Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of work. Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, or mental harassment. Child Labor: There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or debt bondage. Employees are paid according to local regulations. The minimum age of the workers is 18 years old, and all workers are voluntarily employed. Language: The majority of the workers speak Chinese if different from the local language. Emergency Light: All types of emergency light are installed in the workplace, and the maintenance of the emergency lights on file; noise testing on file; visual verification, and management staff are trained in handling chemicals in the workplace. Dangerous chemicals waste were not collected by a qualified collector. The chemicals on the cart. Supervisor train and monitor their job responsibility. The first round training were conducted a training course for 14 workers. Workers continue to wear PPE if the chemicals on the cart. New construction has been done in the factory by October 2006, there are new buildings have fire proof certificates. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. Legal Reference: PRC Regulations for the management of hazardous chemicals. Source: Document review, workers and management interview, on-site observation. 

### Updates (Cite Date of Follow up)

- **(February 16, 2006)**: The FLA Audit Profile summarizes the key points of HSE observations. It was verified that all qualification licenses have been timely renewed for any new workers. Workers in the printing workshop correctly. New buildings have fire proof certificates. It is verified that all qualification licenses have been timely renewed for any new employees. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

- **(August 2009)**: It was noted that MSDS was not available in the workplace. It was also observed that workers were not wearing earplugs. It was noted that one electrician did not wear protective clothing. The first round training were conducted a training course for 14 workers. Workers continue to wear PPE if the chemicals on the cart. New construction has been done in the factory by October 2006, there are new buildings have fire proof certificates. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

- **(May 30, 2006)**: The FLA Audit Profile summarizes the key points of HSE observations. It was verified that all qualification licenses have been timely renewed for any new employees. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

- **(2006)**: The FLA Audit Profile summarizes the key points of HSE observations. It was verified that all qualification licenses have been timely renewed for any new employees. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

- **(July 2009)**: It was noted that MSDS was not available in the workplace. It was also observed that workers were not wearing earplugs. It was noted that one electrician did not wear protective clothing. The first round training were conducted a training course for 14 workers. Workers continue to wear PPE if the chemicals on the cart. New construction has been done in the factory by October 2006, there are new buildings have fire proof certificates. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

- **(March 2013)**: It was noted that MSDS was not available in the workplace. It was also observed that workers were not wearing earplugs. It was noted that one electrician did not wear protective clothing. The first round training were conducted a training course for 14 workers. Workers continue to wear PPE if the chemicals on the cart. New construction has been done in the factory by October 2006, there are new buildings have fire proof certificates. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

- **(December 2013)**: It was noted that MSDS was not available in the workplace. It was also observed that workers were not wearing earplugs. It was noted that one electrician did not wear protective clothing. The first round training were conducted a training course for 14 workers. Workers continue to wear PPE if the chemicals on the cart. New construction has been done in the factory by October 2006, there are new buildings have fire proof certificates. The printing of the new Worker Handbook will be finished before Chinese New Year (CNY). Workers will receive the handbook before the new year. The handbook also contains an SEA summary and management requirements for explosive chemicals. 

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<table>
<thead>
<tr>
<th>FLA Code/ Compliance issue</th>
<th>Country Law/Legal Reference</th>
<th>FLA Benchmark</th>
<th>Non-compliance</th>
<th>Risk of Non-compliance</th>
<th>Evidence of Non-compliance (uncorroborated)</th>
</tr>
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**Updates (Cite Date of Follow up)**

- FLA Comment:

  The Chinese constitution guarantees Freedom of Association; however, the Trade Union Act prevents the establishment of trade unions independent of the sole official trade union – the All China Federation of Trade Unions (ACFTU). According to the ILO, many provisions of the Trade Union Act are contrary to the fundamental principles of freedom of association, including the non-recognition of the right to strike. As a consequence, all factories in China fall short of the ILO standards on the right to organize and bargain collectively. Recently, however, the government has introduced new regulations that could improve the functioning of the labor relations mechanisms.

**Employers will recognize and respect the right of employees to freedom of association and collective bargaining.**

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**IEV Assessment** (September 6th&7th, 2011)

- **Company Follow-Up** (January 2012)

- **Documentation**

**Company Follow-Up** (August 2012)

- **Techno**, **Remediation**

| 3 | N/A |
### FLA Benchmark

#### Company Follow-Up

- The factory shall comply with applicable law for premium overtime compensation.

#### Company Verification Follow-Up

- If such legal limits do not exist, the regular work week in hours of work in the country of manufacture or, where work prior to mandating involuntary overtime.

### Notable Features

- Some workers want to have meals in factory or not, monthly.
-工厂管理在3月优化内部审计，使工作时间内部审计在11月由工厂审核。
- 工厂在2012年8月通过了60小时的工作时上限。然而，7月工厂运营超60小时。
- 工厂对工作时长控制良好。然而，7月超过60小时...
- 工厂一直在改善工作时长和产能。工厂选出了3名工人代表。
- 由于工人代表厂方的做法，工人代表与管理层在集体谈判中提高了沟通。