### Health and Safety

1. **Code Awareness**
   - All employees must be aware of the Code of Conduct and have a copy of it.

2. **Nondiscrimination**
   - No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, or the bodies of workers may be exposed to injurious corrosive materials. (29CFR 1910.151)

3. **Electrical Equipment**
   - Electrical panels were found with missing covers. Check for proper space for quick drenching or washing solution bottles for emergency use.

### FLA Audit Results

#### FLA Benchmark
- Completed and target company follow up completed.

### IEM Findings

#### FLA Audit Profile
- Completed.

### Internal Controls

#### Fire Fighting (29CFR 1910.22)
- Fire extinguishers provided and maintained to conform to applicable laws and standards upon the visual inspection of the factory.

### FLA Audit Profile
- Completed and target company follow up completed.

### Internal Controls

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- Fire extinguishers provided and maintained to conform to applicable laws and standards upon the visual inspection of the factory.
### Machinery Maintenance

<table>
<thead>
<tr>
<th>Section</th>
<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</th>
</tr>
</thead>
<tbody>
<tr>
<td>Powered Industrial Truck</td>
<td>There must be a daily maintenance procedure that is followed by workers to inspect vehicles prior to use.</td>
<td><em>(29CFR 1910.22)</em></td>
<td></td>
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<tr>
<td></td>
<td>All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.</td>
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</tbody>
</table>

4. If not corroborated, explain why:

5. Sources/Documentation used for corroborating:

6. Notable Features implemented by Factory/Management:

7. PC Internal audit findings:

8. PC Remediation plan:

9. Target Completion Date:

10. Factory Response:

### Wages and Benefits

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

9. It is an essential right of an employee to receive wages that are adequate to meet basic needs.

10. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.

### Hours of Work

1. Except in extraordinary business circumstances, employees shall not be required to work for more than 12 hours in a workweek or the limits on regular and overtime hours allowed by the laws 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 seven day period.

2. Employers will, in addition to their compensation for regular hours of work, compensate employees for overtime hours at such premium rate as is legally required in the country of manufacture, or, in those countries where such laws will not exist, at a rate at least equal to the regular hourly compensation rate.