Training regarding wages and other benefits has been
Factory currently only has 1 spot cleaning room next to the sewing
Performance appraisal system is still waiting for approval
Renewal of CBA (PKB) still is in the process of negotiation.

Questions from Audit Instrument: (in the local languages spoken by employees and through the posting of standards in a prominent place)

- Ongoing
- Termination/Retrenchment

Safety
Legal
Compliance
Fire Safety:
Practices
Age Documentation
Channel
Production
FLA Audit Profile

- Ongoing
- Pending,

laborer. (2) Entrepreneurs shall review their education and competence of the worker/

Labor Act (UU) No. 13/2003, article: 92,
expiration.

Employers will provide training to managers and supervisors regarding disciplinary procedures. Factory had

that breach the procedure.

for 172 workers. On announcement letter posted on

The factory received warning letter type 2 on April 11, 2011

worker and

Card during worker interviews in order for workers to contact

Company compliance team provides workers with business

information regarding COC has not been included in the induction

Draft of CBA
Draft performance
Completed and
Completed

final interview; document review

Management and worker

- Ongoing
- Pending,

there was dualism of leadership in workers' union. Before SPTP was

reason factory holds deductions for union member fees is that there

unions. Therefore, unions are unable to collect funds from their

helping union to deduct union dues from workers' salaries on a monthly

Factory should find a better solution to clarify with both unions the

Recruitment and Selection Procedures, but not to be used as a way to

production target setting, machinery problem. Factory to review and revise

training schedule

there were in accordance with CBA (PKB). In practice, the

issuing of warning letter and communicates it to the

Recruitment and employment policies and practices,

- Ongoing

Risk assessment

Hygiene, Factory, Health and Safety training.

- Ongoing

there was no complaint from workers regarding water

There were no complaints from workers regarding water

to conduct medical check ups by June 2007.

Date of birth.

stated

that a work agreement for a specified

stated that a work agreement for a specified

stated that a work agreement for a specified

stated that a work agreement for a specified

incentive systems, benefits and bonuses to which all

factory have a policy for termination/retrenchment for

- Ongoing

Questions from Audit Instrument: (in the local languages spoken by employees and through the posting of standards in a prominent place)

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,

- Ongoing
- Pending,
<table>
<thead>
<tr>
<th>Risk of Noncompliance</th>
<th>Issue</th>
<th>FLA</th>
<th>Country Law/Legal Reference</th>
<th>Ongoing</th>
<th>Remediation</th>
<th>Company Follow Up</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Hours of Work</td>
<td>No. KEP-102/MEN/VI/2004, regarding the</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>78.1(b)stated that overtime can only be</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>8.1(b)stated that overtime can only be</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>7. Overtime Compensation</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>6. Working Hours</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>5. Minimum Pay</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>4. Minimum Wage</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>3. Working Conditions</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>2. Employment Terms</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
<tr>
<td>1. Contract of Employment</td>
<td>FLA</td>
<td>COC, including one rest day,</td>
<td>maximum 3 hours in one day and</td>
<td>Ongoing</td>
<td>Remediation</td>
<td>Company Follow Up</td>
</tr>
</tbody>
</table>

**Country Law/Legal Reference:**
- FLA: Fair Labor Act
- COC: Country Law
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maximum 3 hours in one day and
- FLA: COC, including one rest day, maxim...