Reinstall the emergency door and replace it with a plastic curtain.

Factory management worked to ensure that all labor contracts met the Mexican Labor Law requirements.

In accordance with the Mexican Labor Law, labor contract negotiations were carried out in July 18 and 19.

Proof of purchase of chemicals used in the factory was required.

The eye wash that has been installed in the areas where chemicals are used/stored is not highly pressurized, they only provide enough space for safe evacuation. Therefore, they are not used.

In accordance with the Health and Safety Code, all employment contracts reviewed contain employer's obligations.

All documents required to be available to workers and managers were provided.

The new workers handbook, which was being revised, was presented to personnel.

The eye wash station, which is installed, is used for all workers.

As soon as possible, the emergency exit in the cutting area should be made visible and eliminate confusion. Please note that Reebok's local field staff confirmed that the emergency exit is still partially blocked.

Pending, FM3 form of extended work permission.

Pending. Factory was able to show they have a monthly schedule of planned training, training materials used, and training records.

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Ongoing. Management has created a checklist of the chemical management system required above. Factory to include sources, expected in week 8.

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Pending. Management to designate a responsible person to monitor.

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In accordance with the Mexican Health and Labor Law, safe and drinking water shall be freely available at all times. The Chinese workers' files were available for review since the person who keeps this information is aware of its importance. During the audit, approximately 54 Chinese employees working in the factory were identified. File should include official ID, labor contract, work visa, and registration. There has been no need to work overtime in the past 5 years.

Chinese workers are being compensated in Mexican pesos and every week. Workers sign pay slips that verify their compensation for Chinese workers. This policy must be verbally communicated to management and supervisors on time. Workers from screen printing area have complained because OT hours were not reported to payroll. Workers indicating for them not to run when space available in cafeteria, exposed to sun and heat. Factory only has 1 lunch shift for all employees. Factory should implement a cafeteria, accessible workspace for workers.

All dormitories shall be kept secure, clean and have unobstructed emergency exits, emergency lighting and fire extinguishers available. Factory has been hiring more workers, about 135 since December 2007. There are some documents still missing in their files, however there is no one in the factory who is responsible for these documents.

Factory management must create policies that ensure all working hours are properly registered. This includes overtime as well. Factory management has to eliminate practice of having weekly direct cash payments to Chinese employees. Also, it explains how compensation for Chinese workers is included on official payroll. Factory has to eliminate the practice of having weekly direct cash payments to Chinese employees. Note: This does not mention completion date of this action.

Factory to include in its training program ongoing education on its FLA Code. There are no union representatives at factory. Management must ensure that OT policy of CBA includes OT for Chinese workers. 3) This policy must be verbally communicated to management and supervisors on time. Workers from screen printing area have complained because OT hours were not reported to payroll. Workers indicating for them not to run when space available in cafeteria, exposed to sun and heat. Factory only has 1 lunch shift for all employees. Factory should implement a cafeteria, accessible workspace for workers.

<Employee Name> 
_Date_

- FLA Code/Compliance
- Safety Regulation, Article 17, ensures employees are not exposed to chemical hazards.
- Risk of unobstructed emergency exits, emergency lighting and fire extinguishers available.
-union representatives or content of collective benefits negotiations and trainings to workers regarding CBA. Factory must ensure union representatives or content of collective benefits negotiations and trainings to workers regarding CBA.
- Management has commented that all Chinese workers have been provided with a copy of current immigration authorization from the National Migration Institute. Requested copies of current immigration authorization from Mexican immigration for all employees.
- FLA Code/Compliance
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