Non-compliance
Factory has provided chemical labels
- Factory has planned to renovate all exit aisles in the Target
1. The renovation started on Sep 20, 2008 and finished

Company follow up

Article 101 of the Labor
Updates

pay employees, as a base, at least the minimum wage required by local law or the prevailing
7. Freedom of Association and Collective Bargaining

6. Health and Safety
Every employee will be treated with respect and dignity. No employee will be subject to any

compliance reporting
Confidential non-

Production processes

FLA Audit Profile

Circular No.23/LDTBXH-

Circular No.08/LDTBXH-

occupational safety and

Article 96 of the Labor
Code.
Labor Code); 14 days for

Juvenile workers are
Cutting, Sewing, Packing

Reference

writing to all employees in the language of

Employers will communicate orally and in

accordance with applicable laws. Safe

stored, and served in a sanitary manner in

should receive training, appropriate to their

noise, dust, etc.) to hazardous elements

equipment (such as gloves, eye protection,

complied with and workers shall be trained
unblocked aisles/exits, employee education,

in the local language.

and in the local language or language

contradictory, the higher standards will

and safety laws and regulations. In any

that apply to young workers, i.e., those

age of 18, including regulations relating to

hiring procedures, working in

At least 4 cases of juvenile

Record review.

File.

Visual inspection

Factory Response (Optional)


### Factory Overtime Limitations

Overtime work is to be limited to 48 hours per week and 12 hours overtime; and (ii) the country will not limit the hours of work, the regular work week plus 12 hours overtime.

### Calculation of hours worked

- **Extraordinary business circumstances:**
  - Employees will (i) not be allowed by the law of the country of origin to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime work.

- **Temporary period of extra work:**
  - Employees will (i) not be allowed by the law of the country of origin to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime work.

### Factory Overtime Compliance

- **Non-compliance:**
  - Factory has not developed a procedure to monitor working hours.

- **Overtime Limitations:**
  - The factory must follow country regulations regarding overtime work.

- **Calculation of hours worked:**
  - Hours worked must be accurately recorded and paid.

### Factory Non-compliance

- **Non-compliance:**
  - Factory must develop a procedure to monitor working hours.

- **Accurate recording of OT:**
  - Factory must produce electronic reports of overtime.

### Factory Remediation

- **PC Remediation plan:**
  - Factory must provide trainings on working hours policy.

### Factory Response

- **Factory Response (Optional):**
  - The factory must review and update its overtime policy as necessary.

### Factory Follow up

- **Factory follow up:**
  - Factory must conduct interviews with workers, HR, and management to ensure compliance with overtime regulations.

- **Interviews:**
  - Interviews conducted with 10 supervisors and line leaders.

- **Document verification:**
  - Documentation used includes interview, workers, HR, and management.

### Factory Interview

- **Interview:**
  - Interviews conducted with selected workers.

- **Documentation used:**
  - Documentation used includes interview, workers, HR, and management.

### Factory Intervention

- **Intervention:**
  - Interviews conducted with selected workers.

### Factory Management

- **Management:**
  - Interviews conducted with 10 supervisors and line leaders.

### Factory Documentation

- **Documentation:**
  - Documentation used includes interview, workers, HR, and management.

### Factory Remediation

- **Remediation:**
  - Interviews conducted with selected workers.

### Factory Verification

- **Verification:**
  - Interviews conducted with selected workers.

### Factory Follow up

- **Follow up:**
  - Interviews conducted with selected workers.

### Factory Non-compliance

- **Non-compliance:**
  - Interviews conducted with selected workers.

### Factory Interview

- **Interview:**
  - Interviews conducted with 10 supervisors and line leaders.

### Factory Documentation

- **Documentation:**
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### Factory Follow up

- **Follow up:**
  - Interviews conducted with selected workers.

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### Factory Follow up

- **Follow up:**
  - Interviews conducted with selected workers.

### Factory Non-compliance

- **Non-compliance:**
  - Interviews conducted with selected workers.