### Factory Finding

- **Workplace Safety**: The factory has a training plan in place to ensure all exit doors are designed to allow visual inspection. The training has been provided to supervisors/managers involved in the factory.

- **Working Conditions**: The factory has provided training on how to handle industrial action, including the non-recognition of the right to strike. Field representatives have been approached by workers to ensure access to SEA at all times.

- **Environment**: The factory has installed drinking water at the workplace and has set up a corrective action plan to ensure working conditions comply with the law. It has also ensured all workers are aware of the Code of Conduct.

- **Social Insurance**: The factory has hired female workers, and all female workers are provided with maternity insurance, which complies with the adidas-Group SEA contract and factory benefit policy. 100% of workers receive work-injury and medical insurance, 100% receive maternity and social insurance, and coverage rates for five insurances are as follows: work-injury and medical insurance, 100%; maternity and social insurance, 100%; occupational injury insurance, medical insurance and maternity insurance, 100%. The factory has also set up a food committee to improve meal quality.

- **Education and Training**: The factory has a training plan that covers training on wage and bonus calculation and social security system. Labourers can receive education, training, demonstrated skills or abilities. All employees have received training in the language of the worker.

- **Productivity**: Workers have used a method to communicate with production planning department to coordinate with production planning department.

### FLA Audit Profile

- **Issue**: Hiring Discrimination
  - **Article 41 of China Labor Law**: Employers will provide a safe and healthy working environment to prevent accidents and injury arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

- **Issue**: Discrimination Toward Workers
  - **Article 54 of China Labor Law**: Employers will not discriminate against juvenile workers.

### Ongoing Remediation

- **PC C**: Coordination with production planning department.
  - Hiring discrimination issues have been identified through various methods, including on-site observation, photo inspection, training record, worker interview, and document review.

- **PC C**: Workplace compliance staff has been approached by workers to ensure workplace compliance.

- **PC C**: The factory has set up a food committee to improve meal quality.

- **PC C**: The factory has installed drinking water at the workplace and has set up a corrective action plan to ensure working conditions comply with the law.

- **PC C**: The factory has hired female workers, and all female workers are provided with maternity insurance, which complies with the adidas-Group SEA contract and factory benefit policy. 100% of workers receive work-injury and medical insurance, 100% receive maternity and social insurance, and coverage rates for five insurances are as follows: work-injury and medical insurance, 100%; maternity and social insurance, 100%; occupational injury insurance, medical insurance and maternity insurance, 100%.

- **PC C**: The factory has set up an annual training plan to cover training on wage and bonus calculation and social security system. Labourers can receive education, training, demonstrated skills or abilities. All employees have received training in the language of the worker.