

Monitored Party Shaoxing Naite Drive Technology Co.,Ltd	amfori ID 156-034843-000	Address No. 68, Xinsan Road, Sanjiang Street, 312400 SHENGZHOU, Zhejiang Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 27/04/2026	Closing Meeting Finished Date 29/04/2026	Submission Date 09/05/2026
Expiration Date 09/05/2027	Announcement Type Semi Announced	
Site Shaoxing Naite Drive Technology Co.,Ltd	Site amfori ID 156-034843-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	D	
PA 2: Workers Involvement and Protection	C	
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: Grace Xu; APSCA membership number (CSCA 21701996)

Name of team member auditor: Nil;

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

Monitoring partner name: SGS (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit is planned for 1 auditor x 2.5 days (Day1: 08:35-16:30, Day1: 08:35-16:30, Day3: 08:35-12:40). The Full audit was Semi-announced and conducted on Apr.27-29,2026.

Business partner information: Shaoxing Naite Drive Technology Co.,Ltd (绍兴市耐特驱动科技有限公司) (Business licence registration number: 913306833501994434) was established on Jul.31, 2015 and located at No. 68, Xinsan Road, Sanjiang Street, Shengzhou, Zhejiang, China (中国浙江省嵊州市三江街道新三路68号). The valid of business license was from Jul.31, 2015 to long-term. The name was same as registered name of business license. The registered address of business license was AREA B, SANJIANG INDUSTRIAL FUNCTIONAL REGION, SANJIANG STREET, SHENGZHOU, ZHEJIANG, confirmed with auditee management, the address used in report was No. 68, Xinsan Road, Sanjiang Street, Shengzhou, Zhejiang, which was more detailed. The auditee specialized in height adjustable desk. Main production processes in the auditee were metal working (laser cutting, punching, bending, tapping, milling, welding, polishing), wiping, assembly and packing. The annual production capacity was 350000 pcs.

Audited location information: The auditee rented one 7-storey building from Shengzhou Jindi Intelligent Kitchen Electric Co., Ltd, and the landlord was changed name from Shaoxing Gede Construction Technology Co., LTD in 2018, the lease agreement had been provided for review. Details of the building as follows:

1F with 3000 sqm used as laser cutting, bending, punching, tapping, milling and warehouse.

2F with 3000 sqm used as welding and polishing.

3F with 3000 sqm used as kitchen, canteen and warehouse.

4F with 3000 sqm used as wiping, assembly and packing.

5F with 3000 sqm used as assembly and warehouse.

6F with 3000 sqm used as assembly.

7F with 3000 sqm used as office.

Operating shifts and hours & Time recording system:

The main auditee had established working hours procedure and used IC card scanning machine to record workers' working time. During the audit, the main auditee had provided the attendance records from Apr.1,2025 to Apr.27.2026 and the payrolls from Apr.2025 to Mar.2026 for review. Based on worker interviews and document review, workers' regular working time was 5 days per week (from Monday to Friday) and 8 hours per day. One shift was arranged for all production workers: 07:30~11:30,13:00~17:00 from May to Sep., 8:00~11:20, 12:00~16:40 from Oct. to Apr. of next year, 18:00~20:00 was regarded as overtime and worked 8 hours on Saturdays normally, the maximum daily overtime hours were 2 hours, the maximum monthly overtime was 60 hours, and the maximum weekly working time in Aug.2025-standard hours(40 hours) + maximum weekly OT (14 hour) /Nov. 2025-standard hours(40 hours) + maximum weekly OT (14 hours)/Mar.2026--standard hours(40 hours) + maximum weekly OT (14 hours). The main auditee guaranteed workers have at least one day off per seven days, workers could choose work overtime or not, and the main auditee paid enough overtime wage according to legal law.

Salary payment details:

The factory had established the procedures on working hours and remuneration on Jan.4,2024. The training on remuneration such as the local minimum wages standards and OT wages were provided to the workers and management. The workers knew the local minimum wages standards and OT wages, the related documents were posted onsite for reference. The wages were paid by bank transfer at around 25th of each following month and never delayed. All production workers were aware of the wage's structure and they were paid by hourly rate. During the audit, the factory provided the completed payrolls from Apr.2025 to Mar.2026 for review. The minimum wage paid by the factory was RMB 2800 per month, which were in compliance with the law requirements (Legal minimum wage: RMB 2260 per month or RMB 12.99 per hour since Jan.1,2024, RMB 2430 per month or RMB 13.97 per hour since Jan.1,2026). In addition, no fine was deducted from the wages and the workers were satisfied with their wages.

Worker number information:

There were totally 245 workers including 180 production workers and 65 non-production workers. The 180 production workers including 144 male production workers and 36 female production workers. And there were 50 domestic migrant

workers including 37 male and 13 female workers. And there were no child labor workers, young workers, disabled workers, pregnant workers and parental leave workers in the factory. Also, there were no apprentices, on probation workers and sub-contract workers in the factory.

Good practices: Social insurance had been provided for all workers, the factory had obtained ISO45001:2018 and ISO 14001:2015 certificate.

Worker organization details:

No union was established in the factory. But four worker representatives were elected by workers freely and it was satisfactory evidence showed that the worker representative would meet with the management every three months, the latest meeting date was Mar.5,2026. No collective bargain agreement was conducted between the factory and workers, but the factory did not prevent workers from bargaining for the agreement.

Circumstances:

The management showed a cooperative attitude during the audit. They agreed auditors conducted whole audit including workplace observation and confidential interviews with workers without any influence.

Special Circumstances:

According to the IPE website and the app of Qichacha(a software for checking factory's business license), there were no negative information about the audit factory.

Summary of findings:

PA 1: 1.1: amfori BSCI code management, 1.3: the factory did not sign amfori BSCI Code with two subcontractors and did not conduct social audit for two subcontractors, 1.4: working hours' management system was not perfect.

PA 2: 2.2: The amfori BSCI long-term goals were not complete, 2.4 80% interviewed workers were not familiar with amfori BSCI Code,2.5: some interviewed workers did not know the issue about worker representatives.

PA 5:5.4: the monthly wage of all sampled workers excluding overtime wage was less than local living wage.

PA 6: 6.2: Workers' monthly overtime hours exceed the legal requirement.

PA 7: 7.1: H&S system was not complete, 7.3: the assessment did not identify the need for the provision of special hygiene equipment for women and the special needs of lactating women, 7.6: 15% metal working workers did not wear earplugs and the factory did not provide activated carbon mask to wiping workers, did not provide anti-dust mask for polishing workers, 7.7: the occupational health examinations had not been provided for some sampled workers, 7.11: some goods were placed against the wall and pillar directly.

PA3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12, PA13: Nil

Living Wage calculation: The living wage data is provided by the auditing company and please refer to the PA 5 summary to find the details of calculation method of living wage.

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 SGS auditor(s) has been obtained the individual's consent during the audit.

Attachments: Based on document review, it was evident that some of required documents were not applicable in organization like Agency Labour Contract, Government Waiver on working hours and Collective Bargaining Agreement. So all of above documents were not involved in document report.

SITE DETAILS

Site

Shaoxing Naite Drive Technology Co.,Ltd

Site amfori ID

156-034843-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Household Durables

Sub Industry

Home Furnishings

amfori Process Classifications

Assembly of furniture / Assembly of furniture frame

NACE Classification

Manufacture of furniture

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	245	Workers
Legal minimum wage in local currency	2,430	Monthly
Lowest wage paid for regular work at the site	2,800	Monthly
Calculated living wage in local currency	3,686	Monthly
Total sample	15	Workers

Other Metrics

Male workers	172	Workers
Female workers	73	Workers
Non-binary workers	0	Workers
Permanent workers - Male	172	Workers
Permanent workers - Female	73	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	4	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	37	Workers
Domestic migrant workers - Female	13	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	172	Workers
Workers hired directly - Female	73	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	13	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Shaoxing Naite Drive Technology Co.,Ltd | Site amfori ID: 156-034843-001

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

1.1 The main auditee partially respected this principle because based on document review, onsite observation, management interview and worker interview, the auditee had established management manual about amfori BSCI and relevant documents of control procedures about social responsibility on Jan.4,2024, the factory had conducted internal social responsibility audit on Jan.13,2026, but the non-compliance about monthly overtime was not identified. The factory did not ensure an effective management system to implement the amfori BSCI Code of Conduct and ensure that the amfori BSCI values and principles are followed in a satisfactory manner for the performance areas as below: PA2, PA5, PA6, PA7. The facility management declared that they did not fully understand amfori BSCI Code of Conduct and requirements and did not provide adequate training to all workers.
Reference: the requirement of question 1.1 in amfori BSCI system manual.

主要被审核方部分遵守该准则。原因是根据文件审核，现场审核，管理层访谈和员工访谈，被审核方于 2024年1月4日建立了 amfori BSCI体系的管理手册和相关社会责任程序文件，工厂在2026年1月13日进行了社会责任内审，但工厂未识别出关于月加班的不符合项，工厂没有确保amfori BSCI行为准则以及amfori BSCI的价值和准则被满意的体现：以下PA均尚存在问题：PA2，PA5, PA6，PA7。工厂解释他们未充分理解amfori BSCI行为准则和要求，且对员工培训不到位。
参考标准：amfori BSCI管理手册中问题1.1的要求。

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

1.3 The main auditee partially respected this principle because based on document review, onsite observation, management interview, the factory had subcontracted powder coating process to three factories, but they only recognized the suppliers and one subcontractor, the amfori BSCI Code and TOI was not signed with the other two subcontractors and the social responsibility audit was not conducted for the other two subcontractors. The management explained that it was their management carelessness.

主要被审核方部分遵守该准则。原因是根据文件审核，现场审核，管理层访谈，工厂将喷塑工序分包给3家工厂，但是工厂仅识别了供应商和其中一家分包商，未与另外两家分包商签订amfori BSCI行为准则和实施条款，工厂也未对以上两家分包商进行社会责任审核。管理层解释这是他们管理疏忽。
参考标准：amfori BSCI管理手册中问题1.3的要求。

Finding	
Reference: the requirement of question 1.3 in amfori BSCI system manual.	
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	
1.4 The main auditee partially respected this principle because based on document review and management interview, the management had realistically calculated the capacity of production and delivery times. But the factory did not provide the related document and records on capacity planning for review. In addition, based on the electric attendance records from Apr.1,2025 to Apr.27,2026, all sampled workers' monthly OT hours had exceeded the legal requirement, so the factory was not perfect in the implementation of the time system. The facility management declared that delivery time of order was relatively short and number of production workers was relatively small. Reference: the requirement of question 1.4 in amfori BSCI system manual.	主要被审核方部分遵守该准则。原因是根据文件审核和管理层访谈，管理层了解如何计算生产产能和订单周期，但工厂未提供任何计算方法的记录和文件供查阅。另外根据工厂提供的2025年04月01日至2026年04月27日的电子考勤记录显示，所有抽样员工的月加班时间超过法规要求，所以工厂在工时系统实施上并不完善。工厂解释是由于订单时间比较紧张和生产员工比较少导致的。 参考标准：amfori BSCI管理手册中问题1.4的要求。

PA 2: Workers Involvement and Protection

Site: Shaoxing Naite Drive Technology Co.,Ltd | Site amfori ID: 156-034843-001

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	
2.2 The main auditee partially respected this principle because based on document review and management interview, the main auditee had set the long-term goal for protecting workers according to the amfori BSCI Code of Conduct, but there was no current situation and phase objectives analysis. The management explained that they did not know understand the long-term goals well. Reference: the requirement of question 2.2 in amfori BSCI system manual.	主要被审核方部分遵守该准则。原因是根据文件审核和管理层访谈，工厂已根据amfori BSCI行为准则设立保护工人的长期目标，但是没有进行现状分析和阶段性成果分析。管理层解释他们不知道该要求。 参考标准：amfori BSCI管理手册中问题2.2的要求。

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	
2.4 The main auditee partially respected this principle because based on onsite observation and management interview, the factory had provided training about amfori BSCI Code to workers and post amfori BSCI Code in the notice board, but 80% interviewed workers were not familiar with the Code. The management explained that they did not verify the training effect.	主要被审核方部分遵守该准则。原因是根据现场观察和管理层访谈，工厂已提供了关于amfori BSCI行为准则的培训给工人并且在布告栏粘贴了amfori BSCI行为准则，但是80%被访谈的工人不清楚该行为准则内容。管理层解释他们未验证培训效果。

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	
2.5 The main auditee partially respected this principle because based on document review and worker interviews, one worker representative had been elected in the factory, but 60% interviewed workers did not know who the worker representative was and 80% interviews workers did not know what the responsibility of worker representative was. The management explained that workers did not care this issue. Reference: the requirement of question 2.5 in amfori BSCI system manual.	主要被审核方部分遵守该准则。原因是根据文件审核和员工访谈，工厂里选举了4名员工代表，但是60%被访谈工人不认识员工代表是谁，80%被访谈工人不知道员工代表的职责是什么。管理层解释工人不大关心此事。 参考标准：amfori BSCI管理手册中问题2.5的要求。

PA 5: Fair Remuneration

Site: Shaoxing Naite Drive Technology Co.,Ltd | Site amfori ID: 156-034843-001

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	
5.4 The main auditee did not respect this principle because based on interview of management and workers and document review, the monthly wage of all sampled workers excluding overtime wage was less than local living wage (RMB 3686), the	主要被审核方未遵守该准则。原因是根据管理层、员工访谈和文件审核，抽样所有员工的工资在不包括加班费时，低于当地的生活工资（RMB 3686），员工的月基本工资为2800元至3500元。被审核方管理层解释是由于管理层没有考虑满足当地

Finding	
monthly normal wage of workers was RMB2800 to RMB3500. The auditee management declared that because management did not consider meeting local living wage requirements. Reference: the requirement of question 5.4 in amfori BSCI system manual.	生活工资要求。 参考标准：amfori BSCI管理手册中问题5.4的要求。

PA 6: Decent Working Hours

Site: Shaoxing Naite Drive Technology Co.,Ltd | Site amfori ID: 156-034843-001

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	
6.2 The main auditee did not respect this principle because the main auditee did not ensure the overtime of workers in accordance with the legal requirement. Based on the attendance record provided from Mar.1,2025 to Apr.27,2026, 15 sampled workers' electronic attendance records in Aug. 2025, Nov.2025 and Mar.2026, sampled workers' monthly overtime hours had exceeded the legal requirement. The factory explained that it was due to the temporary increase in orders. 1st sampled month (Aug.2025)– standard hours (168 hours) +monthly OT (52 hours), 2nd sampled month (Nov.2025)– standard hours (160 hours) +monthly OT (60 hours), 3rd sampled month (Mar.2026)–standard hours (176 hours) +monthly OT (50 hours). Reference: Labor Law of the People's Republic of China (2018 Amendment), Article 41.	主要被审核方未遵守该准则。原因是工厂没有确保工人的加班时间满足法规要求。根据工厂提供的2025年03月01日至2026年04月27日考勤查看，抽样15名员工在2025年08月，2025年11月和2026年03月的电子考勤记录发现，抽样员工的月加班均超过法规要求。工厂解释由于订单临时增多。 第一个抽样月（2025年08月）-标准工时（168小时）-最大月加班（52小时）， 第二个抽样月（2025年11月）-标准工时（160小时）-最大月加班（60小时）， 第三个抽样月（2026年03月）-标准工时（176小时）-最大月加班（50小时）。 参考法规：中华人民共和国劳动法（2018修正）第四十一条

PA 7: Occupational Health and Safety

Site: Shaoxing Naite Drive Technology Co.,Ltd | Site amfori ID: 156-034843-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
7.1 The main auditee partially respected this	主要被审核方部分遵守该原则，原因是工厂有收集

Finding	
principle because the factory had collected the local law and amfori BSCI code of conduct, but the management representative responsible for health and safety didn't know well about the legal and amfori BSCI requirement on health and safety, and lead to some issues were raised in health and safety section. The facility management declared that the awareness of EHS supervisor was weak and the EHS management system was not properly implemented. Reference: the requirement of question 7.1 in amfori BSCI system manual.	法律法规文件和amfori BSCI行为守则，但是健康安全管理者代表不是很了解法规和amfori BSCI对健康安全的要求，导致健康安全方面出现问题。工厂管理层解释，EHS管理员意识薄弱，未正确执行EHS管理制度。 参考法规：amfori BSCI管理手册中问题7.1的要求。

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	
7.3 The main auditee partially respected this principle because based on onsite observation, document review, workers interview and management interview, although the main auditee regularly carried out risk assessments of safe, healthy and hygienic working conditions, the assessment did not identify the need for the provision of special hygiene equipment for women and the special needs of lactating women. The facility management declared that they did not have strong awareness for that. Reference: the requirement of question 7.3 in amfori BSCI system manual.	主要被审核方部分遵守该准则。原因是根据现场审核，文件审核，员工访谈和管理层访谈，工厂虽然有定期对安全、健康和卫生的工作环境进行风险评估，但是评估未识别是否需要为提供女性特殊卫生用具和哺乳期女工的特殊需求。工厂管理层解释意识不强。 参考标准：amfori BSCI管理手册中问题7.3的要求。

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
7.6 The main auditee partially respected this principle because based on onsite observation, the factory had provided free earplug for metal working workers, but 15% metal working workers did not wear it. The factory did not provide activated carbon mask to wiping workers, did not provide anti-dust mask for polishing workers. The management explained that it was their	主要被审核方部分遵守该准则。原因是根据现场审核，工厂提供了免费的耳塞给钣金工人，但是15%钣金工人未佩戴。工厂未提供活性炭口罩给擦拭工人，未提供防尘口罩给打磨工人。管理层解释这是他们管理疏忽。 参考标准：中华人民共和国职业病防治法（2018修正）第二十二条，中华人民共和国安全生产法（2021修正）第四十五条

Finding	
management carelessness. Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 22, Production Safety Law of the People's Republic of China (2021 Amendment), Article 45	

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	
7.7 The main auditee partially respected this principle because based on interview of management, workers, and document review, the auditee carried out regular risk assessment for safe, healthy and hygienic working conditions, the auditee did not provide the occupational health examinations for 26 workers who contacted with noise and dust, but 4 sampled workers were not included. The auditee management declared that due to management negligence. Reference: Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018 Amendment), Article 35	主要被审核方部分遵守该准则。原因根据管理层、员工访谈，以及文件审核，被审核方虽然针对安全、健康和卫生工作条件进行定期风险评估，工厂提供了职业病体检给26名接触噪声和粉尘工人，但未包含4名抽样工人。被审核方管理层声明存在管理疏。参考标准：中华人民共和国职业病防治法（2018修正）第三十五条

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
7.11 The main auditee partially respected this principle because based on onsite observation, 10% goods were placed against the wall and pillar directly. The management explained that the warehouse keeper did not know the relevant requirement. Reference: Regulations on Fire Prevention of Warehouse (1990) Article 18	主要被审核方部分遵循该准则。原因是根据现场观察，10%的货物直接靠墙靠柱子堆放。管理层解释仓管员不知道相关要求。参考法规：仓库防火安全管理规则（1990）第十八条