<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>Revision made to rules and regulations because according to the Labor Protection Act B.E.2541</td>
</tr>
<tr>
<td>December 2005</td>
<td>Revised rules and regulations already with approval.</td>
</tr>
</tbody>
</table>
Provide emergency light facility in all building. No update on this.

Installation of pulley guards already started. Copies of monthly reports not available. No freedom of association.

 Employers will comply with applicable health and safety laws. Workers should receive training, including the use of personal protective equipment (PPE) and proper work practices in order to protect themselves and others from harm. The factory provides only 1 regular eyewash station and enough contents of first aid. Eyewash facility was tested during the last visit. Eyewash bottles are located in the washrooms.

Workers shall wear appropriate protective equipment while handling chemicals and other hazardous substances, including protective clothing, gloves, and respirators. The factory has made available Material Safety Data Sheets (MSDS) for all hazardous chemicals and other substances used in the workplace.

Chemical storage areas shall be properly barricaded and tagged to prevent unauthorized access. The factory provides only 1 regular eyewash station and enough contents of first aid. Eyewash facility was tested during the last visit.

All chemicals and hazardous substances should be properly stored and labeled. The factory has made available Material Safety Data Sheets (MSDS) for all hazardous chemicals and other substances used in the workplace.

Chemical storage areas shall be properly barricaded and tagged to prevent unauthorized access. The factory provides only 1 regular eyewash station and enough contents of first aid. Eyewash facility was tested during the last visit.

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All production machinery and equipment shall be regularly inspected and maintained. All equipment shall be properly tagged and labeled. The factory provides only 1 regular eyewash station and enough contents of first aid. Eyewash facility was tested during the last visit.

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All electrical equipment shall be properly insulated and grounded to prevent electrical shock hazards. The factory provides only 1 regular eyewash station and enough contents of first aid. Eyewash facility was tested during the last visit.

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Payment of wages conforms with local law

FLA Benchmark

Completed;

The Labor Protection Act B.E. 2541, Chapter

Completed;

Memorandum on this subject was issued on

Workers get 50% of wage if there is "no work"

compensation

holiday/leave

Payment of Legal Benefits

FLA Code/ Compliance issue

under paragraph one.

advance prior to the halting of operations

employee and the labor inspection official in

The employer shall give notice to the

not allow the employee to work.

of the period during which the employer does

cessation of operations for the entire duration

wages that the employee received before the

majority, the employer shall pay the employee

partially for any cause other than for force

it is necessary for the employer to

5, Section 75 which stated that In the case

such holiday or leave.

employee during the period of payment before

average wages of working day received by the

piece rate basis, the employer shall pay

5, Section 60 which stated that "Whereas an

The Labor Protection Act B.E.2541, Chapter

annual holiday that has not yet been taken in a

advance to accumulate and postpone any

employee of more than six working days. The

employer may fix annual holidays for the

employer and employee. In the following year,

annual holiday as well as will not

The employer will not pay wages to an

(uncorroborated)

Evidence of Non-

Compliance

IEM Findings

Workers will be paid for holidays and leave as required

or leave

received by the

working days

equivalent to the

not pay wages for

The employer does

benefits should follow local labor laws and

Payment of earned annual or vacation leave

PC Remediation plan

Remediation

Management

rules and

records, factory's

Review of payroll

Documentation

4

Wages of all workers should not suffer due to

and employment

Personnel records

Audit of the personnel records of the factory, at least six months prior to

and participation to

The employment contract which

specifies a definite period (form no.

The factory uses target rate

The factory uses target rate

Most workers

The factory uses target rate

The factory uses target rate

however, the auditors are

producing lower than target.

are guaranteed at the

receive more than the

The factory uses target rate

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The factory uses target rate
According to new workers, there is no such Factory still implements the old practice of Long overtime hours and work on Sundays still

FLA Benchmark
This contract was still found in old employment files pending no progress on this

In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate

10. Overtime Compensation

Overtime Limitations
entitled to at least one day off in every seven day period

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per

Section 27 which stated that "On a working day, an employee of not less than one hour per day after

employer shall arrange a rest period during work for

Section 28: An employer shall provide a

governing work hours, including those regulating or

The factory will comply with all applicable laws

could not have been anticipated or alleviated by other

sections were requested to

Some employees worked overtime and

samples worked on Sunday once in

in May.'05, 3 of the 5 samples worked

in Mar.'05, all 5 samples

in Feb.'05, 1 of the 5 samples worked on

in Jun.'05, 17-25 hours per week in

in May.'05, 20-25 hours per

months (Jan. to Aug.'05), all 5 randomly

employees worked overtime in

 appet若您 to limit overtime working hours to

Management should insure that there is one

date form will be signed 2 hours before the

Factory plans to add another shift to

requires follow up.

Company follow-up

(February 7, 2006)

= for father monitoring

records

documentation

Workers confirmed breaktimes and payroll showed the required breaktimes are observed; "in" and "out"

Workers confirmed they can refuse to work overtime and eliminate work on Sundays

issues. Based on the provisions of the law, there

found. No action plan done to reduce overtime and

records; "in" and "out"

attendance

Attendance

attendance

management

management

pending

pending

pending

Pending; On-going

Remediation

On-going

Company follow-up

(February 7, 2006)