

Workplace Conditions Assessment Report

Measured Results — Improved Performance



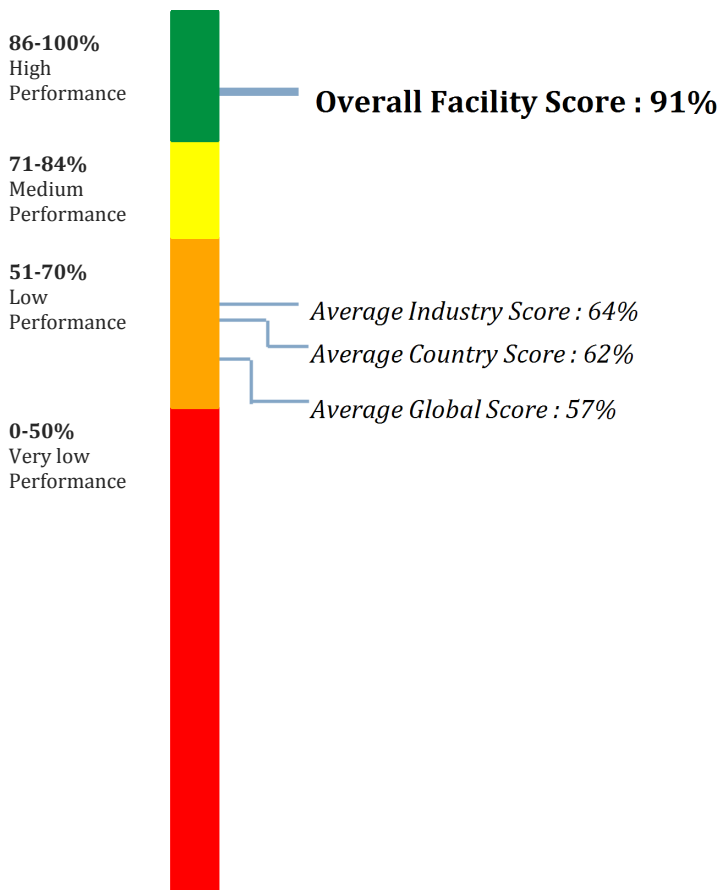
ABC FACILITY CO., LTD.

GENERAL INFORMATION

Overall Facility Score : **91%**

Report No :	F_IAR_30808	City :	Yiwu
Audit Date :	Sep 26, 2013	Country :	China
Last Audit :	Jun 28, 2013 (48%)	Auditors :	Primary: Richard Li
Assesment Stage :	Follow up		Secondary: None
Schedule Type:		Service Provider:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY Participating facilities: 311



Assesment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
Overall	91%	-	-	6	1	-
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	83%	-	-	4	-	-
Management Systems	84%	-	-	1	1	-
Environment	74%	-	-	1	-	-

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	ABC Facility Co., Ltd.	Building Description:	The facility consists of one 5-storey building (partial 3F) used as office area, workshops and warehouses and one 6-storey building used as dormitory area, entertainment room, kitchen and canteen (1F of this building is used as kitchen and canteen, 2F is used as entertainment room, 3F to 6F of this building is used as dormitory area).
Facility Legal Name:	ABC Facility Ltd		
Audit Location:	No.17 Block, No.1 Lane, Kajur Road, Akruiti Park		
City:	Yiwu		
Country:	China		
Contact Name:	Ms. Cheng		
Contact Title:	Administration Manager		
Industry:	Accessories		
Facility Legal Status:	Privately owned		
Year facility began operations:	May 2006		
Located in special economic zone:	Yes	Special building type:	Yes Building was converted from a residential to an industrial facility <i>The building prior to 2006 was a marketplace/residential complex. Facility has construction approval certificates.</i>
Person responsible for overall social compliance issues:	Ms. Cheng / Administration Manager	Security systems in place:	Yes <i>The building has a perimeter wall around the compound. Guards are stationed at the front and back entrances.</i>
Valid certificate for social compliance certification program:	None		
Vendor Name:	ABC Vendor Ltd		

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	Simulation accessories	Shifts and Operating hours:	All employees work for 5 days in a week in one shift, which is from 8:00 to 17:30 with 1.5 hours for lunch break (from 12:00 to 13:30).
Production process/ Service elements:	Injection, punching, polishing, spray-painting, assembly, inspection and packing.		
Production capacity a week:	45, 000 pieces	Time record system(s) used:	Swipe Card system
Total number of machines:	265 sets	Chemicals or hazardous materials on-site:	Yes <i>Facility uses chemicals like diesel for generator, white oil, thinner, machine oil for maintenance and spot lifter/rust go for stain removal purpose. There are no hazardous wastes/materials.</i>
Main machine types:	Injection, punching, spray-painting, polishing, casting machines, etc.		



**Current production/
Services for client:** Yes

A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	101-500 employees	Female Employees:	88
Union name:	None	Male Employees:	90
Employs juvenile workers:	None	Mgmt Employees:	60
Hires through employment agent:	No	Production (Non-Management) Employees:	118
Employee nationalities/provinces:	Jiangsu, Guangdong, Chongching	Local Employees:	28
		Foreign/Migrant Employees:	150
		Languages spoken in the facility:	Chinese
		Management and employees speak same language :	Yes

A4. SUBCONTRACTOR INFORMATION

Suncontractor# :	1	Address	1 Cross Rd, Test City, Diamond Industrial Estate
SubContractor Name	Animation		
Contact Name	Mr. Retu		
Telephone	+84-45-342384		
Email Address:	customerservice@demo.com		
Process Type :	Subcontractor provides finished goods		
Process subcontracted :	Injection molds		
Social Audits performed:	Yes	Type of Social Audits:	Client specific requested audits completed 2-3 times per annum
Private label items:	No		

A4. GENERAL INFORMATION

The facility management showed a positive attitude to this audit during the whole process. All documentation requested for the review was provided timely. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management.

Emergency Preparedness Summary

The facility has adequate fire fighting equipment in terms of extinguishers. All are valid and inspected regularly. Workers appeared trained and aware of what to do in case of an emergency. However, the facility still has not installed a smoke alarm or fire sprinkler system.

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
12 Months Payroll	Aug 2012	Aug 2013
12 Months Attendance	Aug 2012	Aug 2013

Employee interview sampling

Individual	7 individuals
Group	1 group of 5
Total interviewed	12

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	Aug 2013	Aug 2013	Yes	9
Period 1	Jul 2013	Jul 2013	No	3
Period 2	Jun 2013	Jun 2013	No	3
Total				15

Other records reviewed

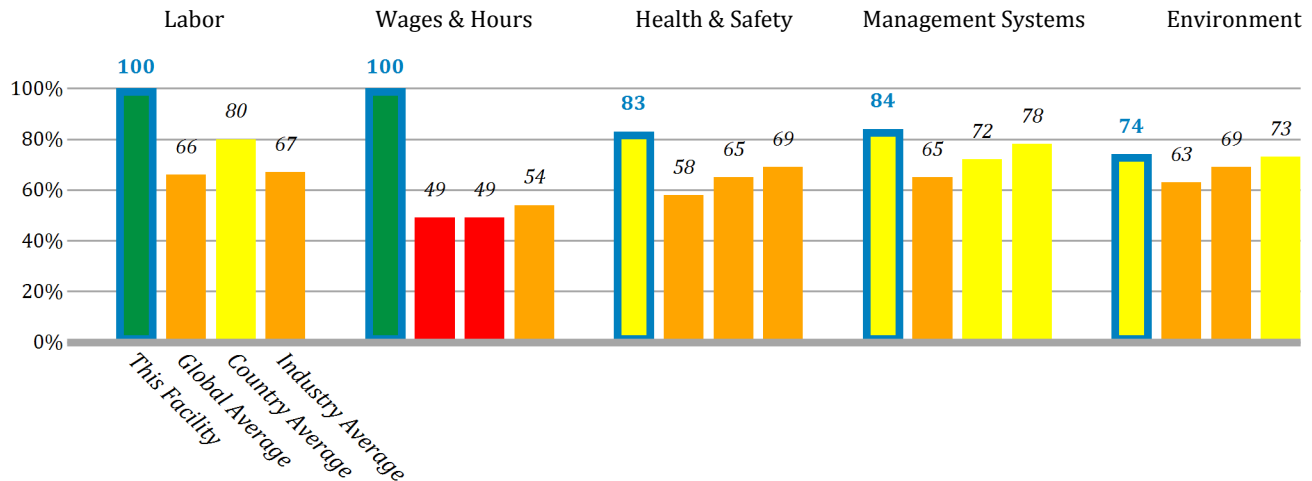
Personnel records
Non-Production records
Legal Permits
Health examination records

Production records
Employment contracts
Young worker registration
Security log book

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, China average, Accessories average

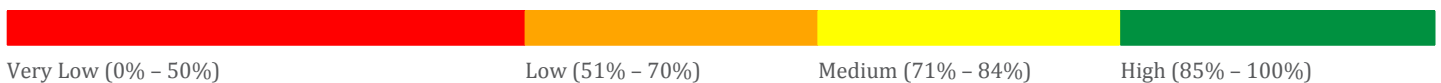


B1. PERFORMANCE TREND ANALYSIS

Section Name	Current (26-Sep-2013)	Last (Not Applicable)	First (28-Jun-2013)	Change (Current-Last)	Change (Current-First)
Labor	100	Not Applicable	27	Not Applicable	270 % ▲
Wages & Hours	100	Not Applicable	75	Not Applicable	33 % ▲
Health & Safety	83	Not Applicable	57	Not Applicable	45 % ▲
Management Systems	84	Not Applicable	29	Not Applicable	189 % ▲
Environment	74	Not Applicable	40	Not Applicable	85 % ▲
Overall Score	91	Not Applicable	48	Not Applicable	89 % ▲

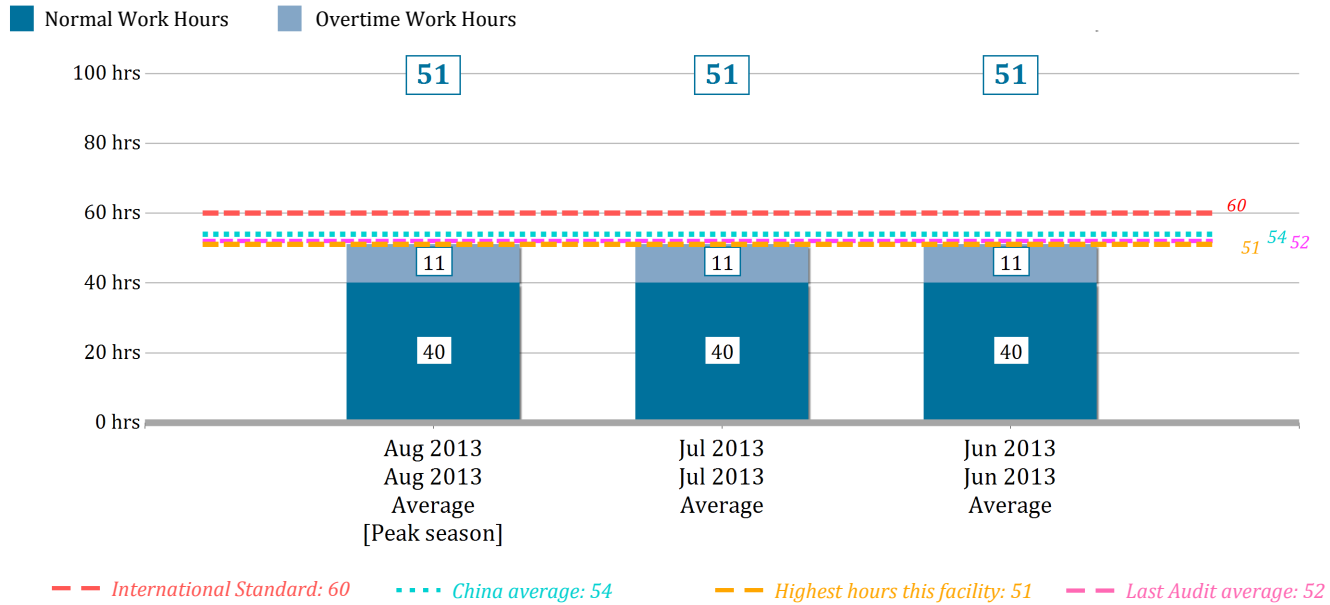
▲ Advancers ■ Constant ▼ Decliner

PERFORMANCE RATING

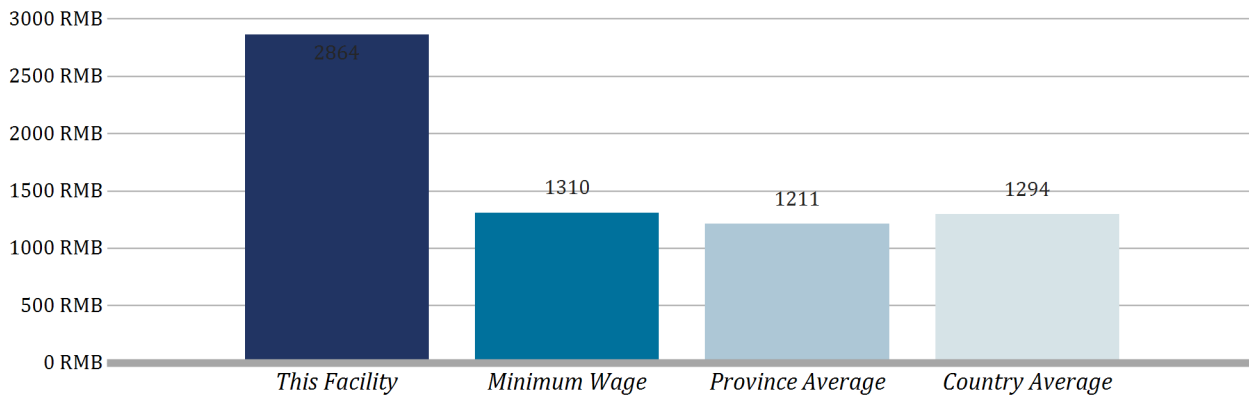


B3. WORKING HOURS AND WAGES

Average total hours worked weekly



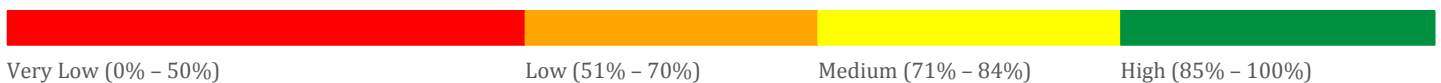
Average wages paid in local currency (RMB)



Special wage circumstances: RMB 1160 per month equivalent to RMB 6.67(1160/21.75/8) per hour from April 1, 2011 to December 31, 2012, and RMB 1310 per month equivalent to RMB 7.53 (1310/21.75/8) per hour since January 1, 2013.

Wages and hours summary: This facility had obtained one new Comprehensive Working Hour System approval from its local labor bureau. The approved implementation period was one year from June 30, 2013 to June 29, 2014. Total working hours allowed was 2424 hours [1992 (249 days x 8 hours) plus 432 (36 overtime hours x 12 months)]. In this audit, 5 employees had been selected to check their working hours from June 30, 2013 to September 25, 2013. The maximum accumulated total working hours from July 1, 2013 to September 25, 2013 were around 608 hours which had not exceeded 2424 allowable total working hours.

PERFORMANCE RATING

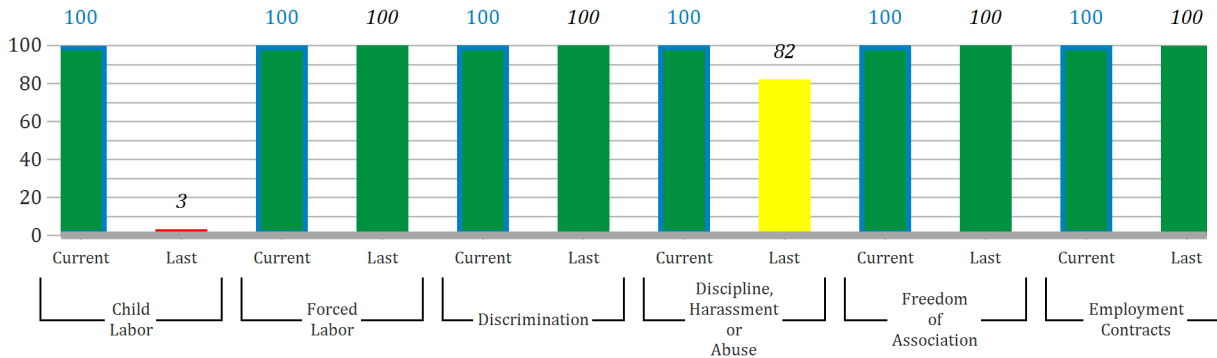


C. PERFORMANCE DETAILS

Current (26-Sep-2013) Last (28-Jun-2013)

C1. Labor

100%



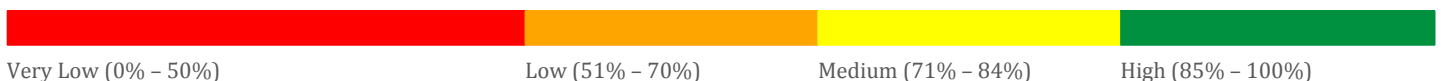
Sub Section: Child Labor

Status	Findings	% Global freq of compliance
● Corrected	<p>33.00 : Previous Non-Compliance : There are employees employed by the facility currently below the age requirement of local law (if no law, below 15)</p> <p>Auditor's comment First Follow up Audit (September 26, 2013) This finding had been corrected. The facility had a temporary student apprentice who was employed at age 15 when first hired. The workers is now back in school. There are no other juvenile workers at the facility found during the audit. Facility has also updated process system for properly verifying age upon hiring to prevent future incident.</p>	89%

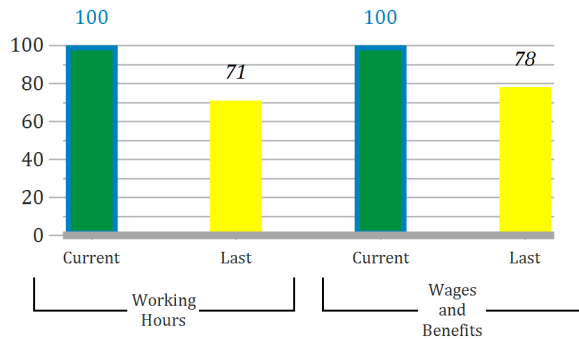
Sub Section: Discipline, Harassment or Abuse

Status	Findings	% Global freq of compliance
● Corrected	<p>73.00 : Previous Non-Compliance : Managers and supervisors are not trained on appropriate disciplinary measures and training records are not maintained.</p> <p>Auditor's comment First Follow up Audit (September 26, 2013) This finding had been corrected. Through document review and management interview, Managers and supervisors had been trained on appropriate disciplinary measures and training records had been maintained.</p>	87%

PERFORMANCE RATING



C2. Wages & Hours



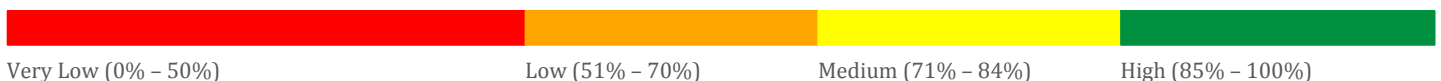
Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Corrected	<p>117.02 : Previous Non-Compliance : Total working hours during the period specified by the waiver exceeds allowable limits under the waiver.</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)In this audit, 5 employees had been selected to check their working hours from June 30, 2013 to September 25, 2013. The maximum accumulated total working hours from July 1, 2013 to September 25, 2013 were around 608 hours which had not exceeded 2424 allowable total working hours.</p>	51%

Sub Section: Wages and Benefits

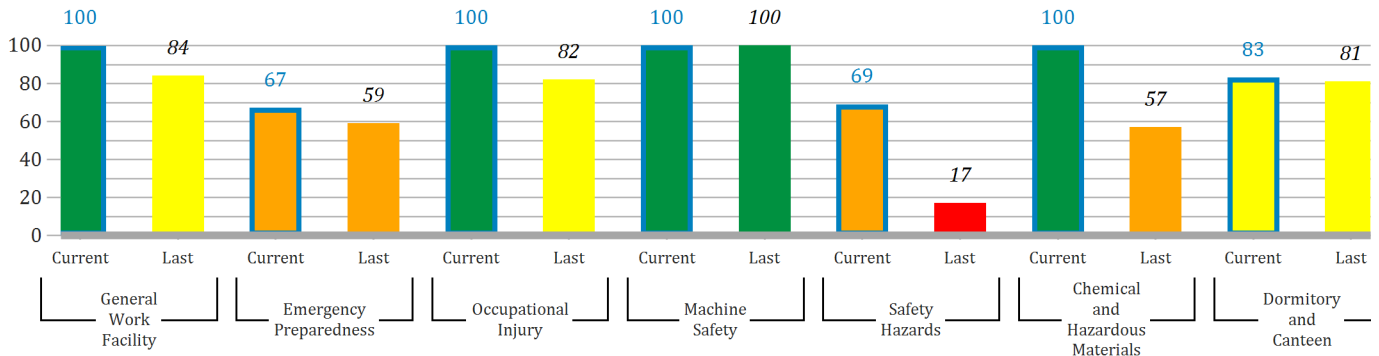
Status	Findings	% Global freq of compliance
● Corrected	<p>147.00 : Previous Non-Compliance : The facility does not provide social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review and employee interview, the facility had provided social insurance receipt and written eligibility waiver obtained from the local social insurance bureau</p>	63%

PERFORMANCE RATING



C3. Health & Safety

83%



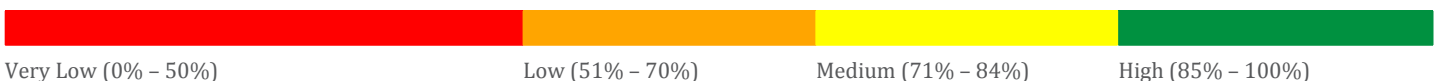
Sub Section: General Work Facility

Status	Findings	% Global freq of compliance
● Corrected	<p>168.00 : Previous Non-Compliance : Noise level at the facility is not acceptable</p> <p>Auditor's comment First Follow up Audit (September 26, 2013) This finding had been corrected. Through document review and facility tour, It was noted that the facility had been conducted the occupational hazards factors testing in punching workshop.</p>	92%

Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	<p>177.02 : Smoke detector is not properly installed throughtout the facility and/ or not regularly maintained.</p> <p>Auditor's comment First Follow up Audit (September 26, 2013) This finding had not been corrected. Smoke detector is not properly installed throughout the facility.</p>	46%

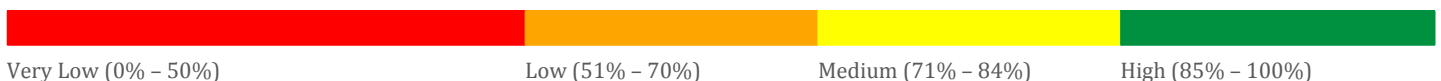
PERFORMANCE RATING



Sub Section: **Emergency Preparedness**

Status	Findings	% Global freq of compliance
● Moderate	<p>177.03 : Fire sprinkler is not properly installed throughout the facility and/ or not regularly maintained.</p> <p><i>Auditor's comment</i> First Follow up Audit (September 26, 2013)This finding had not been corrected. Fire sprinkler is not properly installed throughout the facility.</p> <p>Fire Safety of Building Design Regulation GB50016-2006 Article 8.5.1 Automatic fire extinguishing system shall be installed in the following places and automatic water sprinkler system should be used except the places that should not use water protection or fire extinguishing or there are other requirements hi this code: 1. The package unwrapping and cotton processing workshop of cotton spinning factory with more than 50000 spindles; the rating and hemp processing workshop of hemp spinning factory with more than 5000 spindles; the stalk baking and rating parts of match factory; the preparing, moulding, slicing, empaistic parts of foam factory; carpentry factory with occupied building coverage area more than 1500m2; single or multi-story factories such as shoe making, clothes making, toy making and electronics factory with occupied building coverage area more than 1500m2 or total floor area more than 3000m2; Class C high-rise factory; the preparing part of plane engine test-bed; Class C underground factory with building coverage area more than 500 m2. 2. Storage with occupied building coverage area more than 1000m2 storing cotton, wool, silk, hemp, chemical fibre, fur and their products; the match storage with occupied building coverage area more than 600m2; the mailbag storage of the post building with total floor area more than 500m2; the underground combustible material storage with building coverage area more than 500m2; high rack storage and high-rise storage for combustible, hard-combustible articles except the cold store. 3. Special and Class A theater or theater of other classes with more than 1500 seats; auditorium with more than 2000 seats; gymnasium with more than 3000 seats; the indoor rest and equipment room of the stadium for more than 5000 persons.</p>	41%
● Corrected	<p>178.03 : <i>Previous Non-Compliance</i> : Fire Hydrants or equivalent water source in the facility are not adequate for the nature of operations in terms of sufficient quantity, correct type and valid</p> <p><i>Auditor's comment</i> First Follow up Audit (September 26, 2013)This finding has been corrected. Fire hydrants are now properly installed throughout the facility.</p>	33%

PERFORMANCE RATING





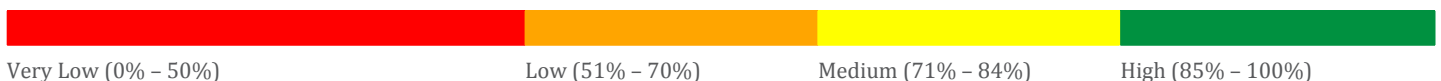
Sub Section: Occupational Injury

Status	Findings	% Global freq of compliance
● Corrected	<p>209.00 : Previous Non-Compliance : The facility has not implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through facility tour and document review, the facility had implemented an mechanism / program to identify, evaluated and controlled employee exposure to physically remanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries</p>	74%

Sub Section: Safety Hazards

Status	Findings	% Global freq of compliance
● Moderate	<p>230.00 : Special appliances such as boilers, unfired pressure vessels, and furnaces have not been registered and affixed with a registration certification</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had not been corrected.It was noted that the only one traveling crane was not registered at local Special Appliance Quality Safety Monitoring Department.</p> <p>Special Appliance Quality Safety Monitoring Regulation Article 25 The operating unit with special appliance shall apply the registration for the special appliance from the Special Appliance Quality Safety Monitoring Department of the municipality city or above, before they are used or after they have been used for 30 days. The approved registration certificate/letter for special appliance should be affixed at the relevant special appliance.</p>	76%
● Corrected	<p>233.00 : Previous Non-Compliance : Not all special equipment operators (forklift, cargo lift, boiler operator, electrician, hot work e.g. boring and welding, confined space work, energy isolation, line opening etc) are licensed where applicable</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through facility tour, document review and employee interview, the employee operating the traveling crane had been obtained relevant operator"s certificate.</p>	65%
● Corrected	<p>238.00 : Previous Non-Compliance : The facility (including construction projects) does not have all of the building permits and fire safety permits as per the legal requirements</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through facility tour and document review, the facility had been provided the fire service inspection certificate or record for one 6-storey building used as dormitory area, entertainment room, kitchen and canteen (1F of this building is used as kitchen and canteen, 2F is used as entertainment room, 3F to 6F of this building is used as dormitory area).</p>	69%

PERFORMANCE RATING





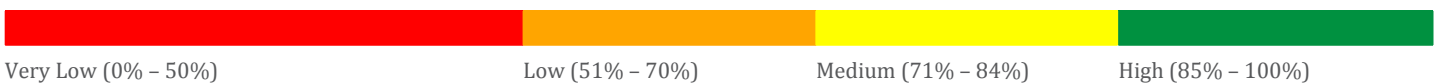
Sub Section: Chemical and Hazardous Materials

Status	Findings	% Global freq of compliance
● Corrected	<p>255.00 : Previous Non-Compliance : The facility does not monitor the employees to ensure the personal protective equipment (PPE) for control of exposure to chemical and hazardous materials is used correctly</p> <p>Auditor's comment First Follow up Audit (September 26, 2013) This finding had been corrected. Through facility tour and employee interview, both two employees in the spray-painting position (contacting the chemicals dust) had wore the anti-poison respirator during the working time.</p>	91%
● Corrected	<p>258.00 : Previous Non-Compliance : The facility does not conduct regular emergency drills (e.g. chemical leakage, accident drill) for all employees who work with chemicals or hazardous materials</p> <p>Auditor's comment First Follow up Audit (September 26, 2013) This finding had been corrected. Through facility tour, document review and employee interview, the facility had been documented emergency plan in place and conduct regular emergency drills (e.g. chemical leakage, accident drill) for all employees who work with chemicals or hazardous materials</p>	81%

Sub Section: Dormitory and Canteen

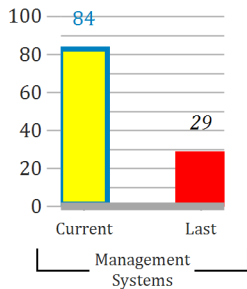
Status	Findings	% Global freq of compliance
● Moderate	<p>275.02 : Smoke detector is not properly installed throughout the dormitory and/ or not regularly maintained.</p>	60%

PERFORMANCE RATING



C4. Management Systems

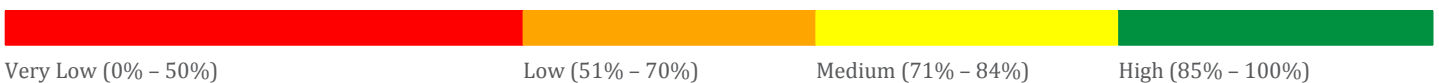
84%



Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Corrected	293.00 : <i>Previous Non-Compliance</i> : The facility does not have a comprehensive written social compliance policy <i>Auditor's comment</i> First Follow up Audit (September 26, 2013) This finding had been corrected. Through document review, the facility have a comprehensive written social compliance policy and procedures	85%
● Corrected	296.03 : <i>Previous Non-Compliance</i> : The facility does not have comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements	42%
● Corrected	296.04 : <i>Previous Non-Compliance</i> : The facility does not have comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements	38%
● Corrected	296.06 : <i>Previous Non-Compliance</i> : The facility does not have comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements	42%
● Corrected	296.07 : <i>Previous Non-Compliance</i> : The facility does not have comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements	42%
● Corrected	296.09 : <i>Previous Non-Compliance</i> : The facility does not have comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements	35%

PERFORMANCE RATING

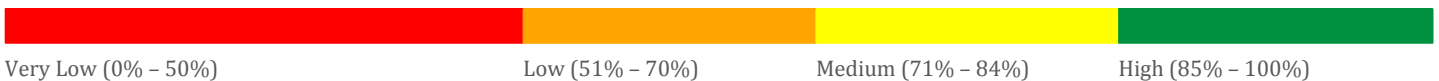




Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Corrected	<p>298.00 : <i>Previous Non-Compliance</i> : The facility has not implemented a system to identify and monitor applicable labor and ethics laws, regulations and customer requirements</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review, the facility had implemented a system to identify and monitored applicable labor laws, regulations and customer social compliance requirements</p>	83%
● Minor	<p>299.00 : The facility has not implemented any internal accountability standards and procedures for migrant employees (domestically and/ or internationally) at the facility and within suppliers/ sub-contractors that evaluate and address the risks of human trafficking and slavery.</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had not been corrected. Through document review, the facility had not implemented internal accountability standards and procedures for migrant employees (domestically and/ or internationally) at the facility and within suppliers/ sub-contractors that evaluate and address the risks of human trafficking and slavery</p>	76%
● Corrected	<p>301.00 : <i>Previous Non-Compliance</i> : The facility does not take appropriate and preventative action to stop a recurrence of the same or similar labor or health & safety problem</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review, the facility had take appropriate and preventative action to stop a recurrence of the same or similar social compliance problem</p>	82%
● Corrected	<p>302.00 : <i>Previous Non-Compliance</i> : There are no written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review, the facility had written records (correspondence, report, meeting minutes, etc) of a regular Management Review of the social compliance system</p>	71%
● Corrected	<p>303.00 : <i>Previous Non-Compliance</i> : The facility does not have appropriately defined and documented responsibilities and authorities for managers, supervisors and employees</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review, the facility had been appropriately defined and documented responsibilities and authorities for managers, supervisors and employees.</p>	80%
● Corrected	<p>305.00 : <i>Previous Non-Compliance</i> : The facility does not provide appropriate training for managers on how to implement its social compliance policies and procedures.</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review the facility had provided appropriate training for managers on how to implement its social compliance policies and procedures and training records maintained</p>	66%

PERFORMANCE RATING

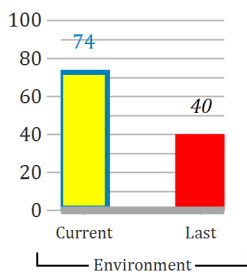


Sub Section: **Management Systems**

Status	Findings	% Global freq of compliance
● Moderate	<p>309.00 : The facility does not establish, maintain or document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance</p> <p><i>Auditor's comment</i> First Follow up Audit (September 26, 2013)This finding has not been corrected.The facility has no system in place for evaluating subcontractors.</p>	67%
● Corrected	<p>310.00 : <i>Previous Non-Compliance</i> : The facility's social compliance policy and requirements are not communicated to all suppliers and/or subcontractors in local language</p> <p><i>Auditor's comment</i> First Follow up Audit (September 26, 2013)This finding had been corrected. Through document review, the facility's social compliance policy and requirements had been communicated to all suppliers in local language.</p>	71%

C5. Environment

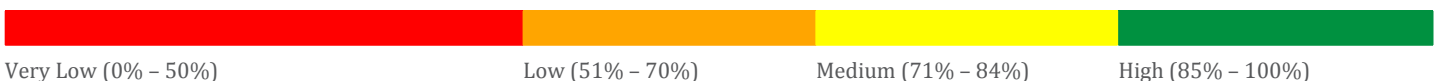
74%



Sub Section: **Environment**

Status	Findings	% Global freq of compliance
● Corrected	<p>322.00 : <i>Previous Non-Compliance</i> : The facility does not have any environmental management system in place</p> <p><i>Auditor's comment</i> First Follow up Audit (September 26, 2013)This finding had been corrected. Through facility tour and document review, the facility had established environmental management system in place.</p>	56%
● Corrected	<p>324.00 : <i>Previous Non-Compliance</i> : The facility does not have all required environmental permits, licensees and / or registrations</p> <p><i>Auditor's comment</i> First Follow up Audit (September 26, 2013)This finding had been corrected. Through facility tour and document review, the facility had obtained environmental impact assessment approval according to national regulations and had obtained the environmental protection Acceptance check report for their completed construction project.</p>	64%

PERFORMANCE RATING





Sub Section: **Environment**

Status	Findings	% Global freq of compliance
● Corrected	<p>325.00 : <i>Previous Non-Compliance</i> : The site operations is not in full compliance with the required environmental permits, licenses and/ or registrations</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had been corrected. Through facility tour and document review, the facility had provided re-submit its Environmental Impact Assessment Documents after newly added punching process and one 6?storey building used as dormitory area, entertainment room, kitchen and canteen (1F of this building is used as kitchen and canteen, 2F is used as entertainment room, 3F to 6F of this building is used as dormitory area).</p>	82%
● Moderate	<p>331.00 : The air emissions do not meet the discharge limits for regulated constituents</p> <p>Auditor's comment First Follow up Audit (September 26, 2013)This finding had not been corrected.It was noted that the facility had not registered and reported their atmospheric pollutants discharged from the spray-painting workshop at local administrative department of environmental protection. In addition, facility had not submitted relevant technical data concerning the prevention and control of atmospheric pollution to the same department.</p> <p>People's Republic of China Law on the Prevention and Control of Atmospheric Pollution Article 13 <i>Where atmospheric pollutants are discharged, the concentration of the said pollutants may not exceed the standards prescribed by the State and local authorities.</i></p>	79%

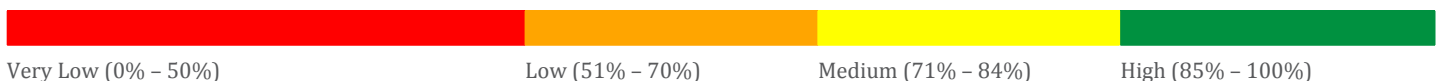
% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

Identification numbers: Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major : Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

PERFORMANCE RATING





D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top 20th percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility provides appropriate training (with training records maintained) to all relevant employees on emergency preparedness procedures in the event of a fire or other emergency	Minor	25%
The facility provides appropriate training (with training records maintained) to all relevant employees on employee discipline and complaints procedures	Minor	25%
The facility provides appropriate training (with training records maintained) to all relevant employees on occupational injury procedures in the event employees are injured or become ill on the job	Minor	25%
The facility provides appropriate training (with training records maintained) to all relevant employees on safe operating procedures (forklift, cargo lift, boiler operator, electrician, hot work e.g. boring and welding, confined space work, energy isolation, line opening etc)	Minor	25%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented	Minor	36%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented	Minor	39%
Total overtime hours are within allowable limits under applicable law or agreement.	Moderate	41%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented	Minor	42%
The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented	Minor	42%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented	Minor	43%

Facility Challenges: Facility performance ranks in the bottom 20th percentile of the population	Rating	Global Freq. of Compliance%
The air emissions do not meet the discharge limits for regulated constituents	Moderate	79%
Special appliances such as boilers, unfired pressure vessels, and furnaces have not been registered and affixed with a registration certification	Moderate	76%
The facility has not implemented any internal accountability standards and procedures for migrant employees (domestically and/ or internationally) at the facility and within suppliers/ sub-contractors that evaluate and address the risks of human trafficking and slavery.	Minor	76%
The facility does not establish, maintain or document appropriate procedures to evaluate and select suppliers and/or subcontractors based on their performance and commitment towards social compliance	Moderate	66%
Smoke detector is not properly installed throughout the facility and/ or not regularly maintained.	Moderate	50%
Fire sprinkler is not properly installed throughout the facility and/ or not regularly maintained.	Moderate	40%
Smoke detector is not properly installed throughout the dormitory and/ or not regularly maintained.	Moderate	40%

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