2026年7月6日的商业意外险。</p> <p>根据《中华人民共和国劳动法》第73条 根据工厂管理层访谈，社保覆盖不足是由于部分员工不愿意缴纳社保。根据员工访谈，员工自愿交纳社保。且工厂员工参保比例小于80%，因此判定为不符合。</p>



## PA 6: Decent Working Hours

Site: ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD. | Site amfori ID: 156-053906-001

**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
<b>Finding</b>	
<p>According to the management and employees interview and documents review, and according to the attendance records of 6 sample employees from October 2025, 6 sample employees from August 2025, 6 sample employees from January 2025, it was noted that 6 out of 6 sample employees worked 50 overtime hours per month in October 2025, 6 out of 6 sample employees worked 76-80 overtime hours per month in August 2025, which were not in compliance with the legal requirement of 36 overtime hours per month. The</p>	<p>根据管理层，员工访谈，文件查看，抽样2025年10月6名员工，2025年8月6名员工，2025年1月6名员工的考勤记录，显示6/6名员工在2025年10月加班50小时，6/6名员工在2025年8月加班76-80小时，超过每月加班时间不能超过36小时的法律规定。审核员判断此问题为不符合是因为被审核工厂虽建立用加班时间控制程序，但没有执行。根据管理层访谈，员工加班是根据获得订单来安排。根据《中华人民共和国劳动法》第41条。</p>

## Finding

auditor judged this finding as Non-Compliance because though the auditee had developed overtime control procedures, they were not implemented. Based on management interviews, they arranged the overtime work according to the orders.

In accordance with Article 41 of the Labor Law of the PRC.

## PA 7: Occupational Health and Safety

Site: ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD. | Site amfori ID: 156-053906-001

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

### ENGLISH

### LOCAL LANGUAGE

#### Finding

According to the management and employees interview and documents review as well as factory tour, it was noted that the factory did not provide occupational health examination for workers who were in contact with noise and dust. The auditor judged this finding as Non-compliance because the factory knew the requirement, but they were not implemented.

In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

根据管理层，员工访谈，文件查看和现场查看，工厂没有为接触噪音和粉尘的员工提供职业健康体检。审核员判断此问题为不符合是因为被审核工厂知道要求，但没有执行。

根据《中华人民共和国职业病防治法》第35条。

**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

According to the management and employees interview and documents review, it was noted that the risk assessment for safe, healthy and hygienic working conditions was not conducted sufficiently. The risk assessment did not include the regular monitoring and testing.

The factory had established relevant procedure, and the risk assessment included workshop, warehouses, processes, machines, etc. The auditor rated it as Partially Non Compliance.

根据管理层，员工访谈，文件查看，工厂为车间岗位的健康安全和卫生条件进行风险评估不充分。风险评估没有包括定期监控和检测。

工厂建立了相关的程序文件，且风险评估包含了车间，仓库，工序，机器设备等，因此审核员判定为部分不符合。

根据执行领域7.3，被审核方（生产商）应定期执行安全、健康和卫生工作条件的风险评估。

Finding	
In accordance with the requirement of Performance Area 7.3, the auditee shall regularly carry out risk assessments for safe, healthy and hygienic working conditions.	

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>According to the management and employees interview and documents review as well as factory tour, it was noted that 1 out of 3 employees in the metal processing workshop was not wearing the earplugs which were provided by the factory. Employees were provided with relevant training and free charged PPE was provided to employees in the workshop according to the employee interview and document review. The auditor rated it as Partially Non Compliance.</p> <p>This violated Article 45 of Law of the People's Republic of China on Production Safety.</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂金工车间1/3名员工没有佩戴工厂提供的耳塞。根据员工访谈和资料查看，工厂提供了相关的培训和免费的防护用品给员工。因此审核员判定为部分不符合。</p> <p>根据《中华人民共和国安全生产法》第45条。</p>

**Question:** 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>According to the management and employees interview and documents review as well as factory tour, it was noted that noise and dust were generated from the workshops, which might cause occupational diseases to employees. However, factory did not conduct testing of factors of occupational hazards in the workshops. The auditor judged this finding as Non-compliance because the factory knew the requirement, but they were not implemented.</p> <p>In accordance with Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂生产车间产生噪音和粉尘，对员工存在潜在的职业病危害。但工厂并未对上述车间进行职业危害因素检测。</p> <p>审核员判断此问题为不符合是因为被审核工厂知道要求，但没有执行。</p> <p>根据《工作场所职业卫生监督管理规定》第20条。</p>

**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
<b>Finding</b>	
<p>1. According to the management and employees interview and documents review as well as factory tour, it was noted that the Fire Protection Acceptance Check documents for the two production buildings were not available for review. The auditor judged this finding as Non-compliance because the factory did not know the requirement, also they were not implemented.</p> <p>In accordance with Article 14, Article 26, Article 33, Article 34 of Interim Provisions on Management of Fire Prevention Design Examination and Acceptance Check of Construction Project (Extract).</p> <p>2. According to the management and employees interview and documents review as well as factory tour, it was noted that the factory could not provide the construction safety document (e.g. report or registration files of inspection for completed building construction projects) for the one 5-storey production building.</p> <p>The auditor judged this finding as Non-compliance because the factory knew the requirement, but they were not implemented.</p> <p>In accordance with Article 61 of Construction Law of the People's Republic of China and Article 49 of Regulation on the Quality Management of Construction Projects.</p>	<p>1. 根据管理层，员工访谈，文件查看和现场查看，工厂不能提供两栋厂房的消防验收文件。审核员判断此问题为不符合是因为被审核工厂不知道要求，因此没有执行。根据《建设工程消防设计审查验收管理暂行规定》第14条、26条、33条、34条。</p> <p>2. 根据管理层，员工访谈，文件查看和现场查看，工厂未能提供1栋5层建筑的结构安全证明文件（如建筑工程竣工验收报告或相关备案资料）。审核员判断此问题为不符合是因为被审核工厂知道要求，但没有执行。根据《中华人民共和国建筑法》第61条和根据《建设工程质量管理条例》第49条。</p>

**Question:** 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
<p>1. According to the management and employees interview and documents review as well as factory tour, it was noted that 3 out of 10 sampled electricity box in the workshop were kept open, and without inner cover.</p> <p>The factory conducts monthly inspection for the electric wires and relevant inspection records were provided for review. The auditor rated it as Partially Non Compliance.</p> <p>This Violated Article 5.1.2 of the General Guide for Safety of Electric User (GB/T13869-2017)</p>	<p>1. 根据管理层，员工访谈，文件查看和现场查看，工厂生产车间3/10个抽样电箱开启，且没有内盖。工厂每月对电线做检查，工厂提供了相关的检查记录，因此审核员判定为部分不符合。根据《用电安全导则GB/T13869-2017》第5.1.2条</p> <p>2. 根据管理层，员工访谈，文件查看和现场查看，审核员发现生产车间的2/10个抽样电箱被易燃物料堵塞。工厂每月对电线做检查，工厂提供了相关的检查记录，因此审核员判定为部分不符合。根据《用电安全导则GB/T13869-2017》第5.1.1条</p>

Finding	
<p>2. According to the management and employees interview and documents review as well as factory tour, it was noted that 2 out of 10 sampled electricity boxes in the workshop were blocked by the flammable material.</p> <p>The factory conducts monthly inspection for the electric wires and relevant inspection records were provided for review. The auditor rated it as Partially Non Compliance.</p> <p>In accordance with Article 5.1.1 of the General Guide for Safety of Electric User (GB/T13869-2017)</p>	

**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	
<p>According to the management and employees interview and documents review as well as factory tour, it was noted that 3 punching machines were not installed with the pulley guards in the workshop, and 60% punching machines were not installed with the pedals' protective covers.</p> <p>The factory had established machine safety regulations and provided machine safety training for employees. Per employee interview, no injure accident was occurred. The auditor rated it as Partially Non Compliance.</p> <p>In accordance with Article 7.5.1 of Safety production code for presswork (GB 8176-2012).</p>	<p>根据管理层，员工访谈，文件查看和现场查看，工厂金工车间的3台冲压机没有安装皮带保护罩，60%的冲压机没有安装防护踏板。</p> <p>工厂制定了机器安全规程，并为员工提供了机器安全培训。根据员工访谈，工厂没有工伤事故发生。因此审核员判定为部分不符合。</p> <p>根据《GB 8176-2012冲压机车间安全生产通则》第7.5.1条。</p>

**Question:** 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>According to the management and employees interview and documents review as well as factory tour, it was noted that no privacy doors were installed, and no toilet paper, soap and towel in the toilet located at the workshop.</p> <p>The auditor judged this finding as non-compliance because the factory knew the requirement, but they were not implemented.</p>	<p>根据管理层，员工访谈，文件查看和现场查看，审核员发现生产车间洗手间没有安装隐私门，没有厕纸、肥皂和毛巾。</p> <p>审核员判断此问题为不符合是因为被审核工厂知道要求，但没有执行。</p> <p>根据执行领域7.22，被审核方（生产商）为工人提供尊重当地习俗的干净的洗涤设施、更衣室和洗手间。</p>

### Finding

In accordance with the requirement of Performance Area 7.22, the auditee provides workers with clean washing facilities, changing rooms and toilets that are respectful of local customs.

## PA 12: Protection of the Environment

Site: ZHEJIANG LEADER INDUSTRY & TRADE CO., LTD. | Site amfori ID: 156-053906-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

### ENGLISH

### LOCAL LANGUAGE

### Finding

According to the management and employees interview and documents review, it was noted that there was no grievance mechanism in place to address the environmental concerns of surrounding communities.  
The auditor judged this finding as non-compliance because the factory knew the requirement, but they were not implemented.  
In accordance with Performance Area 12: Protection of the environment 12.1.

根据管理层，员工访谈，文件查看，被审核方没有建立有关周围社区环境问题的申诉机制。  
审核员判断此问题为不符合是因为被审核工厂知道要求，但没有执行。  
根据执行领域 12: 环境的保护-12.1