

Monitored Party FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD.	amfori ID 156-063640-000	Address #5 2nd floor, NO12 Shalong road, Shatou, Jiujiang town, Nanhai district, Foshan, Guangdong Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 06/07/2026	Closing Meeting Finished Date 06/07/2026	Submission Date 13/07/2026
Expiration Date 23/07/2027	Announcement Type Semi Announced	
Site FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD.	Site amfori ID 156-063640-001	

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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	B	

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]: Jason Deng, Registration number: CSCA 21701849.

[Name of observers]: Godspeed Lian, from TÜV Rheinland participated in this audit as an observer for the audit company's internal monitoring purposes.

[Monitoring partner name]: TÜV Rheinland.

[Audit schedule details]: The audit was planned for 1 auditor x 1 day. Start Time: 08:30, End Time: 18:00.

[Announcement Type]: Semi-announced.

[Business partner information]: The auditee was located at #5 2nd floor, NO12 Shalong road, Shatou, Jiujiang town, Nanhai district, Foshan City, Guangdong Province, China (中国广东省佛山市南海区九江镇沙头沙龙路12号二楼5号). The auditee was established in 2019. The auditee specialized in manufacturing compressed sofa. Main production processes were cutting, sewing, assembly and packing. No production process was subcontracted to external factories.

[Audited location information]: There was one building with a total of 4 floors, with a total area of 6,399 square meters. The usage of each floor was as follows:

- -1F: Idle status.
- 1F: Used as a store and dental clinic.
- 2F: Most of the 2F was used by the auditee as production, warehouse and office areas, covering approximately 1,300 square meters. The rest of the 2F was used by a textiles factory.
- 3F: The entire 3F was used by the same textiles factory.

The textiles factory had an independent business license and posted its name on these floors. The auditee did not share workers and had no business relationship with the textiles factory. The auditee did not provide canteen, meals or dormitory to workers. This audit only covered the areas used by the auditee.

[Operating shifts and hours]: The auditee carried out the standard working hours rule, namely, five days per week and eight hours per day. Other time was considered as overtime. There was only one shift for all: normal working hour was 08:00-12:00, 14:00-18:00, overtime 18:30-21:30 for production worker. All workers worked 8 hours on Saturdays. No peak season and low season were observed in past year. The maximum overtime were 3 hours per day.

[Time recording system]: The auditee used fingerprint machine to record working hours.

[Salary payment details]: Basic wage was calculated by hourly rate and minimum wage was RMB 12.65 /hour. Wages were paid on or before the 30th of each month for previous month in cash.

[Worker number information]: There were totally 11 workers including 7 production workers and 4 non-production workers. Production workers included 5 males and 2 females. Domestic migrant workers included 3 males and 1 female. There was no foreign migrant, young, pregnant, seasonal, temporary, disabled, home-based workers. There were no interns, apprentices, contractor workers.

[Good practices]: Nil.

[Worker organization details]: No labor union but worker representative was available in the factory. Worker representative was elected by workers in March 2026. There was one worker representative.

[Circumstances]: The management and sampled workers were cooperative during the audit. There was no special circumstance during the audit.

[Summary of findings]:

PA 1: Insufficient CSR management system, insufficient capacity planning.

PA 2: Insufficient long-term goals to protection workers.

PA 5: Insufficient social insurance participation.

PA 6: Monthly overtime exceeded law requirement.

PA 7: Insufficient protective measure for partial machines.

[Living wage calculation]: #Living wage

- a. No anchor wage available for the producer location, so we used the data provided by auditing company;
- b. The calculation methodology refers to anchor living wage structure;
- c. The data comes from the latest data released by the local Bureau of Statistics. Please refer to the uploaded attachment in platform for the details;

[Attachment]:

- a. There were no agencies used by the auditee, which made the agency labor contract not applicable.
- b. There was no contractor used by the auditee, which made the contractor license/permit not applicable.
- c. The auditee did not obtain any government waivers from local government, which made the government waivers submission not applicable.
- d. There were no collective bargaining agreements, which made the collective bargaining agreements submission not applicable.
- e. 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.
- f. PA12 was not covered during this audit, so related document of environment protection was not uploaded to platform.

SITE DETAILS

Site

FOSHAN NANHAI
JUSHANGPINJU FURNITURE CO.,
LTD.

Site amfori ID

156-063640-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Household Durables
Sub Industry		
Home Furnishings		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	11	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,200	Monthly
Calculated living wage in local currency	3,481.67	Monthly
Total sample	6	Workers

Other Metrics

Male workers	7	Workers
Female workers	4	Workers
Non-binary workers	0	Workers
Permanent workers - Male	7	Workers
Permanent workers - Female	4	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	3	Workers
Domestic migrant workers - Female	1	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	7	Workers
Workers hired directly - Female	4	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	4	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD. | Site amfori ID: 156-063640-001

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 this principle, because based on management and worker interviews, document reviews and onsite observation, during this follow-up review, partial findings have been improved, but the social responsibility management system was still not complete. For instance, social insurance participation was insufficient, monthly overtime work exceeded the legal requirements, the protection of partial mechanical equipment was still lacking, etc. Management said they were committed to establishing good social responsibility practices, but they needed to spend more time improving the working hours and social insurance aspects; for OHS, they would formulate improvement plans. Refer to amfori BSCI System Manual.	被审核方部分遵守该原则，因为基于管理人员和员工访谈，文件审阅和现场观察，在本次跟进审核中，部分问题已经改善，但是社会责任管理体系依然不完善。例如，社保参与不足，月加班超过法规要求，部分机械设备防护依然缺失等。管理人员说他们致力于建立良好的社会责任实践，但是对于工时和社保，他们需要花更多的时间改善；对于健康安全問題，他们将制定改善计划。参考《amfori BSCI系统手册》

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 this principle, because based on management and worker interviews, document reviews, the auditee has established the production capacity planning procedure and was familiar with how to calculate production capacity and allocate personnel. However, in actual operation, the allocation of human resources still failed to meet the demand of the workload, resulting in workers working beyond the legal working hours. Refer to amfori BSCI System Manual.	被审核方部分遵守该原则，因为基于管理人员和员工访谈，文件审阅，被审核方已经建立了产能规划程序，并且了解如何计算产能和配置人员。但是在实际运作中，人力资源的配置依然无法满足任务量的需求，导致工人的工作时间超过了法律规定。参考《amfori BSCI系统手册》

PA 2: Workers Involvement and Protection

Site: FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD. | Site amfori ID: 156-063640-001

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

Finding

The auditee partially respected this principle, because based on document review, management and worker interview, the auditee defined long-term goals to protect workers. However, the workers and their representatives did not participate in setting these goals (such as inviting workers to participate in discussions and publicly informing the workers), and the auditee did not regularly track the implementation of these goals. Management explained that they knew the overall requirements for establishing long-term protection goals for the workers, but the implementation details were still not very clear. Refer to 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，被审核方建立了保护工人的长期目标。但是工人和工人代表没有参与确立这些目标（如邀请工人参与讨论，公示出来告知员工），被审核方也没有定期追踪这些目标的执行情况。管理人员解释他们知道建立保护工人长期目标的总体要求，但是实施细节方面还不是很清楚。参考《amfori BSCI系统手册》

PA 5: Fair Remuneration

Site: FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD. | Site amfori ID: 156-063640-001

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

Finding

The auditee did not respect this principle, because based on management and workers interviews, document reviews, insufficient social insurance participation for workers. At present, the auditee had 11 workers, among which all workers who entered the factory more than one month, one worker who reached the retired age. Up to audit date, 10 workers needed to participate in the social insurance, but through social insurance system review from July 2025 to June 2026, 8 workers did not participate in basic endowment insurance, basic medical insurance, unemployment insurance, maternity insurance, employment injury insurance. According to interviews with management and workers, most of workers have participated in the rural cooperative medical insurance at their hometown, so they were not willing to participate in social insurance. Remarks: 1). The auditee provided commercial accident insurance to all

被审核方未遵守该原则，因为基于管理人员和员工访谈，文件审阅，员工社保参与不足。目前被审核方有11名员工，其中所有员工入职都超过了一个月，一名员工达到退休年龄。截至审核当天，需要参加社保的员工为10人，通过查看2025年7月到2026年6月的社保系统，8名员工未参加基本养老保险、基本医疗保险、失业保险、生育保险、工伤保险。通过管理人员和工人访谈，大部分工人已经参加了农村合作医疗险，所以不愿意参加社保。备注：1）.被审核方给所有员工提供了商业意外险；该保险的有效期从2026年6月8日到2027年6月7日；2）.目前被审核方没有保留员工参加农村合作医疗的证据。参考《中华人民共和国社会保险法》第10，23，33，44, 53条

Finding

workers; The valid of the contract was from 8 June 2026 to 7 June 2027; 2) At present, the auditee has not retained the evidence of workers participating in rural cooperative medical care. Refer to Social insurance Law of PRC, article 10, 23, 33, 44, 53.

PA 6: Decent Working Hours

Site: FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD. | Site amfori ID: 156-063640-001

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

The auditee did not respect this principle, because based on management and worker interviews, onsite observation, document review, monthly overtime exceeded 36 hours for other months except February 2026 (including Spring Festival Holiday and annual leave). Three months 'working hours records of 6 workers were randomly selected: In October 2025, In March 2026, In May 2026. The monthly overtime hours of all sampled workers were 54 hours, 59 hours, and 63 hours, respectively and the processes involved were sewing, assembly and packing. Management explained that all orders were based on order status and it was very difficult for manufacturing enterprises to control overtime within 36 hours per month. In any case, they would fully consider the reasonable rest time for the workers: a maximum of three hours of overtime per day and a mandatory rest day per week. Through worker interview, all overtime was voluntary and they hoped to more overtime in order to get more overtime compensation. Remark: Monthly overtime from 1 July 2026 to audit day was 14 hours. Refer to PRC Labor Law article 41.

被审核方未遵守该原则，因为基于管理层和员工的访谈，现场观察、文件查阅，除了2026年2月（包含春节假期和年假）外，其他月份月加班都超过36小时。随机抽取6名员工三个月工时记录：2025年10月，2026年3月，2026年5月。所有抽样员工的月加班时间分别为54小时，59小时，63小时，涉及的岗位为车缝、组装和包装。管理人员解释生产任务都是基于订单情况，生产型企业要将加班控制在每月36小时之内是非常困难的。在任何情况下，他们安排生产任务的时候都会充分考虑工人的合理休息时间：每天最多加班3小时，每周必须休息一天。通过员工访谈，所有的加班都是自愿的；工人希望多加班以获得加班费。备注：从2026年7月1日到审核当天加班为14小时。参考《中华人民共和国劳动法》第41条。

PA 7: Occupational Health and Safety

Site: FOSHAN NANHAI JUSHANGPINJU FURNITURE CO., LTD. | Site amfori ID: 156-063640-001

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 this principle, because based on onsite observation, management and workers interview, the auditee has established the machinery and equipment management system and provided training to all workers operating the machines; the majority of the mechanical equipment's protective measures were in good condition; no accidents occurred within the past year. However, the pulleys of the two sewing machines in the sewing workshop lacked the protective cover. Management explained that they were installed before but were lost during maintenance, and they would purchase them from the supplier later. Refer to General rules for designing the production facilities in accordance with safety and health requirements (GB5083-1999), article 6.1.6	被审核方部分遵守该原则，因为基于现场观察、管理人员和工人访谈，被审核方建立了机械设备管理制度，并给所有操作机器的员工进行了培训；绝大部分机械设备防护处于良好状态；过去一年内，也没有发生意外事故。但是车缝车间两部针车的皮带轮没有防护罩。管理人员解释以前有安装，维修过程中丢失了，后续他们将通过供应商采购。参考《生产设备安全卫生设计总则》（GB 5083-1999）6.1.6条。