<table>
<thead>
<tr>
<th>FLA Principle of Monitoring, Obligation of Workers</th>
<th>Status</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Factory is maintaining records of workers' disciplinary actions.</td>
<td>Ongoing</td>
<td>The factory has a disciplinary policy, and it is being followed.</td>
</tr>
<tr>
<td>Factory provided training on September 24, 2009.</td>
<td>Ongoing</td>
<td>Training was conducted as scheduled.</td>
</tr>
<tr>
<td>Factory management has posted adidas-Group's &quot;Open Evacuation Procedure.&quot;</td>
<td>Ongoing</td>
<td>Evacuation procedures are clearly visible.</td>
</tr>
<tr>
<td>There are no written instructions on posting and retrieving MSDS of inks/colors.</td>
<td>Completed</td>
<td>MSDS are available as required.</td>
</tr>
<tr>
<td>There is no evidence of a code of conduct or disciplinary policy.</td>
<td>Completed</td>
<td>A disciplinary policy was created.</td>
</tr>
<tr>
<td>There are no provisions for the protection of whistleblowers.</td>
<td>Completed</td>
<td>Whistleblower protections are in place.</td>
</tr>
</tbody>
</table>

### FLA Audit Profile

**Disputes Resolution**

**Employee Discipline**

1. The factory has a disciplinary policy, and it is being followed.
2. Training was conducted as scheduled.
3. Evacuation procedures are clearly visible.
4. MSDS are available as required.
5. A disciplinary policy was created.
6. Whistleblower protections are in place.

**Environmental Health and Safety (EHS)**

1. The factory has an emergency evacuation plan, and it is being followed.
2. MSDS of inks/colors are posted in a prominent place.
3. The factory has a system for handling complaints and grievances.

**Supervision**

1. The factory has a system for handling complaints and grievances.
2. The factory has a system for handling complaints and grievances.
3. The factory has a system for handling complaints and grievances.

**Equipment and Facilities**

1. The factory has a system for handling complaints and grievances.
2. The factory has a system for handling complaints and grievances.
3. The factory has a system for handling complaints and grievances.

**Product Quality**

1. The factory has a system for handling complaints and grievances.
2. The factory has a system for handling complaints and grievances.
3. The factory has a system for handling complaints and grievances.

**Wage and Hour**

1. The factory has a system for handling complaints and grievances.
2. The factory has a system for handling complaints and grievances.
3. The factory has a system for handling complaints and grievances.

**Working Conditions**

1. The factory has a system for handling complaints and grievances.
2. The factory has a system for handling complaints and grievances.
3. The factory has a system for handling complaints and grievances.
Ongoing:
No improvement made by the factory.

FLA Benchmark
1) Contingency plan has been drafted. However, not all

Pending:

1) Factory has not paid social security since March 25, 2008.

Not completed:
Factory has posted information about wages; however, no

Country Law/Legal
Employer will demonstrate commitment to reduce
such country plus 12 hours overtime; and (2) be entitled to at least 1 day off in every 7 day period.

Wage Benefits Awareness
Title II, Chapter IV, Art. 59.

rates through oral and printed means.
be voluntary.
anticipated or alleviated by other reasonable efforts.
or (b) limits on regular and overtime hours allowed by
employers will make extensive efforts to secure
period in legally defined account or transmitted to legally
begins at the time that a worker seeks employment, and
authorization. The right to freedom of association
Association (FOA).

Management and worker interviews, analysis of
Monitors corroborated through management and
Monitors corroborated with visual inspection
during the walkthrough of the facility.

1) Factory management to provide verbal training to all workers regarding wage
4) Factory management must study capacity vs. number of
excessive OT hours.
2) All shifts should be based on local law and should
surpass 60 hours a week. 2) All shifts should be based on local law and should
included in regular shift. 3) Factory management to verbally train all managers,
and worker representation, including your employee training plan.
employees are able to select representatives and/or participate in factory
their own choosing and specific channels for 2-way communication between

2) Emergency procedures must be posted in chemical mixing and storage areas.

for chemical spill contingency plan and trainings

Last receipt acknowledging payment
and convert program would have taken an

Guatemalan Social Security Institute (IGSS).

Further supports social security payment requirements.

Guatemalan Social Security Institute (IGSS).

2) Additionally, factory management is still not reporting

6) Factory management to commission a wastewater treatment study and

standards.

12 months. Also, pH levels continue to not meet adidas-

Corroborating
during the walkthrough of the facility.

1) Factory management to commission a wastewater treatment study and

Company Follow Up

Ongoing

Closed, Ongoing

Ongoing

Pending

Pending

Pending

Completed

Company Follow Up

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing

Closed, Ongoing

Ongoing