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<td>4. Harassment or Abuse</td>
<td>4. Harassment or Abuse no violations.</td>
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<td>7. Working Hours</td>
<td>7. Working Hours no violations.</td>
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**Documentation Efforts**

- **FLA Audit Profile**
  - **Compliance issue**: FLA Code/FLA Principle of Monitoring, Obligation of Companies:
    - Develop a secure communications channel, in a manner to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace commitments.
  - **Best practice**: PC has posted contacts for workers to communicate directly and securely to PC on noncompliance with FLA Principle of Monitoring.
  - **Follow-up and Verification Efforts**: Factory submitted (a) revised handbook May 21, 2004, (b) schedule of trainings for all employees; the factory has implemented the revised policy and procedures since 2004.

- **Visual inspection, Worker interviews, Grievance system**
  - Factory must (a) distribute brochures with Reebok COC to all employees. (b) Schedule of trainings for all employees. The factory has revised its tracking system for grievance procedure. The factory has kept grievance records since 2000.
  - **Follow-up and Verification Efforts**: Factory must (a) distribute brochures with Reebok COC to all employees. (b) Schedule of trainings for all employees. The factory has revised its tracking system for grievance procedure. The factory has kept grievance records since 2000.

- **Workplace Violence**
  - Employees are becoming more aware of Reebok Code of Conduct through trainings. This was verified in separate meetings with workers and management.

**Factory Follow-up and Verification Efforts**

- **Corroborated/Verified**
  - Multiple Sources, List All

**Grievance**

- **Finding**
  - Documentation of grievances is low. No employees or managers are aware of a process.

**Factory**

- **Dates**
  - 28-Feb-05

**Grievance**

- **Files**
  - Documentation of grievances is low. No employees or managers are aware of a process.

**Factory**

- **Dates**
  - 28-Feb-05
Employers will recognize and respect the right of employees to freedom of association and collective bargaining.

No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, or termination, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political belief, or sexual or other orientation.

Safety legal compliance

EQUATEMENT to October 1998, including the implementation of labor management and workers' participation. Employees will be consulted and involved in any restructuring plan.

Production and operation

No person will be subject to any treatment which would lower them to a level below that of other employees, including but not limited to: harassment, demotions, and termination. Anyone (including managers or fellow workers) who engages in harassment or abuse shall be made.

Financial Statement

HS&E management

No permits for air compressors as required by law and RHRPS. Moreover, no new instances of non-maintenance of production machinery were present at those times. This was verified in separate meetings with workers and management.

Human Resources

Management interviews. No records or documentation of training on HandA for Mgt and Supervisors.

Safety and health

Visual inspection and document review.

Reebok's monitor visited the factory on 28-Feb-05 and found that the factory continued to maintain policies and procedures for OSP. Moreover, no new instances of non-maintenance of production machinery were present at those times. This was verified by documentation review.

Safety and health

Visual inspection and document review.

Reebok's monitor visited the factory on 28-Feb-05 and found that the factory continued to maintain policies and procedures for OSP. Moreover, no new instances of non-maintenance of production machinery were present at those times. This was verified by documentation review.

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Production and operation

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Overtime Compensation

Voluntary OT

6. FLA Benchmark

10. Overtime hours worked in excess of code required in the country of manufacture or, in those countries where such laws will not limit the hours of work, the regular work week in such circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) 60 hours per week and 12 hours overtime or (c) the limits on regular and overtime hours allowed by the laws of such country will not limit the hours of work.

2004

FLA Benchmark

1. FLA Benchmark

Factory to submit (a) proof of Monitor’s Findings

3. FLA Benchmark

Factory to submit copies of (a) CBA: Union election held in 2004, elected union leader, meeting with workers to introduce union leader, union activities. Union has not yet held a general meeting with workers to elect union members, explain union size and activities, explain CBA, etc.

4. FLA Benchmark

Factory to submit copies of (a) union involvement in the process. Union leader was provided to all worker representatives (union leaders and group leaders), and all of their union members. The factory will provide training for union members on how to organize for a collective bargaining and how to negotiate the terms of the collective bargaining agreement and other 12 seminars.

5. FLA Benchmark

Factory to submit copies of (a) remediation plan. The remediation plan submitted to scheduled meetings and interviews with management. The remediation plan included a detailed list of policies and procedures for eliminating negative incentives to induce overtime. The remediation plan was verified by documentation review and interviews with management.

8. FLA Benchmark

Workers worked Sundays without 1 day off in 7 in May and June. Overtime exceeded code and legal limits in many cases were those who signed up for overtime (for breaking their pledge to work overtime). Unclear whether the workers refused to work overtime (for breaking their pledge to work overtime). The factory maintained that the workers agreed to work overtime by signing the promised overtime line leaders, supervisors and managers involved.

9. FLA Benchmark

Factory submitted (b) policies and procedures for eliminating negative incentives to induce overtime. Factory submitted (c) copies of documentation obtained through interviews and visual inspection.

11. FLA Benchmark

Factory submitted (c) copies of documenting meetings and interviews with management. The meeting with trade union was conducted on Dec. 25, 2004. CBA was provided to all workers. The meeting with the trade union was open to all workers and was conducted on Dec. 25, 2004. CBA was provided to all workers.

13. FLA Benchmark

Factory submitted (c) copies of documenting meetings and interviews with management. The meeting with trade union was conducted on Dec. 25, 2004. CBA was provided to all workers. The meeting with the trade union was open to all workers and was conducted on Dec. 25, 2004. CBA was provided to all workers.

15. FLA Benchmark

Factory submitted (a) evidence of posted policy. The finding was inaccurate. The 2 workers reviewed worked 1-2 Sundays. In May and June.

16. FLA Benchmark

Factory submitted (b) evidence of posted policy. This was verified by documentation review and interviews with management.

17. FLA Benchmark

Factory submitted (c) copies of documenting meetings and interviews with management. This was verified by documentation review and interviews with management.

18. FLA Benchmark

Factory submitted (d) evidence of posted policy. This was verified by documentation review and interviews with management.

20. FLA Benchmark

Factory submitted (a) copies of documentation obtained through interviews and visual inspection. This was verified by documentation review and interviews with management.

21. FLA Benchmark

Factory submitted (b) copies of documentation obtained through interviews and visual inspection. This was verified by documentation review and interviews with management.

22. FLA Benchmark

Factory submitted (c) copies of documenting meetings and interviews with management. The meeting with trade union was conducted on Dec. 25, 2004. CBA was provided to all worker representatives (union leaders and group leaders), and all of their union members. The factory will provide training for union members on how to organize for a collective bargaining and how to negotiate the terms of the collective bargaining agreement and other 12 seminars.