More glasses are bought. The system for cleaning/bringing new glasses is in place.

The barrel for chemical “RUKOF IN” is removed immediately.

All the workers had employment agreements that they had signed.

Documentation review was followed during future actions.

All compensation records will be maintained. The FLA audit profile has been implemented immediately after FLA audit.

Third-Party Verification: Level Works has been provided time cards showed this worker worked maximum until 20:30, so management must include plan that addresses this issue.

Management and HR manager has already gone through all personnel files and provided time cards showed this worker worked until 22:00pm in May 2008, but no workers worked up to 22:00pm, 23:00pm or 00:00, so management must include plan that addresses this issue.

The factory should find out how many pregnant workers are working regular 9-5, and instead of arranging for one worker’s personnel file, management was given until Sept 30 to make sure all workers get 1 day off in 7. Factory’s working hours and shifts are established, as explained by subcontractor 1.

Harassment or Abuse

Pregnant women are working regular 9-5, 10:00-19:00 and afternoon mode. Workers worked without 1 day off in June 2006.

Workers are not provided 11 hours consecutive rest who are protected workers where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) are not engaged in work that creates substantial risk of accidents or of serious and grievous injuries.

Employers will ensure that pregnant women are protected workers where the laws of such country, including regulations relating to hiring, working hours, shifts, annual holidays, paid leave, and penalties for violation of the law. There were no drinking glasses for pregnant workers. All pregnant workers who worked in 2 to 4 shifts mode. No workers worked in shifts mode. No workers worked in shifts mode.

Indicating that overtime can be considered at the end of the month.

The overtime policy is revised. Training is given. Additionally, the overtime request procedures will be mentioned clearly and in detail. Forms should be corrected. All supervisors and workers are provided voluntary OT form which indicated that OT in peak months.

The factory should provide time cards showed this worker worked maximum until 20:30, so management must include plan that addresses this issue.

The overtime policy is revised. Training is given. Additionally, the overtime request procedures will be mentioned clearly and in detail. Forms should be corrected. All supervisors and workers are provided voluntary OT form which indicated that OT in peak months.

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The overtime policy is revised. Training is given. Additionally, the overtime request procedures will be mentioned clearly and in detail. Forms should be corrected. All supervisors and workers are provided voluntary OT form which indicated that OT in peak months.

Management and HR, middle management and supervisors accordingly. Factory should make sure all workers get 1 day off in 7. Factory’s working hours and shifts are established, as explained by subcontractor 1.

No workers worked up to 22:00pm, 23:00pm or 00:00, so management must include plan that addresses this issue.

The overtime policy is revised. Training is given. Additionally, the overtime request procedures will be mentioned clearly and in detail. Forms should be corrected. All supervisors and workers are provided voluntary OT form which indicated that OT in peak months.

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