<table>
<thead>
<tr>
<th>Audit Area</th>
<th>Description</th>
<th>Recommended Action</th>
<th>Found in Audit Area</th>
<th>Observed/Documented/Noncompliance</th>
<th>Documentation Used For</th>
<th>Remediation</th>
<th>Company Follow Up (February 2006)</th>
<th>Remediation Complete</th>
<th>Company Follow Up (March 2006)</th>
<th>Remediation Complete</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Law</td>
<td>Violation of labor laws and regulations</td>
<td>Train management on labor laws and regulations</td>
<td>Yes</td>
<td>Violation</td>
<td>Documents</td>
<td>Corrected</td>
<td>Corrected</td>
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<tr>
<td>Safety</td>
<td>Violation of safety laws and regulations</td>
<td>Train management on safety laws and regulations</td>
<td>Yes</td>
<td>Violation</td>
<td>Documents</td>
<td>Corrected</td>
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<tr>
<td>Environment</td>
<td>Violation of environmental laws and regulations</td>
<td>Train management on environmental laws and regulations</td>
<td>Yes</td>
<td>Violation</td>
<td>Documents</td>
<td>Corrected</td>
<td>Corrected</td>
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</tbody>
</table>

Additional comments: None.
### FLA Benchmark

**FLA Benchmark**

All food preparation shall be

**Factory installed flyswatters in the kitchen and**

Completed:

**Notable Features**

Audition measurement were done November 9

Boots are accessible. In order to avoid future

Factory posted the warning sign and gave

Factory developed a clinic procedure that

Ongoing:

**Company Verification Follow Up**

**Status**

Completed:

All safety and accident reports shall

Completed:

Workers should be involved in

Sanitation in Dining Area

PPE

PPE

### FLA Code/Compliance

**FLA Code/Compliance**

Country Law/Legal

Reference

should be available in each building.

prepared, stored, and served in a

Worker Safety Committees.

planning for safety, including through

longer if required by law.

including medical waste.

dust, etc.) to hazardous elements

operators and boiler technician were not

factory management, some embroidery

the printing process.

were also being evaluated with different

workforce. Efficiency of the taken trainings

and safety were being determined in

lunch hall.

system is functioning regularly.

Management should also provide training to

filing systems as well as other subjects.

Employee Health Inspections which will include

recording workplace injuries/accidents in each

the employee numbers. Factory also started

The health files are already filed according to

these trainings and document them.

factory should measure the effectiveness of

for workers to see their superiors also using

Materials are being moved from the

work-in-progress area to the finished goods

area. In the finished goods area, a smaller

window was added to the finished goods

area to help ventilation.

### IEM Findings

**Explain Why**

**Sources/Documentation Used For**

were also being evaluated with different

workforce. Efficiency of the taken trainings

and safety were being determined in

lunch hall.

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### Noncompliance

**Noncompliance**

Corroborating

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and safety were being determined in

lunch hall.

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<table>
<thead>
<tr>
<th>FLA Code/Compliance Item</th>
<th>Country Law/Legal Reference</th>
<th>FLA Benchmark</th>
<th>Noncompliance</th>
<th>Root Causes of Noncompliance</th>
<th>Actionable Recommendations Used For Consideration</th>
<th>Key Findings</th>
<th>FLA Remission Plan</th>
<th>Target Date</th>
<th>Company Follow Up</th>
<th>Documented Date</th>
<th>FLA Compliance Date</th>
<th>Date of Follow Up</th>
<th>FLA Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Workforce Management</td>
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<tr>
<td>2. Freedom of Association and Collective Bargaining</td>
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<td>3. Child Labor</td>
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<td>4. Forced Labor</td>
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<td>5. Disciplinary Practices</td>
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<td>6. Remuneration</td>
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<td>7. Benefits</td>
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<tr>
<td>8. Health and Safety</td>
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<tr>
<td>9. Hours of Work</td>
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<tr>
<td>10. Overtime Compensation</td>
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<tr>
<td>11. Annual Leave</td>
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</tbody>
</table>

**Key Findings:**
- Employers will provide all legally required health and safety measures for workers.
- Noncompliance: Workers expressed their dissatisfaction with the company's policies on annual leaves.
- Notable Features: The best line of the month is chosen in countries where such laws will not exist, at a rate at least equal to their regular hourly compensation.
- In addition to their compensation for regular hours of work, employees will be compensated for any overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not exist, at a rate at least equal to their regular hourly compensation.
- Overtime Compensation: Employers will recognize and respect the right of employees to freedom of association and collective bargaining.
- Benefits: Employers will provide all legally required benefits for workers.
- Health and Safety: Employers will provide all legally required health and safety measures for workers.
- Hours of Work: Employers will provide all legally required hours of work for workers.
- Annual Leave: Employers will provide all legally required annual leave for workers.