**Country**

**Code**

**Factory name**

**AFM**

**ISO-9000**

**ISO-14001**

**ISO-45001**

**Number of factories**

**Number of workers**

**Primary Production**

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**Hiring Discrimination Practices**

- **FLA Awareness**
  - **Country Law/Legal Reference**
  - **Employers will utilize consistent written disciplinary practices**
  - **We have initiated non-discrimination on the basis of age, retirement, on the basis of gender, race, religion, age, disability, sexual orientation, national origin, political opinion, or social or ethnic origin.**
  - **Non-compliance**
  - **We have initiated policy regarding non-discrimination in employment decisions will be made solely on the basis of education, training, demonstrated skills or abilities. All employees as well as contractors and suppliers also have a responsibility for harassment and abuse in the workplace.**

**Harassment or Abuse**

- **FLA Awareness**
  - **We encourage the factory to develop internal regulations to ensure a safe working environment. All these regulations have been already posted on the notice board.**

**Child Labor**

- **FLA Awareness**
  - **We require the factory to establish clear recruitment routines established with the management on their systems.**

**Age Verification**

- **FLA Awareness**
  - **We require the factory to establish clear recruitment routines established with the management on their systems.**

**Country Law/Legal Reference**

- **FLA Awareness**
  - **We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation.**

**Production Processes**

- **FLA Awareness**
  - **We require the factory to establish clear recruitment routines established with the management on their systems.**

**FLA Audit Profile**

- **FLA Awareness**
  - **We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation.**

**Risk of Non-compliance**

- **FLA Awareness**
  - **We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation.**

**Evidence of Non-compliance**

- **FLA Awareness**
  - **We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation.**

**Factory Response**

- **FLA Awareness**
  - **We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation.**
All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained and kept in good working order. The factory should ensure that the work premises are equipped with protective equipment. If any equipment is not being used, it must be put into use. The factory should set up a record on work related injuries in the factory. All safety and medical equipment must be in perfect and effective condition of fire control. The factory will possess all legally required permits for the whole production facilities. The factory should ensure that the safety in the building is maintained according to local law and our Code of Conduct. We require the factory to ensure that the building is in a good condition and is in the language local employees can understand and read.

Workers' organizations have the right to elect their representatives. The employer will not interfere with the right to freedom of association by controlling workers' organizations or favoring non-negotiated administrative agreements. In dispute resolution, the ACFTU has the responsibility to consult with management on key issues of concern to workers. The union established in the factory was under control of the employer, and the union representative or other parallel means of independent worker representation were all management staff in the factory. No worker in the factory was elected at members' assemblies and trade unions must be stipulated that union committees have to be democratically elected and have mechanisms that could improve the functioning of the labor relations system. We encourage employers to negotiate with workers on issues that are important to their members, and to sign collective bargaining agreements. If any equipment is not being used, it must be put into use. The factory should set up a record on work related injuries in the factory. The factory should ensure that the work premises are equipped with protective equipment. If any equipment is not being used, it must be put into use. The factory should set up a record on work related injuries in the factory. We require the factory to ensure that the building is in a good condition and is in the language local employees can understand and read.

Fire Safety

A fire extinguisher has been installed at the factory. All locally relevant regulations and emergency evacuation procedures are in place. The factory should ensure that the work premises are equipped with protective equipment. If any equipment is not being used, it must be put into use. The factory should set up a record on work related injuries in the factory. The factory should ensure that the building is in a good condition and is in the language local employees can understand and read.

PPE

Workers’ organizations have the right to elect their representatives and conduct their activities without economic interference. We require the factory to ensure that the building is in a good condition and is in the language local employees can understand and read.

Country: People’s Republic of China


Notable findings (Optional)

- The factory is a low-risk facility with no potential production equipment depending on work process, along with education tools that could be used in the factory.
- The factory has a fire control department and a fire control facility in the factory.
- The factory has a fire control department and a fire control facility in the factory.
- The factory should ensure that the building is in a good condition and is in the language local employees can understand and read.

Risk of Non-compliance

A eye-wash facility has been installed at the factory. The factory should ensure that the building is in a good condition and is in the language local employees can understand and read.

Manager interview

The factory should ensure that the building is in a good condition and is in the language local employees can understand and read.

Worker interview and onsite observation.

Manager interview and cartridge in the factory.

Worker interview.

Employee interview and onsite observation. We require the factory to ensure that the building is in a good condition and is in the language local employees can understand and read.

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**FLA Code/Compliance Issue**

- Country Law/Legal Reference
- China Labor Law, Article 41

**FLA Benchmark**

- Target Completion
  - On going

**FLA Code/Compliance Note**

1. **Overtime Compensation**
   - All hourly wages, piecework, bonuses, and other incentives will be calculated and recorded accurately. If hourly wages, piecework, bonuses, and other incentives are not calculated and recorded accurately, FLA requiring the factory to maintain a one year record of all working hour records for review by the auditors.
   - FLA requiring the factory to maintain a one year record of all working hour records for review by the auditors.

2. **Forced Labor**
   - FLA Code/Compliance issue
   - Source/Documentation
   - IEM Findings
   - Evidence of Non-compliance
   - If not corroborated, explain why

3. **FLA Code/Compliance Issue**
   - Country Law/Legal Reference
   - China Labor Law, Article 33

**IEM Findings**

- Evidence of Non-compliance
- If not corroborated, explain why

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