<table>
<thead>
<tr>
<th>FLA Principle of Monitoring, Obligation of Companies:</th>
<th>FLA Code/ Compliance issue Country Law/Legal Reference FLA Benchmark</th>
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<tr>
<td>1. Code Awareness Awareness of Code</td>
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<td>2. Remediation Remediation</td>
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<td>3. Child Labor Child Labor</td>
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<td>4. Harassment or Abuse Harassment or Abuse</td>
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<td>5. Nondiscrimination Nondiscrimination</td>
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### Findings

**Findings:** Please state if finding is a single finding or an exception.

**Employers will prohibit screaming, threatening, or demeaning verbal abuse:**

Employers will prohibit any instances of the use of demeaning verbal language among their workers. There is also **[information] that one manager uses demeaning verbal language when firing workers.**

**Employers will not use pregnancy tests or the use of contraception as a condition of hiring or of continued employment:**

Employers will not require pregnancy testing of any pregnant women, except as required by national law. The factory has an updated and posted non-pregnancy testing verbiage. Post guideline in a public place, providing training to all employees on the guideline.

**Employment decisions will be made solely on the basis of experience, skill level, performance, growth potential, and prevailing wage rates (within the country's labor regulations):**

Employment decisions are subject to this provision. They are based this report back any unprofessional conduct that is observed. The factory will create a disciplinary policy a clause banning all forms of harassment at work in accordance with national laws and the guidelines, and provide training to all employees on the guidelines.

**No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age of majority:**

There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

**No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or other forms of compensation, promotion, discipline, assignment or training:**

All employees should be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal abuse. The factory has an updated and posted non-discrimination policy a clause banning all forms of harassment at work in accordance with national laws and the guidelines, and provide training to all employees on the guidelines.

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**Reasons/Remediation Plan**

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<th>Action</th>
<th>T.P.S.</th>
<th>Remedy Date</th>
<th>Follow Up Date</th>
<th>Remediation Plan</th>
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**Recommendations**

- **Verbal abuse**: Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal abuse.

**Documentation**

- Include an explanation of the guideline in new hire training 9-1-05. Include a summary of the guideline in the FLA Parent Company’s Manufacturing Guideline which will specifically spell out national guidelines.

**Best Practice PC Remediation plan**

- **Target Completion**
  - Pay guidelines published and distributed on April 20, 2005.

**Factory**

- **Date of follow up (Optional)**
  - 5-23-05 - Non-Harassment Program
  - 4-15-05 - Non-Discrimination Program

### Notes

- To show regulations in public places, such as on the factory walls. Also, agree to in person employee tutorials into the factory, the company gives them a training on personal material and explain the purpose of the factory walls. This course is called P.A. The factory has an updated and posted non-pregnancy testing verbiage. Post guideline in a public place, providing training to all employees on the guideline.
Employers will ensure that pregnant women are not engaged in work that creates substantial risk to the health of the pregnant woman.

Although no formal evaluation has been made, the factory is already taking measures to protect the health of pregnant women. The factory protects pregnant women by shifting them to less hazardous tasks and providing them with necessary accommodations.

通风和降温

The facility has undertaken several efforts to improve ventilation and cooling systems. The facility has identified and reported ventilation issues, and has taken steps to address them. The facility has implemented additional ventilation systems and improved existing systems to ensure adequate ventilation for all employees.

Although the ventilation system into most parts of the factory is adequate, the ventilation at the storage area is not. The facility has taken steps to address this issue and has conducted monthly inspections to verify that the ventilation system is functioning properly.

健康与安全

The facility has established systems to ensure the health and safety of all employees. The facility has conducted regular occupational health audits and has implemented measures to prevent hazardous conditions in the facility. The facility has also implemented a comprehensive occupational health program that includes regular checkups and medical examinations.

Although the facility does not have a formal occupational health program, the facility has taken steps to ensure the health and safety of its employees. The facility has implemented regular health checks and provides access to medical facilities for employees.

工作与休息

The facility has established a formal work schedule and has taken steps to ensure that employees have adequate休息 time. The facility has implemented a formal system to manage overtime and has ensured that employees have adequate breaks between shifts.

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Discrimination

The employer will not discriminate against workers who seek to exercise their right to organize and bargain collectively. Applicants hired are done so without consideration of Union status. It is company policy that all hiring is based on ability to perform the job and not on Union affiliation. Training on discrimination (in hiring, firing) and in Freedom of Association standards. Provide training on discrimination and in Freedom of Association standards. Include clause in non-discrimination policy that explains that hiring and firing decisions will not be made on the basis on union affiliation.

Worker interviews

Applicants hired are done so without consideration of Union status. It is company policy that all hiring is based on ability to perform the job and not on Union affiliation. Training on discrimination (in hiring, firing) and in Freedom of Association standards. Include clause in non-discrimination policy that explains that hiring and firing decisions will not be made on the basis on union affiliation.

Wage Benefits Awareness

Employers will communicate orally and in writing to all employees in the language of the worker the wages, incentive systems, benefits and bonuses to which all workers are entitled in that company and under the applicable law. Not all employees understand the calculation of work that is done during overtime. A Pay calculation awareness/understanding program has been started with the posting of payroll calculation information. Groups of employees will be provided training until all workers have received training. Additional questions from employees will be addressed by Supervision and Payroll personnel.

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Payment of Legal Benefits

Legally mandated benefits will be provided or paid in full within legally defined time periods. Employers recognize that wages are essential to meeting employees’ basic needs. Employers will pay employees, as a base, at least the

### Article 25 of the Labor Code:

The Labor Code establishes that employers will ensure reasonable meal and rest breaks, which, at a minimum, must comply with local laws. In this context, the factory should comply with applicable law for premium rates for overtime compensation.

#### OT Compensation

The factory shall comply with applicable law for premium rates for overtime compensation. The factory is paying between $0.30-$0.14 less than the law establishes per hour. When we asked to the factory the reasons for doing this, they said that they were not aware of what the law established per hour. When we showed them the-wage slip of the workers for three years, they said that they were not aware of the law either, and they would check the law. The wage for a regular worker is $0.63 per hour and, according to law, the worker should be paid double, which is $1.26 per hour. The workers are working an average of 11.75 hours per day, which is equivalent to a fifteen days salary.

#### Hours of Work

Except in extraordinary business circumstances, employees will (I) not be required to work more than the lesser of (a) 48 hours per week and (b) 8 hours per day. The company does not send the workers’ contracts to the Ministry of Labor, as it is required by the law.

#### Accurate benefit compensation

The factory has the plan of theonds of the workers in the factory. This plan is not reviewed in the factory; they appear every two years to the ministry of labor, as it is required by the law. The worker’s files contain all information related to the benefits to which workers are entitled. All employees have a personal file at the factory and the company determines the benefits to which workers are entitled, through the interviews and reviews.

#### Annual leave compensation

According to the law, every year the post holders have a payment of an equivalent to a fifteen days salary. For whom has three years of service, the allowance is $0.96 per extra hour. For whom has ten years or more, the allowance is $0.63 per hour, up to the limit set by law. This situation affects the workers’ ability to obtain a better compensation throughout the years and in some of situations because of the low pay. The workers are working overtime because of the low pay. The factory is not compensating accurately to all workers that are working overtime because of the low pay. The workers are working overtime, although in them is not considered for an indefinite time. The decision to consider the benefits to which workers are entitled, through the interviews and reviews, will be made by the factory and the company will not compensate any workers.

#### Termination compensation

The factory has the policy of terminating the labor contracts every year and at the same time they compensate the workers for the period of the labor contract. The factory has not compensated the workers for the period of the labor contract as the Labor Code establishes. The workers have not received any compensation, since the factory is not compensating accurately to all workers that are working overtime because of the low pay. The situation affects the workers, ability to obtain a better compensation throughout the years and in some of situations because of the low pay. The workers are working overtime because of the low pay. The factory is not compensating accurately to all workers that are working overtime because of the low pay. The workers are working overtime, although in them is not considered for an indefinite time. The decision to consider the benefits to which workers are entitled, through the interviews and reviews, will be made by the factory and the company will not compensate any workers.