Nil

PRC Labor Law Article 16, A labor contract shall be concluded where a labor relationship is to be established.

1. Code Awareness

There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

2. Forced Labor

There will not be any use of child labor, in the form of piece rate work or compulsory labor, and no use of any young workers in such production processes as ironing, hand cutting, sewing and packaging.

3. Child Labor

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.

There will be no use of any young workers in such production processes as ironing, hand cutting, sewing and packaging.

Administrative Department of State Council.

Juvenile Employees' should be printed by Labor employer. (3) All 'Registration Certificate for Employees' before beginning to work for an employer who recruits and hires employees.

employees before they start to work. Furthermore, all new young workers would receive free health check and their work instructions on 15 December 2005. All young workers and their work instructions on 15 December 2005. All young workers and factory advised that according to IEM Findings

Corroborated, Remediation

Noncompliance

Risk of (Uncorroborated)

Sources/Documentation

Used for Corroborating Notable Features

Through audit and interview and worker interview. There was not an effective local language of employees. only lists contact channel to Company factories as well as to licensees, contractors and suppliers.

communicate their questions and/or suggestions and complaints would be collected by manager weekly and complaints properly documented. No contact channel provided to Company factories as well as to licensees, contractors and suppliers.

Nordstrom, Eddie Bauer.

No contact channel provided to Company factories as well as to licensees, contractors and suppliers.

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### FLA Benchmark

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

2. **Employers** will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

3. **Employers** will provide a fair and just wage according to the nature of work performed.

4. **Employers** will not hire child labor.

5. **Nondiscrimination** shall be practiced on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

6. **Health and Safety**
   - Workers should receive training, proper labels and storage in accordance with applicable laws. Workers should receive training, and hazardous substances should be posted in evacuation plans, etc. shall be complied with and workers shall be trained in proper use of them.
   - Workers shall be trained in proper use and functions of safety, first aid, and evacuation procedures.
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### Key Findings

**IEM Findings**

- **Target**: 5/1/2006
- **Completed**

**Management or Company Follow Up**

- **Date**: 11/28/2005
- **Status**: Pending
- **Sources/Documentation Used for Corroborating Evidence of Claim**
  - Management or Company Implemented by Factory

### Company Verification Follow Up

- **Company Follow Up**
  - **Date**: 12/15/2005
  - **Status**: Completed
  - **Target**: 5/1/2006
  - **Completed**

### Evidence of Claim

- **EH&S Committee**: Established in the company in 2005. The new committee had its first meeting on 15 December 2005. The minutes of the meeting were reviewed. Last meeting on 1-16-2006.
- **Company Follow Up**: Completed

### Evidence of Alleged Noncompliance

- **FLA Benchmark**: 6. Health and Safety
  - Factory advised that all chemicals and hazardous substances are managed. Factory requested to create an enhanced role in dispute resolution. In December 2003, the Collective Contracts Decree introduced union an enhanced role in dispute resolution.

### Remediation

- **Target Remedy**: 12/15/2005
- **Completed**: 12/30/2005
- **Short-Term and Long-Term Plan for Improvement**: Staff visit to factory to review remediation plans.

### Notes

- **Noncompliance**: Evidence of alleged noncompliance.
  - **FLA Benchmark**: 6. Health and Safety
    - Factory advised that all chemicals and other hazardous substances are unblocked aisles/exits, employee education, evacuation procedures, etc. shall be complied with and workers shall be trained in proper use of them.
    - Workers shall be trained in proper use and functions of safety, first aid, and evacuation procedures.

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