

Monitored Party	amfori ID	Address
Jiangxi Fubang Building Materials Technology Co., Ltd.	156-068001-000	No. 7, Changqing Road, Zone B, Luyang Industrial Park, Economic Development Zone, Guangfeng District, Shangrao, Jiangxi Sheng, China
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	Eurofins CPA
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
29/01/2026	29/01/2026	03/02/2026
Expiration Date	Announcement Type	
03/02/2027	Semi Announced	
Site	Site amfori ID	
Jiangxi Fubang Building Materials Technology Co., Ltd.	156-068001-001	

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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): Nil

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: January 29, 2026

Announcement Type: Semi announced Full audit

Business partner information: Jiangxi Fubang Building Materials Technology Co., Ltd. Address: No. 7, Changqing Road, Zone B, Luyang Industrial Park, Economic Development Zone, Guangfeng District, Shangrao, Jiangxi, China

Information in business license: (name: 江西富邦建材科技有限公司/ Jiangxi Fubang Building Materials Technology Co., Ltd. , address: 江西省上饶市广丰区经济开发区芦洋产业园B区长青路7号/ No. 7, Changqing Road, Zone B, Luyang Industrial Park, Economic Development Zone, Guangfeng District, Shangrao, Jiangxi, China , license number:

913611226724397108) which was established on April 18, 2008. The auditee factory manufactured furniture. The main production processes were cutting, drilling, nailing, sewing, gluing, assembly and packing.

Audited location information: The factory rented and consisted of part of one 1-storey building: 1F: cutting, drilling, nailing, sewing, gluing, assembly, packing and office, rest area was used by owner.

The construction areas were around 8000 square meters. No canteen, dormitory or transportation was provided.

Operating shifts and hours: All sections ran 1 shift: 7:45 to 11:45, 13:00 to 17:00 from Monday to Friday. The maximum overtime hours were 2 hours a weekday and 62 hours a month. The maximum weekly working hours was 58 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 December 2025, August 2025 and May 2025 respectively, it was noted that all samples were paid at least RMB 17.25 per hour which were higher than the local minimum wage of RMB 1950 per month or RMB 11.21 per hour since December 1, 2025 and RMB 1740 per month or RMB 10 per hour before December 1, 2025. 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 6 retired employee who could not participate social insurance program, only 17 out of 22 employees (77%) were provided with pension and unemployment insurance. 20 out of 22 employees (91%) were provided with accident insurance in January 2026.

Pay date: before the 25 of the following month. Pay method: cash.

Worker number information:

- Total worker number: 28 workers including 5 non-production staffs and 23 production workers
- Production worker number: 23 (12 male workers and 11 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): None
- 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 December 10, 2024.

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, PA 12 related to management system, BSCI training, social insurance, overtime hours, chemical safety, machine guard, saving water, 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. #LivingWage 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 *1.1/number of workers per family 4. The data source is from

management and employee interviews and the local government local price source reference: https://drc.jiangxi.gov.cn/jxsfzhggwyh/col/col14636/content/content_2015690284746149888.html

5. The auditee rent factory building from Jiangxi Shunfa Steel Structure Co., Ltd. Lease contract was provided for review. Per factory tour, employee interview and document review, both 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

Jiangxi Fubang Building Materials Technology Co., Ltd.

Site amfori ID

156-068001-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	28	Workers
Legal minimum wage in local currency	1,950	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	2,204.43	Monthly
Total sample	5	Workers

Other Metrics

Male workers	15	Workers
Female workers	13	Workers
Non-binary workers	0	Workers
Permanent workers - Male	15	Workers
Permanent workers - Female	13	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	0	Workers
Domestic migrant workers - Female	0	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	15	Workers
Workers hired directly - Female	13	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: Jiangxi Fubang Building Materials Technology Co., Ltd. | Site amfori ID: 156-068001-001

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	
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	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。

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	
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.	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。

PA 2: Workers Involvement and Protection

Site: Jiangxi Fubang Building Materials Technology Co., Ltd. | Site amfori ID: 156-068001-001

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	
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. This violated Performance Area 2: Workers Involvement and Protection 2.2.	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。 根据执行领域2：工人参与度和保护2.2。

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 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.	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。 根据执行领域2：工人参与和保护2.4.改善。

PA 5: Fair Remuneration

Site: Jiangxi Fubang Building Materials Technology Co., Ltd. | Site amfori ID: 156-068001-001

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	
According to review of the social insurance receipt, except 6 retired employee who could not participate social insurance program, only 17 out of 22 employees (77%) were provided with pension and unemployment insurance. 20 out of 22 employees (91%) were provided with accident insurance in January 2026. No employee was provided with	根据社保收据显示，除了无法参加社保的6名退休员工，2026年1月工厂仅为22员工中的17名（77%）提供了养老保险、失业保险。为22名员工中的20名（91%）提供了工伤保险。没有为员工提供生育保险及医疗保险。为没有参与社保的员工在在2025年10月13日至2026年10月12日提供了商业团体意外保险。由于工厂仅为部分员工提供了部分社保故判

Finding

maternity and medical insurance. The factory provided group accident insurance valid from October 13, 2025 to October 12, 2026 to rest employees who did not join social insurance program. This question is rated as No because only part employees were provided with part of social insurance.

In accordance with Article 73 of the Labor Law of the People's Republic of China.

为不符合。
根据《中华人民共和国劳动法》第73条。

PA 6: Decent Working Hours

Site: Jiangxi Fubang Building Materials Technology Co., Ltd. | Site amfori ID: 156-068001-001

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

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 December 2025, August 2025 and May 2025, 5 out of 5 sample population employees worked in excess of 36 overtime hours per month (i.e. 54 to 56 hours) in December 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. 50 to 52 hours) in August 2025, which was not in compliance with the legal requirement; 8 out of 10 sample population employees worked in excess of 36 overtime hours per month (i.e. 62 hours) in May 2025, which was not in compliance with the legal requirement.

This question is rated as No because the overtime hours exceeded legal limit systematically.

This Violated Article 41 of the Labor Law of the PRC.

Remark: No ZT alert was triggered because the factory established working hour procedure to ensure all employees could got enough rest and pay overtime wage properly. According to employee interview, employees accept the current overtime intensity.

根据工厂提供的工资考勤记录，抽样最近月2025年12月5名员工，2025年8月5名员工，2025年5月5名员工：

5/5名员工在2025年12月的加班时间为54至56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50至52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5月的加班时间为62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。

PA 7: Occupational Health and Safety

Site: Jiangxi Fubang Building Materials Technology Co., Ltd. | Site amfori ID: 156-068001-001

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 factory tour and document review, it was noted that the factory only provided occupational health check to 1 employee working in cutting section who were in contact with noise and dust yearly. However, occupational health checks were not provided to other 10 employees who contact with noise, dust and glue. This question is rated as No because the factory could not provide other evidence to prove the health condition for most employees who contact with occupational hazard.

This violated Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

根据现场参观和文件审核，审核员发现厂方仅为在切割车间接触噪声和粉尘的1名员工提供职业病体检，但工厂并没有组织其他接触噪声、粉尘和胶水的名员工进行职业病体检。由于工厂无法证明接触职业危害的大多数员工的健康状况故判定为不符合。

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 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.

This violated Performance Area 7: Occupational Health and Safety 7.3.

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。

根据执行领域7：职业健康和安全 7.3改善。

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

According to interview and factory tour, it was noted that there was no anti-leakage facility (e.g.

根据员工访谈和现场参观，审核员发现工厂喷胶车间存放的20%化学品容器没有使用二次容器。由于

Finding	
secondary container) for 20% chemical containers stored in gluing section. This question is rated as partially because chemical safety procedure had been established and no other related finding was noted. This violated Performance Area 7: Occupational Health and Safety 7.7.	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。 根据执行领域7：职业健康和安全 7.7改善。

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	
According to employee interview and factory tour, the installation height of needle guards equipped with all sewing machines were too high to protect employees' fingers properly in sewing section. 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. In accordance with Article 6.1.6 of Code of Design of Manufacturing Equipment Safety and Hygiene.	根据员工访谈和现场参观，审核员发现缝纫车间所有缝纫机安装的针挡过高无法有效保护员工手指。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。

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。

PA 12: Protection of the Environment

Site: Jiangxi Fubang Building Materials Technology Co., Ltd. | Site amfori ID: 156-068001-001

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH	LOCAL LANGUAGE
Finding	
According to factory tour, document review and interview, it was noted that no actual active plan focused on wastewater reduction and saving water were established by the factory. This question is rated as partial because the factory had established related procedure. In accordance with Performance Area 1: Protection of Environment 12.5.	工厂未针对降低污水的排放以及节约用水建立实际的行动。由于工厂已经建立相关程序故判为部分不符合。 根据执行领域12：职业健康和安全 12.5.