

Monitored Party <b>FOSHAN ORCCO FURNITURE CO.,LTD</b>	amfori ID <b>156-039754-000</b>	Address <b>No.4th Huangji Road,Jiujiang Town,Nanhai District, 528203 FOSHAN, Guangdong Sheng, China</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>QIMA Limited</b>
Monitoring Start Date <b>03/06/2025</b>	Closing Meeting Finished Date <b>05/06/2025</b>	Submission Date <b>05/06/2025</b>
Expiration Date <b>20/09/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>FOSHAN ORCCO FURNITURE CO.,LTD</b>	Site amfori ID <b>156-039754-001</b>	

This is an extract of the online Monitoring Result, generated on 12/06/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.







amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.© amfori, 2021





## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>B</b>	
PA 6: Decent Working Hours	<b>D</b>	

---

PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Dennis Yang; APSCA membership number: CSCA 21703687

Monitoring partner name: QIMA LIMITED, APSCA Membership Number: 11600049

Audit schedule details: (Total MD is 1.5 MD) The audit is planned for 1 auditor x one day on site, and 0.5 days for reporting.

Audit type: Semi-announced follow-up audit.

### Business partner information:

The audited factory FOSHAN ORCCO FURNITURE CO., LTD (佛山市讴歌家具有限公司, 914406055813873880) was established on August 17, 2011. And the address was No.4th Huangji Road, Jiujiang Town, Nanhai District, Foshan City, Guangdong Province, China (中国广东省佛山市南海区九江镇璜矾大道4号). The factory specialized in manufacturing of leather products such as office chair and wobble stool. And the main production processes included wooden parts processing, cutting, sewing, glue spraying, assembly and packing.

### Audited location information:

The factory currently rented four flat buildings as production floor, warehouse and office (Building #1, #2, #3, #4) from Mr. Liang Wenyuan. No dormitory or canteen was provided for the employees. Details of building were as follow: Building #1: Warehouse; Building #2: Office and warehouse; Building #3: Glue spraying, wooden parts processing, assembly and packing; Building #4: Cutting and sewing.

### Operating shifts and hours:

Attendance records from Sep 1, 2024, till the audit date were available for review. 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 regular working hour was from 08:30 to 17:30 with 1.5 hours break from 12:00 to 13:30 and employees sometimes overtime worked 1 hour per day which were from 18:30 to 20:30 and 8 hours on Saturday when busy. The peak season was not obvious as per facility management. No statutory holiday overtime was conducted. Reasonable rest breaks and the 7th day of rest were guaranteed. The time records of 5 samples were randomly selected from April 2025 (current month), March 2025 (randomly selected month) and November 2024 (randomly selected month) as primary sample. The maximum daily working time was 10 hours (8 hours regular+2 hours overtime) per day and maximum weekly working time was 58 hours (40 hours regular time + 18 hours overtime). The maximum monthly overtime working hours were 56 hours.

### Time recording system:

Workers used computerizing attendance system to record their working hour information.

### Salary payment details:

Payrolls from September 2024 to April 2025 were provided for review. And those of 5 samples were randomly selected from November 2024, March 2025 and April 2025 as primary sample. Workers were paid by hourly rate. Wages were paid on or before 30th of following month by cash. The lowest basic wages paid for workers from November 2024 to Feb 2025 were RMB1900 per month equivalent RMB10.92 per hour, which meet the local legal minimum wage RMB1900 per month equivalent RMB10.92 per hour. The lowest basic wages paid for workers from March 2025 to April 2025 were RMB2080 per month equivalent RMB11.95 per hour, which meet the local legal minimum wage RMB2080 per month equivalent RMB11.95 per hour. The overtime was paid by 150% and 200% of normal rate for weekday and rest day overtime respectively. No mandatory holiday overtime was conducted. No illegal deduction was made. Social insurance was provided to all workers.

### Worker number information:

Total worker number: 129 (69 males and 51 females) 66 were local (30 males and 36females) and 54 (39 males and 15 females) were domestic migrant workers. Among them 89 were production employees (55 males and 34 females) and 35 (15 males and 16 females). were non-production employees. No young workers or other special groups of workers are use.

### Worker organization details:

There was no labor union in the auditee currently. Two worker representatives had been elected by employees freely in the factory, and the auditee had conducted internal communication meetings with the worker representatives regarding workplace-related issues regularly.

Summary of findings:

PA1: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. amfori BSCI Code management was not perfect. Working hours management system was not perfect.

PA2: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. The established long term goal with no control and target defined by the factory. No grievance record was collected since the last audit in Sep 2024 and the established grievance mechanism was not including all interested parties.

PA5: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. Insufficient social insurance coverage for all employees.

PA6: The overall observation shows that the auditee partially fulfilled the requirement of this performance area. Monthly overtime hours exceeded legal requirement.

Living wage calculation:

The factory conducted the assessment on local decent living wage standard and the auditor's calculation on local decent living wage standard follows Anker Methodology.

Remark:

1. There was no agency used by the auditee, which made the agency labour contract not applicable.
2. There was no contractor used by the auditee, which made the contractor license/permit not applicable.
3. There was no government waiver provided by the auditee, which no local law requirement.
4. The Personal Information Protection Law of the People's Republic of China was promulgated on August 20, 2021, the producer ensured that relevant personal data and information provided to auditor has been obtained the individual's consent during the audit. There was a personal data protection law in China, so the auditor had desensitized the uploaded attachment.

## SITE DETAILS

Site	Site amfori ID
<b>FOSHAN ORCCO FURNITURE CO.,LTD</b>	<b>156-039754-001</b>

### GICS Classification

---

Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Household Durables</b>
Sub Industry		
<b>Home Furnishings</b>		

### amfori Process Classifications

---

N.A.

### GS1 Classifications

---

N.A.

### NACE Classification

---

Manufacture of furniture

### Water Stress Situation

---

N.A.

## METRICS

### Key Metrics

Total workforce	120	Workers
Legal minimum wage in local currency	2,080	Monthly
Lowest wage paid for regular work at the site	2,080	Monthly
Calculated living wage in local currency	2,442	Monthly
Total sample	5	Workers

### Other Metrics

Male workers	69	Workers
Female workers	51	Workers
Non-binary workers	0	Workers
Permanent workers - Male	69	Workers
Permanent workers - Female	51	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	15	Workers
Management - Female	16	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	39	Workers
Domestic migrant workers - Female	15	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	69	Workers
Workers hired directly - Female	51	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: FOSHAN ORCCO FURNITURE CO.,LTD | Site amfori ID: 156-039754-001

**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
<b>Finding</b>	
<p>Follow-up audit (3/6/2025) The previous finding had not been corrected.</p> <p>The main auditee partially respected this principle. Because based on document review, management interview and onsite observation, completed amfori BSCI procedures were established, and this management system was implemented during the factory daily operation, also the factory had communicated the requirement of this management system to partners such as suppliers. But gaps between the factory and the requirements due to the management negligence when implementing the amfori BSCI system, and there are problems such as overtime hours and so on. The facility management declared that they would gradually improve. It violated the requirement of question 1.1 in amfori BSCI system manual.</p>	<p>跟进审核（2025年6月3日）上次发现的问题没有改善。</p> <p>被审核方部分遵守该原则。原因是根据文件审核，管理层访谈和现场观察，工厂有建立完整的amfori BSCI管理体系的相关程序并在日常生产中执行该管理体系。同时工厂也将该管理体系要求传达给供应商等合作伙伴。但是由于管理层疏忽，工厂在执行amfori BSCI体系时与要求存在差距，工厂现场存在加班时间等问题。工厂管理层解释他们会逐步进行改善。违反了amfori BSCI管理手册中问题1.1的要求。</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
<b>Finding</b>	
<p>Follow-up audit (3/6/2025) The previous finding had not been corrected.</p> <p>The main auditee partially respected this principle. Because based on document review and management interview, the factory had calculated the production capacity and costs of production, but the factory did not analyze trends of overtime, and the workforce capacity evaluation did not focus on legal requirements so that there was risk of exceeding legal overtime requirements due to busy or urgent orders. It violated the requirement of question 1.4 in amfori BSCI system manual.</p>	<p>跟进审核（2025年6月3日）上次发现的问题没有改善。</p> <p>被审核方部分遵循该准则。原因是根据文件审核和管理层访谈，工厂有进行产能核算及成本核算，但工厂没有分析加班时间的趋势，且工厂的产能评估是没有关注工作时间的法律符合性，这可能导致由于繁忙或者紧急的订单出现加班时间超过法律要求的风险。违反了amfori BSCI管理手册中问题1.4的要求。</p>



## PA 2: Workers Involvement and Protection

Site: FOSHAN ORCCO FURNITURE CO.,LTD | Site amfori ID: 156-039754-001

**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
<b>Finding</b>	
<p>Follow-up audit (3/6/2025) The previous finding had not been corrected.</p> <p>Factory established partial long term goals (such as health and safety and payment) to protect workers, but did not established a plan reflecting a step-by-step approach toward sustainable improvements. For example, there was gap on the working hours between the factory's practice and BSCI's requirement, but no any control and target was defined by factory. Reference BSCI Code of Conduct 2.2 .</p>	<p>跟进审核（2025年6月3日）上次发现的问题没有改善。</p> <p>工厂建立了部分保护员工的目标（如健康安全和工资福利），但是未制订逐步可执行的计划以达到持续改善的情况。例如尽管工时方面在实际中和BSCI的要求有差距，但工厂没有制定相关的控制和目标。参考BSCI行为守则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
<b>Finding</b>	
<p>Follow-up audit (3/6/2025) The previous finding had not been corrected.</p> <p>The main auditee partially respected this principle because although the grievance procedure provided by the factory mentioned anonymous complaint was collected by suggestion box, no any grievance record was collected in the recent one year and the auditee did not conduct investigation about it. Moreover, the established grievance mechanism was not including all interested parties, only used for internal part. Reference BSCI Code of Conduct 2.5 .</p>	<p>跟进审核（2025年6月3日）上次发现的问题没有改善。</p> <p>生产商部分遵守该原则，工厂建立了匿名的申诉渠道，可以通过意见箱收集申诉记录，但是工厂近一年未收集到任何申诉记录，工厂并未开展任何调查。且工厂建立的申诉机制没有包含所有利益相关方，只是对工厂内部适用。参考BSCI行为守则2.5。</p>

## PA 5: Fair Remuneration

Site: FOSHAN ORCCO FURNITURE CO.,LTD | Site amfori ID: 156-039754-001

**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
<b>Finding</b>	
<p>Follow-up audit (3/6/2025) The previous finding had</p>	<p>跟进审核（2025年6月3日）上次发现的问题没有改</p>

## Finding

not been corrected.

The main auditee partially respected this principle because the factory did not provide all kinds of social insurance to all employees as per legal requirement. Based on the social insurance payment records provided by the factory, there were totally 120 employees on the audit day, 15 employees reached to the retirement age and no newly joined workers, the factory should provide five kinds of social insurance for 105 employees, however, based on the latest social insurance receipt of May 2025, the factory only provided 74 employees (13.6%) with pension insurance and unemployment insurance, with work-related injury insurance, medical including maternity insurance. In addition, the commercial accident insurance (valid from May 20, 2025, to May 19, 2026) and retired injury insurance were provided to rest workers who didn't obtain social insurance. The audited factory explained that most workers were not willing to buy the social insurance in the audited factory. It violated Labor Law of the People's Republic of China (2018 Amendment) Article 72, Article 73

善。

被审核方部分遵循该原则，因没有依照法规要求为所有员工购买社保。根据工厂提供的社保缴费记录，审核当天工厂有120名员工，其中15名退休年龄、无新入职员工，工厂应为105名员工提供五种社会保险，然而，在2025年5月，工厂只为74名员工（70.5%）提供了养老保险、失业险，工伤保险，生育保险（含医疗保险）。另外工厂给剩余未购买社保的员工提供了商业意外险（有效期从2025年5月20日到2026年5月19日）退休工伤险。被审核工厂解释部分员工不愿在被审核工厂参保。违反了中华人民共和国劳动法（2018修正）第七十二条,第七十三条

## PA 6: Decent Working Hours

Site: FOSHAN ORCCO FURNITURE CO.,LTD | Site amfori ID: 156-039754-001

**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

Follow-up audit (3/6/2025) The previous finding had not been corrected.

The main auditee did not respect this principle because based on 5 sample workers' time and wage records, it was noted that 5 out of 5 randomly selected workers' monthly overtime hours exceeded 36 hours and the max. were 66 hours/month in Apr 2025 (latest payment month); 5 out of 5 randomly selected workers' monthly overtime hours exceeded 36 hours and the max. were 66 hours/month in Mar 2025 (random month); 5 out of 5 randomly selected workers' monthly overtime hours exceeded 36 hours and the max. were 66 hour/month in Nov 2024 (random month). It

跟进审核（2025年6月3日）上次发现的问题没有改善。

被审核方未遵守该原则，因根据5名员工的考勤和工资记录，发现2025年4月份(最近发薪月)抽样的5名员工中有5名的月加班超过36小时，最大为66小时/月；2025年3月份(随机月)抽样的5名员工中有5名的月加班超过36小时，最大为66小时/月；和2024年11月（随机月）抽样的5名员工中有5名的月加班超过36小时，最大为66小时/月。违反了中华人民共和国劳动法（2018修正）第四十一条。

**Finding**

violated Labor Law of the People's Republic of China (2018 Amendment), Article 41.