<table>
<thead>
<tr>
<th>FLA Code/Compliance Issue</th>
<th>Country/Local Law Reference</th>
<th>FLA Benchmark</th>
<th>Nonconformance</th>
<th>Risk of Nonconformance (Significance)</th>
<th>E/Not Conducted</th>
<th>E/In Progress</th>
<th>E/Completed</th>
<th>Source: Documentation</th>
<th>Video/Photographs</th>
<th>PC Remediation Plan</th>
<th>Factory Response (if none)</th>
<th>Target Completion Date</th>
<th>Company File Close Date</th>
<th>Documentation</th>
<th>Compliance Status</th>
</tr>
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<tbody>
<tr>
<td>Child Labor</td>
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<td>Forced Labor</td>
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<td>Nondiscrimination</td>
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<td>Workplace Safety and Health</td>
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<td>Fire Protection</td>
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</tbody>
</table>

**Completed**

Per Factories Act, 1948, all relevant

9/1/2006

07/03/2007,

10/1/2006

Employers will prohibit screaming, threatening, or

This will be available upon request.

Verbal Abuse

4. Harassment or Abuse

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

3. Child Labor

2. Forced Labor

1. Working Hours,

Have an Internal Monitoring

Procedure

Other (Internal Grievance

Procedure)

Other (Internal Grievance

Procedure)

5. Nondiscrimination

Procedure)

Other (Internal Grievance

Procedure)

4. Harassment or Abuse

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

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Procedure

Other (Internal Grievance

Procedure)

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Procedure)

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Procedure

Other (Internal Grievance

Procedure)

Other (Internal Grievance

Procedure)

5. Nondiscrimination

Procedure)

Other (Internal Grievance

Procedure)

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1. Working Hours,

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Procedure

Other (Internal Grievance

Procedure)

Other (Internal Grievance

Procedure)

5. Nondiscrimination

Procedure)

Other (Internal Grievance

Procedure)

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

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Procedure

Other (Internal Grievance

Procedure)

Other (Internal Grievance

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Other (Internal Grievance

Procedure)

4. Harassment or Abuse

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

3. Child Labor

2. Forced Labor

1. Working Hours,
### Raw Text

<table>
<thead>
<tr>
<th>Country Law/Legal Reference</th>
<th>PLM Benchmark</th>
<th>No. Records</th>
<th>Risk of Noncompliance</th>
<th>Evidence of Compliance</th>
<th>PC Remediation Plan</th>
<th>Factory Response (Factory)</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel records not regularly updated.</td>
<td>Poor</td>
<td>2</td>
<td>High</td>
<td>Poor</td>
<td>Information will be entered with each transaction.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Factory does not have a reliable and effective Time Recording System.</td>
<td>Poor</td>
<td>2</td>
<td>High</td>
<td>Poor</td>
<td>Information will be entered with each transaction.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Doctor has been appointed</td>
<td>Good</td>
<td>2</td>
<td>Low</td>
<td>Good</td>
<td>Information will be entered with each transaction.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Management representatives at factory are well aware of the factory’s labor policies and procedures.</td>
<td>Good</td>
<td>2</td>
<td>Low</td>
<td>Good</td>
<td>Information will be entered with each transaction.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Since there was some attrition in committee members, we have reconstituted the committee.</td>
<td>Good</td>
<td>2</td>
<td>Low</td>
<td>Good</td>
<td>Information will be entered with each transaction.</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>We have been training our employees on this policy and procedures.</td>
<td>Good</td>
<td>2</td>
<td>Low</td>
<td>Good</td>
<td>Information will be entered with each transaction.</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

### Table

<table>
<thead>
<tr>
<th>Issue</th>
<th>Status</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time Recording System</td>
<td>Poor</td>
<td>Records of increments given to workers were maintained manually. Record of production and overtime were in electronic form.</td>
</tr>
<tr>
<td>Other</td>
<td>Poor</td>
<td>Records of increments given to workers were maintained manually. Record of production and overtime were in electronic form.</td>
</tr>
<tr>
<td>Machinery Maintenance</td>
<td>Poor</td>
<td>Records of increments given to workers were maintained manually. Record of production and overtime were in electronic form.</td>
</tr>
<tr>
<td>Housekeeping &amp; Security</td>
<td>Poor</td>
<td>Records of increments given to workers were maintained manually. Record of production and overtime were in electronic form.</td>
</tr>
<tr>
<td>Risk of Noncompliance</td>
<td>Poor</td>
<td>Records of increments given to workers were maintained manually. Record of production and overtime were in electronic form.</td>
</tr>
<tr>
<td>Force Overtime</td>
<td>Poor</td>
<td>Records of increments given to workers were maintained manually. Record of production and overtime were in electronic form.</td>
</tr>
</tbody>
</table>

### Additional Notes

- The factory has 200 employees, of whom 100 are male and 100 are female. The factory operates from 8:00 AM to 9:00 PM, Monday to Saturday. Overtime is voluntary and is paid at 1.5 times the regular rate. The factory provides transportation to and from the factory for all employees.
- The factory has a medical facility for workers, and medical records are available in the ambulance room.
- The factory has a safety committee, which meets every month to discuss safety issues.
- The factory has a union wing for garment workers, and union members are well aware of their rights.
- The factory provides a 6-day work week, with an extra day off in alternate weeks.
- The factory provides a compensation plan for workers who work on Sunday.

### Responsible Person

John Doe, Manager

### Date

07/04/2007