### 7. Freedom of Association and Collective Bargaining

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

### 8. Wages and Benefits

- Employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, 
- In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such 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 seven day work week.

### 9. Hours of Work

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the laws of the country of manufacture.

### 5. Nondiscrimination

No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, or other terms and conditions of employment because of (a) race, color, ancestry, national origin, gender, age, religion, marital status, sexual orientation, medical condition, physical condition or disability, (b) failure to comply with a federal or state equal employment opportunity law, (c) an individual’s association with a person or group on the basis of the prohibited grounds in (a), (d) retaliation for opposing any practice forbidden by any federal or state equal employment opportunity law, or (e) an individual’s association with a person or group on the basis of the prohibited grounds in (d).

### 4. 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 of abuse. Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising from production processes.

### 6. Health and Safety

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the laws of the country of manufacture.

### 3. Child Labor

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

No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture otherwise).

### 1. Minimum Age

No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture otherwise).

### FLA Audit Profile

#### Production Processes

- **Product(s):** Cutting, Sewing, Washing, Distribution
- **Number of workers:**
  - Eddie Bauer, Inc.
  - Mexico
  - 020050459E
  - October 19-20, 2006

#### FLA Code/Compliance

- **Country Law/Legal Reference:**
  - NOM-002-STPS-2000, Centros de Trabajo
  - 5.4a Evacuation Procedure
  - NOM-018-STPS-2000, Quimicas Peligrosas en Los Centros de Trabajo, 5.4a

#### FLA Benchmark

- **Noncompliance:**
  - Evidence of Noncompliance (Uncorroborated)
  - Evidence of Noncompliance (Corroborated)

#### FLA Risk

- **Risk of Noncompliance:**
  - FLA Recommendation
  - FLA Compliance

#### FLA Compliance

- **PC Remediation Plan:**
  - Target Completion Date
  - Factory Response (Optional)
  - Company Follow Up (November 28, 2006)

#### FLA Documentation

- **Documentasi on:**
  - Company Follow up Documentation
  - External Verification Documentation

#### FLA Company Verification Follow Up

- **Updates:**
  - Company Verification Follow Up Documentation

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### Miscellaneous

- **Miscellaneous (Optional):**

  - **Evacuation Procedure:**
    - All applicable legally required or recommended evacuation plans, unblocked aisles/exits, and proper PPE use.
    - All aisles observed to be maintained clear with no obstructions to provide for safe evacuation.
    - All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.
    - All chemicals and hazardous substances should be properly identified and stored. Facility must have MSDS sheets in Spanish for substances like Blow-Out, and educate employees in this operation. Facility must have a factory. Not many chemicals of concern were observed to be missing for some chemicals used in this operation. Facility must have a MSDS inventory.

  - **Product safety:**
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers.
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.

  - **Electrical/Facility:**
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.

  - **Comunication of Peligros y Seguridad:**
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.

  - **Ventilation:**
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.

  - **Maintenance:**
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.
    - Facility has an assigned person who is trained to be the product safety coordinator and to provide safety training to and assist with the safety of workers. The components of this room are examined for safety.