<table>
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<tr>
<th>FLA Audit Profile</th>
<th>Follow-up Status</th>
<th>PC Remediation plan</th>
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**Sources/Documentation**

- Local governmental social insurance sources.
- Factory had bought injury insurance (business insurance) for all workers.
- Management explained that they had discussed with local social insurance department how to buy social insurance for workers and decided to take care of all workers.
- The factory only provided retirement insurance for 100 workers out of 313 workers.
- The company had not provided social insurance for the workers who were employed before the implementation of the social insurance policy.
- Social insurance included: social insurance, medical insurance, and unemployment insurance.

**Compliance**

- The factory had implemented the social insurance policy.
- The workers were aware of their rights to social insurance.
- The factory was compliant with local social insurance laws.

**Summary**

- The factory had provided workers with social insurance.
- The factory was compliant with local social insurance laws.
- The factory had provided workers with social insurance.

**Notes**

- The factory had provided workers with social insurance.
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**Due to recent developments,**

- **Documentation**
- **Company Follow up**

During this inspection it was found that there was no evidence of non-compliance with local laws and regulations.

On-going factory has established a system to monitor and verify the compliance of workers with local laws and regulations.

China Labor Law, Article 48

Wages paid to laborers by the employing unit shall not be lower than the local standards on wages required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.

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

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, respect and protect the physical and mental health of workers, and shall not employ child labor.

Employers shall provide workers with necessary training and examinations before they fulfill their jobs.

Juvenile Employees (Document No. 498, 1994)

(1) Before the juvenile employee begins working, the employer shall conduct a medical examination and issue a certificate before they fulfill their jobs.

(2) After the juvenile employee has worked for six months, the employer shall conduct a medical examination and issue a certificate before they fulfill their jobs.

(3) When the juvenile employee has reached 18 years of age, the employer shall conduct a medical examination and issue a certificate before they fulfill their jobs.

Wages and Benefits

Employers will provide workers with necessary training and examinations before they fulfill their jobs.

Product(s)

Factory name: Hennes & Mauritz AB

**Audit**

- FLA Audit Profile

During this audit we had no indications of non-compliance with local laws and regulations.

On-going examination in the previous six months.

Safety and Health

- Article 39 of Regulations on Safety and Supervision of Special Equipments

Also, during on-site inspection, it was found that there was an unlicensed elevator operator.

There was a certificated elevator operator, but he was a certificated stoker.

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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

9. Hours of Work

10. Overtime Compensation

China Labor Law, Article 38

workers and at least one day off in a

The employing unit shall guarantee that its staff

be required to work more than the lesser of (a) 48 hours per week and

Except in extraordinary business circumstances, employees will (i) not

China Labor Law, Article 38

have at least one day off in a

An extraordinary business

day off in every seven day period.  An extraordinary business

have at least one day off in seven days.

a day shall generally not exceed one hour; if

China Labor Law, Article 38

in a month shall not exceed thirty

Drivers, working hours and wages were found to be

IEM Findings (uncorroborated)

Company Management or

Document review, interviews,

risk of non-compliance

Documentation Pending; On-
going

Company Follow-Up (March 12, 2008)

Documentation

Company Follow-Up (November 27, 2008)

Documentation

Company Follow-Up (February 28, 2008)

Documentation

Company Follow-Up (October 31, 2007)

Documentation

Risk of non-compliance

Documentation

Documentation

Risk of non-compliance

Documentation

Documentation