<table>
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<th>Plan Code Completion Date</th>
<th>Country Legal Reference</th>
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<th>Evidence of Noncompliance (see methodology)</th>
<th>First Evidence of Noncompliance/Nonconformance Date</th>
<th>Evidence of Noncompliance (see methodology)</th>
<th>Description of Noncompliance/Nonconformance</th>
<th>Corrective Action Plan</th>
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<th>Phased Plan Response</th>
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**Health and Safety**

- No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or other forms of compensation, promotion, and any other terms or conditions of employment.
- Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal abuse, including harassment.

**Forced Labor**

- The factory will not use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.
- No person will be compelled to work against their will.
- Workers will not be required to pay a sum of money as a condition of employment.
- Workers will not be required to present a document that guarantees their employment to an employer or any public body.

**Recruitment Contracts**

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<th>Evidence of Noncompliance (Confirmed)</th>
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<th>Final Compliance Date</th>
<th>Follow-up (Date)</th>
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<td>1.4.1 Earning and Compensation</td>
<td>Overtime Compensation</td>
<td>In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is determined by the FLA Benchmark.</td>
<td>The factory was working within 60 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every 14 days. If the worker has worked one or more than 60 hours per week and 12 hours overtime, the worker shall be paid for the extra hours at the rate of 80% of his regular hourly compensation for each excess hour.</td>
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