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<td>Child Labor</td>
<td>FLA Principle of Monitoring, Obligation of Companies: Establish and publicize clear, written workplace standards. Formally survey those standards to Company facilities as well as to licensees, contractors and suppliers.</td>
<td>worker interviews</td>
<td>visual inspection</td>
<td>formal survey throughout the facility</td>
<td>worker training plan</td>
<td>visual inspection</td>
<td>no remediation plan provided</td>
<td>worker interviews</td>
<td>visual inspection</td>
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<td>Forced Labor</td>
<td>FLA Principle of Monitoring, Obligation of Contractors: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place in the local language spoken to employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.</td>
<td>worker interviews</td>
<td>visual inspection</td>
<td>formal survey throughout the facility</td>
<td>workers are not aware of the code</td>
<td>worker interviews</td>
<td>visual inspection</td>
<td>no remediation plan provided</td>
<td>worker interviews</td>
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<td>Child Labor</td>
<td>FLA Code/Compliance Issue</td>
<td>FLA Principle of Monitoring, Obligation of Companies: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliances with the workplace standards, with assurance that they shall not be punished or penalized for doing so.</td>
<td>worker interviews</td>
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**Record Maintenance**

- Labor Protection Act, Chapter 12, Section 13: The employee register shall contain at least the following particulars: name, address, age and other personal information which employer believes to pay employees.
- FLA Principle of Monitoring, Obligation of Companies: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place in the local language spoken to employees and managers) and undertake other efforts to educate employees about the standards on a regular basis. Formally survey those standards to Company facilities as well as to licensees, contractors and suppliers.
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**Worker Safety**

- No child labor will not be any use of formal labor, whether in the form of prison labor, indentured labor, bonded labor or any other form of labor.

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**Worker Safety**

- No child labor will not be any use of formal labor, whether in the form of prison labor, indentured labor, bonded labor or any other form of labor.
**Monitor's Findings**

- **Accessibility**
  - All documents required to be available in English and management to operate (such as policies, MSDS, etc.) shall be made available in understandable language spoken by majority of the workers. (MMS not available for all chemicals used in the factory).
  - Factory should provide hazardous material handling training for employees that work near or with these chemicals during orientation and also conduct refresher training for current workers periodically.

- **Hiring Discrimination**
  - Employment decisions will be made solely on the basis of education, training, demonstrated skills, and personal characteristics, such as age and gender under qualifications. (1) Recruitment process by factory must solely be based on ability to perform job function, not age and gender. (2) Review all advertisement requirements for age and gender. (3) Requirement for age and gender should be based on ability to perform job function, not age and gender. (4) Management and supervisors training on non-discrimination training should be given to managers and supervisors. (1) Recruitment process by factory must solely be based on ability to perform job function, not age and gender. (2) Review all advertisement requirements for age and gender. (3) Requirement for age and gender should be based on ability to perform job function, not age and gender. (4) Management and supervisors training on non-discrimination training should be given to managers and supervisors.

- **Observations**
  - Some workers at other point of cleaning were not wearing PPE although it is hung on wall and factory still needs to charge of transmitting chemicals (Optional).
  - Factory must provide earplugs for workers at laminating work without PPE and also will take out used gloves and goggles are provided in storage room. 1
  - MSDS provided, have ventilation hoods, near sewing X and X, where PPE and gloves are provided in storage room. 1
  - All dirty fabric needs to be disposed at chemical storage room. (Remark: workers at other point of cleaning both of them don't understand MSDS. Worker at laminating work without PPE and also will take out used gloves and goggles are provided in storage room. 1

- **PC Remediation plan**

  - Factory must provide appropriate PPE in workplace in chemical storage area. (2) Factory must post MSDS prominently in the workplace in chemical storage area. (3) Factory must instruct supervisors to require all workers to wear proper PPE while working and will also take out unused containers stored in hazardous chemical storage area. (1) Factory must provide PPE at chemical storage and MSDS for all workers who temporarily come to handle these chemicals from storage areas including gloves and goggles. (2) Factory has provided MSDS and only well-trained workers, who have only well-trained workers, who have only well-trained workers, who have only well-trained workers, who have only well-trained workers, who are assigned for cleaning, operate job.
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### Country Law/Legal Reference

- **Documentation**
  - PC Remediation plan
  - Best Practice
  - FLA Benchmark

### Factory Response

- **Factory Response (Optional)**
  - Company Follow Up (Due Date of Follow Up)
  - Documentation

### Remediation

- **Remediation**
  - FLA Code/Compliance Issue
  - Remediation

### Monitor’s Findings

- **Monitor’s Findings**
  - FLA Code/Compliance Issue
  - Remediation

---

#### 9. Hours of Work

**Country:**

- **Documentation**
  - PC Remediation plan
  - Best Practice
  - FLA Benchmark

**Monitor’s Findings**

- **Monitor’s Findings**
  - FLA Code/Compliance Issue
  - Remediation

- **A legal interpretation from Thai Labor Ministry**

**Factories advise:**

- **Factories advise:**
  - Factories confirm that
  - Factory plan to reduce work hour to 60 hours a week during October-December 2004 exceeded 60 hours a week.
  - From January 2005, factory will apply for certification of Thai labor standard.

**Target Date**

- **Target Date**
  - Document review
  - FLA Code/Compliance Issue
  - Remediation

**Follow up Visit**

- **Follow up Visit**
  - Document review
  - FLA Code/Compliance Issue
  - Remediation

**Responses**

- **Responses**
  - This is requested to clarify whether or not the factory's wage practice is in accordance with the Thai Labor Protection Act.

**Remediation**

- **Remediation**
  - FLA Code/Compliance Issue
  - Remediation

**Actions**

- **Actions**
  - Factory is still working on improving time controls and plans to reduce work hour to 60 hours a week in January 2005.

---

#### 10. Overtime Compensation

**Country:**

- **Documentation**
  - PC Remediation plan
  - Best Practice
  - FLA Benchmark

**Monitor’s Findings**

- **Monitor’s Findings**
  - FLA Code/Compliance Issue
  - Remediation

**Actions**

- **Actions**
  - Factory is still waiting for answer from labor ministry.

---

#### 11. Compensatory Time Off

**Country:**

- **Documentation**
  - PC Remediation plan
  - Best Practice
  - FLA Benchmark

**Monitor’s Findings**

- **Monitor’s Findings**
  - FLA Code/Compliance Issue
  - Remediation

**Actions**

- **Actions**
  - Factory is still waiting for answer from labor ministry.