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<tr>
<th>FLA Code Compliance Issue</th>
<th>Country Law Reference</th>
<th>FLA Benchmark</th>
<th>Monitor’s Findings</th>
<th>Documentation Submitted</th>
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<tbody>
<tr>
<td>1-9 Compliance</td>
<td>Country Law Reference</td>
<td>FLA Benchmark</td>
<td>Monitor’s Findings</td>
<td>Documentation Submitted</td>
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<tr>
<td>FLA - Principle of Marketing, Management of Contractors: Establish and maintain clear, written workplace standards.</td>
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<td>Factory to submit (1) Copy of the PC Remediation Plan</td>
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<td>Safety, Health, and Hygiene</td>
<td>All applicability gaps in national and local law are identified and addressed</td>
<td>FLA Code: Compliance Issue</td>
<td>Factory</td>
<td>Factory to submit all pending documentation to Reebok's monitor.</td>
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Monitor's Findings

Factory to submit inspection report of:
- Floor plans
- Machinery maintenance
- Ventilation
- PPE
- Safety equipment

Factory Response

Reebok will continue to work with the factory to develop policies and procedures for canteen use, (d) procedures for canteen use, (e) policies and procedures for canteen use, and (f) documentation submitted.

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Monitor's Findings

Reebok will continue to work with the Factory to submit (a) policies and procedures for health and safety, (b) compensation system, including payroll records, available at any time to demonstrate factory's wage policy, including all wages and benefits. Reebok will verify factory efforts during next visit.

FLA Code/ Compliance Issue

Country Law/ Legal Reference

FLA Benchmark

Monitor’s Findings

Documentation

of Findings

Verified Via Multiple Sources (See Ann)

Wide Finding: Corroborated Yes or No

Recalculated: Explain Why

Best Practice

PC Remediation Plan

Target Completion Date

Required Documentation

Factory Response

Completion Date

Company Follow Up

Documentation Submitted

Sanitation in Dining Area

1945.

FLA Benchmark

Finding is

Sanitation in Dining Area

1941, 40 of 1943, Ordinance of Sri Lanka located within factory compound and owned by the Factory. Also, no records maintained/available for incriminating evidence. No other employment related records are being maintained in factory for security guards and canteen contractor to determine if Reebok's satisfaction.

Sanitation

1/3/05

Sanitation is not maintained. 2) As per line records, few sewing operators had worked on September 5, 2004 (Rest Day). However, there is no entry in time records. Factory is addressing these issues, and other, health and safety issues systematically. Reebok will verify factory efforts during next visit.

Sanitation

10/15/04

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<td>Overtime / Excessive Hours</td>
<td>China-Simplified</td>
<td>Monitor reports significant increase in overtime with fewer days off. Interviews with workers reveal that the overtime is not voluntary.</td>
<td>Factory leadership is required to communicate the time limits and any changes to the workers.</td>
<td>Factory must develop and document a voluntary time off policy which limits all overtime for adult workers. Factory must maintain accurate and reliable time records and time cards to verify actual hours worked.</td>
<td>Payroll records for September 2004 were not complete. Factory has been requested to submit all pending documentation.</td>
</tr>
<tr>
<td>Monitoring of WHOs</td>
<td>China-Simplified</td>
<td>Factory leadership is required to communicate the time limits and any changes to the workers.</td>
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<td>Payroll records for September 2004 were not complete. Factory has been requested to submit all pending documentation.</td>
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</tr>
<tr>
<td>Factory overtime record keeping and hours outside of the factory</td>
<td>China-Simplified</td>
<td>Interviews with workers reveal that the overtime is not voluntary.</td>
<td>Factory leadership is required to communicate the time limits and any changes to the workers.</td>
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<tr>
<td>WHOs working night shifts</td>
<td>China-Simplified</td>
<td>Interviews with workers reveal that the overtime is not voluntary.</td>
<td>Factory leadership is required to communicate the time limits and any changes to the workers.</td>
<td>Payroll records for September 2004 were not complete. Factory has been requested to submit all pending documentation.</td>
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</tr>
</tbody>
</table>
PC Remediation Plan
The factory shall comply with applicable law for

Finding is

Factory to submit legal memo, and

Reebok will continue to work with

No

Factory to submit (a) copy of worker

Finding is

Factory to submit copy of payroll

Other

Awareness

OT Compensation

Issue

FLA Code/ Compliance

Reference

Country

Issue was never raised

Also stated that this

Review of documents

Interview with workers

Interview with workers

Review of pay records;

Sources, List All)

Documentation

Corroborated/

Incriminating

If Not

Best

Explain Why

Finding is

Finding is

Finding is

Finding is

Finding is

Finding is

Finding is

Finding is

Finding is

Seeing that this factory is not used for Reebok production.

No action to develop and implement policies and procedures.

No action to develop and implement policies and procedures.

Factory must submit payroll records demonstrating the employment documents being used. Reebok's monitor will verify factory efforts during next visit.

Factory has been requested to submit all required documentation.

Factory has been requested to submit pending documentation.

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