### FLA Audit Profile

<table>
<thead>
<tr>
<th>Country</th>
<th>Turkey</th>
</tr>
</thead>
<tbody>
<tr>
<td>Factory name</td>
<td>IZMIR661</td>
</tr>
<tr>
<td>FLA</td>
<td>990</td>
</tr>
<tr>
<td>Date of audit</td>
<td>December 20 - 21, 2004</td>
</tr>
<tr>
<td>Days in factory</td>
<td>10 days</td>
</tr>
<tr>
<td>PCO</td>
<td>Radiation</td>
</tr>
<tr>
<td>Number of workers</td>
<td>90</td>
</tr>
<tr>
<td>Production</td>
<td>Jackets, Other Apparel for Men and Women</td>
</tr>
<tr>
<td>Production processes</td>
<td>Fabric Cutting, Seaming, Ironing, Finishing</td>
</tr>
</tbody>
</table>

#### FLA Code/Compliance Issue

<table>
<thead>
<tr>
<th>FLA Benchmark</th>
<th>Country Law/Legal Reference</th>
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<tbody>
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#### Monitor’s Findings

- **Leaves and Benefits:**
  - Employees are provided with safe and healthy working environment to prevent accidents and injury to health arising out of, related to, or occurring in the course of work or as a result of the operation of employer facilities.

- **Overtime Compensation:**
  - Employees are paid for any overtime worked at a rate at least equal to their regular hourly rate, or, in those countries where such laws will not exist, at a rate of time and a half.
  - Employees were made aware of their rights to overtime compensation.

#### FLA Remediation Plan

<table>
<thead>
<tr>
<th>FLA Benchmark</th>
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#### Best Practice

- **Health and Safety:**
  - No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

- **Child Labor:**
  - No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

- **Harmful Work:**
  - No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

- **Freedom of Association and Collective Bargaining:**
  - Employees recognize the right of employees to freedom of association and collective bargaining.

- **Minimum Wage:**
  - Employers pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.

- **Working Hours:**
  - Employers recognize that employees are entitled to working hours that are consistent with the minimum working hours of workers in the industry.

- **Overtime Hours:**
  - Overtime compensation is paid on a time and a half basis as allowed by law, unless local laws provide for a higher rate.

#### Compliance

- **Nordstrom Code of Conduct:**
  - No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

- **Health and Safety:**
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