<table>
<thead>
<tr>
<th>FLA Code/Compliance Issue</th>
<th>Country Law/Legal Reference</th>
<th>FLA Benchmark</th>
<th>Media's Findings</th>
<th>Documentation</th>
<th>Best Practice</th>
<th>PC Removal</th>
<th>Remediation</th>
<th>Target Completion Date of Follow-Up Visit</th>
<th>Compliance Follow-Up Date of Initial Visit</th>
<th>Remediation Follow-Up Date of Initial Visit</th>
<th>Remediation Follow-Up Date of Initial Visit</th>
<th>Documentation Follow-Up Date of Initial Visit</th>
<th>Company Verification Follow-Up Date of Initial Visit</th>
<th>Follow-Up Date of Initial Visit</th>
<th>FLA Audit Findings</th>
<th>FLA Audit Recommendations</th>
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</thead>
<tbody>
<tr>
<td>Employment decisions will be made solely on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.</td>
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<td>No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or compensation, promotion, discipline, assignment of work, termination of employment, provision of wages, bonuses, allowances, and other forms of compensation, or any other terms of employment.</td>
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<td>There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.</td>
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<td>No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.</td>
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<td>No one will be denied employment on the basis of age, race, religion, disability, sexual orientation, nationality, political opinion, social or ethnic origin, or any other reason not related to job performance or any condition of employment.</td>
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<td>The workplace shall be free of any discrimination or harassment on the basis of gender, age, race, religion, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.</td>
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<td>Harassment or abuse shall not occur at the workplace.</td>
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<td>All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and free of hazards.</td>
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<td>FLA Principle of Monitoring, Obligation of Management and Country Law/Legal Reference</td>
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<td>Review the medical testing of female employees, except as required by national law.</td>
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<td>FLR Code</td>
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<td>FLR Benchmark</td>
<td>Matter/Site Findings</td>
<td>Documentation</td>
<td>Best Practice</td>
<td>PC Remediation Plan</td>
<td>Target Latest Date</td>
<td>Follow up</td>
<td>Employee Involvement</td>
<td>PC Remediation Audit/Report</td>
<td>PC Remediation Audit/Report</td>
<td>Documentation</td>
<td>Follow up</td>
<td>Third-Party Verification</td>
<td>Follow up</td>
<td>Summary of Progress</td>
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### Country Law/Legal Reference

Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage, which is set by law and is above the poverty line.

8. Wages and Benefits

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

### Factory Response

All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, visual inspection, and method prescribed by the Director-General under Thai law on the hazards and precautions of chemical processes. Workers should also receive training about handling chemicals in emergency situations. This is to be recorded in the employees' accident book and factory's accident book.

### Updates

Factory says secondary containment has been remediated. MSDS for all chemicals and other hazardous substances.

### Remediation audit:

No secondary containment provided for chemical containers. Clarify who is responsible for Health and Safety review at the factory.

### Contract reviews

No fence and yellow box at the electric control panel area.

### Worker interview

Inspected the chemical area and monitored the employees' activities. The employees who received wages calculated and recorded accurately.

### Payroll reviews

It was observed that the chemical containers are not secondary contained. New finding: Some employees did not receive wages paid on a piece-rate basis, did not get paid wages for holidays or leave paid.

### Visual inspection

All chemicals and hazardous substances have the following details: 1)Symbol indicating harm and poisonous condition of harmful chemical. 2) Contents of first aid; (b) 2 regular nurses; (c) One regular doctor during working hour at least 2 hours per time; (d) Adequate equipment of medicines and first aid in case of emergency.

### FLA Code/Compliance

- English.
- Except for the details under 2) and 3) which may be in Thai language.
- All chemicals and hazardous substances should be plainly readable.
- Accurate recording of wage and benefits for all workers, during this rest period.
- There are frequent announcements that lunch time should be stopped. Workers should not work during rest periods. Many posters were posted in working area to persuade them to cease work during rest periods. Parents were instructed workers to work during rest periods.
- Workers should be informed and instructed about health and safety data sheet (MSDS) for all chemicals.
- Safety data sheet (MSDS) for all chemicals and cleaning solvents are remediated. MSDS for the oil spot container has been remediated. No warning about method of storage, use, moving and handling are present.
- A bucket of sand is prepared in case of harmful chemical or fire. Sand needs improvement for case of harmful chemical.
- Workers are free to apply sand for harmful chemical.
- MSDS for the oil spot container has been remediated. MSDS for all chemicals.
- Remediation audit:
  - No secondary containment provided for chemical containers. Clarify who is responsible for Health and Safety review at the factory.
  - New finding: Some employees did not receive wages paid on a piece-rate basis, did not get paid wages for holidays or leave paid.
  - Payroll reviews:
    - It was observed that the chemical containers are not secondary contained. New finding: Some employees did not receive wages paid on a piece-rate basis, did not get paid wages for holidays or leave paid.
  - Visual inspection:
    - All chemicals and hazardous substances have the following details:
      1) Symbol indicating harm and poisonous condition of harmful chemical.
      2) Contents of first aid; (b) 2 regular nurses; (c) One regular doctor during working hour at least 2 hours per time; (d) Adequate equipment of medicines and first aid in case of emergency.
    - Workers should be informed and instructed about health and safety data sheet (MSDS) for all chemicals.
    - Safety data sheet (MSDS) for all chemicals and cleaning solvents are remediated. MSDS for the oil spot container has been remediated. No warning about method of storage, use, moving and handling are present.
  - Factory installed fences and painted red to avoid the person who was not concerning with chemicals and other hazardous substances.
According to The Labor Protection Act B.E.2541 Chapter 22, the employment of workers shall not exceed six hours a day or 54 hours a week, except in extraordinary business circumstances. This limit shall not apply to the working hours of employees who have a private employment contract or to employees who have a working hours arrangement in accordance with the agreement of the employer and employee. 

Workers are entitled to paid holidays on the following public holidays: New Year’s Day, the National Day of the Kingdom of Thailand, King’s birthday, and the Loy Krathong festival.

Overtime work shall be compensated for at a rate of at least 1.5 times the regular hourly wage for the excess hours worked. The regular work week shall not exceed 44 hours, and one day off in every seven day period. An extraordinary work week shall not exceed 48 hours or 60 hours if 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.

Factory did not mention hiring status in the workers’ contract. However, workers who worked on a shift basis were considered daily workers. Workers who worked more than 12 hours a day or 60 hours a week were also considered as daily workers. The employment contracts mentioned the piece-rate basis of earnings. Hourly workers received overtime pay at a rate of one time of the hourly wage.

For March 2006, overtime hours for 1 out of 25 selected samples were 13.5-20 per week; For April 2006, overtime hours for 6 out of 25 selected samples were 13.5-22 hours per week; For March 2005, overtime hours for 3 out of 4 selected samples were 13.5-20 per week; For Feb. 2006, overtime hours for 7 out of 25 selected samples were 14-22 per week; For Jan. 2006, overtime hours for 15 out of 25 selected samples were 14-22 hours per week.

Some of the workers worked overtime in excess of 12 hours per week in October'03 and May'04. The overtime work performed shall result in no less than 1.5 times the regular rate of pay for work that could not have been anticipated or alleviated by other reasonable efforts.

Workers are entitled to paid holidays on the following public holidays: New Year’s Day, the National Day of the Kingdom of Thailand, King’s birthday, and the Loy Krathong festival.

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