Adjust policies and procedures to ensure that the standards on a regular basis.

Children/teenagers awareness of Code

Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.

3. Child Labor

There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

PC(s)

Workers were educated on unions and other labor rights.

PC remediation plan

Parts of the facility

FLA Code/Compliance Issue

Monitor's Findings

Documentation

Best Practice

PC Remediation Plan

Target Completion Date

Factory Response (Optional)

Company Follow Up (Cite Date of Follow Up)

Documentation

Company Follow Up (Cite Date of Follow Up Visit)

Documentation

FLA Benchmark

First Audit Date

Country

Findings

FLA Principle of Monitoring, Obligation of Companies

Documentation

Best Practice

PC Remediation Plan

Target Completion Date

Factory Response (Optional)

Company Follow Up (Cite Date of Follow Up)

Documentation

Company Follow Up (Cite Date of Follow Up Visit)

Documentation


Section of Maintenance

Notice of identity of labor. Authority of Public Security and the All-China Federation of Trade Unions Concerning Strengthening Labor Management in Foreign Investment Enterprises. 

February 28, 2005

Section of Management

Safety and Health

Workers should be involved in planning for safety, health, sanitation, recreation, and general welfare, or the general welfare of employees.

Section of Management

Sanitation in Dormitories

Workers should be involved in planning for safety, health, sanitation, recreation, and general welfare, or the general welfare of employees.

Section of Management

No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or restricted at work time.

Section of Management

Employers and employees alike should be involved in planning for safety, health, sanitation, recreation, and general welfare, or the general welfare of employees.

Section of Management

Sanitation in Dormitories

Workers should be involved in planning for safety, health, sanitation, recreation, and general welfare, or the general welfare of employees.

Section of Management

Sanitation in Dormitories
Workers shall wear appropriate protective equipment (such as gloves, eye protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvents vapors, gunfire, etc.) to hazardous elements including medical waste.

The factory shall provide adequate PPE in the last 12 months, though these accidents persisted. Management and workers monitor document checking.

Workers' complaints regarding PPE and protective equipment training are discussed in the Welfare Committee. The factory plans to complete the pilot period by end of this year.

A pregnant worker said she would receive pregnant compensation. However, the payroll system is free of any error so as to consistently calculate pregnant wages.

The factory plans to complete the pilot period by end of this year.

1.3.3.3. Record-keeping of wage compensation

Workers interview, visual inspection; document checking

Review computer program to ensure that the computer system is free of any error as to consistently calculate maternal compensation. Payroll record and calculation and the unrecorded work hours should be calculated and recorded accurately.

Workers' representatives to be selected by members and kept on file. Workers must be given adequate notice in a sanitary manner in accordance with applicable laws.

The factory doesn't provide adequate PPE due to the past 12 months, though these accidents persisted. Management and workers monitor document checking.

Workers' representatives to be selected by members and kept on file. Workers must be given adequate notice in a sanitary manner in accordance with applicable laws.

Workers' representatives to be selected by members and kept on file. Workers must be given adequate notice in a sanitary manner in accordance with applicable laws.
The workers interviewed do not know how to calculate their wages.

Concerned with a system of wage calculation in which workers are often underpaid and their wages are not recorded accurately.

Incentive systems, benefits, and bonuses to which all employees in the language of the worker the wages, including overtime, are given a minimal amount.

Wages in salary if they do not work overtime; New employees do not receive the minimum wage; the workers are paid on a piece rate, the overtime hours are not recorded in the timecard.

All hourly wages, piecework, bonuses, and other compensation will be calculated and recorded accurately.

All hourly wages, piecework, bonuses, and other incentives will be calculated and recorded accurately.

All security guards work for 12 hour shifts.

If security guards work for 12 hour shifts, they will be paid a piece rate. In March 31, the workers are paid at a piece rate, the overtime hours are not recorded at the timecard.

Overtime wages and on all legal benefits. Post system on the bulletin boards.

The workers interview do not know how to calculate pay and find potential errors.

Review procedures and ensure all resigning workers comply with legal requirements. Factory is bound to management staff, especially the payroll and finance, and the workers on the resignation policy.

All compensation shall be paid in a timely manner.

Develop a program or schedule to gradually increase the number of workers to be covered by social insurance until all workers will eventually be included in the coverage.

The workers interviewed do not know how to calculate pay and find potential errors.

The workers interview do not know how to calculate pay and find potential errors.

Employers will provide all legally mandated benefits to all regular workers.

Factory issued a memo to all staff, especially the payroll and finance, and set up social insurance funds to. Workers can receive help and compensation when they become sick, suffer diseases or work-related injuries, lose their jobs, and give birth. PRC insurance, establish a social insurance system, promote development of cause of social sustainability.

Employers will communicate orally and in writing to all employees in the language of the worker the wages, quarterly bonuses, and all other benefits and bonuses to which all workers are entitled. Information about the system and make it also a part of the briefing of incoming workers.

The workers interview do not know how to calculate pay and find potential errors.
**OT Compensation**

The factory shall comply with applicable law for premium rates for overtime work. Otherwise overtime limitations provided by law and the code of conduct are to be observed. Overtime is voluntary. Factory must also devise a form for voluntary overtime.

- No policies and procedures ensuring overtime is voluntary. Factory must educate workers, supervisors and management on overtime; also, post system of wage calculation on bulletin boards at production areas. Include overtime and non-wage benefits. Also, post system of wage calculation.

- The factory shall comply with any applicable law governing overtime work, including those regarding or limiting the nature and volume of work performed by women or protected workers under the age of 18.

- Overtime must be regulated by the legal/union, procedures with regular health check up and not to exceed the limits on regular and overtime hours allowed by the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period. An extraordinary business circumstance is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable means. Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the laws of such country plus 12 hours overtime, and (c) be entitled to at least one day off in every seven day period.

- Overtime compensation is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their rates for overtime compensation.

- OT Compensation

  - All workers do not get paid overtime. They are compelled to work overtime, and overtime is voluntary. Factory must educate workers, supervisors and management on overtime; also, post system of wage calculation on bulletin boards at production areas. Include overtime and non-wage benefits. Also, post system of wage calculation.

  - Workers interviewed, supervisors confirmed that the embroidery was subcontracted, but a subcontracting sheet was found and some workers interviewed. Monitors were told that there was no subcontracting, but a subcontracting sheet was confirmed that the embroidery was subcontracted. Workers interviewed: documented policy, reviewed related records and worker interviews.

- Health & Safety

  - The factory shall comply with any applicable law governing overtime work, including those limiting the regular work week in such country, plus 12 hours overtime. An extraordinary business circumstance is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable means. Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the laws of such country plus 12 hours overtime; and (c) be entitled to at least one day off in every seven day period.

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  - Workers interviewed, supervisors confirmed that the embroidery was subcontracted, but a subcontracting sheet was confirmed that the embroidery was subcontracted. Workers interviewed: documented policy, reviewed related records and worker interviews.

- Management

  - The factory shall comply with any applicable law governing overtime work, including those limiting the regular work week in such country, plus 12 hours overtime. An extraordinary business circumstance is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable means. Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the laws of such country plus 12 hours overtime; and (c) be entitled to at least one day off in every seven day period.

  - Workers interviewed, supervisors confirmed that the embroidery was subcontracted, but a subcontracting sheet was confirmed that the embroidery was subcontracted. Workers interviewed: documented policy, reviewed related records and worker interviews.

- Production

-—all employees in the factory were interviewed. Management and documented policy, reviewed related records and worker interviews.