

Monitored Party Anji Maochang furniture Co.,Ltd.	amfori ID 156-066329-000	Address Floor 3, 198 Yangguang Road, Dipu street, Anji county, Zhejiang province, China, Anji, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Eurofins CPA
Monitoring Start Date 10/11/2025	Closing Meeting Finished Date 10/11/2025	Submission Date 13/11/2025
Expiration Date 13/11/2026	Announcement Type Semi Announced	
Site Anji Maochang furniture Co.,Ltd.	Site amfori ID 156-066329-001	

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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	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: Terry Jiang; APSCA membership number: CSCA 21700038

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Eurofins CPA

Audit schedule details: The audit is planned for 1 auditor x 1 day, Monitoring Date: November 10, 2025

Announcement Type: Semi announced full audit

Business partner information: Anji Maochang Furniture Co., Ltd. Address: Floor 3, 198 Yangguang Road, Dipu Street, Anji County, Zhejiang Province, China

Information in business license: (name: 安吉茂昌家具股份有限公司/ Anji Maochang Furniture Co., Ltd. , address: 浙江省湖州市安吉县递铺街道阳光大道198号3楼/ Floor 3, 198 Yangguang Road, Dipu Street, Anji County, Zhejiang Province, China , license number: 91330523MA28C9JK2A) which was established on May 20, 2016. The auditee factory manufactured chairs. The main production processes were cutting, sewing, wooden processing, glue spraying, assembly and packing.

Audited location information: The factory rent and consisted of the 3rd floor of one 6-storey building:

1F: Empty

2F: used by Anji Kuanyu Furniture Factory

3F: used by auditee factory for cutting, sewing, wooden processing, glue spraying, assembly, packing, warehouse and office

4F: used by Anji Meizhiqu Furniture Co., Ltd.

5F: used by Anji Yongming Furniture Co., Ltd.

6F: used by Anji Mingyi Furniture Co., Ltd.

The construction area was about 2200 square meters. No canteen, dormitory or transportation was provided.

Operating shifts and hours: All sections ran 1 shift: 7:30 to 11:30, 13:00 to 17:00 from Monday to Friday. The maximum overtime hours were 2 hours a weekday and 56 hours a month. The maximum weekly working hours was 52 hours a week. The longest consecutive work period was 6 days. No pregnant, young, disabled, foreign migrant worker was noted in the factory.

Time recording system: Biometric system.

Salary payment details: According to the payroll and attendance records of 5 samples from September 2025, August 2025 and January 2025 respectively, it was noted that all samples were paid at least RMB 17 per hour which were higher than the local minimum wage of RMB 2260 per month or RMB 12.99 per hour since January 1, 2024. Further, all sample employees were paid 150% of their normal wage for the overtime working hours on normal working days and 200% of their normal wage for the overtime working hours on the rest days. No overtime working hours were noted on statutory holidays.

According to review of the social insurance receipt, except 3 retired employee who could not participate social insurance program, only 18 out of 20 employees (90%) were provided with maternity, medical, unemployment, pension and accident insurance in September 2025.

Pay date: before the 15th of the following month. Pay method: bank transfer.

Worker number information:

- Total worker number: 23 workers including 6 non-production staffs and 17 production workers
- Production worker number: 17 (9 male workers and 8 female workers)
- Vulnerable worker number (e.g., domestic and foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers) (male and female number details should be given): 8 domestic migrant workers (5 male workers and 3 female workers)
- Any other special group workers (interns, apprentices, contractor workers etc.): None

Good practices: The factory paid on time. No grievance was noted. Per employee interview, the management was nice.

Worker organization details: 2 worker representatives were elected by all employees on February 28, 2025.

Circumstances: There was no special circumstance during the audit.

Summary of findings: During this audit, findings were noted from PA 1, PA 2, PA 5, PA 6, PA 7 related to management system, BSCI training, social insurance, overtime hours, chemical safety, machine safety, etc.

Remarks:

1. There were no agencies and contractors used by the auditee, which made the agency labor contract and contractor license not applicable.

2. The auditee did not obtain government waivers and collective bargaining agreements, which made aforesaid documents not applicable.
3. According to GDPR policy, no employees' personal data was recorded in the report. Thus, no information on sampled workers section was recorded.
4. #Living wage calculation: 1. The reason why auditor didn't use Anker methodology is No Anker data for the area. 2. The living wage data calculation was filled Remuneration and Working Hours part of the report and attached in the attachment.
3. The manually collect methodology is total family basket *1.2 4. The data source is from management and employee interviews and the local government local price source reference: http://fgw.huzhou.gov.cn/art/2024/12/11/art_1229210747_58841195.html
5. The auditee rent the factory building from Anji Guifa Metal Processing Cccessories Factory. Lease contract was provided for review. Per factory tour, employee interview and document review, there were totally 5 factories in the same building. All factories had separated business licenses, management system, payroll system and employees and all interviewed employees confirmed that they were not allowed to work in the other factory or saw any employee from other factory working in auditee. No issue of unauthorized transfer of employees was noted.

SITE DETAILS

Site
Anji Maochang furniture Co.,Ltd.

Site amfori ID
156-066329-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	23	Workers
Legal minimum wage in local currency	2,260	Monthly
Lowest wage paid for regular work at the site	2,958	Monthly
Calculated living wage in local currency	2,716.04	Monthly
Total sample	5	Workers

Other Metrics

Male workers	13	Workers
Female workers	10	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	10	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	4	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	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	5	Workers
Domestic migrant workers - Female	3	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	10	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	2	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Anji Maochang furniture Co.,Ltd. | Site amfori ID: 156-066329-001

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	
<p>According to management interview, worker interview, worker representative interview, site tour and document review, the factory had set up a Social Management System. Social procedures (e.g. Human resources, Grievance mechanisms, etc.) were established to implement the BSCI Code of Conduct. But not all policies were properly implemented, such as overtime working hours exceeded legal limit systematically, etc. This question is rated as partially because the social management system had been established. This violated Performance Area 1: Social Management System and Cascade Effect 1.1.</p>	<p>根据管理层访谈、员工代表访谈、员工访谈、现场参观和文件审阅，工厂建立了社会责任管理体系（如：人事政策，申诉机制等）。建立了社会责任程序来符合BSCI要求。但是不是所有制度都得以有效实施，比如工厂加班系统性超时。由于工厂已经建立了管理体系故判为部分不符合。 根据执行领域1：社会管理体系和级联效应 1.1。</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>According to management interview, worker interview, worker representative interview, and document review, it was noted that production capacity assessment procedure was established, but the factory did not conduct assessment. And the procedure could not control overtime hours effectively. This question is rated as partially because the production capacity assessment procedure had been established. This violated Performance Area 1: Social Management System and Cascade Effect 1.4.</p>	<p>根据管理层访谈、员工代表访谈、员工访谈、和文件审阅，工厂建立了生产能力评估程序，但没有进行评估。程序无法有效控制加班时间。由于工厂已经建立了评估程序故判为部分不符合。 根据执行领域1：社会管理体系和级联效应 1.4。</p>

PA 2: Workers Involvement and Protection

Site: Anji Maochang furniture Co.,Ltd. | Site amfori ID: 156-066329-001

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	
<p>According to document review, employee interview and management interview, auditor noted that the auditee had established the long terms goals to protect workers according to the amfori BSCI Code of Conduct. However, the workers or worker representatives did not take part in the process of making the long terms goals. This question is rated as partial because the factory had established long term goal.</p> <p>This violated Performance Area 2: Workers Involvement and Protection 2.2.</p>	<p>通过文件审核，员工访谈和管理人员访谈，审核员发现被审核方已经按照amfori BSCI的期望建立保护工人的长期目标，但在制定建立保护工人的长期目标过程中，员工和员工代表并没有参与其中。由于工厂已经建立了长期目标故判为部分不符合。</p> <p>根据执行领域2：工人参与度和保护2.2。</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
Finding	
<p>Based on management interview and document review, the factory provided the BSCI training for all workers. But according to worker interview, 80% interviewed workers didn't know the requirement of amfori BSCI, etc. This question is rated as partially because the factory had established a training program and BSCI training was provided regularly. This violated Performance Area 2: Workers Involvement and Protection 2.4.</p>	<p>根据管理层访谈和文件审核，工厂给所有员工提供了amfori BSCI的培训，但根据员工访谈，80%被访谈的员工不清楚amfori BSCI的要求。由于工厂已经建立了培训程序且提供了BSCI培训故判为部分不符合。</p> <p>根据执行领域2：工人参与和保护2.4.改善。</p>

PA 5: Fair Remuneration

Site: Anji Maochang furniture Co.,Ltd. | Site amfori ID: 156-066329-001

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>According to interview and document review, it was noted that the factory did not establish procedure to calculate living wage including methodology, data source, etc. This question is rated as No because the factory did not do any survey of the local living wage before the audit.</p> <p>In accordance with Performance Area 5: Fair</p>	<p>根据访谈和文件审核，工厂没有建立程序包括方法论、数据来源等来计算生活工资。由于工厂没有在审核前完成最低生活需求工资的调查故判为不符合。</p> <p>根据执行领域5：公平报酬 5.4。</p>

Finding	
Remuneration 5.4.	

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	
<p>According to review of the social insurance receipt, except 3 retired employee who could not participate social insurance program, only 18 out of 20 employees (90%) were provided with maternity, medical, unemployment, pension and accident insurance in September 2025. The factory provided group accident insurance valid from March 11, 2025 to March 10, 2026 to rest employees who did not join social insurance program. This question is rated as partial because most employees were provided with social insurance and all employees were covered by accident insurance. In accordance with Article 73 of the Labor Law of the People's Republic of China.</p>	<p>根据社保收据显示，除了无法参加社保的3名退休员工，2025年9月工厂仅为20名员工中的18名(90%)员工提供了生育保险，医疗保险，失业保险，养老保险和工伤保险。工厂为没有参加社保的其他员工均提供了自2025年3月11日至2026年3月10日的商业工伤保险。由于工厂为大部分员工提供了社保且所有员工都提供了工伤保险故判为部分不符合。根据《中华人民共和国劳动法》第73条。</p>

PA 6: Decent Working Hours

Site: Anji Maochang furniture Co.,Ltd. | Site amfori ID: 156-066329-001

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	
<p>Based on management interview, worker interview, worker representative interview, and document review, according to the payroll and attendance records of 5 samples from current month September 2025, random month August 2025 and random month January 2025. 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 48 hours) in September 2025, which was not in compliance with the legal requirement; 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 56 hours) in August 2025, which was not in compliance with the legal requirement.</p>	<p>根据工厂提供的工资考勤记录，抽样最近月2025年9月5名员工，2025年8月5名员工，2025年1月5名员工： 5/5名员工在2025年9月的加班时间为48小时，超过每月加班时间不能超过36小时的法律规定； 5/5名员工在2025年8月的加班时间为56小时，超过每月加班时间不能超过36小时的法律规定。 根据《中华人民共和国劳动法》第41条。</p>

Finding	
<p>This question is rated as No because the overtime hours exceeded legal limit systematically.</p> <p>This Violated Article 41 of the Labor Law of the PRC.</p> <p>Remark: No ZT alert was triggered because the factory established working hour procedure to ensure all employees could get enough rest and pay overtime wage properly. According to employee interview, employees accept the current overtime intensity.</p>	

PA 7: Occupational Health and Safety

Site: Anji Maochang furniture Co.,Ltd. | Site amfori ID: 156-066329-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>According to interview and document review, it was noted that the factory did not provide regular occupational health check to employees in the workshop who were exposed to noise, dust, hazardous materials. This question is rated as No because the factory could not provide other evidence to prove the health condition for the employees who contact with occupational hazard. In accordance with Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.</p>	<p>根据管理层和员工访谈，以及文件审核，工厂没有为在生产车间接触噪音、粉尘及有害物质的员工提供职业病体检。由于工厂无法证明接触职业危害员工的健康状况故判定为不符合。</p> <p>根据《中华人民共和国职业病防治法》第35条。</p>

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	
<p>According to interview, factory tour and document review, it was noted that the risk assessment was not conducted sufficiently. The factory did not recognize potential deficiencies by conducting OHS risk assessments on a regular basis. This question is rated as partially because risk assessment procedure had been established.</p> <p>This violated Performance Area 7: Occupational</p>	<p>根据访谈、现场参观和文件审核，工厂为车间岗位进行风险评估不充分。没有定期进行职业健康和安全风险评估来识别潜在的缺陷。由于工厂建立了风险评估程序故判为部分不符合。</p> <p>根据执行领域7：职业健康和安全 7.3改善。</p>

Finding	
Health and Safety 7.3.	

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	
<p>According to employee interview and factory tour, it was noted that 20% glue containers in the factory were not post with safety label. This question is rated as partially because chemical safety procedure had been established and no other related finding was noted.</p> <p>This violated Article 14 of the Regulation For Chemical Usage Safety in Work Place.</p>	<p>根据员工访谈和现场参观，审核员发现工厂20%胶水桶没有张贴安全标签。由于工厂建立了化学品安全程序且没有发现其他类似问题故判为部分不符合。</p> <p>根据《工作场所安全使用化学品规定》第14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 factory tour, document review, management and worker interview, it was noted that dust and noise were generated in workshops and glue was used in workshops, which might cause occupational diseases to employee in workshops. However, the factory did not conduct testing of factors of occupational hazards in workshop. This question is rated as No because factory could not provide any evidence to prove the factor of occupational hazards generated in workshop.</p> <p>This violated Article 20 of Provisions on the Supervision and Administration of Occupational Health at Work Sites.</p>	<p>根据现场走访，文件审核，管理层和员工访谈，审核员发现工厂车间有粉尘及噪声产生，车间使用胶水等，对员工存在潜在的职业病危害。但工厂并未对该车间进行职业病危害因素检测。由于工厂无法提供证据证明车间产生的职业病危害故判为不符合。</p> <p>根据《工作场所职业卫生监督管理规定》第20条。</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 employee interview and factory tour,</p>	<p>根据员工访谈和现场参观，审核员发现缝纫车间全</p>

Finding	
<p>the installation height of needle guard equipped with all 5 sewing machines were too high to protect employees' finger properly. This question is rated as partial because the factory had established machine safety procedure, provided training to employees and other machine guards were equipped properly.</p> <p>In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.</p>	<p>部5台缝纫机针挡安装过高。由于工厂建立了机器安全程序，并提供了培训故判为部分不符合。根据《生产设备安全卫生设计总则(GB5083-1999)》第6.1.6条。</p>

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?	
ENGLISH	LOCAL LANGUAGE
Finding	
No canteen was provided.	没有提供食堂。

Question: 7.23 Is there satisfactory evidence that the auditee provision of transportation to workers is safe and complies with national regulations?	
ENGLISH	LOCAL LANGUAGE
Finding	
No transportation was provided.	没有提供班车。

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?	
ENGLISH	LOCAL LANGUAGE
Finding	
No dormitory was provided.	没有提供宿舍。