<table>
<thead>
<tr>
<th>FLA Code/Compliance Issue</th>
<th>Noncompliance</th>
<th>Risk of Noncompliance</th>
<th>Evidence of Noncompliance (Documentation)</th>
<th># Not Compliant</th>
</tr>
</thead>
<tbody>
<tr>
<td>FLA Benchmark</td>
<td></td>
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<tr>
<td>Company Follow Up</td>
<td></td>
<td></td>
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<tr>
<td>Third party audit did not find</td>
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<tr>
<td>We will move all of the operations to a new building.</td>
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</tbody>
</table>

**Maintenance**
- All ventilation, plumbing, electrical, and lighting services should be properly maintained and accessible to the employees.

**Evacuation Procedure**
- All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in aisles/exits, employee education, evacuation (such as posting of evacuation plans, completion of drill and work of on-facility personnel).  
- Production area D (chemical storage) is not segregated from Production area A and D (production) to ensure proper ventilation, airflow and needed storage.  
- The evacuation floor plan includes remediation until the 2007 IEV. For remediation from completion date 2007-01-01 to their new facility to ensure all issues have been corrected.

**Chemical Management**
- All chemicals and hazardous substances should be properly labeled and stored in accordance with the applicable laws and regulations.  
- Metal gloves are available and in use, but damaged. Gloves, eye protection filter (such as spray paint, nozzle, etc), and in ventilation areas including indoor work areas.

**Personal Protective Equipment (PPE)**
- Employee safety and health training (such as spray paint, nozzle, etc), and in ventilation areas including indoor work areas.

**Noise**
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.

**Potential Remediation**
- 100 Health and Safety Compliance Management.

**Fluoroscopy/Inhalation**
- 100 Health and Safety Compliance Management.

**Bench Area**
- 100 Health and Safety Compliance Management.

**General**
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.  
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- 100 Health and Safety Compliance Management.

**Medical Waste**
- 100 Health and Safety Compliance Management.

**Facility Maintenance**
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.  
- 100 Health and Safety Compliance Management.

**Chemical Management**
- 100 Health and Safety Compliance Management.

**Documentation**
- 100 Health and Safety Compliance Management.
## Sanitation in Facility

#### Mexican Norm-001 STPS 1999 Health and Safety

Hygiene and Security

All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.

**Issue:**
Lint was abundant in sewing areas, very notable on employees' heads and around their eyes. Blowers connected to sewing machines were disconnected due to cost cutting, which increased lint around the work area.

**Evidence of Noncompliance:**
- Lint was abundant in sewing areas.
- Blowers connected to sewing machines were disconnected.

**Risk of Noncompliance:**
- If not corroborated, explain why.

**Sources/Documentation:**
- PC Remediation Plan
- Factory moved to a new facility.
- No issues were found by third party auditor.

**Company Follow Up:**
- We will move all of the operations to a new building.
- We will install another device in order to avoid trimmings on the floor.

**Sanitation in Dining Area**

#### Mexican Norm-001 STPS 1999 Health and Safety

Hygiene and Security

All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.

**Issue:**
Food is not properly prepared in the cafeteria. There have been numerous complaints of bugs and worms.

**Evidence of Noncompliance:**
- Food is not properly prepared in the cafeteria.
- There have been numerous complaints of bugs and worms.

**Risk of Noncompliance:**
- If not corroborated, explain why.

**Sources/Documentation:**
- PC Remediation Plan
- Factory moved to a new facility.
- No issues were found by third party auditor.

**Company Follow Up:**
- Changed the food supplier.
- Factory moved to a new facility.
- No issues were found by third party auditor.

## Freedom of Association and Collective Bargaining

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

## Wages and Benefits

Employers recognize that wages are essential to meeting employees' basic needs.

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

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 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 period.
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rates as are legally required in the country of manufacture, or, in those countries where such laws will not exist, at a rate of at least two-thirds of their regular hourly compensation rate.