Pay guidelines published and employers will not use pregnancy tests or the use of female employees, except as required by national law.

Employment decisions will be made solely on the basis of information obtained in the course of ordinary recruitment or on the basis of verifiable achievements demonstrated by the applicant in the form of educational, professional or vocational qualifications. All employees are protected against any sort of discrimination on account of their race, color, religion, sex, gender or gender identity, age, sexual orientation, marital status, family responsibilities, disability, or any other characteristic protected by law.

Employers will prohibit screaming, threatening, or demeaning verbal language among their workers. There is [information] that shows that some factory workers scream or use demeaning verbal language with the workers under their command. There is also [information] that shows that some managers use denigrating verbal language, among their workers.

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 completion of compulsory education. In all cases, the age of completion of compulsory education in the country where the factory is located will be taken as the basis for determining the age of workers. There are workers that are paid a higher rate than someone who is older. Pay levels for all production operations are based on the principles of seniority, skill, education, training, demonstrated skills or abilities. All employment decisions will be subject to this provision. They are based on the principles of seniority, skill, education, training, demonstrated skills or abilities. All employment decisions will be subject to this provision.
### Employers

Employers will ensure that pregnant women are not engaged in work that creates substantial risk to the health of the pregnant women.

### Freedom of Association and Collective Bargaining

Employers will ensure that women are not engaged in work that creates substantial risk to their reproductive health.

### Health and Safety

- **Fire Safety**
- **Ventilation**
- **Electrical/facility maintenance**

Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occasioned by their employment, and in any case where laws and regulations apply. In any case where laws and code of conduct are contradictory, the higher standards will apply. The factory will determine safety and health hazards and implement preventive action.

### Other

- **Pregnancy Risk**
- **Reproductive Health**

###正式教育和适用规则

Employers will ensure that pregnant women are not engaged in work that creates substantial risk to their reproductive health.
### Discrimination

The employer will not discriminate against workers who seek to exercise their right to organize and bargain collectively. Additionally, the employer will not discriminate against workers who are members of a union. There is not a union in the factory and when we interviewed the workers about this subject, most of them said that the factory does not talk about unions. When we asked to the management about this matter, they said that they have two workers' committees.

Applications 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 prior affiliation is not a consideration for hiring. The policy on discrimination (in hiring, firing) and freedom of Association standards is clearly stated in the non-discrimination policy that explains that hiring and firing decisions shall not be made on the basis of race, creed, or national origin.

1-Mar-05 - Payroll training for all active employees was completed in April 05. New hires will receive the same training.

### 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. All employees are expected to keep records of the work that is done during overtime.

There is a training manual that includes procedures and how to calculate overtime. The training is held weekly and training materials are available.

Additional questions from employees will be addressed by Supervisors and Payroll personnel.

1-Mar-05 - Payroll training for all active employees was completed in April 05. New hires will receive the same training. Additional training was conducted in employee orientation.

### Payment of Legal Benefits

Legally mandated benefits will be provided or paid in full within legally defined time periods.

### Summary

- **Discrimination**
  - The employer will not discriminate against workers who seek to exercise their right to organize and bargain collectively.
  - Applications hired are done so without consideration of union status.
  - The policy on discrimination and freedom of Association standards is clearly stated in the non-discrimination policy.

- **Wage Benefits Awareness**
  - Employers will communicate wages, incentive systems, benefits, and bonuses to all workers.
  - An overtime calculation awareness program has been started with payroll information.

- **Payment of Legal Benefits**
  - Legally mandated benefits will be provided or paid in full within legally defined time periods.

### Table

<table>
<thead>
<tr>
<th><strong>Area</strong></th>
<th><strong>Description</strong></th>
</tr>
</thead>
<tbody>
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</tr>
</tbody>
</table>
Article 25 of the Labor Code:
5-23-05 - Copies of all
The Labor Code establishes, on
The company does not send the workers´

Miscellaneous
OT Compensation
OT Breaks
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is

9. Hours of Work
10. Overtime Compensation
Except in extraordinary business circumstances, employees will (I) not be required to work more than the lesser of (a) 48 hours per week

3. Compensation
All employees shall be compensated with a shift shall be remunerated with a

12. Termination of Employment
The company has the right to terminate the employment of an employee at the end of the labor relationship on the Labor Code establishes. The worker in the context of

7. Review of Payrolls
The review of the payrolls showed that the

11. Termination of Employment
A worker may terminate a labor contract by giving a notice of at least

6. Payment of Back Pay
All back wages

The factory completes the employee contracts

2. Payroll System
The wage for a maquila worker is

15. Rights of the Workers
All employees have the right to:

13. Compliances with Laws
The management is to carry out the payroll system.

5. Overtime
All the workers have two breaks during the day

8. Annual Leave
A worker may take an annual leave for a duration of

14. Termination of Employment
The factory completes the employee contracts

1. Interview
The factory completes the employee contracts

No action required.