Employers will utilize progressive discipline, e.g., escalating discipline using steps such as verbal warning, written warning, and demotion. The sample has a policy and procedure of progressive discipline. The sample has a policy and procedure of reporting discipline.

Non-compliance: As per the policy of progressive discipline, employees are prohibited from engaging in any conduct that causes harm to the employer or disrupts the workplace environment. As per the policy of progressive discipline, employees are prohibited from engaging in any conduct that cause harm to the employer or disrupts the workplace environment.

Factory gives under age 16 worker[s] a written policy or procedure outlining in local labor law how to report the employee. As per the policy of progressive discipline, employees are prohibited from engaging in any conduct that cause harm to the employer or disrupts the workplace environment.

Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse. Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.

Employers will comply with applicable laws that apply to child labor. There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

There is no policy or procedure to ensure the protection for under-aged workers. There is no policy or procedure to ensure the protection for under-aged workers.

Children under the local minimum working age will not be employed at the factory, they should be guaranteed to be under 16 years of age for such work. Children under the local minimum working age will not be employed at the factory, they should be guaranteed to be under 16 years of age for such work.

Asics is returning to the factory for the audit. The youngest worker was 16 years of age, violating Art. 15 of regulations on the protection of under-aged workers. Asics is returning to the factory for the audit. The youngest worker was 16 years of age, violating Art. 15 of regulations on the protection of under-aged workers.

Workers were found worked on night jobs. But the policy did not prohibit that the younger work during night. Workers were found worked on night jobs. But the policy did not prohibit that the younger work during night.

The young workers are requested for overtime work. Rest of one worker work half-shift for young worker will be under 16 years of age, violating Art. 15 of regulations on the protection of under-aged workers. The young workers are requested for overtime work. Rest of one worker work half-shift for young worker will be under 16 years of age, violating Art. 15 of regulations on the protection of under-aged workers.

Access necessary medical attention. The procedure is to put a written policy and procedure of where and how to access medical attention for urgent issues. The procedure is to put a written policy and procedure of where and how to access medical attention for urgent issues.

Facility does not have a notice board in the site for confidential non-compliance reporting. Facility does not have a notice board in the site for confidential non-compliance reporting.

Facility has a notice board in the site for confidential non-compliance reporting. The procedure is to put a written policy and procedure of where and how to access medical attention for urgent issues. The procedure is to put a written policy and procedure of where and how to access medical attention for urgent issues.

On 15-17 November 2005, the FLA Audit Profile of ALGI was presented. On 15-17 November 2005, the FLA Audit Profile of ALGI was presented.

40001537D FLA Audit Date: 15-17 November 2005

The young workers are requested for overtime work. Rest of one worker work half-shift for young worker will be under 16 years of age, violating Art. 15 of regulations on the protection of under-aged workers. The young workers are requested for overtime work. Rest of one worker work half-shift for young worker will be under 16 years of age, violating Art. 15 of regulations on the protection of under-aged workers.

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<table>
<thead>
<tr>
<th>No.</th>
<th>Document</th>
<th>Review Date</th>
<th>Status</th>
<th>Completed Date</th>
<th>Latest Updates</th>
<th>Company Follow Up</th>
<th>Documentation Features</th>
<th>Compliance</th>
<th>FLA Comment</th>
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<tbody>
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</tbody>
</table>

Non-compliance: Training for Third Party Company audit

Risk of Non-compliance: The Evacuation map shall be posted in the work P

Non-compliance: The Art. 54 of PRC Labor Law: The employer

Non-compliance: Checked the Factory tour

Other

Risk to Freely Associate

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

5. Nondiscrimination

No evacuation plans were

No evacuation plans were

Evacuation Procedure

occurring in the course of work or as a result of the operation of employer facilities.

6. Health and Safety

Policy

retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

The Amended Trade Union Act of October 2001 does

bargain collectively. Recently, however, the ILO, many provisions of the Trade Union Act are

contrary to the fundamental principles of freedom of

organization of workers' union

activities.

Medical Room and doctors

provide the doctor certificate, doctor at present could not

standards.

Benzene and Toluene

monitoring results showed that Benzene

results showed that Benzene

Disease Controlling Center

monitoring report monitored by

monitor monitoring results showed that Benzene

standards.

Disease Controlling Center

monitor monitoring report monitored by

monitor monitoring results showed that Benzene

standards.

Disease Controlling Center

monitor monitoring report monitored by

monitor monitoring results showed that Benzene

standards.
Art. 48 of PRC Labor Law: The employer shall pay workers no less than 150% of their regular overtime wage for overtime worked in any day. The factory shall comply with applicable law for premium wage calculation. Employers will provide all legally mandated benefits to all eligible workers.

Legal Compliance for Minimum Wage:
- Payment of wages to laborers should be no lower than local prevailing industry wage, whichever is higher.

Overtime Compensation:
- For termination of contract and liabilities for temporary period of extra work that could not have been anticipated or alleviated by other reasonable efforts.

Legal holiday:
- May 1st - 3rd and October 2005, security guards and dormitory workers worked 68 hours in a consecutive 3 weeks or more.
- June, July, August and September, the overtime was severe. Some workers worked 68 hours in a workshop worked 36 overtime hours per month.
- Interviewees stated they usually have one day off after one week of work.  No voluntary overtime on holidays.

Interview:
- Many workers in preparation workshop worked 98 hours in a month.  The overtime was severe. Some workers the OT payroll based on the hourly rate used for regular overtime, overtime on days of rest.
- Interviewees showed documented by time cards that the overtime sheet was calculated using at hourly rate below the prevailing industry wage, whichever is higher.

Workers worked overtime 98 hour in a month, 2,710 out of 4,007 workers worked overtime 98 hour in a month, 2,710 out of 4,007 interviews with workers worked overtime 98 hour in a month, 2,710 out of 4,007.

Audit team reviewed 50 payroll records from 10-12/ 2005 and did an audit for the process of reviewing payroll records the overtime.

On-site interviews with guards did not have a labor contract. A security guard was not paid for Spring 100% participation in the awareness program to worker[s].

Document review, and/or overtime on holidays. employers will provide all legally mandated benefits to all eligible workers.

Employers will provide all legally mandated benefits to all eligible workers.

Workers worked overtime 98 hour in a month, 2,710 out of 4,007 workers worked overtime 98 hour in a month, 2,710 out of 4,007 interviews with workers worked overtime 98 hour in a month, 2,710 out of 4,007. Even in holiday and/or overtime on holidays.

Factory provided one day off after one week of work.  No voluntary overtime on holidays.

If not corroborated, remediation date (uncorroborated).
<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>
<th>If not corroborated, explain why</th>
<th>Sources/Documentation used for corroborating</th>
<th>Notable Features implemented by Factory Management or Company</th>
<th>PC Remediation plan</th>
<th>Target Completion Date</th>
<th>Company follow up (Cite date of follow up)</th>
<th>Documentation</th>
<th>Findings (Additional) (Cite date)</th>
<th>Company Follow up (Off-site interviews with workers) 04/16-17/2007</th>
<th>Documentation</th>
<th>Company Follow up (12/5-6/2007)</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment Fees</td>
<td>The employees who are hired directly by recruiting agents (government labor bureau), pay 300-400 Yuan recruitment fees to the agents. The factory has no roll in this process.</td>
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<td>Investigate appropriate job hanging fee from the past precedent.</td>
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<tr>
<td>Unauthorized Subcontracting</td>
<td>There are no items of commitment on FLA Code of Conduct in the subcontracting agreement for cafeteria service. There are no items stating one rest day, maximum hours of work, minimum wage and OT payments, minimum age and health and safety requirements.</td>
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<td>Sign on with subcontractor to protect labor rights of Security guards and cafeteria worker.</td>
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