

Monitored Party WECARE FURNITURE (LONGYAN) CO.,LTD	amfori ID 156-027258-000	Address No.105, Peifeng Street Bei Road, Peifeng Town, Yongding District, 364000 Longyan, Fujian Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 15/10/2025	Closing Meeting Finished Date 15/10/2025	Submission Date 22/10/2025
Expiration Date 22/10/2026	Announcement Type Semi Announced	
Site WECARE FURNITURE (LONGYAN) CO.,LTD	Site amfori ID 156-027258-001	

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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	C	
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: Danny Xu; APSCA membership number: CSCA 21701130

Name of team auditor (if applicable): N/A; APSCA membership number: N/A

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

Monitoring partner name: Bureau Veritas Consumer Products Service (Audit Company APSCA membership number: 11600002)

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

Business partner information: The factory was established on November 23, 2020 and specialized in the manufacture of furniture. Business license number was 91350822MA353RFTXR. Factory name in English was WECARE FURNITURE (LONGYAN) CO., LTD. Factory local name in business license was 唯恺乐家具（龙岩）有限公司. Factory address in English was No.105, Peifeng Street Bei Road, Peifeng Town, Yongding District, 364000 Longyan, China. Factory local address in business license was 福建省龙岩市永定区培丰镇培丰街北路105号.

The main production processes in the factory included machining, paint spraying, inspection and packing.

Audited location information: Within the premises, there were 9 buildings. The auditee only rented and used the whole E flat production building used as production area (machining and paint spraying workshop), the partial area of F flat production building used as office, warehouse and production area (inspection and packing workshop). Verified through on-site observation, management interview and document review, the rest area of F flat building used by A carton factory, and the rest buildings used by landlord of B furniture factory, tenant of C sport goods factory and A carton factory. Confirmed with document review, management and worker interview, the factory did not share workplace or workforce with the other factory, and did not have business relationship with them. The auditee did not provide dormitory, canteen and transportation for workers. Thus, this audit only included the area used by the auditee.

The buildings were rented by auditee.

Operating shifts and hours: The regular working hours were 8 hours per day and 40 hours per week. The normal working days were from Monday to Friday, and the regular rest days were Saturday and Sunday. There was only one working shift for workers and the working hour was 8:00 to 12:00 and 13:00 to 17:00 with a rest break from 12:00 to 13:00. No vulnerable workers (pregnant, young, disabled, foreign migrant etc.) were noted.

Time recording system: The factory adopted finger printing attendance system to record employees' working hours.

Salary payment details: Employees' wages were paid at the end of each month after the payment period by bank transfer. Per payroll review and interviews with management and employees, all employees were paid by hourly rate.

Worker number information: There were a total of 31 employees with 25 production workers (8 male production workers and 17 female production workers) and 6 non-production staffs in the factory. There were 2 domestic migrant workers (2 males and 0 female), who were from Sichuan provinces of China. No young, pregnant, seasonal, temporary, disabled, home-based workers or interns, apprentices, contractor workers were noted. The youngest employee noted during this audit was 29 years old.

Good practices: N/A

Worker organization details: There was no union but a worker representative committee established in the factory. Worker representatives were elected by workers freely.

Circumstances: There was no special circumstance during the audit.

Summary of findings: The factory had set up a social management system. However, the social management system was not implemented effectively because deficiency was found in PA 1, 2, 5, 6 and 7. Please refer to the report in amfori BSCI platform for details.

Living wage calculation: #LivingWage

Basic Needs Wage was provided by auditing company. Please refer to the attached file on the amfori BSCI platform.

BV had used the methodology which was 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 involved 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 did not use Anker benchmark was no data in GLWC for area where the factory was located. The data source: onsite audit information collection (BV BNW).

Remark:

1. There was no contractor/agencies/government waivers/collective bargaining used or available by the auditee, which made the contractor license/agency labour contract/government waivers/collective bargaining agreements not applicable.
2. Attendance person list: Mr. Zeng Hua Guo/Manager and Mr. Li/Worker Representative

SITE DETAILS

Site
**WECARE FURNITURE
(LONGYAN) CO.,LTD**

Site amfori ID
156-027258-001

GICS Classification

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

amfori Process Classifications

Jointing
Coating / finishing (application of a base coat/
application of a topcoat) - spraying / casting /rolling /
dipping
Assembly of furniture / Assembly of furniture frame
Moulding / molding (wood) / Coving
Packing / Packaging and Shipping
Sanding/Polishing
Cutting

GS1 Classifications

N.A.

NACE Classification

Manufacture of furniture

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	31	Workers
Legal minimum wage in local currency	2,045	Monthly
Lowest wage paid for regular work at the site	3,500.88	Monthly
Calculated living wage in local currency	2,389.87	Monthly
Total sample	5	Workers

Other Metrics

Male workers	13	Workers
Female workers	18	Workers
Non-binary workers	0	Workers
Permanent workers - Male	13	Workers
Permanent workers - Female	18	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	5	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	2	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	13	Workers
Workers hired directly - Female	18	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	2	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: WECARE FURNITURE (LONGYAN) CO.,LTD | Site amfori ID: 156-027258-001

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>Per document review, factory tour and management interview, the factory had set up a social management system. However, the social management system was not implemented effectively because deficiency was found in PA 1, 2, 5, 6 and 7. Thus, this finding was rated as partially. This violated Performance Area 1: Social Management System and Cascade Effect 1.1.</p>	<p>根据文件审核，现场巡视和管理人员访谈，工厂建立了社会责任管理体系，但是工厂的社会责任管理系统未能有效执行，因为在执行领域1，2，5，6和7存在缺失。因此该问题点判为部分不符合。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>Per document review, employee interview and management interview, the factory had established the production capacity and costs procedure and arranged the production plan corresponding, but the factory did not organize its workforce capacity effectively to meet the expectations of the delivery order, which resulted workers' monthly OT hours exceeded local legal requirement. Thus, this finding was rated as partially. This violated Performance Area 1: Social Management System and Cascade Effect 1.4.</p>	<p>根据文件审核，员工访谈和管理人员访谈，工厂建立产能及成本核算程序并依此安排生产计划，但是因工厂未能有效的组织起员工的生产能力以满足订单需求而导致员工的月加班时间超出法规要求。因此该问题点判为部分不符合。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: WECARE FURNITURE (LONGYAN) CO.,LTD | Site amfori ID: 156-027258-001

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
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Finding	
<p>Per document review, employee interview and worker representative interview, the factory had set long term goals to protect workers according to the amfori BSCI Code of Conduct, but didn't monitor the achievement rate of the goals, and workers were not invited to define the long-term goals. Thus, this finding was rated as partially. Please refer to BSCI PA 2.2.</p>	<p>根据文件审核，员工访谈和员工代表访谈，工厂根据amfori BSCI行为守则设置了长期目标，但是没有追踪目标的达成率，且没有邀请员工参与制定长期目标。因此该问题点判为部分不符合。请参看BSCI PA 2.2。</p>

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Per document review, factory tour and management interview, it was noted that the factory had established or participated in an effective grievance mechanism for individuals, the grievance mechanism allowed workers to lodge suggestions or complaints related to the workers' rights, and individuals had alternative ways for lodging a complaint, such as through suggestion box, worker representative or directly to the management. However, the factory had not set up a channel for local communities' coming up with its suggestions or complaints to management for improvement. Thus, this finding was rated as partially. Please refer to BSCI 2.5.</p>	<p>根据文件审核，现场巡视和管理人员访谈，审核员发现工厂建立和参与了有效的个人申诉机制，申诉机制赋予了工人提出建议，投诉的权利，并且开放了可替代的投诉方式，例如通过意见箱，工人代表或直接向管理层投诉。但是，工厂尚未创建给外部的利益相关方（例如：当地社区）提供申诉的渠道。因此该问题点判为部分不符合。请参看BSCI的要求2.5。</p>

PA 5: Fair Remuneration

Site: WECARE FURNITURE (LONGYAN) CO.,LTD | Site amfori ID: 156-027258-001

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>Per document review, employee interview and management interview, it was noted that the factory did not collect the information and calculate the basic needs wages to identify possible gaps existing between the actual remuneration and the basic needs wages. Thus, this finding was rated as No.</p>	<p>根据文件审核，员工访谈和管理人员访谈，审核发现工厂未进行基本需求工资信息收集和计算以识别其实际支付的工资和基本需求工资之间的差距。因此该问题点判为不符合。请参看BSCI PA 5.4。</p>

Finding	
Please refer to BSCI 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>Per document review, employee interview and management interview, according to the social insurance payment receipt provided by factory management, it was noted that 6 out of 31 employees (19.35%) were provided with pension, accident and unemployment insurance, 2 out of 31 employees (6.45%) were provided with maternity and medical insurance in September 2025. In addition, factory had provided commercial accident insurance to 30 employees, and the valid period was from May 22, 2025 to May 21, 2026. Due to the factory's social insurance coverage was insufficient, this finding was rated as No. In accordance with Article 73 of the Labor Law of the People's Republic of China.</p>	<p>根据文件审核，员工访谈和管理人员访谈，根据厂方提供的2025年9月社会保险缴费单据显示工厂为6/31名员工（19.35%）提供了养老，工伤和失业保险，为2/31名员工（6.45%）提供了生育和医疗保险。另外，工厂为30名员工提供了商业意外险，有效期从2025年5月22日至2026年5月21日。由于工厂的社会保险覆盖不足，因此该问题点判为不符合。根据《中华人民共和国劳动法》第73条。</p>

PA 6: Decent Working Hours

Site: WECARE FURNITURE (LONGYAN) CO.,LTD | Site amfori ID: 156-027258-001

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>Per document review, employee interview and management interview, it was noted that 15 out of 15 sample population employees worked in excess of the statutory overtime hour limits. A review of 15 sample population employees' time records (5 samples from current paid month August 2025, 5 samples from March 2025 and 5 samples from January 2025) yielded the following: a) 5 out of 5 sample population employees' monthly overtime in January 2025 reached 56-62 hours; b) 5 out of 5 sample population employees' monthly overtime in March 2025 reached 58-64 hours; c) 5 out of 5 sample population employees' monthly overtime in</p>	<p>根据文件审核，员工访谈和管理人员访谈，审核员从厂方提供的工资记录中抽取15个样本（从最近工资支付月2025年8月，从2025年3月，从2025年1月各抽取5个样本），发现共有15名员工加班时间超出了法定标准，具体为：a) 5/5名抽样员工在2025年1月的加班时间为56-62小时。b) 5/5名抽样员工在2025年3月的加班时间为58-64小时。c) 5/5名抽样员工在2025年8月的加班时间为58-64小时。该问题点判为不符合，因为抽样的3/3个月均有加班工作。根据《中华人民共和国劳动法》第41条。</p>

Finding

August 2025 reached 58-64 hours; This finding was rated as No because overtime working was observed 3 out of 3 sample months.
In accordance with Article 41 of the Labor Law of the PRC.

PA 7: Occupational Health and Safety

Site: WECARE FURNITURE (LONGYAN) CO.,LTD | Site amfori ID: 156-027258-001

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

ENGLISH

LOCAL LANGUAGE

Finding

Per document review, employee interview and management interview, it was noted that the factory provided the occupational health checks to employees who were in contact with hazardous materials (e.g. noise, dust and benzene series etc.) yearly. However, the occupational health checks were not provided to employees before they take the posts or leave the posts. This finding was rated as No because the auditee had internal monitoring system to ensure regular occupational health checks were provided to all employees handling hazardous materials.
Please refer to Article 35 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases.

根据文件审核，员工访谈和管理人员访谈，审核发现厂方有每年为接触有毒有害物质(例如：噪声，粉尘和苯系物等)的员工提供职业病体检，但工厂并没有组织这些员工在上岗前和离岗时进行职业病体检。该问题点判为不符合，因为被审核方没有内部的监管系统确保为所有接触有毒有害物质的员工提供定期的职业病体检。
请参看《中华人民共和国职业病防治法》第35条。

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

Per document review, factory tour and management interview, it was noted that 5 out of 5 barrels of hazardous chemicals (e.g. thinner, paint) used and stored in the production area were not placed in secondary containers. This finding was rated as partially because this issue was caused by oversight of management.
Please refer to Article 20 of Regulation for Safety of

根据文件审核，现场巡视和管理人员访谈，审核发现工厂生产区域存放和使用的5/5桶危险化学品(例如：天那水，油漆)没有放置在二次容器中。该问题点判为部分不符合，因为管理上的疏忽导致该问题的出现。
请参看《危险化学品安全管理条例》第20条。

Finding	
Hazardous Chemical.	

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
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Finding	
<p>Per document review, factory tour and management interview, it was noted that no toilet paper and soap were supplied in the toilet. This finding was rated as No because the auditee did not establish internal monitoring system to ensure toilets had been provided with clean washing supplies.</p> <p>Please refer to BSCI PA 7.22.</p>	<p>根据文件审核，现场巡视和管理人员访谈，工厂没有在厕所洗手区提供纸巾和洗手用的肥皂。该问题点判为不符合，因为被审核方没有建立内部的监管系统确保洗手间配备清洁洗涤用品。</p> <p>请参看BSCI PA7.22。</p>