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| Monitored Party Jinlongheng Furniture Co., Ltd. | amfori ID 156-022512-000 | Address 15th Floor, Tower A, No. 81, Tanxi Section, Beihua Road, Tanxi Community, Longjiang Town, Shunde District, 528318 Foshan, Guangdong Sheng, China |
| Monitoring Activity amfori Social Audit - Manufacturing | Monitoring Type Full Monitoring | Monitoring Partner ELEVATE |
| Monitoring Start Date 29/04/2025 | Closing Meeting Finished Date 29/04/2025 | Submission Date 09/05/2025 |
| Expiration Date 09/05/2026 | Announcement Type Semi Announced | |
| Site Jinlongheng Furniture Co., Ltd | Site amfori ID 156-022512-002 | |

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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 |  |

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|--|---|---|
| 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: Vicky Huang, APSCA membership number: CSCA 21701126

Monitoring partner name (audit company): ELEVATE.

Audit schedule details: The audit was planned for 1 lead auditor x 1 day. The full audit (Semi-announced) was conducted on April 29, 2025.

Business partner information: Jinlongheng Furniture Co., Ltd. is located at 15th Floor, Tower A, No. 81, Tanxi Section, Beihua Road, Tanxi Community, Longjiang Town, Shunde District, Foshan City, Guangdong Province, China based on the amfori BSCI platform. The factory address is the same with actual location, amfori BSCI platform and BL. Factory established in 2004 and moved to above location in March 2024. The factory's local name is “广东金龙恒家居有限公司 (914406057693292350)”.

Audited location information: In view of the factory, the building area is around 51680 square meters. Factory occupied with 1/F, 2/F and 15/F of 1 block of 17-storey office building (Tower A), part of 1/F, 2/F and 3/F of 1 block of 8-storey production building (Tower B). No dormitory, canteen and kitchen were provided in the factory. 3-14/F of Tower A were rent to “Foshan Shunde Fansi Furniture Co., Ltd.”; 16 & 17/F were vacant. 4-8/F of Tower B were rent to “Foshan Shunde Fansi Furniture Co., Ltd.” Both factories operated individually and no management and employees were shared. Both were vertical sharing and have individual exits.

Operating shifts and hours: Attendance records from March 2024 to audit day and payroll records from March 2024 to February 2025 were reviewed in this audit. By cross check those records, production records and interview with the management, workers and worker representative, the regular working time was 8 hours per day and 5 days per week; the production workers were from 8:00 to 17:30 with 1.5 hours lunch break from 12:00 to 13:30. They always rested on Sundays and public holidays.

Time recording system: Factory used the finger printing attendance system for time recording.

Salary payment details: All employees' wages were calculated by hourly rate, the lowest basic wage was RMB 12.07 per hour which was above the local legal minimum payment requirement (RMB 1900 per month or RMB 10.92 per hour since December 1, 2021); for overtime wages, 150% and 200% of basic wages were paid to employees for their overtime hours on workdays and rest days respectively, no overtime was arranged on public holidays. Employees are paid in cash before the end day of the following month. Auditor has reviewed the social insurance records for recent 3 months, as per record for the latest month March 2025, a total of 47 employees were eligible to receive five types of social insurances in March 2025 according to the law. All 47 employees (100%) were enrolled in pension insurance, occupational injury insurance, unemployment insurance , and medical insurance (including child -bearing insurance).

Worker number information: Based on the audit booking, there are total 47 employees in the factory, including 28 male employees and 19 female employees currently working in the factory. No children or young workers worked in the factory, and the youngest employee was 22 years old. There were 31 production employees (including cutting, sewing, embroidering, spring making, sponge overlying, quilting, assembly, inspection and packing sections and warehouse) and 16 non-production employees (including management person, office worker).

Good practices: Factory calculated the living wage.

Worker organization details: There was no Trade Union available in the factory, but there were 2 worker's representatives selected by workers.

Circumstances: The factory management and workers were positive for this audit, auditor well communicated all non-compliances and good practice to factory already, finally factory signed the onsite CAP, and auditor left factory.

Summary of findings: The performance areas which needed improvement were as follows: PA1, PA2, PA6, PA7 and PA13.

Living wage calculation: This audit was used Anker Methodology to collect factory's living wage data. Factory calculated

the living wage by themselves, and auditor accepted it.

SITE DETAILS

Site

Jinlongheng Furniture Co., Ltd

Site amfori ID

156-022512-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Home Furnishings

amfori Process Classifications

N.A.

NACE Classification

Manufacture of furniture

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

| | | |
|---|-------|---------|
| Total workforce | 47 | Workers |
| Legal minimum wage in local currency | 1,900 | Monthly |
| Lowest wage paid for regular work at the site | 2,100 | Monthly |
| Calculated living wage in local currency | 2,150 | Monthly |
| Total sample | 10 | Workers |

Other Metrics

| | | |
|--|----|---------|
| Male workers | 28 | Workers |
| Female workers | 19 | Workers |
| Non-binary workers | 0 | Workers |
| Permanent workers - Male | 28 | Workers |
| Permanent workers - Female | 19 | 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 | 8 | Workers |
| Management - Female | 8 | 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 | 17 | Workers |
| Domestic migrant workers - Female | 8 | 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 | 28 | Workers |
| Workers hired directly - Female | 19 | 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 | 6 | Workers |
| Sample - Non-binary | 0 | Workers |

FINDINGS

PA1: Social Management System

Site: Jinlongheng Furniture Co., Ltd | Site amfori ID: 156-022512-002

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

Finding

Based on management and worker interview, factory tour and document review, the main auditee partially respected this principle because the main auditee had set some management procedure to implement the amfori BSCI Code of Conduct, but not all policies were properly conducted. For example, some non-compliances were noted in PA2, PA6, PA7 and PA13. (In accordance with amfori BSCI Code of Conduct)

根据管理层和员工访谈、现场走访和文件审阅，工厂部分遵守了此领域要求，建立了确保amfori BSCI行为准则有效实施的管理制度，但不是所有制度都能有效实施。比如工厂在PA2、PA6、PA7和PA13领域均有缺失。(根据amfori BSCI Code of Conduct)

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

Based on management and worker interview and document review, the main auditee partially respected this principle, the auditee had established workforce capacity procedure. However, OT hours (finding 6.2) reflected workforce planning was not fully effective. (In accordance with amfori BSCI Code of Conduct)

根据管理层和员工访谈、和文件审阅，在此次审核过程中，工厂部分遵守了此项要求，工厂有建立生产能力评估程序。但是加班时间（第6.2发现点）反映出人力规划不是完全有效的。(根据amfori BSCI Code of Conduct)

PA 2: Workers Involvement and Protection

Site: Jinlongheng Furniture Co., Ltd | Site amfori ID: 156-022512-002

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

Based on management and worker interview and document review, the main auditee partially

根据管理层和员工访谈、和文件审阅，在此次审核过程中，工厂部分遵守了此项要求，尽管工厂有定

| Finding | |
|---|--|
| respected this principle because though the factory has provided regular training for workers, 20% interviewed workers did not know the detail of amfori BSCI Code of Conduct. (In accordance with amfori BSCI Code of Conduct) | 期提供培训，但是20%的访谈员工不太清楚amfori BSCI行为准则的内容。(根据amfori BSCI Code of Conduct) |

PA 6: Decent Working Hours

Site: Jinlongheng Furniture Co., Ltd | Site amfori ID: 156-022512-002

| 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 | |
| Based on management and worker interview, and document review, the main auditee did not respect this principle because the monthly overtime hours of 10 out of 10 randomly selected workers exceeded 36 hours in December 2024 with the highest of 54 hours; 10 out of 10 exceeded 36 hours in July 2024 with the highest of 54 hours. (In accordance with the People's Republic of China Labor Law article 41) | 根据管理层和员工访谈、文件审阅，在此次审核过程中，工厂没有遵守了此项要求，在随机抽取的10名工人中，有10名工人的月加班时间在2024年12月超过36小时，最高达到54小时；在2024年7月，随机抽取的10名工人中有10名工人月加班时间超过36小时，最高达到54小时。（根据《中华人民共和国劳动法》第41条） |

PA 7: Occupational Health and Safety

Site: Jinlongheng Furniture Co., Ltd | Site amfori ID: 156-022512-002

| Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities? | |
|---|--|
| ENGLISH | LOCAL LANGUAGE |
| Finding | |
| Based on management and worker interview, factory tour and document review, the main auditee partially respected this principle because 1. the factory had established complete management system on health and safety, included the identify and awareness of related legal regulation, health and safety check, training and etc. But H&S issues were identified due to management negligence. (In accordance with amfori BSCI Code of Conduct) 2. the factory was categorized with "normal" risk | 根据管理层和员工访谈、现场走访和文件审阅，在此次审核过程中，工厂部分遵守了此项要求， 1. 工厂已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但是由于管理疏忽，导致仍然有健康安全问题存在。(根据amfori BSCI Code of Conduct) 2. 工厂审核员发现工厂属于《建设项目职业病危害风险分类管理目录》中职业病危害一般类别，但是工厂没有按照法规要求每三年至少进行一次职业病危害因素检测。2024年度职业病危害因素定期检测无法提供。（根据《工作场所职业卫生管理规定》 |

| Finding | |
|---|--------|
| according to the Catalogue for Classification Management of Occupational Disease Hazard Risks, however, the factory did not conduct the regular testing of occupational hazardous factors at least three years. The report for 2024 is not available for review. (In accordance with Provisions on the Administration of Occupational Health at Work Sites (effective from 02/01/2021), Article 20) | 第二十条) |

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 | |
| Based on management and worker interview and factory tour, and document review, the main auditee partially respected this principle because 3 sewing machines on 1/F of Block B were not equipped with eye shield and belt guard. (In accordance with General Rules for Designing the Production Facilities (GB5083-2023) article 6.1.1 & General Rules for Designing the Production Facilities (GB5083-2023) article 6.1.5) | 根据管理层和员工访谈、现场走访和文件审阅，在此次审核过程中，工厂部分遵守了此项要求，工厂B栋1楼三台缝纫机没有安装护眼挡板和皮带保护罩。(根据《生产设备安全卫生设计总则》(GB5083-2023)第6.1.1条和《生产设备安全卫生设计总则》(GB5083-2023)第6.1.5条) |

PA 13: Ethical Business Behaviour

Site: Jinlongheng Furniture Co., Ltd | Site amfori ID: 156-022512-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

| ENGLISH | LOCAL LANGUAGE |
|--|---|
| Finding | |
| Based on management and worker interview and document review, the main auditee partially respected this principle, though the factory has provided regular training for workers, 20% interviewed workers did not know the detail of the requirements of business ethics policies. (In accordance with amfori BSCI Code of Conduct) | 根据管理层和员工访谈、和文件审阅，在此次审核过程中，工厂部分遵守了此项要求，尽管工厂有定期提供培训，但是20%的访谈员工不太清楚商业道德政策要求的内容。(根据amfori BSCI Code of Conduct) |