

Gateway

ASSESSMENT INFO	ASSESSMENT INFORMATION				
Assessment ID	PRJ1091581	PRJ1091581			
Initiated	February 18, 2023 9:59 AM	February 18, 2023 9:59 AM			
Last Updated	April 1, 2023 7:00 AM	April 1, 2023 7:00 AM			
Status	VRF - Verification Finalized	VRF - Verification Finalized			
Facility Name	Branch of Binh Thuan – Nha Be Garment JSC – Tuy Phong Garment Factory				
Facility ID	FA422984				
Facility Geolocation	11.22716, 108.71309				
Accredited Host	Higg Co / Sustainable Apparel Coalitic	n			
Verifier Body	BCI Compliance Group Limited				
Verifiers	Name Date Assigned Gender	Ho Thu March 3, 2023 2:26 AM F			
Tool Version	1.5.0				

VERIFICATION SUMMARY (OVERVIEW OF "INACCURATE" AND "NON-COMPLIANCE" SELECTIONS)										
Facility N	Name	Branch of Binh Thuan – Nha Be Garment JSC – Tuy Phong Garment Factory				Completion		97.1%		
Verificat Start Da		2023-03-15	2023-03-15		Accuracy Index		99.2%			
Section	Sub- Section	Category	Number	Question	Facility Response	Verification Selection	Verification Data	Final Verified Response	Non- Comp liance	Legal Reference
HEALT H & SA FETY	Qualifie d HS St aff		HS-QUA-1	Does the facility comply with legal requirements regarding qualified OSH staff?	Yes	Inaccurate - Incorrect	Misunderstanding. During the d ocument check and as confirme d by the facility management, we noted that the facility did n ot provide training for 1 of work ers who was in charging of Sewi ng Line #6 in Group VI as legall y required.	No	x	According to Decree 140/2018/ ND-CP, Ar ticle 17, Pc int 6 & La w No. 84/ 2015/QH1 3, Article 7 4, Point 1)
HEALT H & SA FETY	Emerg ency Pr epared ness	Evacuati on Marki ngs	HS-EME-12	Does the facility have legally required posted evacuation p lans, markings (or plot plans), pathways and emergency lig hting?	Yes	Inaccurate - Incorrect	Misunderstanding. During the f actory tour and as confirmed by the facility management, we n oted that the content of one of the evacuation plans in the finis hed product warehouse was no t consistent with the actual lay out of the finished product war ehouse as legally required. How ever, we noted that this finding was corrected on the verificatio n date.	No	x	According to The Cir cular No. 1 49/2020/T T-BCA, Art icle 5
HEALT H & SA FETY	Chemic als and Hazard ous Su bstanc es	Storage	HS-CHE-4	Does the facility maintain an i nventory of all chemicals and hazardous substances used in the workplace in line with leg al requirements?		Not visible to facility d uring SA/JA	During the factory tour and as c onfirmed by the facility manage ment, we noted that the facilit y had not equipped 4 tanks of c hemicals in the chemicals room with secondary containers in ca se of leakage. N.B. We noted th at this finding was corrected on the verification date.	No	x	According to Accordi ng to Che mical No. 06/2007/ QH12

HEALT H & SA FETY	Chemic als and Hazard ous Su bstanc es	Storage	HS-CHE-5	Are Safety Data Sheets ("SD S", formerly MSDS) available f or all chemicals used in the w orkplace in line with legal req uirements?		Facility did not reply d uring SA/JA	During the factory tour and as c onfirmed by the facility manage ment, we noted that the facilit y had not posted the MSDS for Glue 502 in the chemicals room as legally required. N.B. We note d that this finding was correcte d on the verification date.	No	x	According to Circular No. 32/201 7/TT-BCT
HEALT H & SA FETY	Chemic als and Hazard ous Su bstanc es	Handling	HS-CHE-9	Are workers trained on chemi cal hazards and safe work pra ctices particular to their job a ssignment in line with legal r equirements?		Facility did not reply d uring SA/JA	During the factory tour and as c onfirmed by the facility manage ment, we noted that the facilit y had provided all relevant PPE to workers as per job requireme nts at no cost. However, 1 of th e workers in the printing works hop was not wearing gloves an d a mask while working as legall y required. N.B. We noted that t his finding was corrected on th e verification date.	No	x	According to Labor C ode 45/20 19/QH14, A rticle 134
HEALT H & SA FETY	Worker Protect ion	Training Vietnam Law	HS-WOR-1	Vietnam: Has the facility train ed workers on general occup ational health and safety, as l egally required?	Yes	Inaccurate - Incorrect	Misunderstanding. During the d ocument check and as confirme d by the facility management, we noted that the facility did n ot provide training for 4 worker s in the cutting workshop who did not directly operate the cut ting machine (Group IV) as legal ly required.	No	x	According 1 to Decree 1 140/2018/ ND-CP, Ar ticle 17, Po int 4 & De cree 44/ 2 016, Articl e 17)
HEALT H & SA FETY	Worker Protect ion	Personal Protectiv e Equipm ent (PPE)	HS-WOR-7- 4	PPE equipment and clothing provided is consistently and e ffectively used by workers	x	Inaccurate - Incorrect	Misunderstanding. During the f actory tour and as confirmed by the facility management, we v erified that the facility had prov ided all relevant PPE to workers as per job requirements at no c ost. However, none of the work ers in the inspection workshop were standing on anti-fatigue mats during working hours. N.B. We noted that this finding was corrected on the verification da te.		x	According to Labor C ode 45/20 19/QH14, A rticle 134
HEALT H & SA FETY	Worker Protect ion	Machiner y and Equ ipment	HS-WOR-9	Does the facility have legally required and up to date perm its/ certificates/ licenses for t he installation/ operation/ m aintenance of special machin es and equipment (e.g., electr ical installations, generator, b oiler, other pressure vessels, l ifting equipment, elevators a nd/or welding)?	Yes	Inaccurate - Incorrect	Misunderstanding. During the d ocumentary check and as confir med by the facility managemen t, we noted that the facility did not notified the Department of Labor - Invalids and Social Affair s in locality within 30 days befor e or after using the machine, eq uipment and materials with stri ct requirements on occupation al safety as legally required.	No	x	Law No.4 4/2016/N D-CP, Arti cle 16, Poi nt 2.
HEALT H & SA FETY	Cantee ns		HS-CAN-2-3	Food preparation, storage, an d eating areas are kept clean, safe, and hygienic (including t emperature, ventilation, ligh t, noise etc.)	x	Inaccurate - Misunderst anding	Misunderstanding. During the f actory tour and as confirmed by the facility management, we n oted that the facility had not e quipped the canteen with a de vice to keep the canteen in hyg ienic and clean condition and fr ee of flies and insects. N.B. We n oted that this finding was corre cted on the verification date.		x	According to Clause 5, Article 2 8, Food Sa fety Law.

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Verification/Assessment Details

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FACILITY PROFILE

FACILITY PR	Question	Final Verified Response			
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Section Instructions					
Section Instru	ctions				
	Section Description: The purpose of the Facility Profile section is to understand the scope of facility operations and determine what questions in other sections of the Tool are applicable to this specific facility. Topics within this section include: • Step Selection • Basic Information • Building Structures • Worker Demographics • Nationalities • Languages • Operating Licenses • Certifications • Productio n / Operation Information • Subcontractors for Production / Operation IMPORTANT NOTES: 1) First make your "Step Selection" below. 2) Then complete all questions in the Facility Profile. Certain ans wers within your Facility Profile (especially within the "Building Structures" and "Worker Demographics" section) will dictate which questions you will see within the Tool. If a question with free text ans wer (Response Here) is not applicable to you, type "Not Applicable". If a question does not have the answer option that best fits your facility circumstances, please choose the most appropriate or positi ve answer and use the question under Sub-Section Facility Comments to provide your feedback. Yo u will have to complete one Facility Profile question after you have finished your entire self/joint-ass essment to ensure an accurate answer: FP-BAS-26 Date of self/ or joint-assessment submission (YY YY-MM-DD): Remember that the verification has to occur within two months after this submission date. If scheduling does not allow you to complete the verification in time, then ensure you update				
	this self/joint-assessment prior to completing it on the Accredited Host platform.				
Step Selecti	on				
FP-STE-1	Please choose which tool "Step" your facility would like to complete:				
Facility Resp	onse: Step 2				
Verification	Selection: Verification not required				
Corrected Re	sponse:				
Validation M	ethod: SLCP Onsite Verification				
FP-STE-2	Overall Completion Percentage (based on Step Selection):				
Accuracy In	dex				
FP-ACC-1	Accuracy Index				
OAR / OS ID					
Facility					
FP-OAR-1	OS ID (Open Supply Hub ID) Number:	VN2019098566JKQ			
Facility Resp	bnse: VN2019098566JKQ				
Verification	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				

Basic Inform	Basic Information						
Facility							
FP-BAS-1	Facility Name (as per business license):	Branch of Binh Thuan - Nha Be Garment Joint Sto ck Company - Tuy Phong Garment Factory					
Facility Resp	Facility Response: Branch of Binh Thuan - Nha Be Garment Joint Stock Company - Tuy Phong Garment Factory						
Verification	Selection: Accurate						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-2	Facility Street Address (as per business license):	N/A					
Facility Resp	bnse: North Tuy Phong Industrial Zone, Lac Tri Village, Phu Lac Commune	1					
Verification	Selection: Updated during Verification						
Corrected Re	sponse: N/A						
Verification	Data: The information was updated on the verification date.						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-3	Facility City Address (as per business license):	N/A					
Facility Resp	bnse: Tuy Phong	1					
Verification	Selection: Updated during Verification						
Corrected Re	sponse: N/A						
Verification	Data: The information was updated on the verification date.						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-4	Facility State/Province Address (as per business license):	Binh Thuan					
Facility Resp	onse: Binh Thuan	1					
Verification	Selection: Accurate						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-5	Facility Zip Code/Postal Code Address (as per business license):	77200					
Facility Resp	Donse: 77200	1					
Verification	Selection: Accurate						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-6	Facility Name (in local language as per business license):	CHI NHÁNH CÔNG TY CP MAY BÌNH THUẬN- NH À BÈ - XÍ NGHIỆP MAY TUY PHONG					
Facility Resp	DINSE: CHI NHÁNH CÔNG TY CP MAY BÌNH THUẬN- NHÀ BÈ - XÍ NGHIỆP MAY TUY PHONG						
Verification	Selection: Accurate						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-7	Facility Address (in local language as per business license):	Cụm Công nghiệp Bắc Tuy Phong, Thôn Lạc Trị, X ã Phú Lạc, Huyện Tuy Phong, Tỉnh Bình Thuận, Vi ệt Nam					
Facility Resp	onse: Cụm Công nghiệp Bắc Tuy Phong, Thôn Lạc Trị, Xã Phú Lạc, Huyện Tuy Phong, Tỉnh Bình Thuận, V	iệt Nam					
Verification	Selection: Accurate						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-8	Facility Country:	Vietnam					
Facility Resp	bonse: Vietnam						
Verification	Selection: Accurate						
Validation M	ethod: SLCP Onsite Verification						
FP-BAS-9	Facility Geolocation Latitude:	11.22716					
Facility Resp	Facility Response: 11.22716						
Verification Selection: Accurate							
Validation Method: SLCP Onsite Verification							
FP-BAS-10	Facility Geolocation Longitude:	108.71309					
Facility Resp	Facility Response: 108.71309						
Verification Selection: Accurate							
Validation Method: SLCP Onsite Verification							
FP-BAS-11	Facility Contact Name:	Pham Van Khuong					
Facility Resp	Donse: Pham Van Khuong	I					
Verification	Selection: Accurate						
Validation Method: SLCP Onsite Verification							

Facility Resp	Facility Contact Title:	Director				
	onse: Director					
Verification	election: Accurate					
Validation Method: SLCP Onsite Verification						
FP-BAS-13	Facility Contact Phone #:	+84 908837552				
Facility Resp	bnse: +84 908837552	1				
Verification	election: Accurate					
Validation M	ethod: SLCP Onsite Verification					
FP-BAS-14	Facility Phone #:	+84 931533202				
Facility Resp	nse: +84 931533202	1				
Verification	election: Accurate					
Validation M	ethod: SLCP Onsite Verification					
FP-BAS-15	Facility Email:	khuong@tuyphonggarment.com				
Facility Resp	onse: khuong@tuyphonggarment.com					
Verification	election: Accurate					
Validation M	ethod: SLCP Onsite Verification					
Hours of Oper	ation					
FP-BAS-16	Normal Hours of Operation per day:	8				
Facility Resp		0				
	election: Accurate					
	ethod: SLCP Onsite Verification	2 shifts 07 1F 16 00 smd 07 20 16 1F				
FP-BAS-17	Number of Shifts and Hours of Operation for each (Normal Operations):	2 shifts 07:15-16:00 and 07:30-16:15				
	onse: 2 shifts 07:15-16:00 and 07:30-16:15					
	election: Accurate					
	ethod: SLCP Onsite Verification					
FP-BAS-18	Number of Shifts and Hours of Operation for each (Peak Operations):	2 shifts 07:15-16:00 and 07:30-16:15				
	onse: 2 shifts 07:15-16:00 and 07:30-16:15					
	election: Accurate					
	ethod: SLCP Onsite Verification					
Peak Months		1				
FP-BAS-19	Peak Operation Months:	January, March, April				
Facility Resp	onse: January, March, April					
Verification	election: Accurate	Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification						
Validation M	ethod: SLCP Onsite Verification					
Validation M Assessment S						
		Self-assessment (SA) by facility (only)				
Assessment S FP-BAS-20	ıbmission	Self-assessment (SA) by facility (only)				
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Assessment S FP-BAS-20 Facility Resp Verification 2	Ibmission Submission Type: onse: Self-assessment (SA) by facility (only)	Self-assessment (SA) by facility (only)				
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Assessment S FP-BAS-20 Facility Resp Verification M Validation M FP-BAS-21	Ibmission Submission Type: onse: Self-assessment (SA) by facility (only) election: Accurate ethod: SLCP Onsite Verification Please describe the organization that assisted with this assessment:	Self-assessment (SA) by facility (only)				
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Assessment S FP-BAS-20 Facility Resp Verification M Validation M FP-BAS-21 Facility Resp FP-BAS-22	Ibmission Submission Type: Onse: Self-assessment (SA) by facility (only) election: Accurate ethod: SLCP Onsite Verification Please describe the organization that assisted with this assessment: onse: Please enter the name of the individual who assisted with this assessment:	Self-assessment (SA) by facility (only)				
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Validation M	ethod: SLCP Unsite Verification				
FP-BAS-26	Date of self/ or joint-assessment submission (YYYY-MM-DD):	2023-02-28			
Facility Respo	onse: 2023-02-28				
Verification S	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				
Worker Engag	ement				
FP-BAS-27	Were workers' representatives and/or workers involved in the self/joint-assessment process?	Yes. Other worker engagement activity was impl emented.			
Facility Respo	onse: Yes. Other worker engagement activity was implemented.				
Verification S	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				
FP-BAS-27.1	If yes, which SLCP approved Service Provider was used?				
Facility Respo	onse:				
FP-BAS-27.2	If yes, please describe how workers' representatives and/or workers were involved in the self/joint-a ssessment process:	The Factory makes the survey from employees fo r their job satisfation annually. Then, the factory o rganizes a coversation at the workplace between the factory's management board and trade union and employees, also organizes the annual emplo yee conference in order to collect ideas and sugg esstions from employees for improving the polici es of factory.			
the factory's	onse: The Factory makes the survey from employees for their job satisfation annually. Then, the factory management board and trade union and employees, also organizes the annual employee conference ir proving the policies of factory.				
Verification S	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				
Building Stru	uctures				
Total					
FP-BUI-1	Total number of buildings on-site:	7			
Facility Respo	bnse: 7	·			
Verification S	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				
Production					
FP-BUI-2	Number of production buildings on-site:	5			
Facility Respo	bnse: 5	1			
Verification S	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				
Warehouse					
FP-BUI-3	Number of warehouses on-site:	3			
Facility Respo	bnse: 3	1			
Verification S	Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification				
FP-BUI-4	Are warehouses within or separate from production buildings?	Warehouses are separate buildings AND within p roduction buildings			
Facility Respo	onse: Warehouses are separate buildings AND within production buildings				
Verification Selection: Accurate					
Validation Method: SLCP Onsite Verification					
On-site Housing					
FP-BUI-5	Number of on-site dormitories:	0			
Facility Respo	onse: 0				
Verification S	Selection: Accurate				
Validation M	Validation Method: SLCP Onsite Verification				
Off-site Housi	ng				
FP-BUI-6	Do workers stay in off-site housing managed or controlled by the facility?	No			
Facility Respo	onse: No				
Verification S	Verification Selection: Accurate				

	ethod: SLCP Onsite Verification				
FP-BUI-7	Do workers stay in off-site housing managed by an entity other than the facility?	No			
Facility Respo	inse: No				
Verification Selection: Accurate					
Validation M	ethod: SLCP Onsite Verification				
FP-BUI-7.1	If yes, please provide details of the housing arrangements, including at minimum how many workers are living in the building, who is managing the building and what is the relationship between the fac ility and the entity providing the housing (e.g. does the facility pay for worker housing):				
Facility Respo	inse:	1			
On-site Cante	en				
FP-BUI-8	Is there an on-site canteen/eating area?	Yes			
Facility Respo	inse: Yes	1			
Verification S	election: Accurate				
Validation M	ethod: SLCP Onsite Verification				
On-site Childo	are				
FP-BUI-9	Are there on-site childcare facilities?	No			
Facility Respo	unse: No				
Verification S	election: Accurate				
Validation M	ethod: SLCP Onsite Verification				
Building Type	5				
FP-BUI-10	Describe any other types of buildings:	NIL			
	nse: The factory also has a parking area for employees, containers, buses, a health clinic, milking room,				
	election: Updated during Verification				
Corrected Re					
	pata: The information was updated on the verification date.				
Validation Method: SLCP Onsite Verification					
Facility Area					
Facility Area	Total Eacility Area (m2) - only built premices:	16000			
FP-BUI-11	Total Facility Area (m2) - only built premises:	16000			
FP-BUI-11 Facility Respo	onse: 16000	16000			
FP-BUI-11 Facility Respo Verification S	election: Accurate	16000			
FP-BUI-11 Facility Respo Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification	16000			
FP-BUI-11 Facility Respo Verification S	election: Accurate ethod: SLCP Onsite Verification	16000			
FP-BUI-11 Facility Respondent Verification S Validation Mu Additional Co	election: Accurate ethod: SLCP Onsite Verification	The audited factory consists of 7 buildings, where it occupies a land area of 16,781 square meters of production space. Building #1 is a two-story buildi ng of 320 square meters and is 12 years old: 1F: O ffice, meeting room. 2F: lunch break room of the management. Building #2 is a one-story building of 1,056 square meters and is 12 years old; 1F: kitc hen, canteen. Building #3 is a one-story building of 3,081 square meters and is 12 years old; 1F: sewi ng workshop and inspecting workshop. Building #4 is a one-story building of 3,081 square meters and is 12 years old; 1F: sewing workshop and inspe cting workshop. Building #5 is a one-story buildin g of 3,081 square meters and is 12 years old; 1F: cu tting workshop and fabric warehouse, technical r oom. Building #6 is a one-story building of 3,081 square meters and is 9 years old; 1F: printing works hop and finished product warehouse. Building #7 is a one-story building of 3,081 square meters and is 9 years old; 1F: embroidery workshop, packing workshop, ironing workshop and accessories war ehouse. Sub-buildings: clinic room, milking room, room for fire pump, boiler & air compressor, wast ewater treatment system, chemical storage area, and waste storage area. The facility does not shar e buildings with any other businesses. All building s are owned and used by the facility.			

Corrected Response: The audited factory consists of 7 buildings, where it occupies a land area of 16,781 square meters of production space. Building #1 is a two-story building of 320 square meters and is 12 years old: 1F: Office, meeting room. 2F: lunch break room of the management. Building #2 is a one-story building of 1,056 square meters and is 12 years old; 1F: kitchen, canteen. Building #3 is a one-story building of 3,081 square meters and is 12 years old; 1F: sewing workshop and inspecting workshop p. Building #4 is a one-story building of 3,081 square meters and is 12 years old; 1F: cutting workshop and fabric warehouse, technical room. Building #6 is a one-story building of 3,081 square meters and is 9 years old; 1F: embroidery workshop and finished product warehouse. Building #7 is a one-story building of 3,081 square meters and is 9 years old; 1F: embroidery workshop, packing workshop, ironing workshop and accessories warehouse. Sub-buildings: clinic room, milking room, room for fire pump, boiler & air compressor, wastewater treatme nt system, chemical storage area, and waste storage area. The facility does not share buildings with any other businesses. All buildings are owned and used by the facili ty.

Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
Facility Owne	rship	
FP-BUI-13	Facility is the legal owner of the site:	Yes
Facility Resp	onse: Yes	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
FP-BUI-14	Is this facility owned and/or managed by a woman?	No
Facility Resp	onse: No	·
Verification 9	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Building Floo	rs	
FP-BUI-15	Facility is in a multi-floor building:	Yes
Facility Resp	onse: No	
Verification S	Selection: Updated during Verification	
Corrected Re	esponse: Yes	
Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
FP-BUI-16	Number of all floors:	2
Facility Resp	onse:	
Verification 9	Selection: Not visible to facility during SA/JA	
Corrected Re	esponse: 2	
Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
FP-BUI-17	Floors have been added since original construction:	No
Facility Resp	onse:	
Verification 9	Selection: Not visible to facility during SA/JA	
Corrected Re	2sponse: No	
Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
Shared Buildi	ng	
FP-BUI-18	Building is shared with other facilities/enterprises:	No
Facility Resp	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Residential		
FP-BUI-19	Residential building has been converted into a facility:	No
Facility Resp	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
FP-BUI-20	Residences are located within any facility buildings:	No
Facility Resp	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Worker Den	nographics	
Workers		

	NOTE: The numbers below should represent the number of workers as of the date of self/joint-asses sment completion on the Accredited Host platform.			
FP-WOR-1	Total number of workers:	2265		
Facility Respo	onse: 2216			
Verification S	election: Updated during Verification			
Corrected Re	sponse: 2265			
Verification [Data: The information was updated on the verification date.			
Validation M	ethod: SLCP Onsite Verification			
FP-WOR-2	What percentage of the normal workforce does the Total number of workers reflect?	100		
Facility Respo	Donse: 94			
Verification S	Selection: Updated during Verification			
Corrected Re	rsponse: 100			
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification			
FP-WOR-3	Number of male workers:	297		
Facility Respo				
	Selection: Updated during Verification			
Corrected Re				
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification	2265		
FP-WOR-4	Number of full-time workers:	2265		
Facility Respo				
	Selection: Updated during Verification			
Corrected Re				
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification	1		
FP-WOR-5	Number of male full-time workers:	297		
Facility Respo	onse: 443			
Verification S	Selection: Updated during Verification			
Corrected Re	sponse: 297			
Verification [Data: The information was updated on the verification date.			
Validation M	ethod: SLCP Onsite Verification	1		
FP-WOR-6	Number of part-time workers:	0		
Facility Respo	onse: 0			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
FP-WOR-7	Number of male part-time workers:			
Facility Respo	onse:			
FP-WOR-8	Number of permanent workers:	2265		
Facility Respo	onse: 2216			
Verification S	Selection: Updated during Verification			
Corrected Re	sponse: 2265			
Verification Data: The information was updated on the verification date.				
Validation M	ethod: SLCP Onsite Verification			
FP-WOR-9	Number of male permanent workers:	297		
Facility Respo	bonse: 0	· · · · · · · · · · · · · · · · · · ·		
Verification S	Selection: Updated during Verification			
Corrected Re	sponse: 297			
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification			
FP-WOR-10	Number of temporary workers:	0		
Facility Respo				
	Selection: Accurate			
venications				

Validation Me	ethod: SLCP Onsite Verification			
FP-WOR-11	Number of male temporary workers:			
Facility Respo	onse:	1		
FP-WOR-12	Number of agency/contract workers:	0		
Facility Respo	Donse: 0			
Verification S	Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification			
FP-WOR-13	Number of male agency/contract workers:			
Facility Respo				
FP-WOR-13.1	List the names of all organizations providing agency/contract workers:			
Facility Respo				
FP-WOR-14	Number of contract workers who are not part of the production process:	0		
Facility Respo				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
Validation Me				
FP-WOR-14.1	List the names of all organizations providing contract workers who are not part of the production pr ocess, and the services provided by each (e.g., security or cleaning services):			
Facility Respo				
FP-WOR-15	Number of foreign migrant workers:	0		
Facility Respo	onse: 0			
Verification S	Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification			
FP-WOR-16	Number of male foreign migrant workers:			
Facility Respo	onse:			
FP-WOR-17	Number of domestic migrant workers:	73		
Facility Respo	onse: 0	<u>.</u>		
Verification S	Selection: Updated during Verification			
Corrected Re	isponse: 73			
Verification D	Data: The information was updated on the verification date.			
Validation Me	ethod: SLCP Onsite Verification			
FP-WOR-18	Number of male domestic migrant workers:	8		
Facility Respo				
Verification S	Selection: Not visible to facility during SA/JA			
Corrected Re	rsponse: 8			
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification			
FP-WOR-19	Number of workers paid by unit:	1774		
Facility Respo				
	Selection: Updated during Verification			
Corrected Re				
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification			
FP-WOR-20	Number of male workers paid by unit:	161		
Facility Respo				
Verification Selection: Updated during Verification				
Corrected Response: 161				
	sponse: 161			
	rsponse: 161 Data: The information was updated on the verification date.			
Verification D				
Verification D	Data: The information was updated on the verification date.	37		
Verification D	Data: The information was updated on the verification date. ethod: SLCP Onsite Verification Number of workers under probation:	37		
Verification D Validation Me FP-WOR-21 Facility Respo	Data: The information was updated on the verification date. ethod: SLCP Onsite Verification Number of workers under probation:	37		
Verification D Validation Me FP-WOR-21 Facility Respo	Data: The information was updated on the verification date. ethod: SLCP Onsite Verification Number of workers under probation: onse: 0 Selection: Updated during Verification	37		

Validation M	ethod: SLCP Onsite Verification				
FP-WOR-22	Number of male workers under probation:	8			
Facility Respo	inse:				
Verification S	election: Updated during Verification				
Corrected Re	sponse: 8				
Verification [Data: The information was updated on the verification date.				
Validation M	ethod: SLCP Onsite Verification				
FP-WOR-23	Number of casual workers:	0			
Facility Respo					
	ielection: Accurate				
	ethod: SLCP Onsite Verification				
FP-WOR-24	Number of male casual workers:				
Facility Respo					
FP-WOR-25	How many workers under the age of 18 have worked at the facility during the assessment timefram e?	0			
Facility Respo	onse: 0				
Verification S	election: Accurate				
Validation M	ethod: SLCP Onsite Verification				
FP-WOR-26	Number of male workers under the age of 18 during the assessment timeframe:				
Facility Respo	bnse:				
FP-WOR-27	Number of workers who are trainees, apprentices or interns:	0			
Facility Respo	bonse: 0				
Verification S	election: Accurate				
Validation M	ethod: SLCP Onsite Verification				
FP-WOR-28	Number of male workers who are trainees, apprentices or interns:				
Facility Respo					
		222			
FP-WOR-29	Number of workers who are pregnant/breastfeeding:	222			
Facility Respo					
	election: Updated during Verification				
Corrected Re					
Verification [Data: The information was updated on the verification date.				
Validation M	ethod: SLCP Onsite Verification				
FP-WOR-30	Number of workers who are currently on maternity leave	87			
Facility Respo	onse: 136				
Verification S	election: Updated during Verification				
Corrected Re	sponse: 87				
Verification [Data: The information was updated on the verification date.				
Validation M	ethod: SLCP Onsite Verification				
FP-WOR-31	Number of workers who have returned to work from maternity leave	60			
Facility Respo	bnse: 64				
Verification S	election: Updated during Verification				
Corrected Re	Corrected Response: 60				
Verification Data: The information was updated on the verification date.					
Validation Method: SLCP Onsite Verification					
FP-WOR-32	Number of workers with disabilities:	0			
Facility Response: 0					
Verification Selection: Accurate Validation Method: SLCP Onsite Verification					
FP-WOR-33	Number of male workers with disabilities:				
Facility Respo					
FP-WOR-34	Number of workers with refugee status/ visa:	0			
Facility Respo					
Verification Selection: Accurate					

Validation Method: SLCP Onsite Verification			
FP-WOR-35	Number of male workers with refugee status/ visa:		
Facility Respo	onse:		
FP-WOR-36	Number of workers who bring work home or work at home exclusively:	0	
Facility Respo	onse: 0		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
FP-WOR-37	Number of male workers who bring work home or work at home exclusively:		
Facility Respo	Dinse:		
FP-WOR-37.1	Please describe the types of processes carried out at home (e.g. embroidery):		
Facility Respo	Dinse:		
Supervisors			
FP-WOR-38	Number of supervisors:	22	
Facility Respo	onse: 80		
Verification S	election: Updated during Verification		
Corrected Re			
	ethod: SLCP Onsite Verification		
FP-WOR-39	Number of male supervisors:	6	
Facility Respo		<u> </u>	
	election: Updated during Verification		
Corrected Re			
	Data: The information was updated on the verification date.		
	ethod: SLCP Onsite Verification		
FP-WOR-40	Number of foreign migrant supervisors:	0	
Facility Response: 0			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification FP-WOR-41 Number of male foreign migrant supervisors: 0			
		0	
Facility Respo			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Government p	rograms		
FP-WOR-42	Does the facility accept workers from government-facilitated or government-sponsored programs?	No	
Facility Respo	onse: Yes		
Verification Selection: Inaccurate - Misunderstanding			
Corrected Response: No			
Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation Me	ethod: SLCP Onsite Verification		
FP-WOR-42.1	Please describe the government-facilitated or government-sponsored program the facility participa tes in:		
Facility Respo	onse: The Factory accepts workers from local vocational training center.		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
Nationalities			
FP-NAT-1	How many nationalities are represented among workers and supervisors at the facility?	1	
Facility Response: 1			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
FP-NAT-2	Nationality #1	Vietnam	
Facility Respo	onse: Vietnam		

Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
FP-NAT-3	Approximate % of workers	100		
Facility Respo	nse: 100			
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
FP-NAT-4	Approximate % of supervisors	100		
Facility Respon	nse: 100	I		
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
FP-NAT-5	Nationality #2			
Facility Respo	nse:			
FP-NAT-6	Approximate % of workers			
Facility Respo	nse:			
FP-NAT-7	Approximate % of supervisors			
Facility Respo	nse:	<u> </u>		
FP-NAT-8	Nationality #3			
Facility Respo				
	Approximate % of workers			
Facility Respon				
	Approximate % of supervisors			
Facility Respon				
	Nationality #4			
Facility Respon				
	Approximate % of workers			
Facility Respo				
	Approximate % of supervisors			
Facility Respo				
FP-NAT-14	Please list any additional nationalities and the approximate % of workers and supervisors here:			
Facility Response:				
Languages				
FP-LAN-1	How many languages must be spoken by supervisors and management in order to effectively comm unicate with ALL workers?	1		
Facility Respo	nse: 1	·		
Verification Selection: Accurate				
Validation Me	thod: SLCP Onsite Verification			
FP-LAN-2	Primary language spoken at the facility:	Vietnamese		
Facility Respo	nse: Vietnamese	I		
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
FP-LAN-3	Please provide approximate % of workers who can communicate in the primary language spoken at the facility:	100		
Facility Respo	nse: 100	1		
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
FP-LAN-4	Please provide approximate % of supervisors who can communicate in the primary language spoken at the facility:	100		
Facility Response: 100				
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
FP-LAN-5	Second most commonly spoken language at the facility:			
Facility Respo	nse:			
	Please provide approximate % of workers who can communicate in this language:			

Facility Respo	onse:	1	
FP-LAN-7	Please provide approximate % of supervisors who can communicate in this language:		
Facility Respo	onse:		
FP-LAN-8	Third most commonly spoken language at the facility:		
Facility Respo	onse:		
FP-LAN-9	Please provide approximate % of workers who can communicate in this language:		
Facility Respo	onse:		
FP-LAN-10	Please provide approximate % of supervisors who can communicate in this language:		
Facility Respo	onse:		
FP-LAN-11	Primary language spoken by facility management:	Vietnamese	
Facility Respo	onse: Vietnamese		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Operating L	icenses		
FP-OPE-1	Operating license/registration is available and up to date:	Yes	
Facility Respo	Donse: Yes		
	election: Accurate		
	ethod: SLCP Onsite Verification		
FP-OPE-2	Operating License/Registration #:	3400408913-001	
Facility Respo	pnse: 3400408913-001	<u> </u>	
	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Certification	5		
	and Certifications		
FP-CER-1 How many social / labor audits have taken place? 2			
Facility Response: 2			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
FP-CER-2	How many still valid independent certification/standard audits has the facility participated in?	2	
Facility Response: 2			
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
	Please provide information on the still valid independent certification/standard audits:		
	Certification / Standard Audit #1		
FP-CER-3	Туре	WRAP - Worldwide Responsible Accredited Prod uction	
Facility Respo	nse: WRAP - Worldwide Responsible Accredited Production		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
FP-CER-3.1	If other, please describe:		
Facility Respo			
FP-CER-4	First Audit Date (YYYY-MM-DD)	2022-05-24	
	onse: 2022-05-24		
	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
FP-CER-5	Last Audit Date (YYYY-MM-DD)	2022-05-27	
Facility Response: 2022-06-17			
Verification Selection: Updated during Verification			
Corrected Response: 2022-05-27			
Verification Data: The information was updated on the verification date.			
Validation Method: SLCP Onsite Verification			
FP-CER-6	Audit Firm	International Compliance Group, Inc	

Facility Response: International Compliance Group, Inc				
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
FP-CER-7	Audit Result (if applicable)	Gold		
Facility Respo	nse: Gold			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
FP-CER-8	Certification # (if applicable)	17537		
Facility Respo	nse: 17537			
Verification S	election: Accurate			
	ethod: SLCP Onsite Verification			
	Certification / Standard Audit #2			
FP-CER-9	Туре	Other		
Facility Respo				
	election: Accurate			
	ethod: SLCP Onsite Verification			
		Casial Carendian as Audit by Adidas Drand		
FP-CER-9.1	If other, please describe:	Social Compliance Audit by Adidas Brand		
	nse: Social Compliance Audit by Adidas Brand			
	election: Accurate			
	ethod: SLCP Onsite Verification			
FP-CER-10	First Audit Date (YYYY-MM-DD)	2022-05-04		
Facility Respo	inse: 2022-05-04			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
FP-CER-11	Last Audit Date (YYYY-MM-DD)	2022-05-05		
Facility Response: 2022-05-16				
Verification Selection: Updated during Verification				
Corrected Response: 2022-05-05				
Verification Data: Misunderstanding. The information was updated on the verification date.				
Validation Method: SLCP Onsite Verification				
FP-CER-12	Audit Firm	OneStep Viet Co., Limited		
Facility Response: OneStep Viet Co., Limited				
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
FP-CER-13	Audit Result (if applicable)	NIL		
Facility Respo	onse: Pass			
Verification Selection: Inaccurate - Misunderstanding				
Corrected Response: NIL				
Verification Data: Misunderstanding. The information was updated on the verification date. This is the Code of Conduct audit by Brand, no result.				
	ethod: SLCP Onsite Verification			
FP-CER-14	Certification # (if applicable)	311032		
Facility Respo				
	election: Accurate			
	etchol: Accurate			
	Certification / Standard Audit #3			
FP-CER-15	Туре			
Facility Response:				
FP-CER-15.1 If other, please describe:				
Facility Response:				
FP-CER-16	First Audit Date (YYYY-MM-DD)			
Facility Respo	inse:			
FP-CER-17	Last Audit Date (YYYY-MM-DD)			

Facility Response:		
FP-CER-18	Audit Firm	
Facility Resp	Donse:	
FP-CER-19	Audit Result (if applicable)	
Facility Resp	ponse:	
FP-CER-20	Certification # (if applicable)	
Facility Resp	Donse:	
	Certification / Standard Audit #4	
FP-CER-21	Type	
Facility Resp		
FP-CER-21.1	If other, please describe:	
Facility Resp		
FP-CER-22	First Audit Date (YYYY-MM-DD)	
Facility Resp		
FP-CER-23	Last Audit Date (YYYY-MM-DD)	
Facility Resp		
FP-CER-24	Audit Firm	
Facility Resp		
FP-CER-25	Audit Result (if applicable)	
Facility Resp		
FP-CER-26	Certification # (if applicable)	
Facility Resp		
	Certification / Standard Audit #5	
FP-CER-27	Туре	
Facility Resp	ponse:	
FP-CER-27.1	If other, please describe:	
Facility Resp	ponse:	
FP-CER-28	First Audit Date (YYYY-MM-DD)	
Facility Resp	ponse:	
FP-CER-29	Last Audit Date (YYYY-MM-DD)	
Facility Resp	bonse:	
FP-CER-30	Audit Firm	
Facility Resp	ponse:	
FP-CER-31	Audit Result (if applicable)	
Facility Resp	bonse:	
FP-CER-32	Certification # (if applicable)	
Facility Resp	bonse:	
	Certification / Standard Audit #6	
FP-CER-33	Туре	
Facility Resp	ponse:	
FP-CER-33.1	If other, please describe:	
Facility Resp	ponse:	
FP-CER-34	First Audit Date (YYYY-MM-DD)	
Facility Resp	bonse:	
FP-CER-35	Last Audit Date (YYYY-MM-DD)	
Facility Resp	ponse:	
FP-CER-36	Audit Firm	
Facility Resp	Donse:	
FP-CER-37 Audit Result (if applicable)		
Facility Resp	ponse:	
FP-CER-38	Certification # (if applicable)	
Facility Resp	Donse:	

Production / Operation Information		
Industry Sector		
FP-PRO-1	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-1-1	Apparel	x
Facility Respo	Donse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
FP-PRO-1-2	Footwear	
Facility Respo	Donse:	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
FP-PRO-1-3	Home Textiles	
Facility Respo	Donse:	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
FP-PRO-1-4	Accessories	
Facility Respo		
	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
FP-PRO-1-5	Home Furnishings	
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
FP-PRO-1-6	Hard Goods (incl. Travel Goods)	
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
FP-PRO-1-7	Food and Beverage	
	•	
Facility Response: Verification Selection: Accurate		
	ethod: SLCP Onsite Verification	
FP-PRO-1-8 Personal Care and Beauty Products		
Facility Response:		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
FP-PRO-1-9	Other	
Facility Response:		
Verification Selection: Accurate		
	ethod: SLCP Onsite Verification	
FP-PRO-1.1	If other, please describe:	
Facility Response:		
Facility Type	1	
FP-PRO-2	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-2-1	Sewing or Final Product Assembly	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
FP-PRO-2-2	Footwear / Leather goods	
Facility Respo	onse:	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-3	Printing or Dyeing	

Facility Response: X		
Verification Selection: Updated during Verification		
Corrected Re	esponse:	
Verification	Data: The information was updated on the verification date.	
Validation M	lethod: SLCP Onsite Verification	
FP-PRO-2-4	Materials Supplier	
Facility Resp	ionse:	
	Selection: Accurate	
Validation M	Nethod: SLCP Onsite Verification	
FP-PRO-2-5	Trim	
Facility Resp	ionse:	
	Selection: Accurate	
	Nethod: SLCP Onsite Verification	
FP-PRO-2-6	Chemical	
Facility Resp		
	Selection: Accurate	
	Nethod: SLCP Onsite Verification	
FP-PRO-2-7	Packaging	
Facility Resp		
	Selection: Updated during Verification	
Corrected Re		
	Data: The information was updated on the verification date.	
	lethod: SLCP Onsite Verification	
FP-PRO-2-8	Other	
Facility Resp	onse:	
	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	I
FP-PRO-2.1	If other, please describe:	
Facility Response:		
Facility Proce	isses	1
FP-PRO-3	Does the facility include sandblasting in its processes?	No
Facility Response: No		
Verification Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification	
	NOTE: The "Facility Processes" below will conditionally appear depending upon the answer to the "Fa cility Type" above.	
FP-PRO-4	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-5	Sewing or Final Product Assembly	
FP-PRO-5-1	Casting	
Facility Resp	ionse:	
Verification	Selection: Accurate	
Validation Method: SLCP Onsite Verification		
FP-PRO-5-2	Cutting	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
FP-PRO-5-3	Embossing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-4	Priming	
Facility Resp		
Verification Selection: Accurate		

PP PRO 1-5 isse Mercy / Heating and Cooling Field Response: Verification Section Accurate	Validation Method: SLCP Onsite Verification		
Verification Selection Accurate Verification Methods SLCP Orate Verification PPR0-5-6 Labeling Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Accurate Verification Selection Update during Verification Fieldity Response Verification Selection Update during Verification selection Verification Selection Accurate <	FP-PRO-5-5	Heat Press / Heating and Cooling	
Validation Method: SLCP Orable Verification Image: State Verification P2-90.5-6 Labeling Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification State Verification Image: State Verification State Verification Validation Method: SLCP Orable Verification Image: State Verification State Verification Image: State Verification State Verification Validation Method: SLCP Orable Verification Image: State Verification State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification State Verification Image: State Verification Validation Method: SLCP Orable Verification Image: State Verification State Verification Image: State Verification	Facility Respo	nse:	1
PP-PRD-5-6 Labeling Fieldity Response Vehication Selection: Accurate Vehication Selection: Accurate <td>Verification S</td> <td>election: Accurate</td> <td></td>	Verification S	election: Accurate	
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verification Selection: Accurate verification PP R0: -5:1 taking			
Validation Method: SLCP Onsite Verification			
PPRO-5-7 Lating Image: Control of Cont			
Facility Regionse:			
Verification Selection: Accurate Verification Verification Method: SLCP Onsite Verification Image: Second Selection: Accurate Verification Selection: Subjection Accurate Image: Second Selection: Accurate Verification Selection: Accurate Image: Second Selection: Accurate Verification Selection: Accurate Image: Second Selection: Accurate Verification Selection: Accurate Image: Second Selection: Accurate Verification Method: SLCP Onsite Verification Image: Second Selection: Accurate Verification Selection: Accurate X Facility Response: X Verification Selection: Updated during Verification X Corrected Response: X Verification: Data: The Information was updated on the verification date. Y Verification Selection: Accurate Image: Second Selection: Accurate Verification Selection: Implated during Verification Image: Second Selection:		•	
Validation Method: SLCP Onsite Verification			
PPRO-5-8 Molding Faility Response			
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Validation Method: SLCP Onsite VerificationFP-PRO-5-9No sewReclitry Response:Verification Method: SLCP Onsite VerificationPP-PRO-5-10PackagingReclitry Response:Verification Selection: Updated during VerificationCorrected Response: XVerification Data: The Information was updated on the verification date.Validation Method: SLCP Onsite VerificationFP-PRO-5-11GluingFP-PRO-5-12Selection: SLCP Onsite VerificationFP-PRO-5-13Selection: SLCP Onsite VerificationFP-PRO-5-14Validation Method: SLCP Onsite VerificationFP-PRO-5-13Selection: SLCP Onsite VerificationFP-PRO-5-14Verification Selection: Updated during VerificationFP-PRO-5-13Selection: SLCP Onsite VerificationFP-PRO-5-13Selection: SLCP Onsite VerificationFP-PRO-5-13Selection: Updated during VerificationFP-PRO-5-14Verification Selection: Updated during VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP-PRO-5-14VerificationFP	Facility Respo	nse:	
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FP-RO-5-10 Packaging X Facility Response: Verification Selection: Updated during Verification Corrected Response: X Verification Data: The Information was updated on the verification date. Validation Method: SLCP Onsite Verification Image: Selection: Updated during Verification FP-RO-5-11 Gluing Image: Selection: Accurate Verification Selection: Accurate Image: Selection: Accurate Validation Method: SLCP Onsite Verification Image: Selection: Accurate Validation Method: SLCP Onsite Verification Image: Selection: Accurate Validation Method: SLCP Onsite Verification X FP-RO-5-13 Sewing X Validation Method: SLCP Onsite Verification X Facility Response: Verification Selection: Updated during Verification Corrected Response: X Verification Selection: Updated during Verification Corrected Response: X Verification Data: The Information was updated on the verification date. Validation Method: SLCP Onsite Verification Image: Selection: Updated Data: The Information was updated on the verification date. Validation Method: SLCP Onsite Verification Image: Selection: Accurate Validation Method: SLCP Onsite Verification Image: Selection: Accurate <t< td=""><td>Verification S</td><td>election: Accurate</td><td></td></t<>	Verification S	election: Accurate	
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Validation Method: SLCP Onsite Verification	Facility Respo	nse:	
Validation Method: SLCP Onsite Verification	Verification S	election: Accurate	
••••••••••••••••••••••••••••••••••••••			
Facility Response:		· · · · · · · · · · · · · · · · · · ·	
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
FP-PRO-5-16 Welding		•	
Facility Response:	Facility Respo	nse:	
Verification Selection: Accurate	Verification S	election: Accurate	

Validation Method: SLCP Onsite Verification		
FP-PRO-5-17	Printing	x
Facility Resp	onse:	
Verification S	Selection: Updated during Verification	
Corrected Re	esponse: X	
Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
FP-PRO-5-18	Embroidery	x
Facility Resp	onse:	
Verification 9	Selection: Updated during Verification	
Corrected Re	esponse: X	
Verification I	Data: The information was updated on the verification date.	
	ethod: SLCP Onsite Verification	
FP-PRO-6	Footwear / Leather goods	
FP-PRO-6-1	Leather Tanning – Wet Operations	
Facility Resp		
FP-PRO-6-2	Leather Tanning – Finishing	
Facility Resp		
FP-PRO-6-3	Coating	
Facility Resp		
FP-PRO-6-4	Metal work	
Facility Resp		
FP-PRO-6-5	Molding	
Facility Resp		
FP-PRO-6-6	Printing	
Facility Response:		
FP-PRO-6-7	Laminating	
Facility Resp		1
FP-PRO-6-8	Cutting	
Facility Resp		
FP-PRO-6-9	Upper production (including stitching)	
Facility Resp		
FP-PRO-6-10	Stock fitting	
Facility Resp	onse:	1
FP-PRO-6-11	Lasting	
Facility Resp	onse:	1
FP-PRO-6-12	Finishing	
Facility Resp	onse:	1
FP-PRO-6-13	Packaging	
Facility Resp	onse:	1
FP-PRO-7	Printing or Dyeing	
FP-PRO-7-1	Dyeing	
Facility Response:		
Verification Selection: No longer applicable due to verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
FP-PRO-7-2	Sublimation	
Facility Response:		
Verification Selection: No longer applicable due to verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
FP-PRO-7-3	Wet printing	

Facility Response:		
Verification	Selection: No longer applicable due to verification	
Corrected R	esponse:	
Validation N	Nethod: SLCP Onsite Verification	
FP-PRO-7-4	Screen Printing	
Facility Resp	ponse: X	
	Selection: No longer applicable due to verification	
Corrected R		
	Nethod: SLCP Onsite Verification	
FP-PRO-7-5	Rotary Printing	
Facility Resp		
	Selection: No longer applicable due to verification	
Corrected R		
Validation N	Nethod: SLCP Onsite Verification	
FP-PRO-8	Materials Supplier	
FP-PRO-8-1	Casting	
Facility Resp	ionse:	
FP-PRO-8-2	Coating	
Facility Resp	ionse:	
FP-PRO-8-3	Dyeing	
Facility Resp	ionse:	
FP-PRO-8-4	Extrusion	
Facility Resp	ionse:	
FP-PRO-8-5	Finishing	
Facility Resp	ionse:	
FP-PRO-8-6	Insulation: animal (down) processing	
Facility Resp	ionse:	
FP-PRO-8-7	Insulation: non-woven processing	
Facility Resp		
FP-PRO-8-8	Knitting	
Facility Resp		
FP-PRO-8-9	Lamination	
Facility Resp		
FP-PRO-8-10		
	Mixing (EVA / Rubber / primer / glue)	
Facility Resp		
FP-PRO-8-11	Bonding	
Facility Resp		
FP-PRO-8-12	Spinning	
Facility Resp	ionse:	
FP-PRO-8-13	Tanning (beam house or retannage)	
Facility Resp	ionse:	
FP-PRO-8-14	Vulcanization	
Facility Resp	ionse:	
FP-PRO-8-15	Washing	
Facility Resp	bonse:	
FP-PRO-8-16 Weaving		
Facility Resp	ionse:	
FP-PRO-9	Trim	
FP-PRO-9-1	Casting	
Facility Resp	ionse:	
FP-PRO-9-2	Dyeing	
Facility Resp		

FP-PRO-9-3	Gluing	
Facility Resp	ionse:	
FP-PRO-9-4	Heat Press / Heating and Cooling	
Facility Resp	inonse:	
FP-PRO-9-5	Lamination/Coating	
Facility Resp	ionse:	
FP-PRO-9-6	Molding	
Facility Resp	ionse:	
FP-PRO-9-7	Non-woven	
Facility Resp	Nonse:	
FP-PRO-10	Chemical	
FP-PRO-10-1	Raw Material Storage / Warehousing	
Facility Resp		
FP-PRO-10-2	Chemical Synthesis	
Facility Resp		
FP-PRO-10-3	Standardization / Chemical Finishing	
Facility Resp		
FP-PRO-10-4	Blending / Formulating	
FP-PRO-10-4 Facility Resp		
FP-PRO-10-5	Packaging	
Facility Resp		
FP-PRO-10-6	Waste Treatment / Management	
Facility Resp		
FP-PRO-10-7	Final Product Warehousing / Storage	
Facility Resp	ionse:	
FP-PRO-10-8	Shipping	
Facility Resp	ionse:	
FP-PRO-11	Packaging	
FP-PRO-11-1	Converting raw material (incoming paperboard or plastic resin)	
Facility Resp	ionse:	
Verification	Selection: No longer applicable due to verification	
Corrected R	esponse:	
Validation N	Nethod: SLCP Onsite Verification	
FP-PRO-11-2	Die cutting (e.g. Cartons)	
Facility Resp	ionse:	
Verification Selection: No longer applicable due to verification		
Corrected R	esponse:	
Validation N	Nethod: SLCP Onsite Verification	
FP-PRO-11-3	Assembly (e.g. corrugated board)	
Facility Resp	ionse:	
Verification	Selection: No longer applicable due to verification	
Corrected R	esponse:	
Validation N	Nethod: SLCP Onsite Verification	
FP-PRO-11-4	Molding (plastic)	
Facility Resp	vonse:	
Verification	Selection: No longer applicable due to verification	
Corrected R		
	Aethod: SLCP Onsite Verification	
FP-PRO-11-5	Printing	
Facility Resp		
	Selection: No longer applicable due to verification	
Corrected R		

Validation N	lethod: SLCP Onsite Verification			
FP-PRO-11-6	Assembly			
Facility Resp	onse:			
Verification	Selection: No longer applicable due to verification			
Corrected R	esponse:			
Validation N	lethod: SLCP Onsite Verification			
FP-PRO-11-7	Gluing			
Facility Resp	onse:			
Verification	Selection: No longer applicable due to verification			
Corrected R	esponse:			
Validation N	lethod: SLCP Onsite Verification			
FP-PRO-11-8	Finishing			
Facility Resp	onse:			
Verification	Selection: No longer applicable due to verification			
Corrected R	esponse:			
Validation N	lethod: SLCP Onsite Verification			
FP-PRO-11-9	Die cutting			
Facility Resp	onse:	1		
Verification	Selection: No longer applicable due to verification			
Corrected R	esponse:			
Validation N	lethod: SLCP Onsite Verification			
FP-PRO-11-10	Packing			
Facility Resp	onse: X	1		
Verification	Selection: No longer applicable due to verification			
Corrected R	esponse:			
Validation N	lethod: SLCP Onsite Verification			
FP-PRO-11-11 Shipping				
Facility Response:				
Verification Selection: No longer applicable due to verification				
Corrected Response:				
	lethod: SLCP Onsite Verification			
Volume				
FP-PRO-12	Facility's monthly volume (unit of measurement):	Unit (piece or pair)		
	onse: Unit (piece or pair)			
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
FP-PRO-12.1	If other, please describe:			
Facility Resp				
FP-PRO-13	Facility's monthly volume (numerical amount):	800000		
	onse: 800000			
	Selection: Accurate			
	Nethod: SLCP Onsite Verification			
Capacity	For 11th days with the second state of the sec	The for the second seco		
FP-PRO-14	Facility's monthly capacity (unit of measurement):	Unit (piece or pair)		
	onse: Unit (piece or pair)			
	Selection: Accurate			
Validation Method: SLCP Onsite Verification				
FP-PRO-14.1 If other, please describe:				
Facility Resp				
FP-PRO-15	Facility's monthly capacity (numerical amount):	1100000		
Facility Response: 1100000				
Verification Selection: Accurate				

Validation Me	Validation Method: SLCP Onsite Verification		
FP-PRO-15.1	Please describe how the monthly capacity is calculated (e.g. do you base calculation on regular worki ng hours or include overtime hours):		
Facility Respo	Facility Response: Calculation based on regular working hours or include overtime hours		
Verification S	Verification Selection: Verification not required		
Corrected Re	Corrected Response:		
Validation Me	ethod: SLCP Onsite Verification		
Planning			
FP-PRO-16	What is the facility's form of production/ operations planning?	Other	
Facility Respo	unse: Other		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
FP-PRO-16.1	If other, please describe:	Weekly, Monthly, Quarterly	
Facility Respo	nnse: Weekly, Monthly, Quarterly		
	election: Accurate		
	ethod: SLCP Onsite Verification		
		Lead time is the amount of time a process takes f	
FP-PRO-17	What is the facility's definition of lead time?	rom start to finish a shipment in the facility	
Facility Respo	onse: Lead time is the amount of time a process takes from start to finish a shipment in the facility		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
FP-PRO-18	What is the facility's maximum lead time (weeks as unit of measurement)?	12	
Facility Respo	unse: 12		
	election: Accurate		
	ethod: SLCP Onsite Verification		
FP-PRO-19	Has the facility had any rush orders within the last 12 months?	No	
Facility Respo			
	election: Accurate		
	ethod: SLCP Onsite Verification		
FP-PRO-19.1	If yes, please describe:		
Facility Respo			
Subcontract	ors Used for Production / Operation		
Subcontractor	s		
FP-SUB-1	Are subcontractors utilized by the facility to complete all or part of the production process?	No	
Facility Respo	onse: No		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
FP-SUB-2	If yes, how many subcontractors?		
Facility Respo	inse:		
FP-SUB-3	Additional Comments: If you have additional comments regarding facility's use/non-use of subcontr actors, please communicate them here:		
Facility Respo	nse:		
	Subcontractor #1		
FP-SUB-4	Name		
Facility Respo	inse:		
FP-SUB-5	Address		
Facility Respo			
FP-SUB-6			
FP-SUB-6 Contact Name Facility Response:			
FP-SUB-7	Contact Number		
Facility Respo			
FP-SUB-8	Email		
Facility Respo	inse:		

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Physical and	Facility Respo			
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FP-SUB-33	Types of Processes Subcontracted:	
Facility Response:		
	Subcontractor #6	
FP-SUB-34	Name	
Facility Response:		
FP-SUB-35	Address	
Facility Resp	onse:	
FP-SUB-36	Contact Name	
Facility Resp	onse:	
FP-SUB-37	Contact Number	
Facility Resp	onse:	
FP-SUB-38	Email	
Facility Resp	onse:	
FP-SUB-39	Types of Processes Subcontracted:	
Facility Resp	onse:	
Facility Com	Iments	
FP-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Resp	onse: No	
Verification	Selection: Verification not required	
Corrected Re	esponse:	
Validation M	lethod: SLCP Onsite Verification	
RECRUITME	NT & HIRING	
Number	Question	Final Verified Response
Section Inst	ructions	
Section Instru	Ictions	
	Section Description: The purpose of the Recruitment and Hiring section is to understand the facilit y's social and labor practices in the initial stages of employment. The "recruitment" process is designe d to select the most appropriate candidates for employment. The "hiring" process is how new worker s are brought into the organization. Social and Labor topics within this section include: • Child Labor • Apprenticeship / Trainee / Internship Programs • Forced Labor • Recruitment Practices • Discrimina tion • Employment Practices • Homeworkers • Facility Comments	
Child Labor		
Sub-Section I	nstructions	
	Overall International Labor Standards Compliance Guidance: Child labor is work that deprives childre n of their childhood, their potential and their dignity, and that is harmful to physical and mental dev elopment. It refers to work that is mentally, physically, socially or morally dangerous and harmful to c hildren and interferes with their schooling by depriving them of the opportunity to attend school, b	
	y obliging them to leave school prematurely, or by requiring them to combine school attendance wi th excessively long and heavy work. In its most extreme forms, children are involved in illegal activit ies, or in work that exposes them to physical, sexual or psychological abuse. However, not all work d one by children is classified as child labor that should be eliminated. Work that does not affect childr en's health and personal development or interfere with their schooling can be constructive. This incl udes activities such as helping parents around the home, helping in a family business or earning pock et money outside school time. Whether or not work being carried out by children constitutes child I abor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether the re are child laborers working at the facility premises, the possibility of workers taking work home sho uld be monitored. If work is performed outside the facility premises, determine whether underage fa mily members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the ba seline standards for child labor; other conventions in force in the country; applicable legislation; Coll ective Bargaining Agreements and provisions in employment contracts that exceed legal requireme nts Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms of f Child Labour Recommendation, 1999	
Age Documer	y obliging them to leave school prematurely, or by requiring them to combine school attendance wi th excessively long and heavy work. In its most extreme forms, children are involved in illegal activit ies, or in work that exposes them to physical, sexual or psychological abuse. However, not all work d one by children is classified as child labor that should be eliminated. Work that does not affect childr en's health and personal development or interfere with their schooling can be constructive. This incl udes activities such as helping parents around the home, helping in a family business or earning pock et money outside school time. Whether or not work being carried out by children constitutes child I abor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether the re are child laborers working at the facility premises, the possibility of workers taking work home sho uld be monitored. If work is performed outside the facility premises, determine whether underage fa mily members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the ba seline standards for child labor; other conventions in force in the country; applicable legislation; Coll ective Bargaining Agreements and provisions in employment contracts that exceed legal requireme nts Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms o f Child Labour Recommendation, 1999	
Age Documer RH-CHI-1	y obliging them to leave school prematurely, or by requiring them to combine school attendance wi th excessively long and heavy work. In its most extreme forms, children are involved in illegal activit ies, or in work that exposes them to physical, sexual or psychological abuse. However, not all work d one by children is classified as child labor that should be eliminated. Work that does not affect childr en's health and personal development or interfere with their schooling can be constructive. This incl udes activities such as helping parents around the home, helping in a family business or earning pock et money outside school time. Whether or not work being carried out by children constitutes child I abor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether the re are child laborers working at the facility premises, the possibility of workers taking work home sho uld be monitored. If work is performed outside the facility premises, determine whether underage fa mily members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the ba seline standards for child labor; other conventions in force in the country; applicable legislation; Coll ective Bargaining Agreements and provisions in employment contracts that exceed legal requireme nts Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms o f Child Labour Recommendation, 1999	Yes
	y obliging them to leave school prematurely, or by requiring them to combine school attendance wi th excessively long and heavy work. In its most extreme forms, children are involved in illegal activit ies, or in work that exposes them to physical, sexual or psychological abuse. However, not all work d one by children is classified as child labor that should be eliminated. Work that does not affect childr en's health and personal development or interfere with their schooling can be constructive. This incl udes activities such as helping parents around the home, helping in a family business or earning pock et money outside school time. Whether or not work being carried out by children constitutes child I abor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether the re are child laborers working at the facility premises, the possibility of workers taking work home sho uld be monitored. If work is performed outside the facility premises, determine whether underage fa mily members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the ba seline standards for child labor; other conventions in force in the country; applicable legislation; Coll ective Bargaining Agreements and provisions in employment contracts that exceed legal requireme nts Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms o f Child Labour Recommendation, 1999 tation Does the facility verify minimum age requirements prior to hiring workers?	Yes
RH-CHI-1 Facility Resp	y obliging them to leave school prematurely, or by requiring them to combine school attendance wi th excessively long and heavy work. In its most extreme forms, children are involved in illegal activit ies, or in work that exposes them to physical, sexual or psychological abuse. However, not all work d one by children is classified as child labor that should be eliminated. Work that does not affect childr en's health and personal development or interfere with their schooling can be constructive. This incl udes activities such as helping parents around the home, helping in a family business or earning pock et money outside school time. Whether or not work being carried out by children constitutes child I abor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether the re are child laborers working at the facility premises, the possibility of workers taking work home sho uld be monitored. If work is performed outside the facility premises, determine whether underage fa mily members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the ba seline standards for child labor; other conventions in force in the country; applicable legislation; Coll ective Bargaining Agreements and provisions in employment contracts that exceed legal requireme nts Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms o f Child Labour Recommendation, 1999 tation Does the facility verify minimum age requirements prior to hiring workers?	Yes

RH-CHI-1.1	If yes, please describe what legal documentation or other proof of age are reviewed to verify minim um age requirements and whether copies are maintained:	izen ID Card, household book/residential confirm ation and verifies based on the employee's docu ments certified by the authorities such as: certifi ed ID Card/Citizen ID Card, household book/resid ential confirmation, CV	
	Facility Response: The factory checks age information in ID Card/Citizen ID Card, household book/residential confirmation and verifies based on the employee's documents certified by the authorities such as: certified ID Card/Citizen ID Card, household book/residential confirmation, CV		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
Minimum Age			
RH-CHI-2	What is the age of the youngest worker in the facility?	18	
Facility Respo	onse: 18		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
RH-CHI-3	If other, please describe:		
Facility Respo	onse:		
RH-CHI-4	Are any workers under the legal minimum age for employment?	No	
Facility Respo	inse: No	·	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
RH-CHI-5	How many females are under the applicable legal minimum working age?		
Facility Respo	inse:		
RH-CHI-6	How many males are under the applicable legal minimum working age?		
Facility Respo	nse:	I	
Remediation			
RH-CHI-7	Does the facility have a remediation system in place for when children (those under the legal minim um working age) are found to be working in the facility?	Yes	
Facility Respo	inse: Yes		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
		The factory issued the child labor using probihitio	
RH-CHI-7.1	If yes, please describe the child remediation system in place:	n policy	
Facility Respo	nse: The factory issued the child labor using probihition policy		
Facility Respo	onse: The factory issued the child labor using probihition policy election: Accurate	n policy	
Facility Respo Verification S Verification E 4. Support th	nse: The factory issued the child labor using probihition policy	n policy nate the labor and pay them as legal requirement.	
Facility Respo Verification S Verification L 4. Support th 6. 6. Report a	onse: The factory issued the child labor using probihition policy election: Accurate Pata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t	n policy nate the labor and pay them as legal requirement.	
Facility Respo Verification S Verification L 4. Support th 6. 6. Report a	onse: The factory issued the child labor using probihition policy election: Accurate Data: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record.	n policy nate the labor and pay them as legal requirement.	
Facility Respo Verification S Verification D 4. Support th 6. 6. Report a Validation Me	onse: The factory issued the child labor using probihition policy election: Accurate Data: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record.	n policy nate the labor and pay them as legal requirement.	
Facility Respo Verification S Verification E 4. Support th 6. 6. Report a Validation Ma Historical Chil	election: Accurate election: Accurate bata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responses Verification S Verification C 4. Support th 6. 6. Report a Validation Mo Historical Chil RH-CHI-8 Facility Responses	election: Accurate election: Accurate bata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responses Verification S Verification I 4. Support th 6. 6. Report a Validation Ma Historical Chill RH-CHI-8 Facility Responses Verification S	election: Accurate Pata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? Inse: No	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responses Verification S Verification I 4. Support th 6. 6. Report a Validation Ma Historical Chill RH-CHI-8 Facility Responses Verification S	election: Accurate Detata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? onse: No election: Accurate ethod: SLCP Onsite Verification	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responsessor Verification S Verification I 4. Support th 6. 6. Report a Validation Me Historical Chil RH-CHI-8 Facility Responsessor Verification S Validation Me	election: Accurate Detata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? onse: No election: Accurate ethod: SLCP Onsite Verification	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responsessor Verification S Verification I 4. Support th 6. 6. Report a Validation Me Historical Chil RH-CHI-8 Facility Responsessor Verification S Validation Me Workers under	election: Accurate election: Accurate bata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? mse: No election: Accurate ethod: SLCP Onsite Verification r18 Does the facility maintain recorded parental permission for workers under the age of 18 in the facilit y?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Respo Verification S Verification I 4. Support th 6. 6. Report a Validation Me Historical Chil RH-CHI-8 Facility Respo Verification S Validation Me Workers under RH-CHI-9	election: Accurate election: Accurate bata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? mse: No election: Accurate ethod: SLCP Onsite Verification r18 Does the facility maintain recorded parental permission for workers under the age of 18 in the facilit y?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responsessor Verification S Verification I 4. Support th 6. 6. Report a Validation Me Historical Chil RH-CHI-8 Verification S Validation Me Workers under RH-CHI-9 Facility Responsessor RH-CHI-10	Inse: The factory issued the child labor using probibition policy election: Accurate that: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? ense: No election: Accurate ethod: SLCP Onsite Verification r18 Does the facility maintain recorded parental permission for workers under the age of 18 in the facilit y? Is the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Responsession Verification S Verification I 4. Support th 6. 6. Report al Validation Me Historical Chill RH-CHI-8 Facility Responsession Verification S Validation Me Workers under RH-CHI-9 Facility Responsession	Inse: The factory issued the child labor using probibition policy election: Accurate that: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? ense: No election: Accurate ethod: SLCP Onsite Verification r18 Does the facility maintain recorded parental permission for workers under the age of 18 in the facilit y? Is the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Response Verification S Verification I 4. Support th 6. 6. Report a Validation Ma Historical Chill RH-CHI-8 Verification S Validation Ma Workers under RH-CHI-9 Facility Response RH-CHI-10 Facility Response RH-CHI-11	Inse: The factory issued the child labor using probihition policy election: Accurate Pata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? Inse: No election: Accurate ethod: SLCP Onsite Verification fl8 Does the facility maintain recorded parental permission for workers under the age of 18 in the facility y? Is the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements? Inse: Does the facility maintain a list/register of all workers under age 18 in line with legal requirements?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Response Verification S Verification C 4. Support th 6. 6. Report a Validation Ma Historical Chill RH-CHI-8 Facility Response Validation Ma Workers under RH-CHI-9 Facility Response RH-CHI-10 Facility Response	Inse: The factory issued the child labor using probihition policy election: Accurate Pata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? Inse: No election: Accurate ethod: SLCP Onsite Verification fl8 Does the facility maintain recorded parental permission for workers under the age of 18 in the facility y? Is the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements? Inse: Does the facility maintain a list/register of all workers under age 18 in line with legal requirements?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Response Verification S Verification I 4. Support th 6. 6. Report a Validation Ma Historical Chill RH-CHI-8 Verification S Validation Ma Workers under RH-CHI-9 Facility Response RH-CHI-10 Facility Response RH-CHI-11 Facility Response RH-CHI-12	Inse: The factory issued the child labor using probihition policy election: Accurate bata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? mse: No election: Accurate ethod: SLCP Onsite Verification r18 Does the facility maintain recorded parental permission for workers under the age of 18 in the facilit y? mse: ls the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements? mse: Does the facility maintain a list/register of all workers under age 18 in line with legal requirements? mse: Does the facility provide the list/register of workers under age 18 to government authorities in line with legal requirements?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	
Facility Response Verification S Verification C 4. Support th 6. 6. Report a Validation Ma Historical Chill RH-CHI-8 Verification S Validation Ma Workers under RH-CHI-9 Facility Response RH-CHI-10 Facility Response RH-CHI-11 Facility Response	Inse: The factory issued the child labor using probihition policy election: Accurate bata: 1. Remove this child from production area. 2. Contact to the family or legal representative. 3. Termi e school fee to complete compulsory if they wish and arrange suitable working hour for them. 5. Give t I relevant department and keep record. ethod: SLCP Onsite Verification d Labor Do records indicate that any workers were under the legal minimum working age when hired? mse: No election: Accurate ethod: SLCP Onsite Verification r18 Does the facility maintain recorded parental permission for workers under the age of 18 in the facilit y? mse: ls the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements? mse: Does the facility maintain a list/register of all workers under age 18 in line with legal requirements? mse: Does the facility provide the list/register of workers under age 18 to government authorities in line with legal requirements?	n policy nate the labor and pay them as legal requirement. hem priority to work at factory when he became 1	

The factory checks age information in ID Card/Cit

	Facility Response:			
RH-CHI-14	If yes, are health checks arranged prior to employment?			
Facility Response:				
RH-CHI-15	Is the facility's practice of arranging health checks for all workers under age 18 in line with legal requir ements?			
Facility Respo	inse:			
RH-CHI-16	Does the facility provide special Health and Safety trainings (separate from normal adult training) to workers under the age of 18?			
Facility Respo	inse:			
RH-CHI-17	Is the facility's practice of providing special Health and Safety trainings (separate from normal adult t raining) to workers under the age of 18 in line with legal requirements?			
Facility Respo	inse:			
RH-CHI-18	Does the facility have special protective restrictions for workers under the age of 18?			
Facility Respo	nse:			
RH-CHI-18.1	If yes, please describe what type of protective restrictions are in place:			
Facility Respo	nse:			
RH-CHI-19	Are protective restrictions for workers under the age of 18 in line with legal requirements?			
Facility Respo	nse:			
RH-CHI-20	Does the facility monitor the working hours of all workers under the age of 18 separately?			
Facility Respo	nse:			
Hazardous Wo	rk and other Worst Forms			
RH-CHI-21	Which of the following work is performed by workers under age 18 (SELECT all that apply with a "X")			
RH-CHI-21-1	Work in a hazardous environment and/or work that is hazardous in nature in violation of legal standa rds			
Facility Respo	inse:			
RH-CHI-21.1	Please describe the type of hazardous work performed by both female and by male workers (if differ ent):			
Facility Respo	inse:			
RH-CHI-21-2	Night Work			
Facility Respo	inse:			
RH-CHI-21.2	Please describe the type of night work and hours worked by both female and male workers (if differe nt):			
Facility Respo	nse:			
RH-CHI-21-3	More hours than permitted by law			
Facility Response:				
Facility Respo	nse:			
Facility Respo	nse: Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different):			
	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different):			
RH-CHI-21.3	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different):			
RH-CHI-21.3 Facility Respo	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): nse: Other			
RH-CHI-21.3 Facility Respo RH-CHI-21-4	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): nse: Other			
RH-CHI-21.3 Facility Respo RH-CHI-21-4 Facility Respo	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): inse: Other inse: If other, please describe:			
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): inse: Other inse: If other, please describe:			
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): inse: Other inse: If other, please describe: inse: None of the above			
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses RH-CHI-21-5	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): inse: Other inse: If other, please describe: inse: None of the above			
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses RH-CHI-21-5 Facility Responses	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): inse: Other inse: If other, please describe: inse: None of the above inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi ng workers under age 18, or work that exposes them to physical, psychological or sexual abuse?			
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses RH-CHI-21-5 Facility Responses RH-CHI-22	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): Inse: Other If other, please describe: If other, please describe: Inse: None of the above Inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi ng workers under age 18, or work that exposes them to physical, psychological or sexual abuse? Inse:			
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses RH-CHI-21-5 Facility Responses RH-CHI-22 Facility Responses	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): Inse: Other If other, please describe: If other, please describe: Inse: None of the above Inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi ng workers under age 18, or work that exposes them to physical, psychological or sexual abuse? Inse:	No applicable legal requirements		
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses RH-CHI-21-5 Facility Responses RH-CHI-22 Facility Responses RH-CHI-22 Other Legal Responses RH-CHI-23	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): Inse: Other If other, please describe: If other, please describe: Inse: None of the above Inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi ng workers under age 18, or work that exposes them to physical, psychological or sexual abuse? Inse: If a facility practices out of compliance with any legal requirements not covered elsewhere regardin	No applicable legal requirements		
RH-CHI-21.3 Facility Responses RH-CHI-21-4 Facility Responses RH-CHI-21.4 Facility Responses RH-CHI-21-5 Facility Responses RH-CHI-22 Facility Responses RH-CHI-23 Facility Responses RH-CHI-23	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): Inse: Other Inse: If other, please describe: If other, please describe: Inse: None of the above Inse: None of the above Inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi Ing workers under age 18, or work that exposes them to physical, psychological or sexual abuse? Inse: Inse: Inse: Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Child Labor?	No applicable legal requirements		
RH-CHI-21.3 Facility Response RH-CHI-21-4 Facility Response RH-CHI-21.4 Facility Response RH-CHI-21-5 Facility Response RH-CHI-22 Facility Response RH-CHI-23 Facility Response RH-CHI-23	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): Inse: Other Other If other, please describe: If other, please describe: Inse: None of the above Inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi ng workers under age 18, or work that exposes them to physical, psychological or sexual abuse? Inse: Equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Child Labor? Inse: No applicable legal requirements	No applicable legal requirements		
RH-CHI-21.3 Facility Response RH-CHI-21-4 Facility Response RH-CHI-21.4 Facility Response RH-CHI-21-5 Facility Response RH-CHI-22 Facility Response RH-CHI-23 Facility Response RH-CHI-23 Facility Response Verification State Validation Material	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different): Inse: Other Inse: If other, please describe: Inse: None of the above Inse: Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involvi ing workers under age 18, or work that exposes them to physical, psychological or sexual abuse? Inse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Child Labor? Inse: No applicable legal requirements election: Accurate	No applicable legal requirements		

Facility Respo	Facility Response: Yes		
Verification S	Verification Selection: Inaccurate - Misunderstanding		
Corrected Re	Corrected Response: No		
Verification D	Verification Data: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-2	Which of the following apprenticeship / trainee / internship programs does the facility offer/ particip ate in? (SELECT all that apply with a "X")		
RH-APP-2-1	Apprenticeship program		
Facility Respo	onse: X		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	Corrected Response:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-2.1	Please describe your apprenticeship program:		
Facility Respo	onse: The workers are trainned about 6 months or more to keep higher position in the factory		
Verification S	Selection: Verification not required		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-2-2	Trainee program		
Facility Respo	bnse: X		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-2.2	Please describe your trainee program:		
Facility Respo	ر onse: The new unskilled workers will be trainned before working, the skilled workers will be trainned to u	ıpgrade their skills.	
Verification S	election: Verification not required		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-2-3	Internship program		
Facility Respo	onse: X		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	isponse:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-2.3	Please describe your internship program:		
Facility Respo	ا onse: The factory always creates coditions and opportunities for graduating students to give intership at 1	the factory	
Verification S	Selection: Verification not required		
Corrected Re	isponse:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-3	What is the maximum length of time (in days) that the facility considers workers as apprentices / int		
KH-AFF-5	erns / workers in training?		
Facility Respo	Facility Response: 180		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
RH-APP-4	Can apprentices / trainees / interns choose a position in the facility that is related to their area of stu dy (or skill/trade)?		
Facility Respo	onse: Yes		
Verification S	selection: No longer applicable due to verification		
Corrected Response:			
Validation Method: SLCP Onsite Verification			
RH-APP-5	RH-APP-5 Is the facility's apprenticeship / training / internship program in line with all legal requirements?		
Facility Respo	Facility Response: Yes		
Verification Selection: No longer applicable due to verification			
Corrected Re	Corrected Response:		
Validation Me	Validation Method: SLCP Onsite Verification		

Forced Labo	d Labor		
Sub-Section I	-Section Instructions		
	Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor vio lates the basic human right to work in freedom and freely choose one's work. Two elements must b e present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or c ompulsory vocational training, however, trainings required in connection with employment would b e considered labor. 1) The first element is that the worker must be subject to thread of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or o verride a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic c minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possi ble examples of penaltics that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers to the authorities (polic e, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • De nying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Tra nsfer to worke working conditions, and • Removal of rights or privileges. Coercion is an indicator of force d labor regardless of whether it occurs during regular hours or vertime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of force d labor, even if the tactics are u		
	dustry) Convention, 1919		
Prison Labor			
RH-FOR-1	Does the facility use prison labor?	No	
Facility Resp	onse: No		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
RH-FOR-2	Does the facility follow any of the following practices concerning prison labor? (SELECT all that apply with a "X")		
RH-FOR-2-1	Prison laborers have freely consented to perform the work		
Facility Resp	onse:		
RH-FOR-2-2	The facility treats prison laborers and non-prison workers similarly (conditions of work such as wages, hours of work, health and safety, etc.)		
Facility Resp	onse:		
RH-FOR-2-3	There is supervision and control by a public authority		
Facility Resp		1	
RH-FOR-2-4	None of the above		
Facility Resp			
Forced Labor	by Governments		
RH-FOR-3	Does the facility need to release workers to be available for government-mandated forced labor?	No	
Facility Resp			
	Verification Selection: Accurate		
	ethod: SLCP Onsite Verification		
RH-FOR-3.1	If yes, please describe the time periods and circumstances in which workers need to be released:		
Facility Resp			
Recruitment	Recruitment Practices		
Deposits		1	
RH-REC-1	Are any monetary deposits required of workers upon hire?	No	
Facility Resp	onse: No		
Verification	Selection: Accurate		

Validation M	ethod: SLCP Onsite Verification	1	
RH-REC-2	Are monetary deposits in line with legal requirements?		
Facility Respo	onse:		
Recruiters		1	
RH-REC-3	Are labor recruiters / employment agencies responsible for the recruitment of workers to the facilit y?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Foreign Migra	nt Workers		
RH-REC-4	Is the facility's recruitment process for foreign migrant workers in line with applicable legal requirem ents?		
Facility Respo	onse:		
Recruitment F	ees		
RH-REC-5	Who is responsible for paying recruitment fees and related costs, the worker or the facility?	Facility	
Facility Respo	onse: Facility		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
RH-REC-6	Which of the following recruitment fees or related costs does the worker pay for? (SELECT all that a pply with a "X")		
RH-REC-6-1	Skills and qualification tests		
Facility Respo	onse:		
RH-REC-6-2	Medical costs		
Facility Respo	onse:		
RH-REC-6-3	Training and orientation		
Facility Respo	onse:		
RH-REC-6-4	Administrative costs		
Facility Response:			
RH-REC-6-5	Travel and lodging		
Facility Response:			
RH-REC-6-6	Equipment costs		
Facility Respo	onse:		
RH-REC-6-7	Insurance costs		
Facility Respo	onse:		
RH-REC-6-8	Other		
Facility Respo	onse:		
RH-REC-6.1	If other, please describe:		
Facility Respo	onse:		
RH-REC-7	Are workers reimbursed for recruitment fees and related costs paid?		
Facility Respo	onse:	1	
RH-REC-7.1	If yes, please provide: • type of recruitment fees • amount reimbursed (percentage) • the reimburse r (facility or other) • timing of reimbursement		
Facility Response:			
RH-REC-8	Are recruitment fees and related costs paid by workers in line with legal requirements?	Not Applicable	
Facility Response: Yes			
Verification Selection: Inaccurate - Misunderstanding			
Corrected Response: Not Applicable			
Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation M	ethod: SLCP Onsite Verification		
Discriminati	on		
Sub-Section In	nstructions		

	Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction b ased on race, color, sex, religion, political opinion, national extraction or social origin, which results in	
	unequal treatment. Other grounds of discrimination may be included in national law, such as disabilit y, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact res ult in unequal treatment of people with certain characteristics. Distinctions are permissible when th	
	ey are necessary because of the inherent requirements of the particular job, although this exception	
	is rare. Also, measures to protect certain categories of workers are acceptable when they are provide d for under international labor Conventions and Recommendations, such as maternity protection. Di	
	stinctions also may be permissible under national laws designed to help groups who need special pro	
	tection, for example, laws that offer preferential treatment to women in hiring in order to remedy t	
	he effects of past discrimination. Applicable legal standards include: ILO Core Conventions, C100 Eq ual Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Conventi	
	on, 1958, which provide the baseline standards for discrimination; other conventions in force in the c	
	ountry; applicable legislation; Collective Bargaining Agreements and provisions in employment cont	
	racts that exceed legal requirements Other relevant ILO documents: R90 Equal Remuneration Reco mmendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156	
	Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Re	
	commendation, 1981	
Recruitment		
	During the recruitment process, do materials such as job description or job application forms ever ref	
RH-DIS-1	erence an applicant's race, skin color, sex (gender), religion, political opinion, national extraction, soci al origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, fa	No
	mily responsibilities, age (other than the legal minimum age) or nationality/foreign migrant worker s	
	tatus?	
Facility Respo	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
RH-DIS-2	Which of the following elements are referenced in written job descriptions or job applications? (SEL ECT all that apply with a "X")	
RH-DIS-2-1	Race / Skin Color	
Facility Respo	onse:	
RH-DIS-3	Are written job descriptions or job application forms that reference an applicant's race / skin color in I ine with applicable legal requirements?	
Facility Respo	onse:	
RH-DIS-3-1	Sex / Gender	
Facility Respo	onse:	
RH-DIS-4	Are written job descriptions or job application forms that reference an applicant's sex or gender in lin e with legal requirements?	
Facility Respo	onse:	
RH-DIS-4-1	Religion	
Facility Respo	onse:	
RH-DIS-5	Are written job description or job application forms that reference an applicant's religion in line with legal requirements?	
Facility Respo	onse:	
RH-DIS-5-1	Political Opinion	
Facility Respo	onse:	
RH-DIS-6	Are written job description or job application forms that reference an applicant's political opinion in li ne with legal requirements?	
Facility Respo	onse:	
RH-DIS-6-1	National Extraction	
Facility Respo	onse:	
RH-DIS-7	Are written job description or job application forms that reference an applicant's national extraction i n line with legal requirements?	
Facility Respo	onse:	
RH-DIS-7-1	Social Origin	
Facility Respo	, onse:	
RH-DIS-8	Are written job description or job application forms that reference an applicant's social origin in line with legal requirements?	
Facility Respo	onse:	
Facility Respo RH-DIS-8-1	Disability	

RH-DIS-9	Are written job description or job application forms that reference an applicant's disability in line wit h legal requirements?	
Facility Respo))))))	
RH-DIS-9-1	HIV / AIDS Status (real or perceived)	
Facility Respo	onse:	
RH-DIS-10	Are written job description or job application forms that reference an applicant's HIV / AIDS status in line with legal requirements?	
Facility Respo	bnse:	
RH-DIS-10-1	Sexual Orientation	
Facility Respo	bnse:	1
RH-DIS-11	Are written job description or job application forms that reference an applicant's sexual orientation i n line with legal requirements?	
Facility Respo	onse:	·
RH-DIS-11-1	Pregnancy / Maternity Status	
Facility Respo	onse:	
RH-DIS-12	Are written job description or job application forms that reference an applicant's pregnancy / matern ity status in line with legal requirements?	
Facility Respo	bnse:	
RH-DIS-12-1	Marital Status	
Facility Respo	onse:	
RH-DIS-13	Are written job description or job application forms that reference an applicant's marital status in lin e with legal requirements?	
Facility Respo	onse:	
RH-DIS-13-1	Age	
Facility Respo	onse:	
RH-DIS-14	Are written job description or job application forms that reference an applicant's age in line with leg al requirements?	
Facility Respo	onse:	
RH-DIS-14-1	Nationality / Foreign Migrant Worker Status	
Facility Respo	onse:	
RH-DIS-15	Are written job description or job application forms that reference an applicant's nationality/foreign migrant status in line with legal requirements?	
Facility Respo	onse:	·
RH-DIS-15-1	Family responsibilities	
Facility Respo	onse:	·
RH-DIS-16	Are written job descriptions or job application forms that reference an applicant's family responsibilit ies in line with legal requirements?	
Facility Respo	onse:	
RH-DIS-16-1	Other	
Facility Respo	onse:	
RH-DIS-16.1	If other, please describe:	
Facility Respo	onse:	
RH-DIS-17	Are written job description or job application forms that reference other discriminatory factors in lin e with legal requirements?	
Facility Respo	onse:	
Hiring		
RH-DIS-18	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, HIV/AI DS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age (other than the legal minimum age) or nationality/foreign migrant worker status been a factor in de cisions regarding hiring?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-19	Which of the following is a factor in decisions on hiring? (SELECT all that apply with a "X")	
RH-DIS-19-1	Race / Skin Color	
Facility Respo	, onse:	
RH-DIS-20	Is an applicant's race / skin color factored into hiring decisions in line with legal requirements?	

Facility Respo	onse:		
RH-DIS-20-1	Sex / Gender		
Facility Respo	onse:		
RH-DIS-21	Is an applicant's sex / gender factored into hiring decisions in line with legal requirements?		
Facility Respo	onse:		
RH-DIS-21-1	Religion		
Facility Respo	onse:		
RH-DIS-22	Is an applicant's religion factored into hiring decisions in line with legal requirements?		
Facility Respo	onse:		
RH-DIS-22-1	Political Opinion		
Facility Respo	onse:		
RH-DIS-23	Is an applicant's political opinion factored into hiring decisions in line with legal requirements?		
Facility Respo	onse:		
RH-DIS-23-1	National Extraction		
Facility Respo	bnse:		
RH-DIS-24	Is an applicant's national extraction factored into hiring decisions in line with legal requirements?		
Facility Respo	bnse:		
RH-DIS-24-1	Social Origin		
Facility Respo	bnse:		
RH-DIS-25	Is an applicant's social origin factored into hiring decisions in line with legal requirements?		
Facility Respo	Dinse:		
RH-DIS-25-1	HIV / AIDS Status (real or perceived)		
Facility Respo	Dinse:		
RH-DIS-26	Is an applicant's HIV / AIDS status factored into hiring decisions in line with legal requirements?		
Facility Respo	Dinse:		
RH-DIS-26-1	Sexual Orientation		
Facility Respo	onse:		
RH-DIS-27	Is an applicant's sexual orientation factored into hiring decisions in line with legal requirements?		
Facility Respo	Dinse:		
RH-DIS-27-1	Pregnancy / Maternity Status		
Facility Respo	onse:		
RH-DIS-28	Is an applicant's pregnancy / maternity status factored into hiring decisions in line with legal require ments?		
Facility Respo) Dise:		
RH-DIS-28-1	Marital Status		
Facility Respo			
RH-DIS-29	Is an applicant's marital status factored into hiring decisions in line with legal requirements?		
Facility Respo			
RH-DIS-29-1	Age		
Facility Respo			
RH-DIS-30	Is an applicant's age factored into hiring decisions in line with legal requirements?		
Facility Respo			
RH-DIS-30-1	Nationality / Foreign Migrant Worker Status		
Facility Response:			
RH-DIS-31	Is an applicant's nationality/foreign migrant status factored into hiring decisions in line with legal req		
En little D	uirements?		
Facility Response:			
RH-DIS-31-1	Family responsibilities		
Facility Respo			
RH-DIS-32	Is an applicant's family responsibilities factored into hiring decisions in line with legal requirements?		
Facility Respo			
RH-DIS-32-1	Other		
Facility Respo	onse:		

RH-DIS-32.1	If other, please describe:			
Facility Respo	onse:	1		
RH-DIS-33	Is the Other ground(s) identified factored into hiring decisions in line with legal requirements?			
Facility Respo	onse:			
Pregnancy and	d Maternity			
RH-DIS-34	Does the facility follow any of the following practices related to worker pregnancy before or at hirin g? (SELECT all that apply with a "X")			
RH-DIS-34-1	Facility requires pregnancy test before or at hiring			
Facility Respo	inse:			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
RH-DIS-35	Are the tests required by applicable legislation regarding (i) work that is legally prohibited or restrict ed for pregnant or nursing women, or (ii) work that presents a recognized or significant risk to the he alth of the woman and child?			
Facility Respo	onse:	·		
RH-DIS-35-1	Facility requires virginity test before or at hiring			
Facility Respo	bnse:	·		
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
RH-DIS-35-2	Facility requires worker to provide commitments (verbally or in writing) that they will not become p regnant			
Facility Respo	bnse:			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
RH-DIS-35-3	Facility requires the use of contraceptives or other forms of birth control at hiring			
Facility Respo	onse:			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
RH-DIS-35-4	None of the above	x		
Facility Response: X				
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
Disability				
RH-DIS-36	Does the facility hire disabled persons in line with legal requirements?	No applicable legal requirements		
Facility Respo	bnse: Yes	1		
Verification S	election: Inaccurate - Misunderstanding			
Corrected Re	sponse: No applicable legal requirements			
Verification [Data: Misunderstanding. The information was updated on the verification date.			
Validation M	ethod: SLCP Onsite Verification			
Infection or Illness				
RH-DIS-37	Does the facility require HIV / AIDS testing during the hiring process?	No		
Facility Respo		I		
Verification Selection: Accurate				
	ethod: SLCP Onsite Verification			
RH-DIS-38	If yes, are these HIV / AIDS tests administered in line with legal requirements?			
Facility Respo		I		
RH-DIS-39	Does the facility require other infection or illness tests (e.g. Hepatitis B) during the hiring process?	No		
Facility Respo				
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
RH-DIS-40	If yes, are these infection or illness tests administered in line with legal requirements?			
Facility Respo		<u> </u>		
Other Legal Requirements				
Strier Legal Re				

fieldly begame. No audit de logal requirements	RH-DIS-41	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Discrimination in Recruitment and Hiring?	No applicable legal requirements	
witch wi	Facility Respo	nse: No applicable legal requirements	I	
Bit-Biolognee Functions server to understand additional topics related to general employ as understand additional topics related to general employ as understand additional topics related to general employ. The auto server do employmeet, namely additional topics related to general employ. The auto server do employmeet, namely additional topics related to general employ. The auto server do employmeet, namely additional topics related to general employ. The auto server do employmeet, namely additional topics related to general employmeet. The auto server do employmeet, namely additional topics related to general employmeet. The auto server do employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a topic of the follow server doe employmeet is a se	Verification S	election: Accurate		
Sub-Section ::::::::::::::::::::::::::::::::::::	Validation Me	thod: SLCP Onsite Verification		
Sub-Section ::::::::::::::::::::::::::::::::::::	Employment	Practices		
InterfactorProvide the factorProvide the				
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RH4AINALNo workplace rules comply with legal requirements?YesReality ResponseYesVerification X counterYesVerification X counter privated with a copy of the facility kworkplace nules, available in all languages point at the facility, during orientation?YesReality Response: YesYesVerification X counterYesVerification X counterYes <td></td> <td>ment terms and practices in the facility. The sub-section below includes questions on items such as</td> <td></td>		ment terms and practices in the facility. The sub-section below includes questions on items such as		
Practity Regime version Selection Accurate Verification Vertication Yes Rel KAP-2 Period and the facility, ouring orientation? Yes Secief Yes Period and the facility, ouring orientation? Yes Secief Yes Period and the facility, ouring orientation? Yes Verification Secief On Accurate Verification Yes Verification Secief On Accurate Verification Yes Verification Secief On Accurate Verification Yes Verification Secief Verification Verification Secief Verification Yes	Workplace Rul	es		
Verification Selection: AccurateValidation Methods SLCP Onclote VerificationverificationRel: KiP-2Are all new workers provided with a copy of the facility's workplace rules, available in all languages of the facility, adarg intertuition?verificationRel: KiP-2Are workplace rules made visible in facility common areas (e.g. canteen, locker nooms, toilets, etc.)verificationRel: KiP-2Are workplace rules made visible in facility common areas (e.g. canteen, locker nooms, toilets, etc.)verificationRel: KiP-2Are workplace rules made visible in facility common areas (e.g. canteen, locker nooms, toilets, etc.)verificationRel: KiP-2Are workplace rules made visible in facility common areas (e.g. canteen, locker nooms, toilets, etc.)verificationRel: KiP-2Destite facility maintain job discriptions for all positions within the facility?verificationRel: KiP-4Destite facility maintain job discriptions for all positions within the facility?verificationRel: KiP-4Destite facility worker health information condiential?verificationValidation Methods LiCP Onsite VerificationVerificationverificationRel: KiP-4Destite facility were all worker health information condiential?verificationValidation Methods LiCP Onsite VerificationVerificationverificationRel: KiP-4Are personnel files maintained in line with legal requirements?verificationValidation Methods LiCP Onsite VerificationverificationverificationRel: KiP-4Sola all graphing verificationverificationValidation Methods Li	RH-EMP-1	Do workplace rules comply with legal requirements?	Yes	
Validation Are all new workers provided with acopy of the facility's workplace rules, available in all languages and the facility, during orientation? vestication Facility Response Yea	Facility Respo	nse: Yes		
Bit BLP-2 Are all new workers provided with a copy of the facility's workplace rules, available in all languages golds at the facility. during orientation? Yes Facility Response: Yes Vorification Selection Accurate Viable in facility common areas (e.g. centers, tocker rooms, tolles, etc.) Yes Rel-BMP-3 Arr workplace rules made viable in facility common areas (e.g. centers, tocker rooms, tolles, etc.) Yes Rel-BMP-3 Arr workplace rules made viable in facility common areas (e.g. centers, tocker rooms, tolles, etc.) Yes Rel-BMP-4 Arr workplace rules made viable in facility common areas (e.g. centers, tocker rooms, tolles, etc.) Yes Rel-BMP-4 Does the facility maintain job descriptions for all positions within the facility? Yes Rel-BMP-4 Does the facility maintain job descriptions for all positions within the facility? Yes Rel-BMP-4 Does the facility teep all worker health information confidential? Yes Rel-BMP-5 Does the facility teep all worker health information confidential? Yes Rel-BMP-6 Are personed lises maintained in line with legal requirements? Yes Rel-BMP-7 Selections Accurate Yes Rel-BMP-8 Rel postomed lises maintained in line with legal requirements? Yes <td>Verification S</td> <td>election: Accurate</td> <td></td>	Verification S	election: Accurate		
MHE MMP2polen at the facility, during orientation?Y83Facility Response: Y85VerificationVerificationanhanguages spoten in the facility? common areas (e.g. earteen, locker rooms, tailets, etc.)versSatility Response: Y85VerificationVerificationRetCHP2Area workplace fuels make viable in facility? common areas (e.g. earteen, locker rooms, tailets, etc.)VerificationRetCHP2Pose for facility maintain job descriptions for all positions within the facility?YesRetCHP2Does the facility maintain job descriptions for all positions within the facility?YesSatility Response: YesYesVerificationSatility Response: YesYesVerificationSatility Response: YesYesVerificationVerificationSatility Response: YesYesVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationNet Milty VerificationNet Milty VerificationVerificationNe	Validation Me	thod: SLCP Onsite Verification		
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RHE KMP-3 Are workplace rules made visible in facility? Yes radius gauges spoken in the facility? Intercent of the facility? reading keys on set: Yes Intercent of the facility? Yes Verification Subscriptions for all positions within the facility? Yes Ret KMP-4 Does the facility maintain job descriptions for all positions within the facility? Yes Ret KMP-4 Does the facility were within the facility? Yes Verification Subscriptions for all positions within the facility? Yes Verification Subscriptions for all positions within the facility? Yes Verification Subscriptions for all positions within the facility? Yes Verification Subscriptions for all positions within the facility? Yes Verification Subscriptions for all positions within the facility were work work within the facility were work work where the facility were work work within the facility were work work work within the facility were work work were work work work work work work work work	Verification S	election: Accurate		
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Record-keep level Ves RH-EMP-4 0es the facility maintain job descriptions for all positions within the facility? Ves Facility Response: Yes Verification Verification Verification Subject Facility Keep all worker health information confidential? Ves Facility Response: Yes Ves Verification Subject Facility Keep all worker health information confidential? Ves Verification Subject Facility Keep all worker health information confidential? Ves Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Contract J Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Verification Subject Facility Response: Yes Verification <tr< td=""><td>Verification S</td><td>election: Accurate</td><td></td></tr<>	Verification S	election: Accurate		
RHEMP-4 Does the facility maintain job descriptions for all positions within the facility? Yes Facility Response: Yes Yes Verification Selection: Accurate Yes Validation Method: SLCP Onsite Verification Yes RHEMP-5 Does the facility keep all worker health information confidential? Yes Facility Response: Yes Yes Verification Method: SLCP Onsite Verification Yes Verification Method: SLCP Onsite Verification Yes Validation Method: SLCP Onsite Verification Yes Validation Method: SLCP Onsite Verification Yes Facility Response: Yes Yes Validation Method: SLCP Onsite Verification Yes RHEMP-6 Are personnel files maintained in line with legal requirements? Yes Validation Method: SLCP Onsite Verification SLCP Onsite Verification Yes RHEMP-7 Bangladesh: Do all workers (other than apprentices, substitute/badii or casual workers) have a servic e book as legally required? Yes Facility Response: Yes Yes Yes Verification Subjection: Accurate Yes Yes Verification: Succerate Yes	Validation Me	thod: SLCP Onsite Verification		
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Verification Selection: Accurate Validation Method: SLCP Onsite Verification RH-EMP-5 Does the facility keep all worker health information confidential? Ves Facility Response: Yes Verification Selection: Accurate Validation Method: SLCP Onsite Verification Validation Method: SLCP Onsite Verification Mes personnel files maintained in line with legal requirements? Yes Facility Response: Yes Verification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification Mes personnel files maintained in line with legal requirements? Yes Facility Response: Yes Verification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification Bangladesh: Do all workers (other than apprentices, substitute/badli or casual workers) have a servic e soloci as legally required? Secondation Selection: Accurate Contract / Response: Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification Ret-EMP-6 Are contracts for all persons who perform work for the facility, both o	RH-EMP-4	Does the facility maintain job descriptions for all positions within the facility?	Yes	
Validation Method: SLCP Onsite VerificationVesRH-EMP-5Does the facility keep all worker health information confidential?VesFacility Response: YesVerificationVerification Selection: AccurateVesValidation Method: SLCP Onsite VerificationVesRH-EMP-6Are personnel files maintained in line with legal requirements?VesVerification Selection: AccurateVesVerification Selection: AccurateVesVerification Selection: AccurateVesValidation Method: SLCP Onsite VerificationVesRH-EMP-7Bangladesh: Do all workers (other than apprentices, substitute/badii or casual workers) have a servic e book as legally required?Selection: AccurateContracts / VerificationFacility Response: YesVerification Selection: AccurateVerificationRH-EMP-8Do all persons who perform work for the facility, both on the premises and offsite, have a contract?VerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerificationVerification <td col<="" td=""><td>Facility Respo</td><td>nse: Yes</td><td>·</td></td>	<td>Facility Respo</td> <td>nse: Yes</td> <td>·</td>	Facility Respo	nse: Yes	·
RH-E MP-5 Does the facility keep all worker health information confidential? Yes Facility Response:: Yes	Verification S	election: Accurate		
Facility Response: Yes Facility Response: Yes Verification Selection: Accurate Yes Facility Response: Yes Yes Facility Response: Yes Yes Verification Selection: Accurate Yes Verification Selection: Accurate Yes Verification Selection: Accurate Yes Verification Selection: Accurate Yes Validation Method: SLCP Onsite Verification Standard S	Validation Me	thod: SLCP Onsite Verification		
Verification Selection: Accurate Validation Method: SLCP Onsite Verification RH-EMP-6 Are personnel files maintained in line with legal requirements? Yes Facility Response: Yes Verification Verification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification Image: Selection: Accurate Validation Method: SLCP Onsite Verification Image: Selection: Accurate Validation Method: SLCP Onsite Verification Image: Selection: Accurate ReH-EMP-7 Bangladesh: Do all workers (other than apprentices, substitute/badli or casual workers) have a servic e book as legally required? Image: Selection: Selection: Selection: Selection: Selection: Selection: Accurate Contracts / Tes: Selection: Accurate Verification Selection: Accurate				

RH-EMP-11	Does the facility follow any of the following practices related to contracts? (SELECT all that apply wi th a "X")		
RH-EMP-11-1	Signed copies of contracts between the facility and each worker are maintained on file	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
RH-EMP-11-2	Contracts clearly and accurately state the terms and conditions of employment	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
RH-EMP-11-3	Copies of contracts are provided to workers, in line with applicable legal requirements	x	
Facility Respo	pnse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
RH-EMP-11-4	None of the above		
Facility Respo	nse:		
	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
	Do workers understand the terms and conditions included within their written employment contrac		
RH-EMP-12	ts?	Yes	
Facility Respo	inse: Yes		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
RH-EMP-13	Does the facility follow any of the following practices related to other types of written terms and co nditions documents? (SELECT all that apply with a "X")		
RH-EMP-13-1	Signed copies of terms and conditions documents between the facility and each worker are maintai ned on file		
Facility Respo	nse:		
RH-EMP-13-2	Terms and conditions documents are up to date		
Facility Respo	onse:		
RH-EMP-13-3	Terms and conditions documents clearly and accurately state the terms and conditions of employme nt		
Facility Respo)nse:		
RH-EMP-13-4	Copies of terms and conditions documents are provided to workers		
Facility Respo			
RH-EMP-13-5	None of the above		
Facility Respo)nse:		
	Do workers understand the information included within their written terms and conditions docume		
RH-EMP-14	nts?		
Facility Respo	inse:		
RH-EMP-15	Does the facility use fixed-term contracts?	Yes	
Facility Respo	onse: Yes		
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
RH-EMP-16	Does the facility limit the use of fixed-term contracts?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
RH-EMP-17	Is the facility's practice around limits on the use of fixed-term contracts in line with legal requiremen ts?	Yes	
Facility Respo	Facility Response: Yes		
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
RH-EMP-18	Are the facility's employment contracts for foreign migrants in line with legal requirements?		
Facility Respo			

Foreign Migrant Workers			
RH-EMP-19	Does the facility (or recruiting agency) provide foreign migrants with a signed written employment contract prior to leaving their home country?		
Facility Respo	onse:		
RH-EMP-20	If yes, does the facility (or recruiting agency) ever request that foreign migrants sign a new contract once they are in their host country?		
Facility Respo	onse:		
RH-EMP-21	If yes, are the terms and conditions the same?		
Facility Respo	onse:		
Dispatched W	orkers		
RH-EMP-22	Vietnam: Does the facility comply with legal requirements concerning dispatched workers at the wo rkplace?	Not Applicable	
Facility Respo	onse: Not Applicable		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
Outsourced W	lorkers		
RH-EMP-23	Indonesia: Does the facility comply with legal requirements concerning outsourced workers at the w orkplace?		
Facility Respo	inse:		
Probationary I	Periods		
RH-EMP-24	Are probationary (time) periods in line with legal requirements?	Yes	
Facility Respo	inse:		
Verification S	election: Facility did not reply during SA/JA		
Corrected Re	sponse: Yes		
Verification D	Data: The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
Benefits Avoid	lance		
RH-EMP-25	Has the facility acted against legal requirements by hiring temporary/probationary/trainee/fixed-ter m contract workers to avoid legal obligations?	No	
Facility Respo	nse:		
Verification S	election: Facility did not reply during SA/JA		
Corrected Re	sponse: No		
Verification D	Data: The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
RH-EMP-26	Cambodia: Does the facility include the entire period of continuous employment, as legally required, when determining workers' entitlements to maternity leave, attendance bonus, seniority bonus, an d/or annual leave?		
Facility Respo	inse:		
Other Legal Re	equirements		
RH-EMP-27	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Contracts and Hiring Practices?	No applicable legal requirements	
Facility Respo	onse: No applicable legal requirements		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
RH-EMP-28	Is the facility in non-compliance with any legal requirements for Contracts and Hiring Practices perta ining to non-production workers and/or sub-contracted workers?	No	
Facility Respo	onse: No		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Homeworkers			
RH-HOM-1	Does the facility comply with applicable legal requirements concerning homeworkers?		
Facility Response:			
Facility Comments			
RH-FAC-1	Please describe any concerns or difficulties with questions listed in this section:		

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Sub-Section Inscription prior p	Working Ho	·	
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WH-W0R-1How are hours of work recorded for all workers? (SEECT all that apply with a "X")Image: Construct of the second of		me spent at the place of work, when the worker is at the disposal of the employer. Working Hours ar e a fundamental component to the employment process and limitations (legal or otherwise) should be respected. For industrial enterprises, international standards limit regular (pre-overtime) working hours to 8 hours each day, 48 hours each week, subject to certain exceptions. They also say that wor kers must have at least one day off in seven. The sub-section below includes questions on items suc	
WH-W0R-10Manually (is. written record)Image: Comparison of Compari	Records		
Facility Response: X Verification Selection: inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification Pacifity Response: Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate - Misunderstanding Corrected Response: Verification Selection: Inaccurate - Misunderstanding Verification Selection: Naccurate Verification Selection: Accurate Verification Selecti	WH-WOR-1	How are hours of work recorded for all workers? (SELECT all that apply with a "X")	
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WH-WOR-15 None of the above Image: Comparison of the above Facility Respussion of the above, Accurate Image: Comparison of the above, please describe how the facility records hours of work: V4H-WOR-11 If none of the above, please describe how the facility records hours of work: Image: Comparison of the above, please describe how the facility records hours of work: WH-WOR-11 If none of the above, please describe how the facility records hours of work: Image: Comparison of the above, please describe how the facility records hours of work: WH-WOR-20 Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") Image: Comparison of the individual worker VH-WOR-21 The individual worker X Verification X Verification X Verification X	Verification S	election: Accurate	
Facility Response: Verification Validation Validation VH-WOR-11 If none of the above, please describe how the facility records hours of work: VH-WOR-22 Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") VH-WOR-2.1 The individual worker Verification	Validation M	ethod: SLCP Onsite Verification	
Verification - Accurate Validation - K-curate Validation - K-curate WH-WOR-1.1 If none of the above, please describe how the facility records hours of work: Facility Response WH-WOR-2.2 Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") WH-WOR-2.1 The individual worker KH-WOR-2.2 The individual worker Verification - K-curate X Verification - K-curate X	WH-WOR-1-5	None of the above	
Validation Network: SLCP Onsite Verification WH-WOR-1.1 If none of the above, please describe how the facility records hours of work: Image: Constraint of the above, please describe how the facility records hours of work: Facility Response Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") Image: Constraint of the individual worker WH-WOR-2.1 The individual worker X Facility Response X Verification: X Verification: SLCP Onsite Verification	Facility Respo	onse:	
WH-WOR-11 If none of the above, please describe how the facility records hours of work: Image: Constraint of the above, please describe how the facility records hours of work: Facility Response Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") Image: Constraint of the above, please describe how the facility records hours of workers? WH-WOR-2.1 Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") Image: Constraint of the above, please describe hours of the apply with a "X") WH-WOR-2.1 The individual worker X Facility Response X Verification X Verification X Validation W-to: SLCP Onsite Verification X	Verification Selection: Accurate		
Facility Respuse WH-WOR-2 Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") WH-WOR-2-1 The individual worker X Facility Respuse: X Verification Section: Accurate Validation Wthod: SLCP Onsite Verification	Validation Method: SLCP Onsite Verification		
WH-WOR-2 Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X") X WH-WOR-2-1 The individual worker X Facility Response: X X Verification Section: Accurate X Validation Werbit: SLCP Onsite Verification X	WH-WOR-1.1	If none of the above, please describe how the facility records hours of work:	
WH-WOR-2-1 The individual worker X Facility Response: X Verification: Accurate Validation Method: SLCP Onsite Verification	Facility Respo	onse:	
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification	WH-WOR-2	Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X")	
Verification Selection: Accurate Validation Method: SLCP Onsite Verification	WH-WOR-2-1	The individual worker	X
Validation Method: SLCP Onsite Verification	Facility Response: X		
	Verification Selection: Accurate		
WH-WOR-2-2 Management	Validation M	ethod: SLCP Onsite Verification	
	WH-WOR-2-2	Management	

Facility Respo	inse: X	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse:	
Verification D	bata: Misunderstanding. The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-2.1	Please describe in what circumstances management performs this function:	
Facility Respo	nse: In case the workers forget to record their hours of work by fingerprint, the management will confi	rm for their presence.
Verification S	election: No longer applicable due to verification	
Corrected Re	sponse:	
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-2-3	Security	
Facility Respo	inse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-2.2	Please describe in what circumstances security performs this function:	
Facility Respo	inse:	
WH-WOR-2-4	Other	
Facility Respo	nse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-2.3	If other, please describe:	
Facility Respo		
WH-WOR-3	Does the facility maintain only one accurate set of working hour records?	Yes
Facility Respo		
	election: Accurate	
	ethod: SLCP Onsite Verification	
	Does the facility follow any of the following practices regarding working hour records? (SELECT all th	
WH-WOR-4	at apply with a "X")	
WH-WOR-4-1	Working hour records for each worker are maintained for at least the last 12 months	x
Facility Respo	inse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-4-2	Working hour records for each worker's regular and overtime hours are maintained	x
Facility Respo	inse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-4-3	Start and finish times are recorded for all periods of work	x
Facility Respo	inse: X	
Verification S	election: Accurate	
Validation Method: SLCP Onsite Verification		
WH-WOR-4-4	Start and finish times in the payroll system match exact time in/out in time records.	x
Facility Response: X		
Verification Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification	
WH-WOR-4-5	Working hour records are consistent with payroll and other records	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-4-6 Workers have unrestricted access to verify the accuracy of working hours X		
Facility Respo	inse: X	
Verification S	election: Accurate	
Validation Method: SLCP Onsite Verification		
WH-WOR-4-7	None of the above	

Facility Respo	Facility Response:			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
Regular Hours				
WH-WOR-5	Number of regular weekly hours worked at the facility:	48		
Facility Respo	bnse: 48			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WH-WOR-6	Number of regular daily hours worked at the facility:	8		
Facility Respo	bnse: 8	1		
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WH-WOR-7	Do regular working hours exceed legal requirements?	No		
Facility Respo	Donse: No			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WH-WOR-8	Does the facility calculate regular hours as an average?	No		
Facility Respo		<u> </u>		
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
WH-WOR-9	If yes, do regular hours exceed 48 hours?			
Facility Respo				
Overtime Hou				
WH-WOR-10	Are the reasons for overtime in line with legal requirements?	Yes		
Facility Respo				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
WH-WOR-11 Are all overtime working hours in line with legal limits? Yes				
Facility Response: Yes				
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification	I		
WH-WOR-12	Which legal overtime limits are not being complied with? (SELECT all that apply with a "X')			
WH-WOR-12-1	Daily limits on overtime hours worked			
Facility Respo	onse:	1		
WH-WOR-12-2	Weekly limits on overtime hours worked			
Facility Respo	onse:	1		
WH-WOR-12-3	Monthly limits on overtime hours worked			
Facility Respo	onse:			
WH-WOR-12-4	Yearly limits on overtime hours worked			
Facility Respo	onse:			
WH-WOR-12-5	Other			
Facility Respo	onse:			
WH-WOR-12.1	Please describe what "Other" type of overtime hours worked is not in line with legal limits:			
Facility Response:				
WH-WOR-13	Did the facility comply with legal requirements to inform and/or get permission from governmental authorities in order to work overtime?	Yes		
Facility Response: Yes				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
WH-WOR-14	Are exemption terms accurate, current, valid and followed by the facility?	Yes		
Facility Respo				
	Selection: Accurate			
Validation Method: SLCP Onsite Verification				

WH-WOR-15	Are work targets for production (e.g. quota or piece work) in line with legal requirements?	Yes	
Facility Resp	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Total Working) Hours		
WH-WOR-16	Did any workers work more than 60 hours in total (regular + overtime) within any given week?	No	
Facility Resp	Donse: No		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WH-WOR-17	Did any workers work more than 72 hours in total (regular + overtime) within any given week?		
Facility Resp			
WH-WOR-18	Did any workers work more than 80 hours in total (regular + overtime) within any given week?		
Facility Resp			
WH-WOR-19			
	Did any workers work more than 90 hours in total (regular + overtime) within any given week?		
Facility Resp	onse:		
Breaks			
WH-WOR-20	Does the facility provide breaks during the workday in line with legal requirements?	Yes	
Facility Resp	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1	
WH-WOR-21	Does the facility provide time off for breastfeeding in line with legal requirements?	Yes	
Facility Resp	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WH-WOR-22	Vietnam: Does the facility comply with legal requirements concerning breaks for shift work?	Yes	
Facility Resp	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Break Paymer	t		
WH-WOR-23	Are workers paid during breastfeeding breaks in line with legal requirements?	Yes	
Facility Resp	Donse: Yes		
Verification 9	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Rest Days			
WH-WOR-24	Number of weekly rest days provided by the facility:	1	
Facility Resp			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
WH-WOR-25	Are the weekly rest days provided by the facility in line with legal requirements?	Yes	
Facility Resp			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
WH-WOR-26	Are weekly rest days at least 24 consecutive hours long?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Other Legal Requirements			
WH-WOR-27	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Working Hours?	No applicable legal requirements	
Facility Resp	Facility Response: No applicable legal requirements		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			

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WH-WOR-28	Is the facility in non-compliance with any legal requirements for Working Hours pertaining to non-pr oduction workers and/or sub-contracted workers?	No	
Facility Respo	Facility Response: No		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Forced Labo	r		
Sub-Section Ir	Instructions		
	Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the		
	menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor vio lates the basic human right to work in freedom and freely choose one's work. Two elements must b e present in addition to labor, which refers to all types of work, service and employment, whether for mal or informal, regardless of industry or sector. Labour does not include compulsory education or c ompulsory vocational training, however, trainings required in connection with employment would b e considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or o veride a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethni c minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possi ble examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplac e or living accommodation; • Financial penalties, e.g., burdening workers to the authorities (polic e, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • De nying workers access to their personal documents; • Termination or exclusion from future employm ent; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Tra nsfer to worke values and workers and excluse of value as indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of force dlabor regardless of whether it occurs during regular hours or overtime. The united set of ci rcumstances, forced labor and ocument?		
Forced Overti	me		
WH-FOR-1	Are workers forced to work overtime under threat of penalty?	No	
Facility Respo			
	election: Accurate		
	ethod: SLCP Onsite Verification		
Overtime			
Voluntary Ove	rtime		
WH-OVE-1	Are workers able to refuse overtime for ANY REASON?	Yes	
Facility Respo	onse: Yes		
Verification S	ielection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WH-OVE-2	Is overtime voluntary, in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation M	Validation Method: SLCP Onsite Verification		
Exceptional C	ircumstances		
WH-OVE-3	Did the facility experience exceptional circumstances (i.e. large late customer change orders, weath er disasters etc.) that resulted in significant changes to its production schedules?	No	
Facility Respo	onse: No		
Verification S	election: Accurate		
Validation Method: SLCP Onsite Verification			
WH-OVE-4	Does the facility consult with workers and/or provide a minimum notice period for overtime work a nd/or changes in rest days?	Yes	

Facility Resp	ionse: Yes		
Verification	Selection: Accurate		
Validation N	lethod: SLCP Onsite Verification		
WH-OVE-5	Is the facility's practice of consulting with workers and/or notifying them in advance about overtime work and/or changes in rest days in line with legal requirements?	Yes	
Facility Resp	ionse: Yes	·	
Verification	Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification		
WH-OVE-6	Does the facility require workers to take paid or unpaid leave when there is less work/production in the facility?	No	
Facility Resp	ionse: No	·	
Verification	Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification		
WH-OVE-7	Is the facility's practice of requiring workers to take paid or unpaid leave in line with legal requireme nts?		
Facility Resp	ionse:		
Facility Com	nments		
WH-FAC-1	Please describe any concerns or difficulties with questions listed in this section:		
Facility Resp			
	Selection: Verification not required		
Corrected Re			
	lethod: SLCP Onsite Verification		
WAGES & B			
Number	Question	Final Verified Response	
	Section Description: The purpose of this section is to understand the facility's social and labor practic es with respect to Wages and Benefits. Social and Labor topics within this section include: • Wages and Benefits • Facility Comments		
Wages and	Benefits		
Sub-Section I	nstructions		
	Wages and Benefits refer to the compensation a worker receives - or should be receiving - as a resul t of their work in the facility. Wages refer specifically to the monetary (cash) wages received. And be nefits cover any other form of compensation the worker receives other than monetary (cash) wages. Minimum wages may be set by law or regulation, by wage boards, councils, courts or tribunals, or by collective agreement. Minimum wage rates may be different across groups of worker, sectors of eco nomic activity, or by geographical location. The sub-section below includes questions on items such as minimum wage, overtime wage, wage payment, deductions, in-kind benefits and various forms o f worker leave.		
Minimum Wa	ige	·	
	NOTE: The following types of workers are based on your answers in the Facility Profile. Please ensure that your answers are correct or the appropriate questions will not appear below.		
WB-WAG-5	Do full-time production workers receive AT LEAST the legal minimum wage (and/or wage required by contract, CBA, or other agreement) for all regular hours worked?	Yes. Workers wages in line with all applicable leg al requirements	
Facility Resp	Facility Response: Yes. Workers wages in line with all applicable legal requirements		
Verification Selection: Accurate			
Verification			
	Selection: Accurate	Yes. Workers wages in line with all applicable leg al requirements	
Validation M WB-WAG-6	Selection: Accurate Aethod: SLCP Onsite Verification Do workers other than full-time production workers receive AT LEAST the legal minimum wage (an		
Validation M WB-WAG-6 Facility Resp	Selection: Accurate Method: SLCP Onsite Verification Do workers other than full-time production workers receive AT LEAST the legal minimum wage (an d/or wage required by contract, CBA, or other agreement) for all regular hours worked?		
Validation M WB-WAG-6 Facility Resp Verification	Selection: Accurate Tethod: SLCP Onsite Verification Do workers other than full-time production workers receive AT LEAST the legal minimum wage (an d/or wage required by contract, CBA, or other agreement) for all regular hours worked? Honse: Yes. Workers wages in line with all applicable legal requirements		
Validation M WB-WAG-6 Facility Resp Verification	Selection: Accurate Tethod: SLCP Onsite Verification Do workers other than full-time production workers receive AT LEAST the legal minimum wage (an d/or wage required by contract, CBA, or other agreement) for all regular hours worked? The selection: Accurate Selection: Accurate		
Validation M WB-WAG-6 Facility Resp Verification Validation M	Selection: Accurate Tethod: SLCP Onsite Verification Do workers other than full-time production workers receive AT LEAST the legal minimum wage (an d/or wage required by contract, CBA, or other agreement) for all regular hours worked? Tonse: Yes. Workers wages in line with all applicable legal requirements Selection: Accurate Tethod: SLCP Onsite Verification If no, please select all the types of workers who did not receive at least the legal minimum wage: (S		
Validation M WB-WAG-6 Facility Resp Verification Validation M WB-WAG-7	Selection: Accurate Nethod: SLCP Onsite Verification Do workers other than full-time production workers receive AT LEAST the legal minimum wage (an d/or wage required by contract, CBA, or other agreement) for all regular hours worked? Nonse: Yes. Workers wages in line with all applicable legal requirements Selection: Accurate Nethod: SLCP Onsite Verification If no, please select all the types of workers who did not receive at least the legal minimum wage: (S ELECT all that apply with a "X") Part-time workers		

Facility Respo	onse:	
WB-WAG-7-3	Contract workers who are not part of the production process	
Facility Respo	onse:	
WB-WAG-7-4	Workers under probation	
Facility Respo	inse:	
WB-WAG-7-5	Workers who are trainees, apprentices or interns	
Facility Respo	inse:	
WB-WAG-7-6	Other	
Facility Respo	inse:	
WB-WAG-7.1	If other, please describe:	
Facility Respo	inse:	
Facility Inform	nation	
WB-WAG-1	Please select the facility's applicable three letter currency code:	VND
Facility Respo	onse: VND	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-2	What are the units for rate of pay for production workers? (SELECT all that apply with a "X")	
WB-WAG-2-1	Hourly	
Facility Respo	onse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-2.1	What is the percentage of workers who receive hourly rate of pay?	
Facility Respo)nse:	
WB-WAG-2-2	Daily	
Facility Respo)nse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-2.2	What is the percentage of workers who receive daily rate of pay?	
Facility Response:		
WB-WAG-2-3	Weekly	
Facility Respo)nse:	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAG-2.3	What is the percentage of workers who receive weekly rate of pay?	
Facility Respo)nse:	
WB-WAG-2-4	Twice a month	
Facility Respo)nse:	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAG-2.4	What is the percentage of workers whose rate of pay is twice a month?	
Facility Respo)nse:	
WB-WAG-2-5	Monthly	x
Facility Respo	onse: X	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAG-2.5	What is the percentage of workers who receive monthly rate of pay?	
Facility Respo		
	election: Inaccurate - Misunderstanding	
Corrected Re		
		onthly rate of pay is 22%
Validation Method: SLCP Onsite Verification		
WB-WAG-2-6	Unit Rate	X

Facility Respo	Facility Response: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-2.6	What is the percentage of workers who receive a rate of pay by unit?		
Facility Respo	onse: 90		
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	isponse:		
Verification D	Data: The information was updated on the verification date. The percentage of workers who receive a ra	ate of pay by unit is 78%	
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-2-7	Other		
Facility Respo	bnse:		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-2.7	If other, please describe and include the percentage of workers who receive "other" rate of pay:		
Facility Respo	Dnse:	I	
Records			
WB-WAG-3	Does the facility maintain only one accurate payroll record?	Yes	
Facility Respo	Donse: Yes		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
	Does the facility follow any of the following practices related to maintaining payroll records: (SELECT		
WB-WAG-4	all that apply with a "X")		
WB-WAG-4-1	Payroll records for each worker are maintained for at least the last 12 months	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-4-2	Payroll records are consistent with attendance records and other records	x	
Facility Respo	onse: X	·	
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-4-3	None of the above		
Facility Respo	bnse:	1	
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
Overtime Wag	Je		
WB-WAG-8	Is the facility failing to pay workers correctly for any of these types of overtime hours, as legally required: • Ordinary overtime hours • Overtime hours performed at night • Overtime hours performed on nweekly rest days • Overtime hours performed on public holidays?	No	
Facility Respo	onse: No		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WB-WAG-9	Which of the following types of overtime hours is the facility not paying workers as legally required? (SELECT all that apply with a "X")		
WB-WAG-9-1	Ordinary overtime hours		
Facility Response:			
WB-WAG-9-2	Overtime hours performed at night		
Facility Respo	onse:		
WB-WAG-9-3 Overtime hours performed on weekly rest days			
Facility Respo	Dnse:		
WB-WAG-9-4	Overtime hours performed on public holidays		
Facility Respo	bnse:	·	
WB-WAG-10	Are overtime hours paid at a premium rate of AT LEAST 1.25 times the base rate?	Yes	
Facility Respo	bonse: Yes	I	
Verification S	Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification			
Other Premium Pay			
WB-WAG-11	Is the facility failing to pay workers correctly for any of these types of regular hours worked at a prem ium rate, as legally required: • Regular hours worked at night • Regular hours worked on weekly rest days • Regular hours worked on public holidays?	No	
Facility Resp	onse: No	·	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-12	Which of the following types of regular hours worked at a premium rate is the facility not paying wor kers as legally required? (SELECT all that apply with a "X")		
WB-WAG-12-1	Regular hours worked at night		
Facility Resp	onse:		
WB-WAG-12-2	Regular hours worked on weekly rest days		
Facility Resp	onse:	1	
WB-WAG-12-3	Regular hours worked on public holidays		
Facility Resp	onse:		
WB-WAG-13	Is the facility failing to pay workers premium pay as legally required based on: • worker's competenc e (e.g. experience, skills, training) and/or • the nature of the work (e.g. hazard pay)?	No	
Facility Resp	onse: No		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-14	Indonesia: Does the facility comply with legal requirements concerning premium compensation for non-permanent workers?		
Facility Resp	onse:		
Piece Rate Wo	orkers		
WB-WAG-15	Are piece rate workers paid correctly for ordinary hours of work when their piece rate earnings excee d minimum wage?	Yes	
Facility Resp	onse: Yes		
Verification 9	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-16	Cambodia: Is the piece rate set at a level that permits workers of average ability working normal hou rs to earn minimum wage, as legally required?		
Facility Resp	onse:		
Work-related	Activities		
WB-WAG-17	Are workers paid for all work-related activities outside of regular working hours?	Yes	
Facility Resp	onse: Yes	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Overtime Allo	wances		
WB-WAG-18	Are overtime allowances provided/paid in line with legal requirements?	Yes	
Facility Resp	onse: Yes	1	
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Wages			
WB-WAG-19	How does the facility define wage grades/ levels?	Other	
Facility Resp	onse: Other		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-19.1	If other, please describe:	The factory has wage grades/levels	
Facility Resp	onse: The factory has wage grades/levels		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-20	How many wage grades/ levels does the facility have?	12	
Facility Response: 12			
Verification Selection: Accurate			

Validation M	ethod: SLCP Unsite Verification	
	NOTE: The Tool supports a maximum of 7 wage levels (7 entries for facility data). For selection of "Skil I" as wage level definition, the Tool only supports 3 wage levels (3 entries for facility data). If you hav e more wage levels, select "Other" for how the facility defines wage grades/ levels.	
WB-WAG-21	Number of workers in wage level Grade 1	
Facility Resp	onse:	
WB-WAG-22	Number of workers in wage level Grade 2	
Facility Resp	onse:	
WB-WAG-23	Number of workers in wage level Grade 3	
Facility Resp	onse:	
WB-WAG-24	Number of workers in wage level Grade 4	
Facility Resp	onse:	
WB-WAG-25	Number of workers in wage level Grade 5	
Facility Resp	onse:	
WB-WAG-26	Number of workers in wage level Grade 6	
Facility Resp	onse:	
WB-WAG-27	Number of workers in wage level Grade 7	
Facility Resp	onse:	
WB-WAG-28	Number of workers in wage level skilled	
Facility Resp	onse:	
WB-WAG-29	Number of workers in wage level semi-skilled	
Facility Resp	onse:	
WB-WAG-30	Number of workers in wage level un-skilled	
Facility Resp	onse:	
WB-WAG-31	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 1: 1601
Facility Resp	onse: Level 1: 614	
Verification S	Selection: Inaccurate - Misunderstanding	
Corrected Re	esponse: Level 1: 1601	
Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
WB-WAG-32	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 2: 306
Facility Resp	onse: Level 2: 549	
Verification S	Selection: Inaccurate - Misunderstanding	
Corrected Re	esponse: Level 2: 306	
Verification I	Data: The information was updated on the verification date.	
Validation M	ethod: SLCP Onsite Verification	
WB-WAG-33	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 3: 358
Facility Resp	onse: Level 3: 340	
Verification Selection: Inaccurate - Misunderstanding		
Corrected Re	esponse: Level 3: 358	
Verification Data: The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification	
WB-WAG-34	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 4: 0
Facility Response: Level 4: 224		
Verification 9	Selection: Inaccurate - Misunderstanding	
Corrected Re	esponse: Level 4: 0	
Verification I	Data: The information was updated on the verification date.	
Validation Method: SLCP Onsite Verification		
WB-WAG-35	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 5: 0
Facility Resp	onse: Level 5: 317	

Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	sponse: Level 5: 0		
Verification [Data: The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-36	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 6: 0	
Facility Respo	bnse: Level 6: 172		
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	sponse: Level 6: 0		
Verification [Data: Misunderstanding. The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-37	Number of workers in wage level defined by facility (please include definition of level and number o f workers)	Level 7: 0	
Facility Respo	onse: Level 7: 0	·	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WB-WAG-38	Are worker's basic wages ever reviewed and adjusted for the entire facility (or portion of the facilit y)?		
Facility Respo	Donse:	1	
WB-WAG-39	What are individual worker's basic wages based upon? (SELECT all that apply with a "X")		
WB-WAG-39-1	Legal (or contractual agreement) requirements	X	
Facility Respo	ponse: X		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
WB-WAG-39-2		X	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
WB-WAG-39-3	Skills	x	
WB-WAG-39-3 Skills Facility Response: X			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
		x	
WB-WAG-39-4		^	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
WB-WAG-39-5		X	
Facility Respo			
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification	1	
WB-WAG-39-6	Performance	X	
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WB-WAG-39-7	Other		
Facility Response:			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WB-WAG-39.1	WB-WAG-39.1 If other, please describe:		
Facility Response:			
WB-WAG-39-8 None of the above			
Facility Respo	onse:		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			

WB-WAG-40	Indonesia: Does the facility establish a wage structure and wage scale, announce it to all workers, an			
	d submit it to the Local Manpower Office, as legally required?			
Facility Respo				
Performance	Evaluations	I		
WB-WAG-41	Does the facility conduct worker performance evaluations based on a standard set of criteria?			
Facility Respo	onse:	1		
WB-WAG-42	If yes, are worker performance evaluations shared and/or discussed with workers?			
Facility Respo	onse:			
Wage Increase	e			
	For the most representative department within the facility, indicate the number of workers that wh ere promoted with an increase in their basic wage as a result of their promotion:			
WB-WAG-43	Describe the most representative department within the facility:	Sewing Workshop		
Facility Respo	onse: Sewing Workshop			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-44	Number of female workers that were promoted with an increase in their basic wage as a result of th eir promotion:	3		
Facility Respo	bnse: 0			
Verification S	Selection: Inaccurate - Misunderstanding			
Corrected Re	rsponse: 3			
Verification [Data: The information was updated on the verification date.			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-45	Number of male workers that were promoted with an increase in their basic wage as a result of their promotion:	1		
Facility Resp	ponse: 0			
Verification S	Selection: Inaccurate - Misunderstanding			
Corrected Re				
	Data: The information was updated on the verification date.			
	ethod: SLCP Onsite Verification			
Bonus				
WB-WAG-46	Do workers receive any type of productivity (or "production") henus?	Yes		
WB-WAG-46 Do workers receive any type of productivity (or "production") bonus? Yes Facility Response: Yes Yes				
	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-46.1	If yes, please describe all types of production / productivity bonuses:	A, B, C bonus, bonus for completion level, bonus for the highes capacity line		
Facility Respo	onse: A, B, C bonus, bonus for completion level, bonus for the highes capacity line			
Verification 9	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
Profit-based B	lonus			
WB-WAG-47	Pakistan: Does the facility pay workers the legally required yearly profit-based bonus?			
Facility Respo	Facility Response:			
Participation	Participation Fund/ Welfare Fund			
WB-WAG-48	Bangladesh: Has the facility established a Workers' Participation Fund and Welfare Fund, and paid the correct amount into the funds each year, as legally required?			
Facility Response:				
WB-WAG-49	Bangladesh: Are the Workers' Participation and Welfare Funds used and distributed as legally require d?			
Facility Response:				
Wage Payment				
WB-WAG-50	WB-WAG-50 Are wage payments made regularly and on time and in line with legal requirements? Yes			
Facility Response: Yes				
Verification S	Selection: Accurate			
Validation M	Validation Method: SLCP Onsite Verification			
WB-WAG-51	Are workers paid their full wages in the legally required manner?	Yes		

Facility Response: Yes				
Verification S	Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-52	How are workers paid? (SELECT all that apply with a "X")			
WB-WAG-52-1	Cash	x		
Facility Respo	onse: X			
Verification S	selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-53	What approximate percentage of workers are paid by cash?	100		
Facility Respo	onse: 100			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-53-1	Check			
Facility Respo	bnse:	·		
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-54	What approximate percentage of workers are paid by check?			
Facility Respo	Donse:	1		
WB-WAG-54-1	Direct deposit into a bank account			
Facility Respo	Donse:			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-55	What approximate percentage of workers are paid by direct deposit into bank accounts?			
Facility Respo				
WB-WAG-55-1				
Facility Respo	· · · · · · · · · · · · · · · · · · ·			
	jelection: Accurate			
	ethod: SLCP Onsite Verification			
WB-WAG-56				
	What approximate percentage of workers are paid by mobile money?			
Facility Respo				
Facility Respo				
	election: Accurate			
	ethod: SLCP Onsite Verification			
WB-WAG-57	What approximate percentage of workers are paid by card (with a stored value)?			
Facility Respo				
WB-WAG-57-1	Other			
Facility Respo				
	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WB-WAG-57.1	If other, please describe:			
Facility Respo	onse:	1		
WB-WAG-58	What approximate percentage of workers are paid by these other means?			
Facility Response:				
	If workers are paid by direct deposit into a bank account, do they have sole control of the bank acco			
WB-WAG-59	unt once opened?			
WB-WAG-59 Facility Respo				
		By the Facility		
Facility Respo WB-WAG-60	onse:	By the Facility		
Facility Respo WB-WAG-60 Facility Respo	Are workers paid directly by the facility or through 3rd party agents?	By the Facility		
Facility Respo WB-WAG-60 Facility Respo Verification S	Are workers paid directly by the facility or through 3rd party agents?	By the Facility		
Facility Respo WB-WAG-60 Facility Respo Verification S	Are workers paid directly by the facility or through 3rd party agents? onse: By the Facility election: Accurate	By the Facility		

WB-WAG-61	If workers are paid through 3rd party agents, have all workers authorized this in writing?			
Facility Respo	Facility Response:			
WB-WAG-62	Are workers informed about their individual wages and deductions in line with legal requirements (e.g. through pay slips)?	Yes		
Facility Respo	onse: Yes			
Verification S	election: Accurate			
Validation Me	ethod: SLCP Onsite Verification			
WB-WAG-63	Are pay slips in a language all workers can understand?	Yes		
Facility Respo	onse: Yes			
Verification S	election: Accurate			
Validation Me	ethod: SLCP Onsite Verification			
WB-WAG-64	Do pay slips contain accurate information on worker wages in a detailed and comprehensive manner for all workers?	Yes		
Facility Respo	onse: Yes			
Verification S	election: Accurate			
Validation Me	ethod: SLCP Onsite Verification			
WB-WAG-65	Is the receipt of wage payment confirmed in writing by all workers?	Yes		
Facility Respo	onse: Yes			
Verification S	election: Accurate			
Validation Me	ethod: SLCP Onsite Verification			
Loans & Advar	nces			
WB-WAG-66	Does the facility loan and/or advance money to workers?			
Facility Respo	onse:			
WB-WAG-66.1	If yes, please describe the circumstances:			
Facility Respo	onse:			
WB-WAG-67	Are all loans and/or advances in line with legal requirements?			
Facility Respo	onse:			
WB-WAG-68	Are workers informed of the terms and conditions surrounding the granting and repayment of advan ces and loans?			
Facility Respo	inse:			
WB-WAG-68.1	If yes, please describe the terms of the loans and/or advances (i.e. Interest rate, repayment terms, et c.) and how workers are informed of these terms:			
Facility Respo	onse:			
WB-WAG-69	Is there written documentation surrounding the terms and conditions of the granting and repaymen t of advances and loans?			
Facility Respo	inse:			
WB-WAG-70	If yes, do workers confirm the accuracy of payouts and re-payments in writing?			
Facility Respo	inse:			
Legal Withhol	dings			
WB-WAG-71	Does the facility take any deductions from wages that are not in line with legal requirements?	No		
Facility Respo	onse: No			
Verification Selection: Accurate				
Validation Me	ethod: SLCP Onsite Verification			
WB-WAG-72	Were withholdings from wages, other than social security, calculated correctly and in line with legal requirements?	Yes		
Facility Respo	Facility Response: Yes			
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
Deductions				
WB-WAG-73	Did the facility have any other wage deductions (besides legally required withholdings and social sec urity)?	No		
Facility Respo	onse: No			
Verification S	election: Accurate			
Validation Method: SLCP Onsite Verification				

Field shape If you does the facility follow any of the factoring matches regarding dockstices (ELEC) at total a Wet Wards A1 Reference and sources and sources (ELEC) at total a Wet Wards A2 Veters sign a document (if a singuage they underchand yoing consent for moles to be dockstice Image: Consent and Sources and Sources and Sources (If a total and Sources	WB-WAG-73.1	If yes, please describe the type of deductions of wages made (besides legally required withholdings and social security):		
Weak Weak Weak Weak Weak Weak Weak Weak	Facility Respo	jnse:		
Partly Negative Associated (in a language they understand) goling consent for mories to be decotedImage: Second Second (in a language they understand) goling consent for mories to be decotedWeb/Mod-74.3Reactors to vages are explained to vortersImage: Second Secon	WB-WAG-74			
Weak-2012 Set of a deconner (in a large upge they understand in giving consent for monits to te deduct of set of a set of a	WB-WAG-74-1	Deductions are voluntarily accepted by workers		
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Facility AreaWomen have areas to the account attauts of all wage deductions (an. history of payments, current allWabMAD-Y4Women have areas to the account attauts of all wage deductions (an. history of payments, current allFacility AreaWarren have area reas to the account attauts of all wage deductions (an. history of payments, current allFacility AreaWarren have area reas to the account attauts of all wage deductions (SELECT all that apply with a 'X')Facility AreaMarrent Area areaFacility AreaMarrent Area areaWarrent AreaMarrent Area areaVarrent AreaSele AreaV	Facility Respo	onse:		
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WebG-762Non- of the aboveImage: Control of any of the following? (SELECI all that apply with a??)Image: Control of any of the following? (SELECI all that apply with a??)WebG-762Non- of the above Control of any of the following? (SELECI all that apply with a??)Image: Control of any of the following? (SELECI all that apply with a??)WebG-762Non- of the above Control of any of the following? (SELECI all that apply with a??)Image: Control of any of the following?WebG-762Non- of the above Control of any of the following?Image: Control of any of the following?WebG-762Non- of the above VebFImage: Control of any of the following?WebG-762Non- of the above VebFImage: Control of any of the following?WebG-762Non- of the above VebFImage: Control of any of the following?WebG-763Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Control of any of the following?WebG-764Non- of the above VebFImage: Con	WB-WAG-74-4			
Name of a loss of a second s	Facility Respo	onse:		
WHAG-76 WE WAG-76.1Are workers ever ereponsible for the cost of any of the following' (SELECT all that apply with a ''')WB-WAG-76.1DBalager/Swige CarlsVerification Subcroate KourdeVerification Subcroate SLOP Onsite VerificationWB-WAG-76.2UnformsVerification Subcroate SLOP Onsite VerificationVerification Subcroate Verification Subcroate Verification Subcroate VerificationVerification Subcroate Verification <td< td=""><td>WB-WAG-74-5</td><td>None of the above</td><td></td></td<>	WB-WAG-74-5	None of the above		
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Reling sequence:Verification Selection: AccurateVerification Selection: Accurate </td <td>WB-WAG-75</td> <td>Are workers ever responsible for the cost of any of the following? (SELECT all that apply with a "X")</td> <td></td>	WB-WAG-75	Are workers ever responsible for the cost of any of the following? (SELECT all that apply with a "X")		
Verification Kettod SLCP Onsite VerificationVerification Method: SLCP Onsite VerificationVerification Selection: AccurateVerification Selection: Accurate	WB-WAG-75-1	IDs/Badges/Swipe Cards		
Validation Network SLP Onsite VerificationImage: SLP Onsite VerificationVerification Selection: AccurateImage: SLP Onsite VerificationVerification SLP Onsite VerificationImage: SLP Onsite Verification	Facility Respo	bnse:		
WeWAG-75-2 Facility ResponseUniformsImage: Constraint of the sector of the s	Verification S	election: Accurate		
Facility Response	Validation Me	ethod: SLCP Onsite Verification		
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WB-WAG-75-4 None of the above X Facility Response: X Verification Validation K-Uncerted Scial Security Validation K-Uncerted Scial Security Programs in line with legal requirements? (SELECT all that apply with an "X") Result of the facility collect and forward workers' contributions to any of the following social insurance o rescial security programs in line with legal requirements? (SELECT all that apply with an "X") WB-WAG-76-1 Pension / Provident fund X Pacility Response: X Verification X Verification Security Medical X Validation Method: SLCP Onsite Verification X				
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Validation Nethod: SLCP Onsite Verification Social Insurate VB-WA6-76 Does the facility collect and forward workers' contributions to any of the following social insurance o rsocial security programs in line with legal requirements? (SELECT all that apply with an "X") X WB-WA6-76-1 Pension / Provident fund X Facility Response: X Verification Security X Verification Security Programs in Line with legal requirements? (SELECT all that apply with an "X") X Verification Security Verification Security X Verification Security Medical X Validation Method: SLCP Onsite Verification X X Verification Security Medical X X Verification Security Medical X X Verification Security Response: X X X X Verification Security Mork-related injury/ illness/ death X X Verification Security Verification X X Verification Security Security Response: X X X Verification Security Nonk-related injury/ illness/ death X X Verification Security Nonk-related injury				
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WB-WAG-76 Does the facility collect and forward workers' contributions to any of the following social insurance o rsocial security programs in line with legal requirements? (SELECT all that apply with an "X") X WB-WAG-76-1 Pension/Provident fund X Facility Response: X Verification X Validation SLCP Onsite Verification X WB-WAG-76-2 Medical X Facility Response: X Verification X Verification Subjection: Accurate X X Validation Method: SLCP Onsite Verification X X WB-WAG-76-3 Work-related injury/illness/ death X Facility Response: X Verification Subjection: Accurate X Verification Selection: Accurate X X <td< td=""><td></td><td></td><td></td></td<>				
WB-WAG-76rsocial security programs in line with legal requirements? (SELECT all that apply with an 'X')Image: Constraint of the security programs in line with legal requirements? (SELECT all that apply with an 'X')WB-WAG-761Pension/ Provident fundXVerificationSLCP Onsite VerificationXWB-WAG-76-2MedicalXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXValidationMore related injury/ illness/ deathXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXVerificationSLCP Onsite VerificationXValidationSLCP Onsite VerificationX <td>Social Insuran</td> <td>-</td> <td></td>	Social Insuran	-		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification WB-WAG-76-2 Medical X Facility Response: X Verification Verification Selection: Accurate X Verification Selection: Accurate Verification Validation Method: SLCP Onsite Verification X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X Verification Selection: Accurate X Verifi	WB-WAG-76	· · · ·		
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Validation Method: SLCP Onsite Verification X WB-WAG-76-2 Medical X Facility Response: X Verification Validation Method: SLCP Onsite Verification X Validation Method: SLCP Onsite Verification X WB-WAG-76-3 Work-related injury/ illness/ death X Verification Selection: Accurate X	Facility Respo	Facility Response: X		
WB-WAG-76-2 Medical X Facility Response: X Verification: Accurate Validation Method: SLCP Onsite Verification X WB-WAG-76-3 Work-related injury/ illness/ death X Facility Response: X Verification: Accurate Verification: Accurate Verification Selection: Accurate X Verification: Accurate Verification Selection: Accurate X X Validation Method: SLCP Onsite Verification X X Verification Selection: Accurate Y Y Verification Selection: Accurate X X	Verification S	Verification Selection: Accurate		
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Validation N=thod: SLCP Onsite Verification X WB-WAG-76-3 Work-related injury/illness/ death X Facility Response: X X Verification Selection: Accurate X WB-WAG-76-4 Unemployment X WB-WAG-76-4 Unemployment X Verification Selection: Accurate X	Facility Respo	onse: X		
WB-WAG-76-3 Work-related injury/illness/ death X Facility Response X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X WB-WAG-76-4 Unemployment X Facility Response: X X Verification: Accurate X	Verification S	Verification Selection: Accurate		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification WB-WAG-76-4 Unemployment Facility Response: X Verification: Accurate	Validation Me	ethod: SLCP Onsite Verification		
Verification Selection: Accurate Validation Method: SLCP Onsite Verification WB-WAG-76-4 Unemployment X Facility Response: X Verification: Selection: Accurate	WB-WAG-76-3	Work-related injury/ illness/ death	X	
Validation Vslidation VB-WAG-76-4 Unemployment X Facility Response: X X Verification: Accurate X	Facility Respo	Facility Response: X		
WB-WAG-76-4 Unemployment X Facility Response: X Verification: Accurate	Verification S	Verification Selection: Accurate		
Facility Response: X Verification Selection: Accurate	Validation Method: SLCP Onsite Verification			
Verification Selection: Accurate	WB-WAG-76-4	Unemployment	X	
	Facility Respo	onse: X		
Validation Method: SLCP Onsite Verification	Verification S	election: Accurate		
	Validation Me	ethod: SLCP Onsite Verification		

WB-WAG-76-5	Maternity	x	
Facility Respo	onse: X	-	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-76-6	Other		
Facility Respo	onse: No applicable legal requirements	1	
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse:		
Verification D	Data: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-76.1	If other, please describe:		
Facility Respo	onse: NIL	1	
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-76-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down		
Facility Respo)nse:		
	election: Accurate		
	ethod: SLCP Onsite Verification		
WB-WAG-76-8	None of the above		
Facility Respo)nse:		
	election: Accurate		
	ethod: SLCP Onsite Verification		
	Total worker contribution amount (no breakdown possible) collected and forwarded is in line with le		
WB-WAG-76-9	gal requirements		
Facility Respo	inse:		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-77	Which of the following facility social insurance contributions (both calculations and types required) a re in line with legal requirements? (SELECT all that apply with an "X")		
WB-WAG-77-1	Pension/ Provident fund	x	
Facility Respo	jnse: X	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-77-2	Medical	x	
Facility Respo	onse: X	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-77-3	Work-related injury/ illness/ death	x	
Facility Respo		I	
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
	Unemployment	x	
Facility Respo			
	election: Accurate		
	Validation Method: SLCP Onsite Verification		
WB-WAG-77-5		x	
Facility Respo	· ·		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WB-WAG-77-6			
	nse: No applicable legal requirements		
Verification S	election: Inaccurate - Misunderstanding		

Corrected Re	sponse:	
Verification D	Data: Misunderstanding. The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-77.1	If other, please describe:	
Facility Respo	onse: NIL	
Verification S	Selection: No longer applicable due to verification	
Corrected Re	isponse:	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-77-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	
Facility Respo	onse:	
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-77-8	None of the above	
Facility Respo	onse:	
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-77-9	Total facility contribution amount (no breakdown possible) is in line with legal requirements	
Facility Respo	bnse:	
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-78	Vietnam: Does the facility collect and forward workers' contributions as legally required and pay the I egally required employer contributions to social, health and unemployment insurance funds on tim e?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-79	Does the facility provide legally required compensation/ benefits related to social protection directly to workers (e.g. old age, accident, illness and death benefits)?	Yes
Facility Respo	bnse: Yes	
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-80	Which of the following legally required compensation/ benefits is not directly paid to workers? (SEL ECT all that apply with an "X")	
WB-WAG-80-1	Compulsory group insurance for workers	
Facility Respo	Dinse:	
WB-WAG-80-2	Compensation for work-related accidents and diseases	
Facility Respo	Dinse:	
WB-WAG-80-3	Compensation for worker's death	
Facility Respo	onse:	
WB-WAG-80-4	Vietnam: Facility contribution for social, health and unemployment insurance for workers not covere d by compulsory social insurance	
Facility Respo		
WB-WAG-80-5	Other	
Facility Respo		
WB-WAG-80.1	If other, please describe:	
Facility Respo		
WB-WAG-81	Vietnam: Does the facility submit claims for sick leave and maternity leave to the social insurance ag ency within 10 days, as legally required?	Yes
Facility Response: Yes		
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
WB-WAG-82	Vietnam: Does the facility comply with applicable legal requirements when workers have occupatio nal accidents and diseases?	Yes
Facility Respo	, onse: Yes	
Verification S	Selection: Accurate	

Validation Method: SLCP Onsite Verification		
In-kind Benefits		
WB-WAG-83	Does the facility provide in-kind benefits in line with legal requirements?	Yes
Facility Respo	onse: Yes	1
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
WB-WAG-84	Does the facility provide in-kind benefits, even if not legally required?	
Facility Respo	pnse:	<u> </u>
WB-WAG-85	Which types of in-kind benefits does the facility provide? (SELECT all that apply with a "X")	
WB-WAG-85-1	Child Care	
Facility Respo		
WB-WAG-85.1	Please describe:	
Facility Respo		
	Transportation	
Facility Respo		
WB-WAG-85.2	Please describe:	
Facility Respo		1
WB-WAG-85-3	Housing	
Facility Respo	onse:	
WB-WAG-85.3	Please describe:	
Facility Respo	onse:	1
WB-WAG-85-4	Food	
Facility Respo	onse:	
WB-WAG-85.4	Please describe:	
Facility Respo	onse:	
WB-WAG-85-5	Medical Services	
Facility Respo	onse:	
WB-WAG-85.5	Please describe:	
Facility Respo	onse:	
WB-WAG-85-6	Energy (i.e. fuel, coal, electricity, gas etc.)	
Facility Respo	onse:	1
WB-WAG-85.6	Please describe:	
Facility Respo	onse:	1
WB-WAG-85-7	Footwear / Clothing	
Facility Resp	onse:	
WB-WAG-85.7	Please describe:	
Facility Resp	pnse:	
WB-WAG-85-8		
Facility Respo	pnse:	<u> </u>
WB-WAG-85.8	If other, please describe:	
Facility Respo		
WB-WAG-86	Are all in-kind benefits voluntary?	
Facility Respo		
WB-WAG-87	Does the facility charge for in-kind benefits at or below cost?	
Facility Respo		
WB-WAG-88	Are workers informed of the existence of in-kind benefits?	
Facility Response:		
Leave		
WB-WAG-89	Is the facility failing to correctly provide workers time off for any of these types of leave, as legally re quired: • All public holidays • Annual leave • Sick leave • Maternity leave • Paternity leave • Person al leave • Other types of required leave (which may include country-specific leave requirements)?	No
Facility Respo	onse: No	
Verification S	Selection: Accurate	

Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-90	Which of the following types of leave is the facility not correctly providing workers time off for, as le gally required? (SELECT all that apply with a "X")		
WB-WAG-90-1	All public holidays		
Facility Respo	inse:	·	
WB-WAG-90-2	Annual leave		
Facility Respo	inse:	I	
WB-WAG-90-3	Sick leave		
Facility Respo	inse:		
WB-WAG-90-4	Maternity leave		
Facility Respo	inse:		
WB-WAG-90-5	Paternity leave		
Facility Respo	inse:	I	
WB-WAG-90-6	Personal leave		
Facility Respo	inse:		
WB-WAG-90-7	Vietnam: Provide 30 minutes of time off per day for female workers for rest during their period		
Facility Respo	inse:	1	
WB-WAG-90-8	Ethiopia: Provide legally required time off for prenatal visits		
Facility Respo	inse:	1	
WB-WAG-90-9	Ethiopia: Provide time off for workers to appear at labor dispute hearings and to exercise their civil rights and duties		
Facility Respo	inse:	1	
WB-WAG-90-1 0	Other types of required leave		
Facility Respo	inse:	I	
WB-WAG-90.1	If other, please describe the TYPE of required leave that is not provided:		
Facility Respo	inse:		
WB-WAG-91	Is the facility failing to correctly pay workers for any of these types of leave, as legally required: • All public holidays • Annual leave • Sick leave • Maternity leave • Paternity leave • Personal leave • Ot her types of required leave?	No	
Facility Respo	inse: No		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WB-WAG-92	Which of the following types of leave is the facility not correctly paying workers for, as legally requir ed? (SELECT all that apply with a "X")		
WB-WAG-92-1	All public holidays		
Facility Respo	inse:	·	
WB-WAG-92-2	Annual leave		
Facility Respo	inse:	·	
WB-WAG-92-3	Sick leave		
Facility Respo	inse:	1	
WB-WAG-92-4	Maternity leave		
Facility Respo	inse:	I	
WB-WAG-92-5	Paternity leave		
Facility Respo	inse:	1	
WB-WAG-92-6 Personal leave			
Facility Respo	inse:		
WB-WAG-92-7	Vietnam: Pay 30 minutes of time off per day for female workers for rest during their period		
Facility Respo	inse:		
WB-WAG-92-8	Ethiopia: Pay workers correctly during prenatal visits		
Facility Response:			
WB-WAG-92-9	Ethiopia: Pay workers correctly when they take time off to appear at labor dispute hearings and to e xercise their civil rights and duties		
Facility Respo	inse:		

WB-WAG-92-1 0	Other types of required leave	
Facility Respo	nse:	
WB-WAG-92.1	If other, please describe the TYPE of required leave that is not paid for:	
Facility Respo	nse:	<u> </u>
WB-WAG-93	Are there any restrictions to workers applying for or taking leave?	No
Facility Respo		
	election: Accurate	
	thod: SLCP Onsite Verification	
WB-WAG-94		Yes
	Are workers free to take leave once given approval?	165
Facility Respo		
	election: Accurate	
	thod: SLCP Onsite Verification	
WB-WAG-95	Does the facility comply with legal restrictions regarding payment instead of leave?	Yes
Facility Respo	nse: Yes	
Verification S	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
Compensatory	Leave	
WB-WAG-96	Does the facility provide workers with compensatory time off in line with legal requirements?	Yes
Facility Respo	nse: Yes	
Verification S	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
Work Stoppage	25	
WB-WAG-97	Does the facility pay workers correctly during work stoppages in line with legal requirements?	Yes
		163
Facility Respo		
	election: Accurate	
	thod: SLCP Onsite Verification	
Other Benefits		I
WB-WAG-98	Were all OTHER wage payments in line with legal requirements?	Yes
Facility Respo	nse: Yes	
Verification S	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
WB-WAG-99	Cambodia: Which of the following OTHER wage payments were not in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAG-99-1	Cambodia: Transport home or a place to sleep for workers who finish work between 22:00 and 05:00	
Facility Respo	nse:	
WB-WAG-99-2	Cambodia: Wage supplements (including transportation and housing allowances)	
Facility Respo	nse:	I
WB-WAG-99-3	Cambodia: Attendance bonus during leave	
Facility Respo	nse:	
	Cambodia: Attendance bonus to new workers	
Facility Respo		
WB-WAG-99-5	Cambodia: Attendance bonus to casual workers	
Facility Respo		
WB-WAG-99-6	Cambodia: Seniority indemnity for Undetermined Duration Contract (UDC) workers	
Facility Respo		
WB-WAG-100	Vietnam: Does the facility incorporate all legally required allowances and additional payments into t he calculation of wage-based benefits (e.g. social insurance payments, overtime, paid leave, etc.)?	Yes
Facility Respo	nse: Yes	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Wages	No applicable legal requirements

Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
WB-WAG-102	Is the facility failing to comply with any legal requirements for Wages and Benefits pertaining to non -production workers and/or sub-contracted workers?	No
Facility Respo	bnse: No	1
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Facility Com	ments	
WB-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Respo		
	Selection: Verification not required	
Corrected Re	·	
	ethod: SLCP Onsite Verification	
WORKER TR	EATMENT	1
Number	Question	Final Verified Response
Section Inst	ructions	
Section Instru	ctions	
	Section Description: The purpose of the Worker Treatment section is to understand how the facility treats workers while they are in the facility. From freedom of movement to harassment, this section seeks to understand if workers are treated in a fair and responsible manner, in line with applicable le gal standards. Social and Labor topics within this section include: • Forced Labor • Harassment and A buse • Discrimination • Discipline • Facility Comments	
Forced Labo)r	
Sub-Section Ir	nstructions	
	menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor vio lates the basic human right to work in freedom and freely choose one's work. Two elements must be e present in addition to labor, which refers to all types of work, service and employment, whether for mal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, however, trainings required in connection with employment would b e considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or o veride a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic c minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers to the authorities (polic e, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • De nying workers access to their personal documents; • Termination or exclusion from future employm ent; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Tra nsfer to worke softwhether it occurs during regular hours or overtime. In a limited set of ci rcumstances, forced labor also can arise when workers are forced to work overtime through econom ic coercion. The Forced Labour and Overtime compliance point addresses those situations. 2) The se cond element of forced labor is that the worker has not accepted the work overtime. In a limited set of ci rcumstances, forced labor is that the	
Coercive Tacti	ics	
NT-FOR-1	Does the employer use any other coercive tactics to force workers to work?	No
Facility Respo	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	

Violence or Threats			
WT-FOR-2	Have any cases of violence or threats of violence to intimidate workers and force them to work occu rred at the workplace?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-FOR-3	Are there written records of these cases?		
Facility Respo	onse:	·	
WT-FOR-4	If yes, in how many cases was the victim a male worker?		
Facility Respo	onse:	I	
WT-FOR-5	If yes, in how many cases was the victim a female worker?		
Facility Respo	Donse:		
WT-FOR-6	Have any cases of threats, such as reporting to authorities, deportation or threats against a worker's f amily/close associates, or cancelation of visa or other documents (e.g. work permits, residence permi ts, etc.) occurred in order to force migrant workers to stay at the job?	No	
Facility Respo	onse:	·	
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	sponse: No		
Verification [Data: Misunderstanding. The information was updated on the verification date.		
	ethod: SLCP Onsite Verification		
Physical Force			
WT-FOR-7	Have workers been forced to work as a disciplinary measure or as punishment for participation in a st	No	
	rike?		
Facility Respo			
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	I	
WT-FOR-8	Are there written records of these cases?		
Facility Respo	onse:		
Freedom of M	ovement		
WT-FOR-9	Are workers restricted from leaving the workplace in order to force them to work?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-FOR-10	Are workers free to come and go from the dormitories and the industrial park or zone in which the fa cility is located?	Yes	
Facility Respo	onse: Yes	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Withholding			
WT-FOR-11	Do workers keep all of their original personal documents (such as birth certificates, passports, work p ermits and ID cards)?	Yes	
Facility Respo	ponse: Yes	<u> </u>	
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
	Have workers been denied access to any of their original personal documents (such as birth certificat		
WT-FOR-12	es, passports, work permits and ID cards) when they need them?	No	
Facility Response: No			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Other Legal R	equirements		
WT-FOR-13	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Forced Labor in Worker Treatment?	No applicable legal requirements	
Facility Response: No applicable legal requirements			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			

Harassment	and Abuse		
Sub-Section Ir	nstructions		
	Harassment or abuse refers to every worker being treated with respect and dignity. No worker shall be subject to any physical, sexual, psychological or verbal harassment, abuse or threats of abuse. The sub-section below includes questions on items such as disciplinary measures, harassment, discrimina tory harassment and use of security personnel.		
Harassment			
WT-HAR-1	Have there been any cases of physical, verbal, psychological harassment or abuse?	No	
Facility Respo	onse: No		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-HAR-2	Are there written records of these cases?		
Facility Respo	onse:		
WT-HAR-3	If yes, in how many cases was the victim a male worker?		
Facility Respo	onse:	1	
WT-HAR-4	If yes, in how many cases was the victim a female worker?		
Facility Respo	onse:		
Harassment Tr	aining		
WT-HAR-5	Vietnam: Has the facility communicated with workers or trained them on laws and regulations on pr evention and control of sexual harassment, as legally required?	Yes	
Facility Respo	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Discipline		1	
WT-HAR-6	Does the facility have effective remediation processes in place to address cases of harassment or ab use?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification	1	
WT-HAR-6.1	If yes, please describe the processes:	The facrory issued the policy on harassment and a buse	
Facility Respo	onse: The facrory issued the policy on harassment and abuse		
Verification S	Selection: Accurate		
	ethod: SLCP Onsite Verification		
Security Perso	nnel	I	
WT-HAR-7	Does the facility employ (or contract services for) security personnel on-site?	Yes	
Facility Respo	onse: Yes		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
WT-HAR-8	How many cases of worker harassment by security personnel have occurred?	0	
Facility Response: 0			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
WT-HAR-9	Do security personnel carry weapons?	No	
Facility Response: No			
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
WT-HAR-10			
Facility Respo	Do security personnel carry weapons on the production floor?		
WT-HAR-11	Do security personnel carry weapons in line with legal requirements?		
Facility Respo			
Discriminatio			
Discrimination			

WT-HAR-12	Have there been any cases of harassment based upon race, skin color, religion, political opinion, nati onal extraction, social origin, disability, HIV/AIDS status, sexual orientation, gender identity, pregnan cy/maternity status, marital status, family responsibilities, age, nationality/foreign migrant worker st atus?	No
Facility Respo	bnse: No	·
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
WT-HAR-13	If yes, in how many cases was the victim a male worker?	
Facility Respo	Donse:	
WT-HAR-14	If yes, in how many cases was the victim a female worker?	
Facility Respo	Donse:	
WT-HAR-15	Please specify the basis of the harassment: (SELECT all that apply with a "X")	
WT-HAR-15-1	Race / Skin Color	
Facility Respo) Dise:	<u> </u>
WT-HAR-15-2	Religion	
Facility Respo	jnse:	
WT-HAR-15-3	Political Opinion	
Facility Respo	· ·	
WT-HAR-15-4	National Extraction	
Facility Respo		
WT-HAR-15-5	Social Origin	
Facility Respo		
WT-HAR-15-6	Disability	
Facility Respo		
WT-HAR-15-7	HIV / AIDS Status (real or perceived)	
Facility Respo		
WT-HAR-15-8	Sexual Orientation	
Facility Respo		
WT-HAR-15-9	Gender Identity	
Facility Respo		
WT-HAR-15-10	Pregnancy / Maternity Status	
Facility Respo		
WT-HAR-15-11	Marital Status	
Facility Respo	onse:	1
WT-HAR-15-12	Age	
Facility Respo	onse:	1
WT-HAR-15-13	Nationality / Foreign Migrant Worker Status	
Facility Respo	onse:	1
WT-HAR-15-14	Family responsibilities	
Facility Respo	onse:	
WT-HAR-15-15	Other	
Facility Respo	onse:	
WT-HAR-15.1	Please describe what "Other" ground of harassment occurred:	
Facility Response:		
Race / Skin Co	lor	
WT-HAR-16	How many cases of harassment based upon race / skin color occurred?	
Facility Respo	onse:	·
WT-HAR-17	Are there written records of these cases?	
Facility Response:		
Religion		
WT-HAR-18	How many cases of harassment based upon religion occurred?	
Facility Respo		
WT-HAR-19	Are there written records of these cases?	
		<u> </u>

Picka with a sear and a day a point a	Facility Response:		
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WT-HAR-39 Are there written records of these cases? Facility Response:	WT-HAR-38 How	many cases of harassment based upon age occurred?	
Facility Response:	Facility Response:		
	WT-HAR-39 Are t	there written records of these cases?	
Nationality / Foreign Migrant Worker Status	Facility Response:		
	Nationality / Foreign Migrant Worker Status		

WT-HAR-40	How many cases of harassment based upon nationality/foreign migrant worker status occurred?		
Facility Response:			
WT-HAR-41	Are there written records of these cases?		
Facility Respo	onse:		
Other			
WT-HAR-42	How many cases of harassment based upon "Other" occurred?		
Facility Respo	onse:		
WT-HAR-43	Are there written records of these cases?		
Facility Respo	onse:		
Other Legal Re	equirements		
WT-HAR-44	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Harassment and Abuse?	No applicable legal requirements	
Facility Respo	onse: No applicable legal requirements		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Discriminati	on		
Sub-Section Ir	nstructions		
	Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction b ased on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disabilit y, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact res ult in unequal treatment of people with certain characteristics. Distinctions are permissible when th ey are necessary because of the inherent requirements of the particular job, although this exception is rare. Also, measures to protect certain categories of workers are acceptable when they are provide d for under international labor Conventions and Recommendations, such as maternity protection. Di		
	stinctions also may be permissible under national laws designed to help groups who need special pro tection, for example, laws that offer preferential treatment to women in hiring in order to remedy t he effects of past discrimination. Applicable legal standards include the ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Conve ntion, 1958, which provide the baseline standards for discrimination; other conventions in force in th e country; applicable legislation; Collective Bargaining Agreements and provisions in employment c ontracts that exceed legal requirements Other relevant ILO documents: R90 Equal Remuneration R ecommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C1 56 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981		
Sexual Harass	ment	1	
WT-DIS-1	Are workers subject to sexual harassment?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1	
WT-DIS-2	How many cases of sexual harassment occurred?		
Facility Respo		I	
WT-DIS-3	Are there written records of these cases?		
Facility Response:			
Promotion and Access to Training			
WT-DIS-4	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disabili ty, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibil ities, age or nationality/foreign migrant worker status been a factor in decisions regarding promotion or access to training?	No	
Facility Response: No			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WT-DIS-5	Which of the following is a factor in decisions on promotion or access to training? (SELECT all that ap ply with a "X")		
WT-DIS-5-1	Race / Skin Color		
Facility Response:			
WT-DIS-5-2	Sex / Gender		
Facility Respo	onse:		
WT-DIS-5-3	Religion		

Facility Response:		
WT-DIS-5-4	Political Opinion	
Facility Respo	nse:	
WT-DIS-5-5	National Extraction	
Facility Respo	nse:	
WT-DIS-5-6	Social Origin	
Facility Respo)nse:	
WT-DIS-5-7	Disability	
Facility Respo	jnse:	
WT-DIS-5-8	HIV / AIDS Status (real or perceived)	
Facility Respo		
WT-DIS-5-9	Sexual Orientation	
Facility Respo	nse:	
WT-DIS-5-10	Pregnancy / Maternity Status	
Facility Respo		
WT-DIS-5-11	Marital Status	
Facility Respo		
WT-DIS-5-12	Age	
Facility Respo		
WT-DIS-5-13	Nationality / Foreign Migrant Worker Status	
Facility Respo		
WT-DIS-5-14	Family responsibilities	
Facility Respo	onse:	
WT-DIS-5-15	Other	
Facility Respo	onse:	
WT-DIS-5.1	Please describe what "Other" factor is considered in the promotion or access to training process:	
Facility Respo	nse:	
Compensation	1	
WT-DIS-6	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disabili ty, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibil ities, age or nationality/foreign migrant worker status been a factor in decisions regarding compensa tion?	No
Facility Respo	jonse: No	
· · ·	election: Accurate	
	ethod: SLCP Onsite Verification	
WT-DIS-7	Which of the following is a factor in decisions on compensation? (SELECT all that apply with a "X")	
WT-DIS-7-1	Race / Skin Color	
E ACTUUN ROSDO	500 C	
Facility Respo		
WT-DIS-7-2	Sex / Gender	
WT-DIS-7-2 Facility Respo	Sex / Gender	
WT-DIS-7-2 Facility Respo WT-DIS-7-3	Sex / Gender	
WT-DIS-7-2 Facility Respo WT-DIS-7-3 Facility Respo	Sex / Gender	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4	Sex / Gender nnse: Religion nnse: Political Opinion	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses	Sex / Gender Sex / Gender Religion Religion Political Opinion Ses:	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5	Sex / Gender Sex / Gender Religion Religion Political Opinion Res: National Extraction	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses	Sex / Gender Sex /	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses WT-DIS-7-6	Sex / Gender Social Origin	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses WT-DIS-7-6 Facility Responses	Sex / Gender see: Religion Re	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses WT-DIS-7-6	Sex / Gender Social Origin	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses WT-DIS-7-6 Facility Responses	Sex / Gender Sex /	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses WT-DIS-7-7	Sex / Gender Sex /	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Response WT-DIS-7-7 Facility Responses	Sex / Gender Religion Sex / Gender Solation So	
WT-DIS-7-2 Facility Responses WT-DIS-7-3 Facility Responses WT-DIS-7-4 Facility Responses WT-DIS-7-5 Facility Responses WT-DIS-7-7 Facility Responses WT-DIS-7-7 Facility Responses WT-DIS-7-8	Sex / Gender Religion Sex / Gender Solation So	

Facility Respo	onse:	
WT-DIS-7-10	Pregnancy / Maternity Status	
Facility Respo	onse:	
WT-DIS-7-11	Marital Status	
Facility Respo	onse:	
WT-DIS-7-12	Age	
Facility Respo	onse:	
WT-DIS-7-13	Nationality / Foreign Migrant Worker Status	
Facility Respo	onse:	1
WT-DIS-7-14	Family responsibilities	
Facility Respo	onse:	1
WT-DIS-7-15	Other	
Facility Respo	onse:	I
WT-DIS-7.1	Please describe what "Other" factor is considered in the compensation process:	
Facility Respo	onse:	
Conditions of	Work	
WT-DIS-8	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disabili ty, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibil ities, age or nationality/foreign migrant worker status been a factor in decisions regarding conditions of work?	No
Facility Respo	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
WT-DIS-9	Which of the following is a factor in decisions on conditions of work? (SELECT all that apply with a "X")	
WT-DIS-9-1	Race / Skin Color	
Facility Respo	onse:	1
WT-DIS-9-2	Sex / Gender	
Facility Respo	onse:	I
WT-DIS-9-3	Religion	
Facility Respo	onse:	
WT-DIS-9-4	Political Opinion	
Facility Respo	onse:	1
WT-DIS-9-5	National Extraction	
Facility Respo	onse:	
WT-DIS-9-6	Social Origin	
Facility Respo	onse:	1
WT-DIS-9-7	Disability	
Facility Respo	onse:	
WT-DIS-9-8	HIV / AIDS Status (real or perceived)	
Facility Respo	onse:	
WT-DIS-9-9	Sexual Orientation	
Facility Respo	onse:	I
WT-DIS-9-10	Pregnancy / Maternity Status	
Facility Respo	onse:	
WT-DIS-9-11	Marital Status	
Facility Respo	onse:	
WT-DIS-9-12	Age	
Facility Respo	onse:	
WT-DIS-9-13 Nationality / Foreign Migrant Worker Status		
Facility Response:		
WT-DIS-9-14	Family responsibilities	
Facility Respo	onse:	I
WT-DIS-9-15	Other	
1		

Facility Respo)nse:		
WT-DIS-9.1	Please describe what "Other" factor is considered in decisions regarding conditions of work:		
Facility Respo	onse:		
Pregnancy and	d Maternity		
WT-DIS-10	Does the facility maintain any of the following for workers during and after maternity leave? (SELEC T all that apply with a "X")		
WT-DIS-10-1	Employment status	x	
Facility Respo	nse: X	·	
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-10-2	Position	x	
Facility Respo	jnse: X	I	
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-10-3	Wages	x	
Facility Respo	Jonse: X		
	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-10-4	Benefits	X	
Facility Respo		·	
	election: Accurate		
	election. Accurate		
WT-DIS-10-5	Not Applicable		
Facility Respo			
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-10-6	None of the above		
Facility Respo	onse:		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-11	Does the facility include all maternity leave in the workers' period of continuous service?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-12	Does the facility follow any of the following practices related to worker pregnancy at any time durin g employment? (SELECT all that apply with a "X")		
WT-DIS-12-1	Facility requires pregnancy test at any time during employment		
Facility Respo	onse:		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-13	Are the tests required by applicable legislation regarding (i) work that is legally prohibited or restrict ed for pregnant or nursing women, or (ii) work that presents a recognized or significant risk to the he alth of the woman and child?		
Facility Respo			
WT-DIS-13-1	Facility requires the use of contraceptives or other forms of birth control at any time during employ ment		
Facility Respo	Facility Response:		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
WT-DIS-13-2	None of the above	x	
Facility Respo	onse: X	I	
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Disability			

WT-DIS-14	Has the facility made accommodations/arrangements for physically disabled persons?	No		
Facility Response: No				
Verification Selection: Accurate				
Validation M	Validation Method: SLCP Onsite Verification			
WT-DIS-14.1	Please describe any accommodations/arrangements made:			
Facility Respo	onse:			
WT-DIS-15	Are the facility's practices around making accommodations for physically disabled persons in line wit h legal requirements?	No applicable legal requirements		
Facility Respo	onse: No applicable legal requirements			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WT-DIS-16	How many workers became disabled (for whatever reason)?	0		
Facility Respo	onse: 0			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WT-DIS-17	Has the facility taken steps to enable workers who become disabled (for whatever reason) to retain their work?			
Facility Respo	onse:			
Infection or II	Iness			
WT-DIS-18	Does the facility require HIV / AIDS testing at any time during employment?	No		
Facility Respo	onse: No			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WT-DIS-19	If yes, are these HIV / AIDS tests administered in line with legal requirements?			
Facility Respo	onse:			
WT-DIS-20	Does the facility require other infection or illness tests (e.g. Hepatitis B) at any time during employm ent?	No		
Facility Respo	bnse: No			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WT-DIS-21	If yes, are these infection or illness tests administered in line with legal requirements?			
Facility Respo	onse:			
WT-DIS-22	Has the facility taken steps to enable workers with HIV/AIDS to retain their work if they were medic ally able to?	Not Applicable		
Facility Respo	onse: Not Applicable			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WT-DIS-23	Are these steps to help workers with HIV / AIDS in line with legal requirements?			
Facility Respo	onse:			
WT-DIS-24	Has the facility taken steps to enable workers with infections or illness (other than HIV/AIDS) to retai n their work if they were medically able to?	Not Applicable		
Facility Respo	onse: Not Applicable			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
WT-DIS-25	Are these steps to help workers with infections or illnesses (other than HIV / AIDS) in line with legal requirements?			
Facility Respo	Facility Response:			
Other Legal R	Other Legal Requirements			
WT-DIS-26	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Discrimination in Worker Treatment?	No applicable legal requirements		
Facility Respo	Donse: No applicable legal requirements			
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
Discipline				
Sub-Section Instructions				

	Discipline refers to the actions supervisory personnel take to correct behavior that does not meet es tablished company rules. The sub-section below includes questions on disciplinary measures, commu		
	nication methods, record keeping and appeals process.		
Measures			
WT-DISC-1	Are disciplinary measures for workers in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Communicati	on		
WT-DISC-2	When a disciplinary action is initiated against a worker, is that worker always informed?	Yes	
Facility Respo	bnse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DISC-3	Do workers sign all written records of disciplinary actions taken against them?	Yes	
Facility Respo	bnse: Yes	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Appeal			
	Do workers have the right to respond to and/or appeal any disciplinary decisions without any negati	Ver	
WT-DISC-4	ve repercussions?	Yes	
Facility Respo	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DISC-5	Do workers have the right to consult with and be represented either by a trade union or by worker r epresentatives when evaluating and contesting disciplinary decisions?	Yes	
Facility Respo	bnse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Records			
WT-DISC-6	Are written records of disciplinary actions maintained in workers' personnel files?	Yes	
Facility Respo	bonse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-DISC-7	For how many months are records of disciplinary actions maintained in worker personnel files?	24	
Facility Respo	Donse: 24		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Other Legal Re	equirements		
	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin		
WT-DISC-8	g Discipline?	No applicable legal requirements	
Facility Response: No applicable legal requirements			
	Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification			
Worker Treatment			
Court Orders and Similar			
WT-WOR-1	Has the facility failed to implement any applicable court orders, arbitration awards, conciliation agree ments and/or settlements?	Not Applicable	
Facility Respo	onse: Not Applicable		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WT-WOR-2	Which of the following has the facility failed to implement? (SELECT all that apply with a "X")		
WT-WOR-2-1	Court orders		
Facility Respo	Dnse:		
WT-WOR-2-2	Arbitration awards		

Facility Response:			
WT-WOR-2-3	Conciliated/mediated agreements		
Facility Response:			
WT-WOR-2-4	Settlements		
Facility Resp	ionse:	1	
Other Legal R	lequirements		
WT-WOR-3	Is the facility in non-compliance with any legal requirements for Discipline, Harassment and Abuse p ertaining to non-production workers and/or sub-contracted workers?	No	
Facility Resp	ionse: No		
Verification	Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification		
Facility Con	nments		
WT-FAC-1	Please describe any concerns or difficulties with questions listed in this section:		
Facility Resp	ionse:	1	
Verification	Selection: Verification not required		
Corrected R	esponse:		
	· Iethod: SLCP Onsite Verification		
WORKER IN	VOLVEMENT		
		Final Verified Despense	
Number	Question	Final Verified Response	
Section Inst	ructions		
Section Instru	uctions		
	Section Description: The purpose of the Worker Involvement section is to understand how the facili ty involves workers in the improvement process within the facility. From participation in Freedom o f Association to Grievance systems, this section seeks to understand the facility's mechanisms in pla ce to facilitate dialogue and action between management and workers. Social and Labor topics withi n this section include: • Freedom of Association and Collective Bargaining • Worker Representative s • Bipartite committee(s) • Grievance Systems • Worker Feedback • Facility Comments		
FOA & CB		1	
Sub-Section I	nstructions		
	Overall International Labor Standard Compliance Guidance: Freedom of association means the right of workers to join together to create organizations (unions) that represent them. It also applies to e mployer organizations. Collective bargaining is the process of negotiation between unions and empl oyers, usually on working conditions and terms of employment. Both are fundamental rights, and the y are linked together. Without freedom of association, collective bargaining cannot work because th e views of the workers cannot be properly represented. Workers themselves must be free to choose how they are to be represented, and employers must not interfere in this process. Applicable legal st andards include the ILO Core Conventions, C87 Freedom of Association and Protection of the Right t o Organize Convention, 1948; C98 Right to Organize and Collective Bargaining Convention 1949, wh ich provide the baseline standards for freedom of association and collective bargaining; other conve ntions in force in the country; applicable legislation; Collective Bargaining Agreements and provision s in employment contracts that exceed legal requirements Other relevant ILO documents: C135 W orkers' Representatives Convention, 1971; C154 Collective Bargaining Convention, 1981; R143 Worker s' Representatives Recommendation, 1971; R163 Collective Bargaining Recommendation, 1981		
Freedom to A	ssociate		
WI-FOA-1	Are workers free to form a trade union of their choosing?	Yes	
Facility Resp	ionse: Yes		
Verification	Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification		
WI-FOA-2	Are workers free to join a trade union of their choosing?	Yes	
Facility Resp	ionse: Yes		
Verification	Verification Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification		
Trade Unions			
WI-FOA-3	Does the facility have a registered trade union(s) on-site?	Yes	
Facility Resp	ionse: Yes		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WI-FOA-4	NUMBER of registered trade unions in the facility:	1	
	1	L	

Facility Response: 1			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WI-FOA-5	PERCENTAGE of workers that are trade union members:	95	
Facility Respo	jnse: 90		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse: 95		
Verification D	Data: The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-6	Name of union with the largest membership:	TUY PHONG GARMENT FACTORY TRADE UNION	
Facility Respo	nnse: TUY PHONG GARMENT FACTORY TRADE UNION		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
	Name of the federation or confederation (or both) with which the largest union at the facility is affili		
WI-FOA-7	ated, if applicable (please indicate whether it is a federation or a confederation in your response):	TUY PHONG DISTRICT TRADE UNION	
Facility Respo	onse: TUY PHONG DISTRICT TRADE UNION		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-8	NUMBER of female union members in the union with the largest membership in the facility	1688	
Facility Respo	onse: 1688		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-9	NUMBER of male union members in the union with the largest membership in the facility	458	
Facility Respo) nse: 422		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse: 458		
Verification D	Data: The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-10	NUMBER of female union officials in the union with the largest membership in the facility	5	
Facility Respo			
	election: Inaccurate - Misunderstanding		
Corrected Re			
	Data: The information was updated on the verification date.		
	ethod: SLCP Onsite Verification		
WI-FOA-11		6	
	NUMBER of male union officials in the union with the largest membership in the facility	0	
Facility Respo			
	election: Inaccurate - Misunderstanding		
Corrected Re	·		
	Verification Data: The information was updated on the verification date.		
	ethod: SLCP Onsite Verification		
WI-FOA-12	Name of union with the 2nd largest membership:		
Facility Response:			
WI-FOA-13	Name of the federation or confederation (or both) with which the 2nd largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your respons e):		
Facility Respo	onse:		
WI-FOA-14	NUMBER of female union members in the union with the 2nd largest membership in the facility		
Facility Respo	onse:		
WI-FOA-15	NUMBER of male union members in the union with the 2nd largest membership in the facility		
Facility Respo	inse:		
WI-FOA-16	NUMBER of female union officials in the union with the 2nd largest membership in the facility		
Facility Response:			
WI-FOA-17 NUMBER of male union officials in the union with the 2nd largest membership in the facility			
Facility Response:			

WI-FOA-18	Name of union with the 3rd largest membership:	
Facility Response:		
WI-FOA-19	Name of the federation or confederation (or both) with which the 3rd largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your respons e):	
Facility Respo	onse:	
WI-FOA-20	NUMBER of female union members in the union with the 3rd largest membership in the facility	
Facility Respo	onse:	
WI-FOA-21	NUMBER of male union members in the union with the 3rd largest membership in the facility	
Facility Respo	onse:	1
WI-FOA-22	NUMBER of female union officials in the union with the 3rd largest membership in the facility	
Facility Resp	onse:	
WI-FOA-23	NUMBER of male union officials in the union with the 3rd largest membership in the facility	
Facility Respo	onse:	
WI-FOA-24	Name of union with the 4th largest membership:	
Facility Resp		<u> </u>
	Name of the federation or confederation (or both) with which the 4th largest union at the facility is	
WI-FOA-25	affiliated, if applicable (please indicate whether it is a federation or a confederation in your respons e):	
Facility Respo	onse:	
WI-FOA-26	NUMBER of female union members in the union with the 4th largest membership in the facility	
Facility Respo	onse:	-
WI-FOA-27	NUMBER of male union members in the union with the 4th largest membership in the facility	
Facility Respo	onse:	1
WI-FOA-28	NUMBER of female union officials in the union with the 4th largest membership in the facility	
Facility Respo	onse:	
WI-FOA-29	NUMBER of male union officials in the union with the 4th largest membership in the facility	
Facility Respo		<u> </u>
WI-FOA-30	Name of union with the 5th largest membership:	
Facility Respo		
WI-FOA-31	Name of the federation or confederation (or both) with which the 5th largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your respons e):	
Facility Respo	onse:	
WI-FOA-32	NUMBER of female union members in the union with the 5th largest membership in the facility	
Facility Respo	onse:	
WI-FOA-33	NUMBER of male union members in the union with the 5th largest membership in the facility	
Facility Respo	onse:	1
WI-FOA-34	NUMBER of female union officials in the union with the 5th largest membership in the facility	
Facility Resp	onse:	
WI-FOA-35	NUMBER of male union officials in the union with the 5th largest membership in the facility	
Facility Respo		<u> </u>
WI-FOA-36	For each additional active trade union that is smaller than the 5th largest unions in the facility, provi de: • name of the union • name of the federation or confederation with which the union is affiliated,	
	if applicable • number of female union members • number of male union members • number of fem ale union officials • number of male union officials	
Facility Respo		
WI-FOA-37	Can the trade union(s) freely form and join federations and confederations of their choice without in terference?	Yes
Facility Respo		
Verification S	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
WI-FOA-38	Does the facility require workers to join a trade union?	No
Facility Response: No		
Verification Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification	

Trade Union O	perations		
WI-FOA-39	Do trade union representatives have access to workers in the workplace?	Yes	
Facility Respo	onse: Yes	·	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-40	Does the facility deduct trade union dues from wages in line with legal requirements?	Yes	
Facility Respo	jnse: Yes	·	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-41	Is the facility's practice around financial or other support of the union in line with legal requirement s?	Yes	
Facility Respo	jnse: Yes	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-42	Does facility management regularly meet with trade unions to proactively address issues of worker c oncern?	Yes	
Facility Respo	inse: Yes		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-43	Is the facility consulting with trade unions in line with legal requirements?	Yes	
Facility Respo	jnse: Yes	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-44	Are legally required mechanisms for dialogue between the employer and the union(s) in place and f unctioning in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-45	Are workers provided with a private meeting space at the workplace in line with legal requirement s?	Yes	
Facility Respo	onse: Yes	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-46	Does the employer allow workers to carry out trade union activities in accordance with applicable le gal requirements?	Yes	
Facility Respo	nse: Yes		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
Interference a	nd Discrimination		
WI-FOA-47	Are workers and workers' representatives free to meet without the presence of management?	Yes	
Facility Respo	onse: Yes	1	
Verification Selection: Accurate			
Validation Me	Validation Method: SLCP Onsite Verification		
WI-FOA-48	Does the facility treat all trade unions equally, or as stipulated by applicable legal requirements?	Yes	
Facility Respo	Facility Response: Yes		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WI-FOA-49	Has the facility management tried to control, manipulate or interfere with any of the unions in the f acility?	No	
Facility Respo	onse: No	I	
	Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification			
WI-FOA-50	Is a job applicant's current or previous trade union membership or trade union activities a factor duri ng the hiring process?	No	
Facility Respo	Facility Response: No		

Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-51	Has the facility engaged in any of these actions due to a worker's trade union membership or activiti es? (SELECT all that apply with a "X")		
WI-FOA-51-1	Threatened intimidated, or harassed		
Facility Resp	onse:		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-51-2	Punished		
Facility Resp	onse:		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-51-3	Terminated workers or did not renew their contract		
Facility Resp	onse:		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-51-4	None of the above	x	
Facility Resp	onse: X	1	
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-52	Were terminations of trade union official(s) (if any) in line with applicable legal requirements?	Not Applicable	
Facility Resp	onse: Not Applicable		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
Collective Ba			
Conective bai			
WI-FOA-53	Does the facility refuse to bargain collectively or refuse to bargain in good faith with the union, work er representatives, union federations or confederations?	No	
Facility Resp			
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Non-Union Re	presentative	1	
WI-FOA-54	If the facility has no trade union, are workers free to choose their non-union representatives?		
Facility Resp	onse:		
Collective Ba	gaining Agreement		
WI-FOA-55	How many Collective Bargaining Agreements (CBAs) have there been in effect at the facility during the assessment timeframe?	1	
Facility Resp	onse: 1		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-56	Parties to the CBA that covers the greatest number of workers in the workplace:	Yes	
Facility Resp	onse: Yes		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WI-FOA-57	PERCENTAGE of workforce covered by the CBA that covers the greatest number of workers in the workplace:	100	
Facility Response: 100			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Validation M			
Validation M WI-FOA-58	Duration of the CBA that covers the greatest number of workers in the workplace (provide NUMBER value for duration in months):	36	
	value for duration in months):	36	
WI-FOA-58 Facility Resp	value for duration in months):	36	
WI-FOA-58 Facility Resp	value for duration in months): onse: 24 Selection: Inaccurate - Misunderstanding	36	

Validation Method: SLCP Onsite Verification			
WI-FOA-59	Overview of the issues covered in the CBA that covers the greatest number of workers in the workp lace:	Contract, employment security for the workers, wages and benefits, working hours and rest perio ds, heath and safety, labor norms, social secrurity	
Facility Respo	onse: Yes		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re y	sponse: Contract, employment security for the workers, wages and benefits, working hours and rest pe	riods, heath and safety, labor norms, social secrurit	
Verification [Data: Misunderstanding. The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-60	Parties to the CBA that covers the 2nd greatest number of workers in the workplace:		
Facility Respo	onse:		
WI-FOA-61	PERCENTAGE of workforce covered by the CBA that covers the 2nd greatest number of workers in t he workplace:		
Facility Respo	onse:		
WI-FOA-62	Duration of the CBA that covers the 2nd greatest number of workers in the workplace (provide NU MBER value for duration in months):		
Facility Respo	onse:		
WI-FOA-63	Overview of the issues covered in the CBA that covers the greatest 2nd number of workers in the w orkplace:		
Facility Respo	junse:		
WI-FOA-64	Parties to the CBA that covers the 3rd greatest number of workers in the workplace:		
Facility Respo	junse:		
WI-FOA-65	PERCENTAGE of workforce covered by the CBA that covers the 3rd greatest number of workers in t he workplace:		
Facility Respo	bnse:		
WI-FOA-66	Duration of the CBA that covers the 3rd greatest number of workers in the workplace (provide NUM BER value for duration in months):		
Facility Respo	Dise:		
WI-FOA-67	Overview of the issues covered in the CBA that covers the greatest 3rd number of workers in the w orkplace:		
Facility Respo	junse:		
WI-FOA-68	For each additional Collective Bargaining Agreement (CBA) not covered above indicate: • the partie s to the CBA • the % of the workforce covered by the CBA • the duration of the CBA (provide NUMB ER value for duration in months) • an overview of the issues covered in the CBA		
Facility Respo	Donse:		
WI-FOA-69	Are provisions within the Collective Bargaining Agreements (CBA) at least as favorable for workers a s applicable legislation?	Yes	
Facility Respo	bnse: Yes		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-70	Has the facility failed to implement any of the provisions in the CBAs?	No	
Facility Respo	bnse: No		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
WI-FOA-71	Does the facility inform all workers about CBAs and provide copies in line with legal requirements?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WI-FOA-72	Has the collective agreement in force been approved by more than 50% of workers covered, as lega lly required?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation Method: SLCP Onsite Verification			
Industrial Action			
WI-FOA-73	Has the facility ever tried to prevent any workers from participating in a strike?	No	
Facility Respo	bonse: No		

Verification S	Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification			
WI-FOA-74	How many industrial actions/strikes have occurred?	0	
Facility Respo	inse: 0	·	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
WI-FOA-75	How many total days were workers on strike (for all strikes during the assessment period):		
Facility Respo	inse:	1	
WI-FOA-76	How many total person days were workers on strike (for all strikes during the assessment period):		
Facility Respo	nse:		
WI-FOA-76.1	For each strike, indicate: \bigcirc dates of the strike \bigcirc why workers went on strike \bigcirc whether the strike complied with legal requirements, and if not, which requirements were not complied with (consult applicable legal requirements) \bigcirc whether the strike resulted in violence		
Facility Respo	onse:		
WI-FOA-77	Did any of the following occur during or after industrial actions/strikes? (SELECT all that apply with a "X")		
WI-FOA-77-1	New workers were hired to replace striking workers during industrial actions/strikes		
Facility Respo	inse:	1	
WI-FOA-77-2	Workers were punished for participating in industrial actions/strikes		
Facility Respo	inse:	1	
WI-FOA-77-3	Security guards, the police, or armed forces were called by the facility to break up the industrial acti ons/strikes or arrest participating workers		
Facility Respo	inse:	I	
WI-FOA-77-4	None of the above		
Facility Respo	inse:		
Other Legal Re			
WI-FOA-78	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Freedom of Association and Collective Bargaining?	No applicable legal requirements	
Eacility Bospo			
Facility Response: No applicable legal requirements			
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
Workplace C	·		
Sub-Section Ir	Istructions	1	
	Beyond the consultations, dialogue and collective bargaining engaged in between trade unions and employers, other measures may be put in place to promote consultation and co-operation between employers and workers. For example, workers may elect (non-union) representatives to engage in di alogue with the employer, and/or facilities may establish bipartite committees, which include both workers' representatives (union or non-union) and employer representatives. Some jurisdictions lega Ily require these types of measures. The questions in this section look at different types of measures to promote workplace cooperation.		
Workers' Repr	esentatives		
WI-WOR-1	Are legally required workers' representatives (if any) elected and functioning in line with legal requir ements?	No applicable legal requirements	
	cilicitis:		
	nse: No applicable legal requirements		
Facility Respo			
Facility Respo	onse: No applicable legal requirements		
Facility Respo Verification S Validation Me	onse: No applicable legal requirements election: Accurate		
Facility Respo Verification S Validation Me	onse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification	No	
Facility Respo Verification S Validation Mo Interference a NI-WOR-2	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Ind Discrimination Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities?	No	
Facility Respo Verification S Validation Me Interference a NI-WOR-2 Facility Respo	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Ind Discrimination Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities?	No	
Facility Responses Verification S Validation Me Interference a MI-WOR-2 Facility Responses Verification S	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Ind Discrimination Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities? Inse: No election: Accurate	No	
Facility Responses Verification S Validation Me Interference a NI-WOR-2 Facility Responses Verification S Validation Me	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities? Inse: No election: Accurate ethod: SLCP Onsite Verification	No	
Facility Responses Verification S Validation Me Interference a WI-WOR-2 Facility Responses Verification S Validation Me Bipartite Com	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Ind Discrimination Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities? Inse: No election: Accurate ethod: SLCP Onsite Verification mittee(s)		
Facility Responsessor Verification S Validation Me Interference a MI-WOR-2 Facility Response Verification S Validation Me Bipartite Com MI-WOR-3	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Ind Discrimination Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities? Inse: No election: Accurate ethod: SLCP Onsite Verification mittee(s) Are there any legally required bipartite committee(s) in place at the facility?	No No applicable legal requirements	
Facility Responsessor Verification Second Interference and WI-WOR-2 Facility Responsessor Verification Second Validation Met Bipartite Com WI-WOR-3 Facility Responsessor	Inse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Ind Discrimination Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker con tracts due to their worker representative role or activities? Inse: No election: Accurate ethod: SLCP Onsite Verification mittee(s)		

	Are bipartite committee(s) established and functioning in line with legal requirements?		
Facility Response:			
WI-WOR-5 How many members are in the bipartite committee?			
Facility Response:			
WI-WOR-6	How many female members are in the bipartite committee?		
Facility Respo	onse:		
WI-WOR-7	How many foreign migrant workers are in the bipartite committee?		
Facility Respo	onse:	·	
WI-WOR-8	How many employer members are in the bipartite committee?		
Facility Respo	onse:		
WI-WOR-9	How many worker members are in the bipartite committee?		
Facility Respo	onse:	1	
WI-WOR-10	How many union representatives are in the bipartite committee?		
Facility Respo	onse:	1	
WI-WOR-11	Does the facility observe any of the following practices related to the bipartite committee? (SELECT all that apply with a "X")		
WI-WOR-11-1	Bipartite committee meetings are held on a monthly basis		
Facility Respo	onse:		
WI-WOR-11-2	Bipartite committee meetings are held at least quarterly		
Facility Respo	onse:	1	
WI-WOR-11-3	Bipartite committee meeting minutes are shared with the workforce		
Facility Respo	Dinse:	1	
WI-WOR-11-4	Bipartite committee meeting action items are tracked		
Facility Respo	onse:		
WI-WOR-11-5	Bipartite committee communicates complaints and problems shared by workers to upper managem ent		
Facility Respo) pnse:	<u> </u>	
WI-WOR-11-6	None of the above		
Facility Response:			
Welfare Office	er		
Welfare Office WI-WOR-12	er Bangladesh: Does the facility have legally required qualified welfare officer/s?		
Welfare Office WI-WOR-12 Facility Respo	Bangladesh: Does the facility have legally required qualified welfare officer/s?		
Welfare Office WI-WOR-12	Bangladesh: Does the facility have legally required qualified welfare officer/s?		
Welfare Office WI-WOR-12 Facility Respo Other Legal Re WI-WOR-13	Bangladesh: Does the facility have legally required qualified welfare officer/s? bonse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes?	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respo Other Legal Re WI-WOR-13 Facility Respo	Bangladesh: Does the facility have legally required qualified welfare officer/s? Danse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Danse: No applicable legal requirements	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification S	Bangladesh: Does the facility have legally required qualified welfare officer/s? bonse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? onse: No applicable legal requirements Selection: Accurate	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification Statistics Validation Methods	Bangladesh: Does the facility have legally required qualified welfare officer/s? bonse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? bonse: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification S	Bangladesh: Does the facility have legally required qualified welfare officer/s? bonse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? bonse: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification Statistics Validation Methods	Bangladesh: Does the facility have legally required qualified welfare officer/s? Donse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Donse: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification ystems	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification Structure Validation Model Grievance System	Bangladesh: Does the facility have legally required qualified welfare officer/s? Donse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Donse: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification ystems	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification Structure Validation Model Grievance System	Bangladesh: Does the facility have legally required qualified welfare officer/s? Dense: Equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Dense: No applicable legal requirements Selection: Accurate Ethod: SLCP Onsite Verification Setuctions Grievance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification Structure Verification Structure Validation Model Grievance Sy Sub-Section In	Bangladesh: Does the facility have legally required qualified welfare officer/s? Dense: Equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Dense: No applicable legal requirements Selection: Accurate Ethod: SLCP Onsite Verification Setuctions Grievance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu	No applicable legal requirements	
Welfare Office WI-WOR-12 Facility Respond Other Legal Respond WI-WOR-13 Facility Respond Verification St Validation Mut Grievance Sy Sub-Section In Sub-Section In	Bangladesh: Does the facility have legally required qualified welfare officer/s? anse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? anse: No applicable legal requirements selection: Accurate ethod: SLCP Onsite Verification ystems for evance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu al trust and confidence. Does the facility have established grievance handling and dispute resolution procedures?		
Welfare Office WI-WOR-12 Facility Respondent Other Legal Respondent WI-WOR-13 Facility Respondent Verification State Validation Met Grievance Sy Sub-Section In Sub-Section In System WI-GRI-1 Facility Respondent	Bangladesh: Does the facility have legally required qualified welfare officer/s? anse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? anse: No applicable legal requirements selection: Accurate ethod: SLCP Onsite Verification ystems for evance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu al trust and confidence. Does the facility have established grievance handling and dispute resolution procedures?		
Welfare Office WI-WOR-12 Facility Respond Other Legal Respond WI-WOR-13 Facility Respond Verification S Validation Mut Grievance Sy Sub-Section In Sub-Section In System WI-GRI-1 Facility Respond Verification S	Bangladesh: Does the facility have legally required qualified welfare officer/s? Danse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Donse: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification ystems nstructions Grievance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu al trust and confidence. Does the facility have established grievance handling and dispute resolution procedures? onse: Yes		
Welfare Office WI-WOR-12 Facility Respond Other Legal Respond WI-WOR-13 Facility Respond Verification S Validation Mut Grievance Sy Sub-Section In Sub-Section In System WI-GRI-1 Facility Respond Verification S	Bangladesh: Does the facility have legally required qualified welfare officer/s? banse: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? onse: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification ystems nstructions Grievance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu al trust and confidence. Does the facility have established grievance handling and dispute resolution procedures? onse: Yes selection: Accurate		
Welfare Office WI-WOR-12 Facility Respond Other Legal Respond Verification S Verification S Validation Mut Grievance Sy Sub-Section In System WI-GRI-1 Facility Respond Verification S Validation Mut Verification S	Bangladesh: Does the facility have legally required qualified welfare officer/s? Dense: equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Workplace Cooperation, Grievances and Disputes? Dense: No applicable legal requirements Selection: Accurate ethod: SLCP Onsite Verification grievance systems provide channels for workers to express their concerns, comments, recommenda tions, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-re taliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutu al trust and confidence. Does the facility have established grievance handling and dispute resolution procedures? onse: Yes selection: Accurate ethod: SLCP Onsite Verification	Yes The workers are able to submit grievances throu gh physical suggestion boxes, phone numbers, o pen door policy	

Validation Method: SLCP Onsite Verification			
WI-GRI-2	Are grievance handling and dispute resolution procedures accessible in different languages? (SELEC T all that apply with a "X")		
WI-GRI-2-1	Grievance handling and dispute resolution procedures are accessible in all languages spoken at the f acility	x	
Facility Respo	Donse: X	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-2-2	Grievance handling and dispute resolution procedures are accessible in some languages spoken at th e facility, but not all		
Facility Respo) pnse:		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-2.1	Please describe which languages are not available in grievance handling and dispute resolution proc edures:		
Facility Respo			
WI-GRI-3	Was the grievance mechanism developed through social dialogue between both male and female workers, unions and/or worker representative structures and managers?	Yes	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
WI-GRI-4	Are workers aware of the processes in place for grievance handling and dispute resolution?	Yes	
Facility Respo	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
External Assis	tance		
WI-GRI-5	Do workers have access to external contacts outside of management that aid in resolving complaint s, grievances, harassment or abuse cases?	Yes	
Facility Respo	onse: Yes	-	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6	If yes, please confirm which type(s) of contact(s) workers have access to (SELECT all that apply with a "X")		
WI-GRI-6-1	Non-government organizations (NGOs) / Women's groups	x	
Facility Respo	onse: X	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6-2	Health clinics	x	
Facility Respo	Donse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6-3	Respected community member(s)	x	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification	v	
WI-GRI-6-4	Local brand representatives	X	
	Facility Response: X		
	Verification Selection: Accurate		
	ethod: SLCP Onsite Verification		
WI-GRI-6-5	Union representatives	X	
Facility Response: X			
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6-6	Worker representatives		
Facility Respo	onse:		

Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
WI-GRI-6-7	Local law enforcement or government agency	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6-8	Legal services	х	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6-9	Other		
Facility Respo	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-6.1	If other, please describe:		
Facility Respo	bnse:		
Settlement			
WI-GRI-7	How are complaints and grievances settled? (SELECT all that apply with a "X")		
WI-GRI-7-1	Settled directly between the worker and their immediate supervisor	x	
Facility Respo	onse: X	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
WI-GRI-7-2	Settled with the assistance of additional stakeholders/departments (i.e. the Human Resources (HR) d	x	
WI-GRI-7-2	epartment, Unions, Worker Representative, etc.)	^	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Method: SLCP Onsite Verification			
Validation M	ethod: SLCP Onsite Verification	1	
Validation M WI-GRI-7.1	ethod: SLCP Onsite Verification Please describe which stakeholders/departments assist with the settlement:	Trade Union, Personnel-Administration Departm ent	
WI-GRI-7.1			
WI-GRI-7.1 Facility Respo	Please describe which stakeholders/departments assist with the settlement:		
WI-GRI-7.1 Facility Respo Verification S	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department		
WI-GRI-7.1 Facility Respo Verification S	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate		
WI-GRI-7.1 Facility Respo Verification S Validation M	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed	ent	
WI-GRI-7.1 Facility Respondent Verification S Validation M WI-GRI-7-3 Facility Respondent	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed	ent	
WI-GRI-7.1 Facility Respo Verification M Validation M WI-GRI-7-3 Facility Respo Verification S	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X	ent	
WI-GRI-7.1 Facility Respo Verification M Validation M WI-GRI-7-3 Facility Respo Verification S	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate	ent	
WI-GRI-7.1 Facility Respondent Verification M Validation M WI-GRI-7-3 Facility Respondent Verification M	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement	ent X	
WI-GRI-7.1 Facility Respondent Verification M Validation M WI-GRI-7-3 Facility Respondent Validation M WI-GRI-7-4 Facility Respondent	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement	ent X	
WI-GRI-7.1 Facility Respondent Verification M Validation M WI-GRI-7-3 Facility Respondent Verification M WI-GRI-7-4 Facility Respondent Verification M	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X	ent X	
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WI-GRI-7.1 Facility Respondent Verification M Validation M WI-GRI-7-3 Facility Respondent Validation M WI-GRI-7-4 Facility Respondent Validation M WI-GRI-7-5 Facility Respondent	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification None of the above	ent X	
WI-GRI-7.1 Facility Respondent Verification M Validation M WI-GRI-7-3 Facility Respondent Verification M WI-GRI-7-4 Facility Respondent Validation M WI-GRI-7-5 Facility Respondent Verification S	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification None of the above onse: X	ent X	
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WI-GRI-7.1 Facility Respon Verification M Validation M WI-GRI-7-3 Facility Respon Verification M WI-GRI-7-4 Facility Respon Verification M WI-GRI-7-5 Facility Respon Verification M WI-GRI-7-5 Facility Respon Verification M	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification None of the above onse: Selection: Accurate ethod: SLCP Onsite Verification Are grievances and disputes resolved in line with legal requirements?	ent	
WI-GRI-7.1 Facility Respon Verification M Validation M WI-GRI-7-3 Facility Respon Verification M WI-GRI-7-4 Facility Respon Verification M WI-GRI-7-5 Facility Respon Verification M WI-GRI-8 Facility Respon Verification M	Please describe which stakeholders/departments assist with the settlement: conse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed conse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement conse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement conse: X Selection: Accurate ethod: SLCP Onsite Verification None of the above conse: selection: Accurate ethod: SLCP Onsite Verification Are grievances and disputes resolved in line with legal requirements? conse: Yes	ent	
WI-GRI-7.1 Facility Respon Verification M Validation M WI-GRI-7-3 Facility Respon Verification M WI-GRI-7-4 Facility Respon Verification M WI-GRI-7-5 Facility Respon Verification M WI-GRI-8 Facility Respon Verification M	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X selection: Accurate ethod: SLCP Onsite Verification None of the above onse: selection: Accurate ethod: SLCP Onsite Verification Are grievances and disputes resolved in line with legal requirements? onse: Yes selection: Accurate	ent	
WI-GRI-7.1 Facility Respon Verification M Validation M WI-GRI-7-3 Validation M Validation M WI-GRI-7-4 Facility Respon Verification S Validation M WI-GRI-7-5 Facility Respon Verification S Validation M WI-GRI-8 Facility Respon Verification S	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X selection: Accurate ethod: SLCP Onsite Verification None of the above onse: selection: Accurate ethod: SLCP Onsite Verification Are grievances and disputes resolved in line with legal requirements? onse: Yes selection: Accurate	ent	
WI-GRI-7.1 Facility Respon Verification M Validation M WI-GRI-7-3 Facility Respon Verification M WI-GRI-7-4 Facility Respon Verification M WI-GRI-7-5 Facility Respon Verification M WI-GRI-8 Facility Respon Verification M MI-GRI-8 Facility Respon Validation M MI-GRI-8	Please describe which stakeholders/departments assist with the settlement: onse: Trade Union, Personnel-Administration Department Selection: Accurate ethod: SLCP Onsite Verification There are options for senior management review if direct settlement with the supervisor or addition al stakeholders/departments has failed onse: X Selection: Accurate ethod: SLCP Onsite Verification Workers have the right to respond to and/or appeal the settlement onse: X Selection: Accurate ethod: SLCP Onsite Verification None of the above onse: Selection: Accurate ethod: SLCP Onsite Verification None of the above onse: Selection: Accurate ethod: SLCP Onsite Verification Are grievances and disputes resolved in line with legal requirements? onse: Yes selection: Accurate ethod: SLCP Onsite Verification Are grievances and disputes resolved in line with legal requirements? onse: Yes selection: Accurate ethod: SLCP Onsite Verification Are managers and supervisors held accountable for ensuring that there are no negative consequenc es towards workers who report grievances? </td <td>ent x Y Yes</td>	ent x Y Yes	

Validation Method: SLCP Onsite Verification		
Records		
WI-GRI-10	Are written records of complaints and grievances and the management's response maintained for at least 12 months?	Yes
Facility Respo	nse: Yes	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	1
WI-GRI-11	If yes, how many complaints and grievances were received by female workers?	0
Facility Respo	nnse: 0	
Verification S	election: Accurate	
	ethod: SLCP Onsite Verification	1
WI-GRI-12	If yes, how many complaints and grievances were received by male workers?	0
Facility Respo		
	election: Accurate	
	ethod: SLCP Onsite Verification	
Worker Feed	lback	
WI-WORK-1	How does the facility engage with workers to proactively seek suggestions and feedback? (SELECT a II that apply with an "X"):	
WI-WORK-1-1	Phone Hotlines	
Facility Respo	nse:	
WI-WORK-1-2	Website Forms	
Facility Respo	inse:	1
WI-WORK-1-3	Surveys (in-person or online)	
Facility Respo	inse:	
WI-WORK-1-4	Team Meetings	
Facility Respo	inse:	1
WI-WORK-1-5	Company Town Halls	
Facility Respo	inse:	
WI-WORK-1-6	Other	
Facility Respo		
WI-WORK-1-7	None of the above	
Facility Respo		1
WI-WORK-2	Are written records of suggestions and feedback maintained for at least 12 months?	
Facility Respo		
WI-WORK-3	If yes, how many suggestions and feedback received by the facility addressed topics related to wom en's rights in the workplace?	
Facility Response:		
Facility Comments		
WI-FAC-1 Please describe any concerns or difficulties with questions listed in this section:		
Facility Response:		
Verification Selection: Verification not required		
Validation Method: SLCP Onsite Verification		
HEALTH & SAFETY		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		

	Section Description: The purpose of this section is to understand the facility's social and labor practic		
	es with respect to Health and Safety in the facility's operations. Facilities include those involved in pr oduction of goods, and also those involved in operations related to the product, e.g. distribution. The		
	term "production" should not be seen as limiting to production of goods only, but rather general ope		
	rations of the facility. Social and Labor topics within this section include: • General Work Environme nt • Building Safety • Risk Assessment • HS Policy • HS Committee • HS Worker Engagement • Eme		
	rgency Preparedness • Flammable/Combustible Materials • Chemicals/Hazardous Substances • Wor		
	ker Protection • Materials Handling and Storage • Electrical Safety • First Aid/Medical • Contractor S afety • Dormitories • Canteens • Childcare • Children • Facilities • Facility Comments		
Health & Sat	fety		
Sub-Section I	nstructions		
	Overall International Labor Standard Compliance Guidance: Improvements in occupational safety an		
	d health enhance productivity by reducing the number of interruptions in the manufacturing proces s, by reducing absences, by decreasing the number of accidents and by improving work efficiency. Sa		
	fety is preventative. The cooperation of workers and employers is essential. While the government h		
	as obligations outlined in the ILO Conventions, Protocols, and Recommendations, employers and wo rkers also have responsibilities and rights to ensure occupational safety and health. ILO Conventions		
	and Recommendation on Occupational Health: https://www.ilo.org/global/topics/safety-and-health		
	-at-work/areasofwork/occupational-health/WCMS_108547/langen/index.htm ILO Codes of Practic e and Guides on Occupational Health: https://www.ilo.org/global/topics/safety-and-health-at-work/		
	areasofwork/occupational-health/WCMS_117570/langen/index.htm		
Other Legal R	equirements	·	
HS-HEA-1	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Health & Safety?	No applicable legal requirements	
Facility Respo	onse: No applicable legal requirements		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1	
HS-HEA-2	Is the facility in non-compliance with any legal requirements for Health & Safety pertaining to non-p roduction workers and/or sub-contracted workers?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
General Wo	rk Environment		
Temperature a	and Ventilation		
HS-GEN-1	Does the facility have any inhalation (airborne) exposure hazards (particulates/ dust/ fibers/ fumes)?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Verification I s.	Data: From the site tour, document review and employee interview, we confirmed that the facility did	not have any inhalation (airborne) exposure hazard	
Validation M	ethod: SLCP Onsite Verification		
HS-GEN-1.1	If yes, please describe what inhalation (airborne) exposure hazards are present:		
Facility Respo	onse:		
HS-GEN-2	Are temperature and ventilation systems maintained in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	Selection: Accurate		
	Data: From the site tour, document review and employee interview, we confirmed that the temperatu document review and employee interview, we confirmed that the temperature and ventilation system of the second seco	-	
Validation M	ethod: SLCP Onsite Verification		
HS-GEN-3	Are facility temperature and ventilation in line with applicable legal requirements?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Verification Data: From the site tour, document review and employee interview, we confirmed that the temperature in this facility is suitable for the industrial and w orking condition.			
Validation Method: SLCP Onsite Verification			
Air Quality			
HS-GEN-4	Does the facility monitor indoor air quality?	Yes	
Facility Respo	Facility Response: Yes		
Verification Selection: Accurate			
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility monitored indoor air quality.			
Validation Method: SLCP Onsite Verification			

Lighting		
HS-GEN-5	Is facility lighting in line with legal requirements?	Yes
Facility Respo	onse: Yes	
Verification S	election: Accurate	
	Data: From the site tour, document review and employee interview, we confirmed that adequate light legal standards. The recent working environment test was conducted on June 23, 2022.	ing provided in all the workplace and lighting quali
Validation M	ethod: SLCP Onsite Verification	
Noise Exposur	e Levels	
HS-GEN-6	Is noise exposure level testing performed at the facility?	Yes
Facility Respo	onse: Yes	
Verification S	election: Accurate	
	Data: From the site tour, document review and employee interview, we confirmed that the facility wel environment test was conducted on June 23, 2022.	I monitored noise level in the workplaces. The rec
Validation M	ethod: SLCP Onsite Verification	1
HS-GEN-7	Is the facility's practice to test noise exposure levels in line with legal requirements?	Yes
Facility Respo	onse: Yes	
Verification S	election: Accurate	
	Data: From the site tour, document review and employee interview, we confirmed that the facility wel environment test was conducted on June 23, 2022.	I monitored noise level in the workplaces. The rec
Validation M	ethod: SLCP Onsite Verification	1
HS-GEN-8	Are noise exposure levels in line with legal requirements?	Yes
Facility Respo	onse: Yes	
Verification S	election: Accurate	
	Data: From the site tour, document review and employee interview, we confirmed that the facility wel environment test was conducted on June 23, 2022. The highest noise in the facility was 83.9 dBA from in nt.	
Validation M	ethod: SLCP Onsite Verification	
Overcrowding		
HS-GEN-9	Bangladesh: Does the facility comply with legal requirements to ensure against overcrowding?	
Facility Respo	onse:	
Cleanliness, S	anitation & Waste	
HS-GEN-10	Is the workplace clean and tidy?	Yes
Facility Respo	onse: Yes	·
Verification S	election: Accurate	
Verification [Data: From the site tour, document review and employee interview, we confirmed that the workplace	was clean and tidy.
Validation M	ethod: SLCP Onsite Verification	
HS-GEN-11	Are the facility's sanitation practices in line with legal requirements?	Yes
Facility Respo	jnse: Yes	1
Verification S	election: Accurate	
Verification E ents.	Data: From the site tour, document review and employee interview, we confirmed that the facility's sa	nitation practices were in line with legal requirem
Validation Method: SLCP Onsite Verification		
HS-GEN-12	Are the facility's waste disposal practices in line with legal requirements?	Yes
Facility Respo	onse: Yes	
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility's waste disposal practices were in line with legal requi rements. The facility provided adequate trash for living waste, industrial waste and hazardous waste.		
Validation Method: SLCP Onsite Verification		
HS-GEN-13	Are waste disposal/discharge permits available and up to date?	Yes
Facility Respo	onse: Yes	
Verification S	election: Accurate	
Verification Data: From the site tour, document review and employee interview, we confirmed that:+ The environment permit No. 3374/GPMT-UBND was issued by a uthority on December 14, 2022 with 10 years validation.		
Validation M	ethod: SLCP Onsite Verification	
HS-GEN-14	Does the facility have written procedures for classification, collection, and disposal of waste?	Yes

Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility has a written procedure for waste classification.		
Validation Method: SLCP Onsite Verification		
HS-GEN-15 Are there cases where trash, debris, or empty containers have accumulated to the point where they pose a safety hazard or obstruct exits?		
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-16 Does the facility have a current contract with an authorized agency to safely and legally dispose of h azardous waste?		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility has signed a contract with HAU SANH TRADING AN ENVIROMENT CO.,LTD for hazardous of waste collecting and disposal on April 26, 2022 with 1 year validation.		
Validation Method: SLCP Onsite Verification		
HS-GEN-17 Did the facility maintain waste disposal records, including documentation of the final destination? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility well maintained inventory kind of waste. Report is s mitted once a year as legally required.		
Validation Method: SLCP Onsite Verification		
HS-GEN-18 Is burning of waste done on-site? No		
Facility Response: No		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility did not burn waste onsite.		
Validation Method: SLCP Onsite Verification		
HS-GEN-18.1 If yes, please describe how burning of waste is controlled:		
Facility Response:		
Toilet / Restroom		
HS-GEN-19 Are toilets in line with legal requirements? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility had 12 toilets for male, and 38 toilets for female. All lets were cleaned.		
Validation Method: SLCP Onsite Verification		
HS-GEN-20 Are toilets clean, and sanitized on a regular basis? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility had 12 toilets for male, and 38 toilets for female. All lets were cleaned.		
Validation Method: SLCP Onsite Verification		
HS-GEN-21 Are separate toilets provided for males and females? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that employees can access to adequate and functional toilets that sep arated for 12 male sets and 38 female sets.		
Validation Method: SLCP Onsite Verification		
Valuation Method. SECF Offsite Venification		
HS-GEN-22 Does the facility provide hand washing facilities equipped with clean water and soap, along with a sa nitary way for drying hands after washing them?		
HS-GEN-22 Does the facility provide hand washing facilities equipped with clean water and soap, along with a sa		
HS-GEN-22 Does the facility provide hand washing facilities equipped with clean water and soap, along with a sa nitary way for drying hands after washing them?		
HS-GEN-22 Does the facility provide hand washing facilities equipped with clean water and soap, along with a sa nitary way for drying hands after washing them? Yes		
HS-GEN-22 Does the facility provide hand washing facilities equipped with clean water and soap, along with a sa nitary way for drying hands after washing them? Yes Facility Response: Yes Verification Selection: Accurate Verification Data: From the site tour, document review and employee interview, we confirmed that the facility provides hand washing facilities with clean water and soap.		

Facility Response: Yes			
Verification Selection: Accurate			
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility had 12 toilets for male, and 38 toilets for female. All toi lets were cleaned.			
Validation M	Validation Method: SLCP Onsite Verification		
HS-GEN-24	Are restrooms regularly stocked with necessary supplies?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
	Data: From the site tour, document review and employee interview, we confirmed that the facility provi Vith a sanitary way for drying hands after washing them.	vides hand washing facilities with clean water and	
Validation M	ethod: SLCP Onsite Verification		
Toilet / Restro	om Access		
HS-GEN-25	Are workers allowed access to toilets/restrooms at any time?	Yes	
Facility Respo	onse: Yes	1	
Verification S	election: Accurate		
Verification [Data: From the site tour, document review and employee interview, we confirmed that workers are alk	owed access to toilets/restrooms at any time.	
Validation M	ethod: SLCP Onsite Verification		
Drinking Wate			
HS-GEN-26	Does the facility provide workers with free, potable drinking water?	Yes	
Facility Respo			
	ielection: Accurate		
		access to clean drinking water at no cost. The drin	
king water w	Data: From the site tour, document review and employee interview, we confirmed that employees can as tested by authority on January 17, 2023.	access to clean drinking water at no cost. The drin	
Validation M	ethod: SLCP Onsite Verification		
HS-GEN-27	Does the facility provide workers with potable drinking water in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
	Data: From the site tour, document review and employee interview, we confirmed that employees can as tested by authority on January 17, 2023.	access to clean drinking water at no cost. The drin	
Validation M	ethod: SLCP Onsite Verification		
Drinking Wate	er Access		
HS-GEN-28	Are workers allowed access to drinking water at any time?	Yes	
Facility Respo	nse: Yes		
Verification S	election: Accurate		
	Data: From the site tour, document review and employee interview, we confirmed that employees can as tested by authority on January 17, 2023.	access to clean drinking water at no cost. The drin	
Validation M	ethod: SLCP Onsite Verification		
Vietnam Law			
HS-GEN-29	Vietnam: Does the facility regularly inspect and maintain machines, equipment, buildings and stores, as legally required?	Yes	
Facility Respo	jnse: Yes		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
HS-GEN-30	Vietnam: Does the facility inspect and measure the environmental conditions in the workplace on a n annual basis, as legally required?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Building Safety			
Permits and Certificates			
HS-BUI-1	Are building/construction, structural safety and fire permits and certificates in line with legal require ments?	Yes	
Facility Respo	jnse: Yes		
Verification Selection: Accurate			

Verification Data: From the site tour, document review and employee interview, we confirmed that:+ The construction permit No.213/GPXD was approved on Octobe r 28, 2010 (Stage #1)+ The construction permit No.05/KTHT-XD was approved on January 2, 2014 (Stage #)+ The final acceptance of building completion was issued in September, 2011 (Stage #1)+ The final acceptance of building completion was issued in May, 2015 (Stage #2)+ The Approval for fire safety and firefighting design No. 17 44/TD-PCCC was issued on July 15, 2010 (Stage #1)+ The Pre-acceptance test of fire prevention and fighting system No. 766/GCN-PCCC was issued on December 12, 2 011 (Stage #1)+ The meeting minute of Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance test of fire prevention and fighting system was issued on February 2, 2015 (Stage #2)+ The + The Pre-acceptance t			
ce test of fire prevention and fighting system No. 11/PCCC was issued on February 4, 2015 (Stage #2).			
Validation Me	ethod: SLCP Onsite Verification		
Structure		I	
HS-BUI-2	Do approved building plans reflect the current building's structure and use?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Verification E	Data: From the site tour, document review and employee interview, we confirmed that the all building	s are consisted with approval plans.	
Validation Me	ethod: SLCP Onsite Verification		
HS-BUI-3	Have there been and/or are there currently cases of concern about the physical integrity and stabilit y of the facility?	No	
Facility Respo	onse: No		
Verification S	Selection: Accurate		
Verification D	Data: From the site tour, document review and employee interview, we confirmed that there's no case	of concerned about the physical integrity.	
Validation Me	ethod: SLCP Onsite Verification		
HS-BUI-3.1	If yes, please describe what type of concerns were made regarding the physical integrity and stabilit y of the facility:		
Facility Respo	onse:		
HS-BUI-4	Are facility doors, exits and stairs in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	selection: Accurate		
Verification D	Data: From the site tour, document review and employee interview, we confirmed that all exit doors, e	exits, and stairs are in line with legal standards.	
Validation Me	ethod: SLCP Onsite Verification		
Floors			
HS-BUI-5	Does the facility have any of the following safety measures in place for flooring? (SELECT all that app ly with a "X")		
HS-BUI-5-1	Measures are in place to prevent workers from slipping on floors due to poor construction or lack of maintenance	x	
Facility Respo	bnse: X	1	
Verification S	election: Accurate		
	Data: From the site tour, document review and employee interview, we confirmed that the facility reg on floor due to poor construction or lack of maintenance.	ular monitors the workplace to prevent employee:	
Validation Me	ethod: SLCP Onsite Verification		
HS-BUI-5-2	Measures are in place to prevent standing water due to inadequate drainage	x	
Facility Respo	bnse: Not Applicable	1	
Verification S	ielection: Inaccurate - Misunderstanding		
Corrected Re	sponse: X		
Verification D	Data: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
HS-BUI-5-3	Measures are in place to prevent floor openings and/or holes missing covers/suitable barriers	x	
Facility Respo	bnse: Not Applicable		
Verification Selection: Inaccurate - Misunderstanding			
Corrected Response: X			
Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation Method: SLCP Onsite Verification			
HS-BUI-5-4 None of the above			
Facility Response:			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Stairs and Raised Platforms			
HS-BUI-6	Does the facility have any of the following safety measures in place for stairs and raised platforms? (SELECT all that apply with a "X")		

HS-BUI-6-1	Exposed overhead working surfaces (such as working docks, mezzanine floors, exposed platforms) ha ve adequate guardrails and fencing	x
Facility Respo	pnse: Not Applicable	
Verification Selection: Inaccurate - Misunderstanding		
Corrected Re		
		rs have adequate quardrail and fencing.
	ethod: SLCP Onsite Verification	
HS-BUI-6-2	All stairways are equipped with hand railings in good condition	x
	nnse: Not Applicable	
	election: Inaccurate - Misunderstanding	
Corrected Re		
) Data: From the site tour, document review and employee interview, we confirmed that the stairways a	re equipped with hand railings and are in good con
Validation Me	ethod: SLCP Onsite Verification	
HS-BUI-6-3	All facility stairway steps are even	x
Facility Respo	onse: Not Applicable	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse: X	
Verification D	Data: From the site tour, document review and employee interview, we confirmed that all stairway ste	ps are evenly.
Validation Me	ethod: SLCP Onsite Verification	
HS-BUI-6-4	All facility step surfaces are made from slip resistant materials or have anti-slip protection (i.e. anti-slip stickers or embossed/rough surfaces)	x
Facility Respo	onse: Not Applicable	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse: X	
Verification D	Data: From the site tour, document review and employee interview, we confirmed that all stairway step	ps are evenly.
Validation Me	ethod: SLCP Onsite Verification	
HS-BUI-6-5	Protection from falling objects underneath graded surfaces	x
Facility Respo	onse: Not Applicable	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse: X	
Verification E s.	Data: From the site tour, document review and employee interview, we confirmed that the facility's ste	ep surfaces were made from slip resistant material
Validation Me	ethod: SLCP Onsite Verification	
HS-BUI-6-6	None of the above	
Facility Respo	nse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
Fall Protection	1	
HS-BUI-7	Has the facility taken legally required measures to protect workers from falls from heights?	Yes
Facility Respo	onse: Yes	
Verification Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification	
HS-BUI-8	Does the facility have any of the following safety measures in place for fall protection? (SELECT all t hat apply with a "X")	
HS-BUI-8-1	Workers use fall protection when needed	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that employees used fall protection when needed.		
Validation Method: SLCP Onsite Verification		
HS-BUI-8-2	Fall protection equipment is in good condition	X
Facility Respo		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the fall protection equipment was in good condition.		

Validation M		
HS-BUI-8-3	Fall protection equipment is stored properly in a designated location	x
Facility Resp	onse: X	
Verification S	Selection: Accurate	
Verification I ocation.	Data: From the site tour, document review and employee interview, we confirmed that the fall protect	ion equipment is stored properly in a designated l
Validation M	ethod: SLCP Onsite Verification	
HS-BUI-8-4	Workers are trained on the proper use of fall protection equipment	x
Facility Resp	onse: X	
Verification S	Selection: Accurate	
Verification I nt.	Data: From the site tour, document review and employee interview, we confirmed that workers are tra	ined on the proper use of fall protection equipme
Validation M	ethod: SLCP Onsite Verification	
HS-BUI-8-5	High working areas have walls, fences, or other barriers (or workers wear fall protection at all times w hen working in these areas)	x
Facility Resp	onse: X	
Verification 9	Selection: Accurate	
Verification I	Data: From the site tour, document review and employee interview, we confirmed that the high working	ng areas have walls, fences and barriers.
Validation M	ethod: SLCP Onsite Verification	
HS-BUI-8-6	Not Applicable	
Facility Resp	onse:	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-BUI-8-7	None of the above	
Facility Resp	onse:	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Elevators		
HS-BUI-9	Does the facility have elevators (lifts)?	No
HS-BUI-9 Facility Resp		No
Facility Resp		No
Facility Resp Verification S	onse: No	No
Facility Resp Verification S	onse: No Selection: Accurate	No
Facility Resp Verification S Validation M	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a	No
Facility Resp Verification S Validation M HS-BUI-10	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly	No
Facility Respo Verification S Validation M HS-BUI-10 HS-BUI-10-1	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly	No
Facility Responses	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators	No
Facility Responses	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators	No
Facility Responses Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Responses HS-BUI-10-2 Facility Responses	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency")	No
Facility Respo Verification 9 Validation M HS-BUI-10 HS-BUI-10-1 Facility Respo HS-BUI-10-2 Facility Respo HS-BUI-10-3	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency")	No
Facility Responses Verification States Validation M HS-BUI-10 HS-BUI-10-1 Facility Responses HS-BUI-10-2 Facility Responses HS-BUI-10-3	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp HS-BUI-10-6	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above	No
Facility Resp Verification 9 Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp HS-BUI-10-6 Facility Resp	onse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above onse: Are elevators (lifts) in line with legal requirements?	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp HS-BUI-10-6 Facility Resp HS-BUI-11	bonse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above onse: Are elevators (lifts) in line with legal requirements?	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp HS-BUI-10-6 Facility Resp HS-BUI-11 Facility Resp	bonse: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above onse: Are elevators (lifts) in line with legal requirements?	No
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp HS-BUI-10-6 Facility Resp HS-BUI-10-6 Facility Resp HS-BUI-11 Facility Resp HS-BUI-11 Facility Resp HS-BUI-12	Image: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above onse: Are elevators (lifts) in line with legal requirements? onse: Does the facility have confined spaces?	
Facility Resp Verification S Validation M HS-BUI-10 HS-BUI-10-1 Facility Resp HS-BUI-10-2 Facility Resp HS-BUI-10-3 Facility Resp HS-BUI-10-4 Facility Resp HS-BUI-10-5 Facility Resp HS-BUI-10-6 Facility Resp HS-BUI-11 Facility Resp HS-BUI-12 Facility Resp	Image: No Selection: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following safety measures in place for elevators? (SELECT all that a pply with a "X") Elevators (lifts) are inspected regularly onse: Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators onse: All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency") onse: Safety devices have been fitted on elevator doors to prevent them from opening unless the elevat or is present onse: Elevators are wired to be inoperable when elevator doors are open onse: None of the above onse: Are elevators (lifts) in line with legal requirements? onse: Does the facility have confined spaces?	

Validation M	ethod: SLCP Onsite Verification	
HS-BUI-13	In line with legal requirements, are any of the confined spaces permit required?	
Facility Response:		
HS-BUI-14	Does the facility have any of the following safety measures in place for confined spaces? (SELECT all that apply with a "X")	
HS-BUI-14-1	Each confined space has signs indicating they are a confined space	
Facility Respo	onse:	
HS-BUI-14-2	Each confined space has the appropriate protections to ensure no accidental entry	
Facility Respo	onse:	
HS-BUI-14-3	Each confined space has authorized entry-only access	
Facility Respo	onse:	
HS-BUI-14-4	Workers/Contractors that enter confined spaces do so only when appropriate measures have been t aken to protect them from any physical hazards present	
Facility Respo	onse:	
HS-BUI-14-5	Workers/Contractors that enter confined spaces do so when the atmosphere is safe and the air has b een tested when needed	
Facility Respo	onse:	
HS-BUI-14-6	Workers/Contractors who enter the confined spaces know and understand how to do so safely	
Facility Respo	onse:	
HS-BUI-14-7	Rescue equipment ready for use	
Facility Respo	onse:	
HS-BUI-14-8	None of the above	
Facility Respo	onse:	
РСВ		
HS-BUI-15	Has the facility conducted an assessment to identify if equipment contains PCB?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
Verification I contains PCB	Data: From the site tour, document review and employee interview, we confirmed that the facility has 8.	conducted an assessment to identify if equipment
Validation M	ethod: SLCP Onsite Verification	
HS-BUI-16	If equipment contains PCB, does the facility have all of the following safety measures in place: • Equ ipment containing PCB is inspected and labeled accordingly • Workers who work with or around equ ipment containing PCB understand the hazards of PCBs?	Not Applicable
Facility Respo	onse: Not Applicable	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Asbestos		
HS-BUI-17	Does the facility have safety measures in place regarding asbestos? (SELECT all that apply with a "X")	
HS-BUI-17-1	Facility has performed an asbestos exposure assessment	x
Facility Respo	, onse: X	
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility has performed an asbestos exposure assessment.		
Validation Method: SLCP Onsite Verification		
HS-BUI-17-2	Facility has taken the proper steps to ensure that workers are not exposed to asbestos	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility has taken the proper steps to ensure that workers are not exposed to asbestos.		
Validation Method: SLCP Onsite Verification		
HS-BUI-17-3	Materials containing asbestos/asbestos exposure areas are labeled as such	Not Applicable
Facility Respo	onse: Not Applicable	
Verification Selection: Accurate		
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility did not have materials containing asbestos/asbestos e xposure areas.		
Validation Method: SLCP Onsite Verification		

HS-BUI-17-4	None of the above		
Facility Response:			
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
On-site Vehicl	es		
HS-BUI-18	Is there on-site vehicle traffic at the facility?	Yes	
Facility Respo	nse: Yes		
Verification S	election: Accurate		
Validation Me	thod: SLCP Onsite Verification		
HS-BUI-19	Does the facility have safety measures in place regarding on-site vehicle traffic (SELECT all that apply with a "X")		
HS-BUI-19-1	Only authorized people/vehicles are allowed to drive on-site	х	
Facility Respo	nse: X		
Verification S	election: Accurate		
Verification D	vata: From the site tour, document review and employee interview, we confirmed that only authorized	d people/vehicles are allowed to drive on-site.	
Validation Me	ethod: SLCP Onsite Verification		
HS-BUI-19-2	Vehicles are driven at an appropriate speed	x	
Facility Respo	inse: X	1	
Verification S	election: Accurate		
Verification D es.	ata: From the site tour, document review and employee interview, we confirmed that the facility limi	ted drive speed at 5Km/hour within facility premis	
Validation Me	thod: SLCP Onsite Verification		
HS-BUI-19-3	Traffic lanes and walk paths are clearly marked		
Facility Respo	inse: X	1	
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse:		
Verification D	vata: Misunderstanding. From the site tour, document review and employee interview, we confirmed t	hat traffic lanes and walk paths are NOT marked.	
Validation Me	ethod: SLCP Onsite Verification		
HS-BUI-19-4	Vehicles are in good working condition	x	
Facility Respo	nse: X	1	
Verification S	election: Accurate		
Verification D	vata: From the site tour, document review and employee interview, we confirmed that vehicles are in	good working condition.	
Validation Me	thod: SLCP Onsite Verification		
HS-BUI-19-5	Only authorized, trained, and qualified people drive vehicles	x	
Facility Respo	inse: X	1	
Verification S	election: Accurate		
Verification D	vata: From the site tour, document review and employee interview, we confirmed that only authorized	d, trained, and qualified people drive vehicles.	
Validation Method: SLCP Onsite Verification			
HS-BUI-19-6	Vehicles are used for purposes for which they are intended and designed	x	
Facility Respo	inse: X	1	
Verification Selection: Accurate			
Verification Data: From the site tour, document review and employee interview, we confirmed that vehicles are used for purposes for which they are intended and d esigned.			
Validation Method: SLCP Onsite Verification			
HS-BUI-19-7	Facility provides visual management such as indicators, convex mirrors in dead ends, reflectors, etc., to ensure safe driving practices on facility premises	x	
Facility Response: X			
Verification Selection: Accurate			
Verification Data: From the site tour, document review and employee interview, we confirmed that the facility provides visual management such as indicators, convex mirrors in dead ends, reflectors, etc., to ensure safe driving practices on facility premises.			
Validation Method: SLCP Onsite Verification			
HS-BUI-19-8 None of the above			
	Facility Response:		
Facility Respo	nse:		

Validation Method: SLCP Onsite Verification			
Risk Assessment			
HS-RIS-1 H	las the facility conducted a health and safety risk assessment?	Yes	
Facility Response	e: Yes		
Verification Sele	ection: Accurate		
Verification Data ember 30, 2022.	a: From the site tour, document review and employee interview, we confirmed that the facility con-	ducted a health and safety risk assessment on Dec	
Validation Meth	nod: SLCP Onsite Verification		
HS-RIS-2 H	las the facility conducted a health and safety risk assessment in line with legal requirements?	Yes	
Facility Response	se: Yes		
Verification Sele	ection: Accurate		
Validation Meth	nod: SLCP Onsite Verification		
HS-RIS-3 W	Vhen was the last risk assessment conducted?	Within the last 6 months	
Facility Response	se: Within the last 6 months		
Verification Sele	ection: Accurate		
Validation Meth	nod: SLCP Onsite Verification		
HS-RIS-4	the risk assessment updated if new machinery, processes, chemicals or construction are introduce to the facility?	Yes	
Facility Response	ie: Yes		
Verification Sele	ection: Accurate		
Verification Data ember 30, 2022.	a: From the site tour, document review and employee interview, we confirmed that the facility con-	ducted a health and safety risk assessment on Dec	
Validation Meth	nod: SLCP Onsite Verification		
HS Policy / Pla	n		
HS-HSP-1 ls	there a written occupational health and safety policy in line with legal requirements?	Yes	
Facility Response	se: Yes		
Verification Sele	ection: Accurate		
Validation Meth	nod: SLCP Onsite Verification		
HS-HSP-2	rietnam: Does the facility develop an occupational health and safety plan annually, as legally require ?	Yes	
Facility Response	se: Yes		
Verification Sele	ection: Accurate		
Validation Meth	nod: SLCP Onsite Verification		
Qualified HS St	taff		
HS-QUA-1 D	ooes the facility comply with legal requirements regarding qualified OSH staff?	No	
Facility Response	se: Yes		
Verification Sele	ection: Inaccurate - Incorrect		
Corrected Response: No			
Verification Data: Misunderstanding. During the document check and as confirmed by the facility management, we noted that the facility did not provide training for 1 of workers who was in charging of Sewing Line #6 in Group VI as legally required.			
Non-Comp lianc	ce: X		
Legal Reference: According to Decree 140/2018/ND-CP, Article 17, Point 6 & Law No. 84/2015/QH13, Article 74, Point 1)			
Validation Method: SLCP Onsite Verification			
HS Committee			
HS-HSC-1 D	oes the facility have an occupational safety and health (OSH) committee?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Verification Data: From the document review and employee interview, we confirmed that the occupational safety and health (OSH) committee was established on M arch 15, 2019 with 9 members.			
Validation Method: SLCP Onsite Verification			
HS-HSC-2 Is	the OSH Committee formed and functioning in line with legal requirements?	Yes	
Facility Response	Facility Response: Yes		

Verification Selection: Accurate		
Verification Data: From the document review and employee interview, we confirmed that the occupational safety and health (OSH) committee was established on M arch 15, 2019 with 9 members.		
Validation Method: SLCP Onsite Verification		
HS-HSC-3 How many members are in the OSH committee?	9	
Facility Response: 25		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: 9		
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
HS-HSC-4 How many female members are in the OSH committee?	2	
Facility Response: 35		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: 2		
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
HS-HSC-5 How many foreign migrant worker members are in the OSH comm	ttee?	
Facility Response:		
	4	
HS-HSC-6 How many employer members are in the OSH committee?	1	
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-7 How many worker members are in the OSH committee?	2	
Facility Response: 45		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: 2		
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
HS-HSC-8 How many union representatives are in the OSH committee? 3		
Facility Response: 3		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9 Does the facility observe any of the following practices related to that apply with a "X")	he OSH committee? (SELECT all t	
HS-HSC-9-1 Safety committee meetings are held on a monthly basis	x	
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-2 Safety committee meetings are held at least quarterly	X	
Facility Response:		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: X		
Verification Data: From the document review and employee interview, we confirmed that the safety committee meetings are held at least quarterly. The latest meet ing was conducted on March 10, 2023.		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-3 Safety committee meeting minutes are shared with the workforce	X	
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-4 Safety committee meeting action items are tracked X		
Facility Response: X Verification Selection: Accurate		
Verification Data: From the document review and employee interview, we confirmed that the safety committee meeting action items are tracked.		
Validation Method: SLCP Onsite Verification		

HS-HSC-9-5	Safety committee communicates complaints and problems shared by workers about OHS to upper management	x		
Facility Response: X				
Verification Selection: Accurate				
Verification [bata: From the document review and employee interview, we confirmed that the safety committee co	ommunicates complaints and problems shared by		
workers abou	t OHS to upper management.			
Validation M	ethod: SLCP Onsite Verification			
HS-HSC-9-6	Upper management recognizes/ accepts the safety committee	x		
Facility Respo	inse: X			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
HS-HSC-9-7	Safety committee meets to review safety issues, track corrective actions and identify opportunities for further improvement of safety conditions	x		
Facility Respo	inse: X			
Verification S	election: Accurate			
	Data: From the document review and employee interview, we confirmed that the safety committee m ifies opportunities for further improvement of safety conditions.	neets to review safety issues, tracks corrective acti		
Validation M	ethod: SLCP Onsite Verification			
HS-HSC-9-8	None of the above			
Facility Respo	inse:			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
HS Worker E	ngagement			
HS Cooperatio	n Mechanisms			
HS-HSW-1	Are mechanisms to ensure cooperation between workers and management on occupational safety a nd health matters formed and functioning in line with legal requirements?	Yes		
Facility Respo	inse: Yes			
Verification S	election: Accurate			
Validation M	ethod: SLCP Onsite Verification			
Emergency I	Preparedness			
Emergency Re	sponse Plan			
HS-EME-1	Does the facility have a written Emergency Response Plan?	Yes		
Facility Respo	nnse: Yes			
Verification S	election: Accurate			
Verification [Nata: From the document review and employee interview, we confirmed that the facility had a writter	n Emergency Response Plan.		
Validation M	ethod: SLCP Onsite Verification			
HS-EME-2	Is an annual review of the Emergency Response Plan conducted to ensure accurate capture and han dling of all possible emergency situations?	Yes		
Facility Respo	nse: Yes	I		
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
Fire Detection and Alarm				
HS-EME-3	Does the facility have a fire detection (e.g., smoke/heat detector) system in place?	Yes		
Facility Respo	inse: Yes			
Verification Selection: Accurate				
Verification Data: From facility tour, the document review and employee interview, we confirmed that the facility installed 331 fire detectors.				
Validation Method: SLCP Onsite Verification				
HS-EME-4 Is the fire detection and alarm system in line with legal requirements? Yes				
Facility Response: Yes				
Verification Selection: Accurate				
Verification Data: From facility tour, the document review and employee interview, we confirmed that the facility installed 331 fire detectors.				
Validation Method: SLCP Onsite Verification				
HS-EME-5	Does the facility have a manual or automatic emergency alarm system in place to notify workers of emergencies?	Yes		

Facility Respo	onse: Yes	
Verification Selection: Accurate		
Verification Data: From facility tour, the document review and employee interview, we confirmed that the facility has installed 37 fire alarm buttons to notify workers of emergencies. Moreover, it is functional during testing.		
Validation M	ethod: SLCP Onsite Verification	
HS-EME-6	Is the emergency alarm system (for all types of emergencies other than fire) in line with legal requir ements?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
	Data: From facility tour, the document review and employee interview, we confirmed that the facility h ies. Moreover, it is functional during testing.	as installed 37 fire alarm buttons to notify workers
Validation M	ethod: SLCP Onsite Verification	
HS-EME-7	Does the facility have any of the following safety measures in place related to the emergency alarm system? (SELECT all that apply with a "X")	
HS-EME-7-1	Emergency alarm system is fully functioning	x
Facility Respo	Donse: X	
Verification S	Selection: Accurate	
Verification [Data: From facility tour, the document review and employee interview, we confirmed that the emerge	ncy alarm system is fully functioning.
Validation M	ethod: SLCP Onsite Verification	
HS-EME-7-2	Emergency alarm system is regularly maintained and inspected/ tested	x
Facility Respo		
	Selection: Accurate	
	Data: From facility tour, the document review and employee interview, we confirmed that the emerge	ncy alarm system was monthly checked by the int
ernal team a	nd records were kept.	
	ethod: SLCP Onsite Verification	
HS-EME-7-3	Emergency alarm system can be heard and seen across all facility areas	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
	Data: From facility tour, the document review and employee interview, we confirmed that the emerge Moreover, the flash trop lighting was installed.	ncy alarm system can be heard and seen across all
Validation M	ethod: SLCP Onsite Verification	
HS-EME-7-4	Emergency alarm system buttons/switches/pull stations are easily identified and accessible	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Verification I accessible.	Data: From facility tour, the document review and employee interview, we confirmed that the emerge	ncy alarm system buttons are easily identified and
Validation M	ethod: SLCP Onsite Verification	
HS-EME-7-5	HS-EME-7-5 Emergency alarm system is fitted with a back-up power source (e.g., battery back-up) X	
Facility Respo	bnse: X	
Verification S	Selection: Accurate	
Verification Data: From facility tour, the document review and employee interview, we confirmed that the emergency alarm system is fitted with a back-up power so urce.		
Validation Method: SLCP Onsite Verification		
HS-EME-7-6	Emergency alarm system is automatic and centralized	x
Facility Response: X		
Verification Selection: Accurate		
Verification Data: From facility tour, the document review and employee interview, we confirmed that emergency alarm system is automatic and centralized.		
Validation Method: SLCP Onsite Verification		
HS-EME-7-7 Emergency alarm system is distinct from regular alarms X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-8 None of the above		
Facility Response:		
verification S	Selection: Accurate	

Validation Method: SLCP Onsite Verification		
Fire-fighting Equipment		
HS-EME-8 Does the facility have legally required fire fighting equipment? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From facility tour, the document review and employee interview, we confirmed that the facility has installed 241 fire extinguishers. Moreover, it is unctional during testing.		
Validation Method: SLCP Onsite Verification		
HS-EME-8.1 Please describe the types of fire fighting equipment used and in which areas of the facility the fire fighting equipment is present: Production area, warehouse: fire extinguisher are d fire hose. Office and cafeteria: fire extinguisher are and fire hydrant.		
Facility Response: Fire extinguisher, automatic sprinkler system		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: Production area, warehouse: fire extinguisher and fire hose. Office and cafeteria: fire extinguisher and fire hydrant.		
Validation Method: SLCP Onsite Verification		
HS-EME-9 Does the facility regularly test and service fire extinguishers in line with legal requirements? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-10 Does the facility have any of the following safety measures in place related to fire-fighting equipme nt? (SELECT all that apply with a "X")		
HS-EME-10-1 Fire-fighting equipment is clearly marked and equipped with instructions on how to operate X		
Facility Response: X		
Verification Selection: Accurate		
Verification Data: From facility tour, the document review and employee interview, we confirmed that fire-fighting equipment is clearly marked and equipped with nstructions on how to operate.		
Validation Method: SLCP Onsite Verification		
HS-EME-10-2 Certified fire resistant doors and fire resistant walls are in use in production units X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-10-3 None of the above		
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-11 Has the facility trained workers to use fire-fighting equipment in line with legal requirements? Yes		
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From facility tour, the document review and employee interview, we confirmed that the facility has trained workers to use fire-fighting equipment in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
Evacuation Markings		
HS-EME-12 Does the facility have legally required posted evacuation plans, markings (or plot plans), pathways a nd emergency lighting?		
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Misunderstanding. During the factory tour and as confirmed by the facility management, we noted that the content of one of the evacuation plans i n the finished product warehouse was not consistent with the actual layout of the finished product warehouse as legally required. However, we noted that this findin g was corrected on the verification date.		
Non-Comp liance: X		
Legal Reference: According to The Circular No. 149/2020/TT-BCA, Article 5		
Validation Method: SLCP Onsite Verification		
Emergency Exits		
HS-EME-13 Are there at least 2 emergency exits from all work stations and rest areas, and on every floor? Yes		

	Facility Response: Yes		
Verification Selection: Accurate			
Verification Data: From facility tour, the document review and employee interview, we confirmed that there are at least 2 emergency exits from all work stations.			
Validation Me	Validation Method: SLCP Onsite Verification		
HS-EME-14	Are all emergency exits clearly marked?	Yes	
Facility Respo	inse: Yes		
Verification S	election: Accurate		
Verification D	bata: From facility tour, the document review and employee interview, we confirmed that all emergen	cy exits were clearly marked.	
Validation Me	ethod: SLCP Onsite Verification		
HS-EME-15	Are all emergency exits accessible, unobstructed and unlocked during working hours (including over time) and lead to a place of safety?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Verification D ed during wo	bata: From facility tour, the document review and employee interview, we confirmed that all emergen rking hours.	cy exits were accessible, unobstructed and unlock	
Validation Me	ethod: SLCP Onsite Verification		
HS-EME-16	Does the facility have any of the following additional safety measures in place related to emergency exits? (SELECT all that apply with a "X")		
HS-EME-16-1	Emergency exits are illuminated and visible when it is dark or there is smoke	X	
Facility Respo	inse: X		
Verification S	election: Accurate		
	bata: From facility tour, the document review and employee interview, we confirmed that emergency e. Moreover, it is functional during testing.	exits are illuminated and visible when it is dark or t	
Validation Me	ethod: SLCP Onsite Verification		
HS-EME-16-2	Emergency exit doors open outwards or are securely kept open during working hours	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Verification D	bata: From facility tour, the document review and employee interview, we confirmed that all emergen	cy exits were opened outward as legally required.	
Validation Me	ethod: SLCP Onsite Verification		
HS-EME-16-3	Doors that are not exits are clearly marked as "Not an Exit"	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Verification D	bata: From facility tour, the document review and employee interview, we confirmed that doors that a	re not exits are clearly marked as "Not an Exit".	
Validation Me	ethod: SLCP Onsite Verification		
HS-EME-16-4	Emergency exit lighting has a back-up battery providing continuous lighting within a timeframe	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
	bata: From facility tour, the document review and employee interview, we confirmed that emergency g within a timeframe.	exit lighting has a back-up battery providing conti	
Validation Me	ethod: SLCP Onsite Verification		
HS-EME-16-5	None of the above		
Facility Response:			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
HS-EME-17	Are emergency exits in line with other legal requirements?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Verification Data: From facility tour, the document review and employee interview, we confirmed that all emergency exits were at least 1 meter of wide and 2 meter s of high, which is complied with legal requirements.			
Validation Method: SLCP Onsite Verification			
Evacuation Procedures			
HS-EME-18	Does the facility conduct regular emergency drills for all workers in line with legal requirements?	Yes	
Facility Respo	inse: Yes		
Verification Selection: Accurate			

	Data: From the document review and employee interview, we confirmed that the facility conducted fir on February 18, 2023. The facility has planned to conduct an annually fire drill in August 2023.	e drill with police on July 10, 2022 and internal eva
	ethod: SLCP Onsite Verification	
HS-EME-19	Does the facility have any of the following measures in place related to emergency drills? (SELECT al I that apply with a "X")	
HS-EME-19-1	Emergency drills are unannounced	
Facility Respo	Donse: X	
Verification S	Selection: Inaccurate - Misunderstanding	
Corrected Re	isponse:	
Verification [gency drills are announced.
Validation M	ethod: SLCP Onsite Verification	
HS-EME-19-2	Emergency drills cover all shifts, floors, and buildings associated with the facility	x
Facility Respo	ponse: X	
Verification S	Selection: Accurate	
Verification [cility.	Data: From the document review and employee interview, we confirmed that emergency drills cover a	II shifts, floors, and buildings associated with the fa
Validation M	ethod: SLCP Onsite Verification	
HS-EME-19-3	Every worker evacuates	x
Facility Respo	Donse: X	
Verification S	Selection: Accurate	
Verification [Data: From the document review and employee interview, we confirmed that all employees were atte	nded on fire drill.
Validation M	ethod: SLCP Onsite Verification	
	All workers know their primary evacuation route and their secondary route if the primary route is blo	
HS-EME-19-4	cked	X
Facility Respo	onse: X	
Verification S	Selection: Accurate	
	Data: From the document review and employee interview, we confirmed that all workers know their pr y route is blocked.	imary evacuation route and their secondary route
Validation M	ethod: SLCP Onsite Verification	
HS-EME-19-5	Facility has designated emergency assembly areas/meeting points which are large enough to safely accommodate all workers	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
	Data: From the document review and employee interview, we confirmed that the facility has designate enough to safely accommodate all workers.	ed emergency assembly areas/meeting points whi
Validation M	ethod: SLCP Onsite Verification	1
HS-EME-19-6	Workers meet at assembly/meeting points	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Verification Data: From the document review and employee interview, we confirmed that workers meet at assembly/meeting points.		
Validation Method: SLCP Onsite Verification		
HS-EME-19-7	All power is turned off	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1
HS-EME-19-8	Doors and windows are closed	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
HS-EME-19-9	Staff monitors/leads are present to listen and watch to ensure all alarms work properly and all worke rs are evacuated as planned	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
HS-EME-19-10	There is a system in place to account for all workers during an emergency evacuation	x

Facility Respo	Facility Response: X		
Verification Selection: Accurate			
Validation Me	thod: SLCP Onsite Verification		
HS-EME-19-11	There is an assessment after the drill to learn how to improve the evacuation process	x	
Facility Respo	nse: X		
Verification S	election: Accurate		
Validation Me	thod: SLCP Onsite Verification		
HS-EME-19-12	Emergency drills are documented in a written log	x	
Facility Respo	nse: X		
Verification S	election: Accurate		
Verification D	ata: From the document review and employee interview, we confirmed that emergency drills are doc	umented in a written log.	
	thod: SLCP Onsite Verification		
HS-EME-19-13	None of the above		
Facility Respo			
	election: Accurate		
	thod: SLCP Onsite Verification		
HS-EME-20	Are emergency evacuation procedures in line with legal requirements?	Yes	
Facility Respo			
Verification S	election: Accurate		
Validation Me	thod: SLCP Onsite Verification		
Response Tean	n		
HS-EME-21	Does the facility have its own Fire Brigade/Emergency Response Team of designated workers with s pecial responsibilities for fire safety?	Yes	
Encility Doctor	· · · ·		
Facility Respo			
	election: Accurate		
	ata: From the document review and employee interview, we confirmed that Fire Brigade/Emergency on July 9 &10, 2022, and obtained certificates on July 14, 2022 with 5 years validation.	Response Team was established with 76 member	
Validation Me	thod: SLCP Onsite Verification		
HS-EME-22	Does the facility have any of the following measures in place related to a Fire Brigade/Emergency Re sponse Team? (SELECT all that apply with a "X")		
HS-EME-22-1	Members of the Fire Brigade/Emergency Response Team undergo both initial and refresher trainings on their responsibilities	x	
Facility Respo	nse: X		
Verification S	election: Accurate		
Verification Data: From the document review and employee interview, we confirmed that Fire Brigade/Emergency Response Team was established with 76 member s, was trained on July 9 &10, 2022, and obtained certificates on July 14, 2022 with 5 years validation.			
Validation Me	thod: SLCP Onsite Verification		
HS-EME-22.1	Please describe when and how often members of the Fire Brigade/Emergency Response Team unde rgo both initial and refresher trainings on their responsibilities:	once per year	
Facility Response: once per year			
Verification Selection: Accurate			
Verification Data: Firefighters receive initial training at the time of enlistment to earn a Fire Training Certificate. The certificate will be renewed every 5 years. Fire cre w members are trained annually with professional fire police during the facility's fire drills.			
Validation Method: SLCP Onsite Verification			
HS-EME-22-2	Members of the Fire Brigade/Emergency Response Team have the appropriate equipment to fight fires (including the correct PPE, e.g., breathing apparatus)	x	
Facility Respo			
Verification Selection: Accurate			
Verification Data: From the document review and employee interview, we confirmed that the facility provided the safety equipment to fire fighting team.			
Validation Method: SLCP Onsite Verification			
HS-EME-22-3	None of the above		
Facility Response: Verification Selection: Accurate			
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
HS-EME-23	Is the facility accessible to fire response and emergency response vehicles?	Yes	

Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: From the document review and employee interview, we confirmed that the facility was accessible to fire response and emergency response vehicl es.		
Validation Me	thod: SLCP Onsite Verification	
Flammable a	nd Combustible Materials	
HS-FLA-1	Are flammable/combustible materials safely stored?	Yes
Facility Respon	nse: Yes	
Verification Se	election: Accurate	
Verification D	ata: From the document review and employee interview, we confirmed that flammable/combustible	materials were safely stored.
Validation Me	thod: SLCP Onsite Verification	
HS-FLA-2	Are possible sources of ignition sufficiently safeguarded?	Yes
Facility Respo	nse: Yes	
Verification Se	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
Chemicals an	d Hazardous Substances	
HS-CHE-1	Does the facility use chemicals and/or hazardous substances?	Yes
Facility Respo	nse: No	
Verification Se	election: Inaccurate - Misunderstanding	
Corrected Res	sponse: Yes	
Verification D	ata: Misunderstanding. The information was updated on the verification date.	
Validation Me	thod: SLCP Onsite Verification	
HS-CHE-2	Has all legally required action been taken to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	Yes
Facility Respo	nse:	
Verification Se	election: Facility did not reply during SA/JA	
Corrected Res	sponse: Yes	
Verification D	ata: The information was updated on the verification date.	
Validation Me	thod: SLCP Onsite Verification	
License for Aci	ds	
HS-CHE-3	Bangladesh: Does the facility have the legally required license for storage and use of acids?	
Facility Respo	nse:	
Storage		
HS-CHE-4	Does the facility maintain an inventory of all chemicals and hazardous substances used in the workpl ace in line with legal requirements?	No
Facility Respo	nse:	
Verification Se	election: Not visible to facility during SA/JA	
Corrected Response: No		
Verification Data: During the factory tour and as confirmed by the facility management, we noted that the facility had not equipped 4 tanks of chemicals in the chemi cals room with secondary containers in case of leakage. N.B. We noted that this finding was corrected on the verification date.		
Non-Comp liance: X		
Legal Reference: According to According to Chemical No. 06/2007/QH12		
Validation Method: SLCP Onsite Verification		
	Are Safety Data Sheets ("SDS", formerly MSDS) available for all chemicals used in the workplace in li	N
HS-CHE-5 ne with legal requirements?		
Facility Response:		
Verification Selection: Facility did not reply during SA/JA		
Corrected Response: No		
Verification Data: During the factory tour and as confirmed by the facility management, we noted that the facility had not posted the MSDS for Glue 502 in the chem icals room as legally required. N.B. We noted that this finding was corrected on the verification date.		
Non-Comp liance: X		
Legal Reference: According to Circular No. 32/2017/TT-BCT		
Validation Method: SLCP Onsite Verification		

HS-CHE-6	Are chemicals and hazardous substances stored in line with legal requirements?	Νο
Facility Respo	onse:	
Verification S	Selection: Facility did not reply during SA/JA	
Corrected Re	sponse: No	
Verification Data: During the factory tour and as confirmed by the facility management, we noted that the facility had not equipped 4 tanks of chemicals in the chemi cals room with secondary containers in case of leakage. N.B. We noted that this finding was corrected on the verification date.		
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-7	Are chemicals and hazardous substances labeled in line with legal requirements?	Yes
Facility Respo	bnse:	1
Verification S	Selection: Facility did not reply during SA/JA	
Corrected Re	sponse: Yes	
Verification D	Data: The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-8	Does the facility have any additional safety measures in place related to the storage of chemicals an	
	d hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-8-1	Chemical storage areas are appropriately designed, constructed and located for the safe storage of c hemicals and hazardous substances	x
Facility Respo	onse:	
Verification S	Selection: Facility did not reply during SA/JA	
Corrected Re	sponse: X	
Verification D	Data: The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-8-2	Chemical storage areas have measures in place to prevent unauthorized entry	x
Facility Respo	onse:	
Verification S	Selection: Facility did not reply during SA/JA	
Corrected Re	rsponse: X	
Verification D	Data: The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-8-3	When not in use, all chemical containers are properly capped and stored away so as to prevent spilla ge, leakage, and unsafe exposure to workers	x
Facility Respo	onse:	
Verification S	Selection: Facility did not reply during SA/JA	
Corrected Re	rsponse: X	
Verification D	Data: The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-8-4	Chemical storage areas with flammable chemicals are equipped with an automatic fire extinguishing system	x
Facility Respo	onse:	
Verification S	Selection: Facility did not reply during SA/JA	
Corrected Response: X		
Verification D	Data: The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-8-5	In cases of emergency, there are easy entry(ies) and exit(s) to all chemical storage areas	x
Facility Respo	onse:	
Verification Selection: Facility did not reply during SA/JA		
Corrected Response: X		
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
HS-CHE-8-6	Chemical storage areas have an alarm notification system	X
Facility Response:		
Verification Selection: Facility did not reply during SA/JA		
Corrected Re	sponse: X	
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		

HS-CHE-8-7	None of the above	
Facility Respo	onse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
Handling		
HS-CHE-9	Are workers trained on chemical hazards and safe work practices particular to their job assignment in line with legal requirements?	No
Facility Respo)nse:	
Verification S	election: Facility did not reply during SA/JA	
Corrected Re	sponse: No	
equirements	Data: During the factory tour and as confirmed by the facility management, we noted that the facility h at no cost. However, 1 of the workers in the printing workshop was not wearing gloves and a mask whi as corrected on the verification date.	
Non-Comp li	ance: X	
Legal Referer	nce: According to Labor Code 45/2019/QH14, Article 134	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-10	Does the facility have any of the following measures in place to ensure the safe handling of chemica Is and hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-10-1	Training records on chemical use and handling and disposal and spill cleanup are maintained for the l ast 12 months	x
Facility Respo	onse:	I
Verification S	election: Facility did not reply during SA/JA	
Corrected Re	sponse: X	
	Data: From the factory tour, document review and employee interview, we confirmed that training on ovided to employees on March 25, 2023.	chemical use and handling and disposal and spill cl
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-10-2	Appropriate containers are used for dispensing all chemicals	x
Facility Respo	onse:	
Verification S	election: Facility did not reply during SA/JA	
Corrected Re	sponse: X	
Verification D	Data: The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-10-3	Written procedures are in place for reporting and responding to chemical spills inside the production area	x
Facility Respo)nse:	<u> </u>
	election: Facility did not reply during SA/JA	
	· · · · ·	
Corrected Response: X Verification Data: From the factory tour, document review and employee interview, we confirmed that written procedures for reporting and responding to chemical s pills inside the production area were established.		
Validation Method: SLCP Onsite Verification		
HS-CHE-10-4 A complete spill kit (appropriate for the types and use of chemicals in the facility) is available for use X		
Facility Response:		
Verification Selection: Facility did not reply during SA/JA		
Corrected Response: X		
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
HS-CHE-10-5	Chemicals are not disposed of in waste bin containers which are generally used for food and drink	x
Facility Response:		
Verification Selection: Facility did not reply during SA/JA		
Corrected Response: X		
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
HS-CHE-10-6	None of the above	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification			
HS-CHE-11	Does the facility have legally required showers, eyewash stations or other proper cleansing materials available for workers in the event of exposure to hazardous chemicals?	Yes	
Facility Respo	onse:		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse: Yes		
Verification D	Data: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
HS-CHE-12	Does the facility have any of the following safety measures in place regarding eyewash stations and showers? (SELECT all that apply with a "X")		
HS-CHE-12-1	Eyewash stations and showers are clearly identifiable	x	
Facility Respo	bnse:		
Verification S	election: Facility did not reply during SA/JA		
Corrected Re	sponse: X		
Verification D	Data: From the factory tour, document review and employee interview, we confirmed that eyewash sta	ations and showers are clearly identifiable.	
Validation Me	ethod: SLCP Onsite Verification	<u>.</u>	
HS-CHE-12-2	Eyewash stations and showers are easy to access	X	
Facility Respo		<u>^</u>	
	election: Facility did not reply during SA/JA		
Corrected Re			
	Data: From the factory tour, document review and employee interview, we confirmed that eyewash sta	ations and snowers are easy to access.	
	ethod: SLCP Onsite Verification		
HS-CHE-12-3	Eyewash stations and showers are clear of clutter/debris	X	
Facility Respo	onse:		
Verification S	election: Facility did not reply during SA/JA		
Corrected Re	sponse: X		
Verification D	Data: From the factory tour, document review and employee interview, we confirmed that eyewash sta	ations and showers are clean.	
Validation Me	ethod: SLCP Onsite Verification		
HS-CHE-12-4	Eyewash stations and showers use potable water at the right temp and pressure	x	
Facility Respo	onse:		
Verification S	election: Facility did not reply during SA/JA		
Corrected Re	sponse: X		
Verification D	Data: From the factory tour, document review and employee interview, we confirmed that eyewash sta	ations and showers were functional during testing.	
Validation Me	ethod: SLCP Onsite Verification		
HS-CHE-12-5	Eyewash stations and showers are regularly inspected	x	
Facility Respo	bnse:		
Verification S	election: Facility did not reply during SA/JA		
Corrected Response: X			
Verification Data: From the factory tour, document review and employee interview, we confirmed that eyewash stations and showers are monthly checked by intern al team.			
Validation Me	ethod: SLCP Onsite Verification		
HS-CHE-12-6	None of the above		
Facility Respo	onse:		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
HS-CHE-13	Have any workers been exposed to a chemical at a level which surpassed the "Threshold Limit Value" outlined in legal requirements?	No	
Facility Response: No			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
	Gas Cylinders		
HS-CHE-14	Does the facility use compressed gas cylinders?	Yes	
Facility Response: Yes Verification Selection: Accurate			
venications	Accession Accounted		

Validation Method: SLCP Onsite Verification		
HS-CHE-15	Does the facility have any of the following safety measures in place related to compressed gas cylin ders? (SELECT all that apply with a "X")	
HS-CHE-15-1	All compressed gas cylinders are secure from accidental tipping/falling	х
Facility Respo	onse: X	·
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-15-2	All compressed gas cylinders have closed valves when not in use	x
Facility Respo	bnse: X	1
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-15-3	Compressed gas cylinders are transported safely	x
Facility Respo	bnse: X	
Verification S	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-15-4	Compressed gas cylinders are stored away from heat and other fire sources	x
Facility Respo	Donse: X	
	Selection: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-CHE-15-5	Compressed gas cylinders are only used by qualified workers	X
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
HS-CHE-15-6	Compressed gas cylinders are labeled and segregated	x
Facility Respo		~
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
HS-CHE-15-7	Compressed gas cylinders are stored in an enclosed cage	X
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
HS-CHE-15-8	Compressed gas cylinders are connected with fixed piping	X
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
HS-CHE-15-9	None of the above	
Facility Respo	onse:	
Verification S	Selection: Accurate	
Validation Method: SLCP Onsite Verification		
Other Legal Re	equirements	1
HS-CHE-16	Cambodia: Has the facility prepared for response, control and cleaning of chemical spills, as legally re quired?	
Facility Respo	onse:	
HS-CHE-17	Cambodia: Are chemical mixing rooms equipped and used in line with legal requirements?	
Facility Respo	Facility Response:	
HS-CHE-18	Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Chemicals and Hazardous Substances?	No applicable legal requirements
Facility Respo	Facility Response: No applicable legal requirements	
Verification S	Verification Selection: Accurate	
Validation Method: SLCP Onsite Verification		
Worker Protection		
Training Vietnam Law		
	Vietnam: Has the facility trained workers on general occupational health and safety, as legally requir	
HS-WOR-1	ed?	No

	Facility Response: Yes		
Verification S	election: Inaccurate - Incorrect		
Corrected Re	sponse: No		
	Data: Misunderstanding. During the document check and as confirmed by the facility management, we the cutting workshop who did not directly operate the cutting machine (Group IV) as legally required.	noted that the facility did not provide training for	
Non-Comp li	ance: X		
Legal Referer	nce: According to Decree 140/2018/ND-CP, Article 17, Point 4 & Decree 44/ 2016, Article 17)		
Validation M	ethod: SLCP Onsite Verification		
Imminent Dan	ger		
HS-WOR-2	Are workers subject to negative consequences if they remove themselves from work situations that they believe present an imminent and serious danger to life or health?	No	
Facility Respo	onse: No		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Special Catego	pries		
HS-WOR-3	Are pregnant and nursing workers protected against safety and health risks in line with legal require ments?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Personal Prote	ective Equipment (PPE)		
HS-WOR-4	Are workers provided with Personal Protective Equipment (PPE) in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Verification [Data: From the factory tour, document review and employee interview, we confirmed that workers we	re provided with Personal Protective Equipment.	
Validation M	ethod: SLCP Onsite Verification		
HS-WOR-5	Are PPE and clothing paid for by the facility for all workers?	Yes	
Facility Respo			
Verification Selection: Accurate			
	Data: From the factory tour, document review and employee interview, we confirmed that PPE and clo	thing were paid for by the facility for all workers.	
Verification [Data: From the factory tour, document review and employee interview, we confirmed that PPE and clo	thing were paid for by the facility for all workers.	
Verification E Validation Me	ethod: SLCP Onsite Verification		
Verification E Validation Me HS-WOR-6	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments?	thing were paid for by the facility for all workers. Yes	
Verification D Validation Me HS-WOR-6 Facility Respo	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes		
Verification D Validation M HS-WOR-6 Facility Respo Verification S	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate	Yes	
Verification D Validation Me HS-WOR-6 Facility Respo Verification S Verification I ive equipmen	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we then the line with legal requirements.	Yes	
Verification D Validation Me HS-WOR-6 Facility Respo Verification S Verification I ive equipmen	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we	Yes re trained and encouraged to use personal protect	
Verification I Validation M HS-WOR-6 Facility Respondent Verification S Verification I ive equipment Validation M HS-WOR-6.1	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment:	Yes	
Verification D Validation M HS-WOR-6 Facility Respo Verification D ive equipmen Validation M HS-WOR-6.1 Facility Respo	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: onse: before the new workers begin to work and Once per year	Yes re trained and encouraged to use personal protect before the new workers begin to work and Once	
Verification D Validation M HS-WOR-6 Facility Respo Verification D ive equipmen Validation M HS-WOR-6.1 Facility Respo	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment:	Yes re trained and encouraged to use personal protect before the new workers begin to work and Once	
Verification I Validation M HS-WOR-6 Facility Respondent Verification I ive equipment Validation M HS-WOR-6.1 Facility Respondent	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: onse: before the new workers begin to work and Once per year	Yes re trained and encouraged to use personal protect before the new workers begin to work and Once	
Verification I Validation M HS-WOR-6 Facility Respondent Verification I ive equipment Validation M HS-WOR-6.1 Facility Respondent	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: onse: before the new workers begin to work and Once per year election: Accurate	Yes re trained and encouraged to use personal protect before the new workers begin to work and Once	
Verification I Validation Mu HS-WOR-6 Facility Response Verification S Verification Mu HS-WOR-6.1 Facility Response Verification S Verification S	Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: onse: before the new workers begin to work and Once per year election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm	Yes re trained and encouraged to use personal protect before the new workers begin to work and Once	
Verification I Validation M HS-WOR-6 Facility Respond Verification I ive equipment Validation M HS-WOR-6.1 Facility Respond Verification S Validation M HS-WOR-7	Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we at in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: onse: before the new workers begin to work and Once per year election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year	
Verification I Validation Mu HS-WOR-6 Facility Response Verification S Verification Mu HS-WOR-6.1 Facility Response Verification S Validation Mu HS-WOR-7 HS-WOR-7-1 Facility Response	Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we at in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: onse: before the new workers begin to work and Once per year election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year	
Verification I Validation Mu HS-WOR-6 Facility Respondent Verification S Verification I Validation Mu HS-WOR-6.1 Facility Respondent Validation Mu HS-WOR-7 HS-WOR-7-1 Facility Respondent	Are workers trained and encouraged to use personal protective equipment in line with legal require ments? anse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we at in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: before the new workers begin to work and Once per year election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards prose: X	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year X	
Verification I Validation M HS-WOR-6 Facility Respond Verification I ive equipment Validation M HS-WOR-6.1 Facility Respond Verification S Validation M HS-WOR-7 HS-WOR-7 HS-WOR-7-1 Facility Respond Verification S	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? onse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: ense: before the new workers begin to work and Once per year election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards onse: X election: Accurate	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year X	
Verification I Validation M HS-WOR-6 Facility Respond Verification I ive equipment Validation M HS-WOR-6.1 Facility Respond Verification S Validation M HS-WOR-7 HS-WOR-7 HS-WOR-7-1 Facility Respond Verification S	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? Inse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we nt in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards ense: X election: Accurate entert in the factory tour, document review and employee interview, we confirmed that PPE equipment ent (PPE)? (SELECT all that apply with a "X")	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year X	
Verification I Validation M HS-WOR-6 Facility Respond Verification S Verification M HS-WOR-6.1 Facility Respond Validation M HS-WOR-7 HS-WOR-7 HS-WOR-7-1 Facility Respond Verification S Verification S	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? anse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we t in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards ense: X election: Accurate ethod: SLCP Onsite Verification PPE is the correct size for all workers	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year X Lent and clothing provided are in good condition.	
Verification I Validation M HS-WOR-6 Facility Respond Verification S Verification M HS-WOR-6.1 Facility Respond Verification S Validation M HS-WOR-7 HS-WOR-7-1 Facility Respond Verification S Verification S Validation M HS-WOR-7-2 Facility Respond Verification S	ethod: SLCP Onsite Verification Are workers trained and encouraged to use personal protective equipment in line with legal require ments? anse: Yes election: Accurate Data: From the factory tour, document review and employee interview, we confirmed that workers we t in line with legal requirements. ethod: SLCP Onsite Verification Please describe how often workers are trained on proper use of personal protective equipment: election: Accurate ethod: SLCP Onsite Verification Does the facility have any of the following measures in place related to Personal Protective Equipm ent (PPE)? (SELECT all that apply with a "X") PPE equipment and clothing provided is in good condition and replaced as needed to ensure effecti veness and protect workers from identified hazards ense: X election: Accurate ethod: SLCP Onsite Verification PPE is the correct size for all workers	Yes Yes re trained and encouraged to use personal protect before the new workers begin to work and Once per year X Lent and clothing provided are in good condition.	

Validation M	ethod: SLCP Onsite Verification		
HS-WOR-7-3	PPE equipment (such as hearing protection) is provided where noise levels approach or exceed the equivalent dose of 85 decibels (dB) for 8 hours	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-WOR-7-4	PPE equipment and clothing provided is consistently and effectively used by workers		
Facility Respo	onse: X	·	
Verification S	Selection: Inaccurate - Incorrect		
Corrected Re	isponse:		
o workers as	Data: Misunderstanding. During the factory tour and as confirmed by the facility management, we verif per job requirements at no cost. However, none of the workers in the inspection workshop were stand at this finding was corrected on the verification date.		
Non-Comp li	ance: X		
Legal Refere	nce: According to Labor Code 45/2019/QH14, Article 134		
Validation M	ethod: SLCP Onsite Verification		
HS-WOR-7-5	Warnings (either through verbal or written communication) are used to ensure that workers use PPE equipment and clothing	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
	Data: From the factory tour, document review and employee interview, we confirmed that warnings ar se PPE equipment and clothing.	e posted in the production workshop to ensure th	
Validation M	ethod: SLCP Onsite Verification		
HS-WOR-7-6	Penalties (monetary or otherwise) are used to ensure that workers use PPE equipment and clothing		
Facility Respo	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-WOR-7.1	Please describe the penalties (monetary or otherwise) used by the facility to ensure that workers us e PPE equipment and clothing:		
Facility Respo	onse:	·	
HS-WOR-7-7	The facility ensures the appropriate and safe storage of PPE equipment and clothing on-site	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-WOR-7-8	None of the above		
Facility Respo	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Machinery and	d Equipment		
HS-WOR-8	Are legally required guards properly installed and maintained on all dangerous machinery and equip ment?	Yes	
Facility Respo	onse: Yes		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification	1	
HS-WOR-9	Does the facility have legally required and up to date permits/ certificates/ licenses for the installati on/ operation/ maintenance of special machines and equipment (e.g., electrical installations, genera tor, boiler, other pressure vessels, lifting equipment, elevators and/or welding)?	No	
Facility Respo	onse: Yes		
Verification S	Selection: Inaccurate - Incorrect		
Corrected Re	sponse: No		
Verification Data: Misunderstanding. During the documentary check and as confirmed by the facility management, we noted that the facility did not notified the Dep artment of Labor - Invalids and Social Affairs in locality within 30 days before or after using the machine, equipment and materials with strict requirements on occupat ional safety as legally required.			
Non-Comp li	ance: X		
Legal Refere	Legal Reference: Law No.44/2016/ND-CP, Article 16, Point 2.		
Validation Method: SLCP Onsite Verification			

HS-WOR-10	Do operators/ technicians for machinery, equipment, electrical installations, boiler, lifting equipmen t, and/or welding have legally required license/ permit/ certification/ training?	Yes
Facility Respo	jnse: Yes	I
Verification S	election: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that:+ 2 air-com rch 22, 2021 with 2 years validation.+ 3 boiler operators were trained and qualified by authority on June 2	
Validation M	ethod: SLCP Onsite Verification	
HS-WOR-11	Does the facility have any of the following safety measures in place related to machinery and equip ment? (SELECT all that apply with a "X")	
HS-WOR-11-1	Machinery and equipment have a functioning lockout/tagout program, if applicable	
Facility Respo	onse: X	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re		
) Data: From the factory tour, document review and employee interview, we confirmed that the factory the LOTO were not defined yet.	had a LOTO procedure. However, the machine, too
Validation M	ethod: SLCP Onsite Verification	
HS-WOR-11-2	Worker machinery and equipment training records are maintained for at least the last 12 months	x
Facility Respo	onse: X	
Verification S	election: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that the worker : least the last 12 months.	machinery and equipment training records are mai
Validation M	ethod: SLCP Onsite Verification	
HS-WOR-11-3	Machinery and equipment have safety instructions displayed or posted in the facility in workers' lang uage(s)	x
Facility Respo	onse: X	
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-WOR-11-4	None of the above	
Facility Respo)nse:	
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-WOR-12	Does the facility use laser or radiation producing equipment?	No
Facility Respo	onse: No	
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-WOR-12.1	If yes, please describe what type of laser or radiation equipment is used in the facility:	
Facility Respo		<u> </u>
HS-WOR-13	Does the facility have any of the following safety measures in place related to laser/radiation equip ment? (SELECT all that apply with a "X")	
HS-WOR-13-1	Laser/radiation equipment is maintained and regularly inspected	
Facility Respo)nse:	
HS-WOR-13-2	Laser/radiation equipment have the appropriate protection	
Facility Respo	onse:	
HS-WOR-13-3	Laser/radiation equipment has the appropriate signs	
Facility Respo	onse:	
HS-WOR-13-4	Workers working with radiation sources are protected and not exposed to more than three rems/ye ar	
Facility Response:		
HS-WOR-13-5	Workers that work with laser/radiation-producing equipment understand why and how to operate t he equipment safely	
Facility Respo	inse:	
HS-WOR-13-6	None of the above	
Facility Respo	inse:	
HS-WOR-14	Is laser and radiation producing equipment in line with legal requirements?	
Facility Respo	inse:	
Ergonomics		

HS-WOR-15	Does the facility have ergonomic measures in place that consider the requirements of both women and men?	Yes
Facility Respo	inse: Yes	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-16	Does the facility have any of the following safety measures in place related to ergonomics? (SELECT all that apply with a "X")	
HS-WOR-16-1	Facility has a system for identifying, evaluating and minimizing risks from physically demanding work to prevent work-related injuries and health impacts	x
Facility Respo	onse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-16-2	Workers are rotated to reduce exposure to repetitive tasks	Not Applicable
Facility Respo	onse: Not Applicable	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-16-3	Workers can take short ergonomic breaks during the work day	x
Facility Respo	inse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-16-4	Facility provides adjustable workstations to accommodate individual worker needs	
Facility Respo	inse:	
HS-WOR-16-5	Facility provides adjustable equipment to accommodate individual worker needs	
Facility Respo	inse:	
HS-WOR-16-6	Facility provides training on ergonomic factors and good practices to prevent and/or reduce injuries	
Facility Respo	inse:	
HS-WOR-16-7	None of the above	
Facility Respo	inse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-17	Are ergonomic measures in line with legal requirements?	Yes
Facility Respo	nse: Yes	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
Hot Work		
HS-WOR-18	Does the facility perform any type of "hot work" (i.e. welding, soldering etc.)?	Yes
Facility Respo	inse: Yes	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-18.1	If yes, please describe what type of hot work is performed in the facility:	Welding
Facility Respo	onse: Welding	
Verification Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification	
HS-WOR-19	Is hot work performed in line with legal requirements?	Yes
Facility Respo	inse: Yes	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-20	Does the facility have any of the following safety measures in place related to hot work? (SELECT all that apply with a "X")	
HS-WOR-20-1	The facility has performed a risk assessment of where heat exposure may be significant	X
Facility Respo		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-20-2	Shields are in place to protect workers from radiant heat sources	X

Facility Respo	Facility Response: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
HS-WOR-20-3	Workers who are exposed to heat/radiation are given rest breaks and/or rotations	x	
Facility Respo	inse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
HS-WOR-20-4	Facility has implemented basic medical surveillance techniques to monitor workers who are expose d to heat sources	x	
Facility Respo	inse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
HS-WOR-20-5	None of the above		
Facility Respo	inse:		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
Materials Ha	ndling and Storage		
Storage			
HS-MAT-1	Does the facility have any of the following safety measures in place related to storage areas? (SELEC T all that apply with a "X")		
HS-MAT-1-1	Storage racks and shelving has been secured to permanent structures	X	
Facility Respo			
	election: Accurate		
	Data: From the factory tour, document review and employee interview, we confirmed that storage rack	rs and shelving have been secured to permanent s	
tructures.		s and sherving have been secured to permanent s	
	ethod: SLCP Onsite Verification		
HS-MAT-1-2	Lighting in storage areas is protected or explosion proof	X	
Facility Respo			
	election: Accurate		
	bata: From the factory tour, document review and employee interview, we confirmed that lighting in s	torage areas is protected.	
	ethod: SLCP Onsite Verification		
HS-MAT-1-3	Facility storage racks have adequate strength to support existing loads	X	
Facility Respo			
	election: Accurate		
Verification D xisting loads.	Data: From the factory tour, document review and employee interview, we confirmed that the facility :	storage racks have adequate strength to support e	
Validation Me	ethod: SLCP Onsite Verification	1	
HS-MAT-1-4	None of the above		
Facility Respo	inse:		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification	1	
HS-MAT-2	Are fuel storage tanks designed and handled in line with legal requirements?	Yes	
Facility Respo	inse: Yes		
Verification Selection: Accurate			
Verification Data: From the factory tour, document review and employee interview, we confirmed that fuel storage tanks were designed and handled in line with leg al requirements.			
Validation Method: SLCP Onsite Verification			
Ladders			
HS-MAT-3	Does the facility use portable ladders?	Yes	
Facility Respo	inse: Yes		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
HS-MAT-4	Does the facility have any of the following safety measures in place related to portable ladders? (SEL ECT all that apply with a "X")		

HS-MAT-4-1	Portable ladders have been inspected for damage and maintenance	X
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-MAT-4-2	Ladders have locking devices so that they are secure when open or in use	x
Facility Respo	onse: X	I
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-MAT-4-3	Workers are trained to place ladders on a secure, even surface when in use	x
Facility Resp	Donse: X	
Verification S	Selection: Accurate	
	ethod: SLCP Onsite Verification	
HS-MAT-4-4	The facility prohibits tying or fastening together ladders to achieve additional height	x
		^
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	1
HS-MAT-4-5	The facility prohibits placing ladders in front of any doors that may or may not be locked or guarded	X
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-MAT-4-6	The facility prohibits using ladders in the horizontal position as a platform or scaffolding	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-MAT-4-7	Ladders are secured when not in use	x
Facility Respo	Donse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-MAT-4-8	None of the above	
Facility Respo		
	Selection: Accurate	
	ethod: SLCP Onsite Verification	
Forklifts		
HS-MAT-5	Does the facility have forklifts (or other types of lifting equipment)?	No
Facility Respo	onse: No	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	I
HS-MAT-6	Does the facility have any of the following safety measures in place related to forklifts (and other ty pes of lifting equipment)? (SELECT all that apply with a "X")	
HS-MAT-6-1	Fork lifts are inspected and maintained on a regular basis	
Facility Respo	onse:	
HS-MAT-6-2	Forklift trucks have warning lights and audible signals for reverse travel	
Facility Respo	onse:	
HS-MAT-6-3	Facility prohibits overloading materials on forklift trucks	
Facility Response:		
HS-MAT-6-4	The facility prohibits using forklifts to lift workers so that they can perform activities at higher height s	
Facility Respo		1
	Jise:	
HS-MAT-6-5	The facility prohibits locating battery charging areas for electric forklift trucks close to storage areas of combustible materials	
HS-MAT-6-5 Facility Respo	The facility prohibits locating battery charging areas for electric forklift trucks close to storage areas of combustible materials	
	The facility prohibits locating battery charging areas for electric forklift trucks close to storage areas of combustible materials	
Facility Respo	The facility prohibits locating battery charging areas for electric forklift trucks close to storage areas of combustible materials onse: Forklift routes are clearly marked	

HS-MAT-6-7	Forklifts are parked in designated location(s) when not in use		
Facility Response:			
HS-MAT-6-8	None of the above		
Facility Resp	onse:		
Safety Warn	ings		
HS-SAF-1	Are legally required safety warnings posted in the workplace?	Yes	
Facility Resp		<u> </u>	
Verification 5	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Electrical Sa	fety		
Safety Warnin			
HS-ELE-1	Do safety warning labels exist on all electrical equipment?	Yes	
Facility Resp		<u> </u>	
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Electrical Pan	els		
	Are there any instances of unsafe maintenance related to electrical panels / control panels / distribu		
HS-ELE-2	tion boards? (SELECT all that apply with a "X")		
HS-ELE-2-1	Electrical panels are not easy to access, blocked, and not sufficiently separated from work areas		
Facility Resp	onse:		
Verification S	Selection: Accurate		
	Data: From the factory tour, document review and employee interview, we confirmed that electrical pa n work areas.	anels are easy to access, blocked, and sufficiently s	
Validation M	ethod: SLCP Onsite Verification	1	
HS-ELE-2-2	Electrical panels including circuit breakers are not adequately labeled		
Facility Resp	onse:		
Verification S	Selection: Accurate		
Verification I led.	Data: From the factory tour, document review and employee interview, we confirmed that electrical pa	anels including circuit breakers are adequately labe	
Validation M	ethod: SLCP Onsite Verification	1	
HS-ELE-2-3	Electrical panels including circuit breakers are not in line with legal requirements		
Facility Resp	onse:		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-ELE-2-4	Electrical panels / control panels / distribution boards are not well maintained and not fully enclosed in non-flammable material		
Facility Resp	onse:		
Verification S	Selection: Accurate		
	Data: From the factory tour, document review and employee interview, we confirmed that electrical pain Ind fully enclosed in non-flammable material.	anels / control panels / distribution boards are well	
Validation M	ethod: SLCP Onsite Verification		
HS-ELE-2-5	Circuit breakers are not installed in the electrical panel box		
Facility Response:			
Verification Selection: Accurate			
Verification Data: From the factory tour, document review and employee interview, we confirmed that circuit breakers are installed in the electrical panel box.			
	ethod: SLCP Onsite Verification	1	
HS-ELE-2-6	Electrical circuits show indications of overheating or burning due to being overloaded		
Facility Resp			
	selection: Accurate		
Verification Data: From the factory tour, document review and employee interview, we confirmed that electrical circuits did not show indications of overheating or b urning due to being overloaded.			
Validation Method: SLCP Onsite Verification			
HS-ELE-2-7	Switches, plugs and junction boxes are not covered and wires are exposed		
Facility Response:			

Verification Selection: Accurate		
Verification Data: From the factory tour, document review and employee interview, we confirmed that switches, plugs and junction boxes are covered and wires are exposed.		
Validation M	ethod: SLCP Onsite Verification	
HS-ELE-2-8	Electrical wirings are not insulated in non-flammable material, and are exposed	
Facility Respo	onse:	
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-ELE-2-9	None of the above	x
Facility Respo	bnse: X	1
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Electrical Wiri	ng	
HS-ELE-3	Are the following measures in place related to electrical wires, cables, switches, plugs and equipmen t (e.g. transformer, generator)? (SELECT all that apply with a "X")	
HS-ELE-3-1	Switches, plugs and junction boxes are covered so that no wires are exposed	x
Facility Respo	bnse: X	
Verification S	election: Accurate	
Verification [Data: From the factory tour, document review and employee interview, we confirmed that switches, pl	ugs and junction boxes are covered so that no wir
es are expose	ed.	
Validation M	ethod: SLCP Onsite Verification	
HS-ELE-3-2	Electrical wirings are insulated in non-flammable material	x
Facility Respo	onse: X	·
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-ELE-3-3	Electrical wirings are adequately maintained and damage free	x
Facility Respo	bonse: X	
Verification S	election: Accurate	
Validation M	ethod: SLCP Onsite Verification	
HS-ELE-3-4	Electrical wirings are in a safe place (i.e. not on the floor)	X
Facility Respo		
	ielection: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that electrical w	irings are in a safe place
	ethod: SLCP Onsite Verification	
		x
HS-ELE-3-5	Electrical wirings are properly grounded (i.e. with electrical panels, metal conduits etc.)	*
Facility Respo		
	Selection: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that electrical w	irings are properly grounded.
Validation M	ethod: SLCP Onsite Verification	
HS-ELE-3-6	Electrical wires, cables, switches, plugs and equipment (e.g. transformer, generator) are in line with I egal requirements	x
Facility Respo	onse: X	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-ELE-3-7	None of the above	
Facility Respo	onse:	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Maintenance		
HS-ELE-4 Is electrical equipment inspection and maintenance carried out by a certified, competent and authorized entity (i.e. is the electrician licensed) in line with legal requirements?		
Facility Response: Yes		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	

HS-ELE-5	Does the facility maintain records of electrical equipment maintenance activities?	Yes
Facility Respon	nse: Yes	
Verification Se	election: Accurate	
Verification Data: From the factory tour, document review and employee interview, we confirmed that the facility maintains records of electrical equipment mainten ance activities.		
Validation Me	thod: SLCP Onsite Verification	
HS-ELE-6	Does the facility conduct maintenance on live electrical equipment?	No
Facility Respor	nse: No	
Verification Se	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
Machinery		
HS-ELE-/	Is all of the machinery equipment grounded in line with legal requirements (including production eq uipment, compressors, transformer, generator, etc.)?	Yes
Facility Respor	nse: Yes	
Verification Se	election: Accurate	
	ata: From the factory tour, document review and employee interview, we confirmed that the lightnin lid to April 21, 2023.	g protection inspection was conducted on April 2
Validation Me	thod: SLCP Onsite Verification	1
HS-ELE-8	Are electrical outlets used for plugging in corded equipment in wet or damp areas protected with G FCIs (ground-fault circuit-interrupters)?	Not Applicable
Facility Respor	nse: Not Applicable	
Verification Se	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
HS-ELE-9	Are machinery and lighting connected to the appropriate type of power source/industrial connectio ns?	Yes
Facility Respor	nse: Yes	
Verification Se	election: Accurate	
	ata: From the factory tour, document review and employee interview, we confirmed that machinery a purce/industrial connections.	and lighting were connected to the appropriate ty
Validation Me	thod: SLCP Onsite Verification	
High Voltage A	reas	
HS-ELE-10	Is access to high voltage areas and generator areas restricted to authorized personnel only?	Yes
Facility Respor	nse: Yes	
Verification Se	election: Accurate	
	ata: From the factory tour, document review and employee interview, we confirmed that access to hi d personnel only.	gh voltage areas and generator areas was restricte
Validation Me	thod: SLCP Onsite Verification	
HS-ELE-11	Are any materials stored in high voltage areas?	No
Facility Respor	nse: No	
Verification Se	election: Accurate	
Validation Me	thod: SLCP Onsite Verification	
Sub-Station		
HS-ELE-12	Is there an electrical power sub-station on-site at the facility?	Yes
Facility Respor	nse: No	
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: Yes		
Verification Data: Misunderstanding. The information was updated on the verification date.		
Validation Me	thod: SLCP Onsite Verification	
HS-ELE-13	Is the sub-station in line with legal requirements or fire-rated construction?	Yes
Facility Respor	nse:	
Verification Se	election: Facility did not reply during SA/JA	
Corrected Res	ponse: Yes	
Verification Data: The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
Emergency Systems		

HS-ELE-14	Is a lightning protector/arrestor system installed on the building?	Yes	
Facility Response: Yes			
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-ELE-15	Is the lightning protector/arrestor system in line with legal requirements?	Yes	
Facility Respo	onse: Yes		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-ELE-16	Is the back-up emergency power system working and in good condition?	Yes	
Facility Respo	Donse: Not Applicable		
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	esponse: Yes		
Verification [Data: Misunderstanding. The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification		
	and Generators		
HS-ELE-17	Are the belt areas of compressors and generators fully enclosed and guarded?	Yes	
Facility Respo			
	Selection: Accurate		
		as of compressors and generators were fully enclo	
sed and guar	Data: From the factory tour, document review and employee interview, we confirmed that the belt are ded.	as of compressors and generators were fully enclo	
Validation M	ethod: SLCP Onsite Verification		
First Aid and	d Medical		
First-aid			
	Does the facility comply with legal requirements for any of the following related to first aid? (SELEC		
HS-FIR-1	T all that apply with a "X")		
HS-FIR-1-1	First-aid kits are sufficient in number	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Verification [Data: From the factory tour, document review and employee interview, we confirmed that first-aid kits	are sufficient in number.	
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-1-2	First-aid kits are sufficiently maintained (fully stocked and without expired items)	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-1-3	First aid kits are clearly marked and readily accessible	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Verification [Data: From the factory tour, document review and employee interview, we confirmed that first aid kits	are clearly marked and readily accessible.	
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-1-4	Facility trains a sufficient number of workers in first aid	x	
Facility Response: X			
Verification Selection: Accurate			
Verification Data: From the factory tour, document review and employee interview, we confirmed that the first aid team had 72 members who were trained by authority on June 17, 2022 with 1 year validation.			
Validation Method: SLCP Onsite Verification			
HS-FIR-1-5	First aid training records are retained	x	
Facility Respo			
Verification Selection: Accurate			
Verification Data: From the factory tour, document review and employee interview, we confirmed that the first aid team had 72 members who were trained by authority on June 17, 2022 with 1 year validation.			
rty on June 17, 2022 with 1 year validation. Validation Method: SLCP Onsite Verification			
HS-FIR-1-6	None of the above		
Facility Respo			
	Selection: Accurate		
venications			

Validation M	ethod: SLCP Onsite Verification	
Health Checks	i	
HS-FIR-2	Are specialized health checks conducted for workers performing high-risk activities (i.e. radiation, ch emicals, loud machinery etc.)?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that health chec ras conducted on January 6 & 7, 2023.	ks of workers were conducted every 6 months. Th
Validation M	ethod: SLCP Onsite Verification	
HS-FIR-3	Are health checks of workers conducted in line with legal requirements?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that health chec ras conducted on January 6 & 7, 2023.	ks of workers were conducted every 6 months. Th
Validation M	ethod: SLCP Onsite Verification	1
HS-FIR-4	Is documentation of health checks maintained and up to date?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Medical Treat	ment	1
HS-FIR-5	Are on-site medical facilities/clinic(s) and staff in line with legal requirements?	Yes
Facility Respo	onse: Yes	
Verification S	Selection: Accurate	
	Data: From the factory tour, document review and employee interview, we confirmed that there is a cl alth care service contract with Tuy Phong Hospital from January 4, 2021 and still valid to take care the h	
Validation M	ethod: SLCP Onsite Verification	1
HS-FIR-6	Does the facility have any of the following measures in place related to on-site medical treatment? (SELECT all that apply with a "X")	
HS-FIR-6-1	Medical facilities/clinic(s) are provided with supplies and equipment for the injuries expected	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	1
HS-FIR-6-2	Medical facilities/clinics are kept clean and sanitary	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Verification [Data: From the factory tour, document review and employee interview, we confirmed that medical fac	ilities/clinics are kept clean and sanitary.
Validation M	ethod: SLCP Onsite Verification	
HS-FIR-6-3	Medical facilities/clinics are in operation during all working hours, including overtime	x
Facility Respo	onse: X	
Verification S	Selection: Accurate	
Verification Data: From the factory tour, document review and employee interview, we confirmed that medical facilities/clinics are in operation during all working ho urs, including overtime.		
Validation M	ethod: SLCP Onsite Verification	1
HS-FIR-6-4	Medical facilities/clinic(s) have an appointed doctor/nurse	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1
HS-FIR-6-5	Medical facilities/clinic(s) are equipped for maternal healthcare	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1
HS-FIR-6-6	Medicines stored in medical facilities/clinics are kept under lock and key and only accessible by medi cal personnel	x
Facility Respo	onse: X	
Verification Selection: Accurate		

Validation Me	ethod: SLCP Onsite Verification	
HS-FIR-6-7	None of the above	
Facility Respo	nse:	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
Medical Treatr	nent Access	
HS-FIR-7	Are workers allowed access to on-site medical facilities at any time?	Yes
Facility Respo	inse: Yes	
Verification S	election: Accurate	
Verification D time.	rata: From the factory tour, document review and employee interview, we confirmed that workers are	allowed access to on-site medical facilities at any
Validation Me	ethod: SLCP Onsite Verification	
Contagious Di	seases	
HS-FIR-8	Does the facility have a written plan for handling outbreaks of contagious diseases?	Yes
Facility Respo	nse: Yes	
Verification S	election: Accurate	
Verification D gious disease	vata: From the factory tour, document review and employee interview, we confirmed that the facility l s.	nad a written plan for handling outbreaks of conta
Validation Me	thod: SLCP Onsite Verification	
HS-FIR-9	What health and safety measures does the facility have to prevent the spread of contagious disease s? (SELECT all that apply with a "X")	
HS-FIR-9-1	Bangladesh: Ensuring physical distancing among workers in line with legal requirements	
Facility Respo	inse:	
HS-FIR-9-2	Bangladesh: Complying with applicable COVID-related occupational health and safety requirements	
Facility Respo	inse:	
HS-FIR-9-3	Handwashing/sanitizing stations	x
Facility Respo	nse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
HS-FIR-9-4	Workstations are more than 6ft apart	
Facility Respo	nse: X	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse:	
Verification D	ata: Misunderstanding. From the factory tour, document review and employee interview, we confirme	ed that workstations are not more than 6ft apart.
Validation Me	thod: SLCP Onsite Verification	
HS-FIR-9-5	Physical barriers between workstations	
Facility Respo	nse: X	
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse:	
Verification D orkstations.	vata: Misunderstanding. From the factory tour, document review and employee interview, we confirme	ed that there were no physical barriers between w
Validation Me	ethod: SLCP Onsite Verification	
HS-FIR-9-6	Temperature checks or other health scans as workers enter the workplace	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-7	Training for workers on preventing the spread of contagious diseases	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: From the factory tour, document review and employee interview, we confirmed that the factory provides training for workers on preventing the sp read of contagious diseases.		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-8	Providing workers with additional PPE (e.g. masks, gloves) specifically to prevent the spread of conta gious diseases	x

Facility Respo	Facility Response: X		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification	1	
HS-FIR-9-9	Other		
Facility Respo	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-9.1	If other, please describe:		
Facility Respo	onse:		
HS-FIR-9-10	Not Applicable		
Facility Respo	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-9-11	None of the above		
Facility Respo	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Work-related	Accidents and Diseases		
HS-FIR-10	Does the facility record work-related accidents and diseases and report them to the competent aut hority in line with legal requirements?	Yes	
Facility Respo	Donse: Yes	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-11	Were records of all work-related injuries, fatalities, accidents and incidents retained for at least 12 m onths?	Yes	
Facility Respo	ponse: Yes		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-12	Number of work-related injuries that resulted in at least three days of absence from work:	0	
Facility Respo		•	
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
HS-FIR-13	Number of work-related injuries that resulted in less than three days of absence from work:	0	
Facility Respo		•	
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
HS-FIR-14	Number of work-related dangerous occurrences in the last 12 months (e.g. collapse, partial collapse, explosions, electrical fire, etc.):	0	
Facility Respo			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
HS-FIR-15	Number of commuting injuries in the last 12 months:	0	
Facility Response: 0			
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
HS-FIR-16	Number of work-related diseases in the last 12 months:	0	
Facility Response: 0			
Verification Selection: Accurate			
Validation M	Validation Method: SLCP Onsite Verification		
HS-FIR-17	Does the facility have an established accident investigation procedure to effectively determine root cause(s) and corrective actions?	Yes	
Facility Response: Yes			
Verification Selection: Accurate			
Validation M	Validation Method: SLCP Onsite Verification		

HS-FIR-18	Does the facility comply with occupational safety and health-related legal requirements on HIV/AID S?	Yes	
Facility Respo	onse: Yes		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
Contractor S	afety		
HS-CON-1	Does the facility use contractor personnel to perform maintenance work?	Yes	
Facility Respo			
	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-CON-2	Does the facility have any of the following safety measures in place, when appropriate, regarding co ntractor safety? (SELECT all that apply with a "X")		
HS-CON-2-1	Facility verifies that contractor personnel have appropriate qualifications and licenses for work being performed	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-CON-2-2	Facility provides contractor personnel with a safety orientation	x	
Facility Respo	jnse: X	1	
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-CON-2-3	Facility monitors contracted personnel to ensure they perform work in a safe and legal manner	x	
Facility Respo	Jonse: X		
	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
	Scaffolding is used in a safe way (i.e. secured to a permanent structure, able to carry intended load et		
HS-CON-2-4	c.)	X	
Facility Respo			
	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification	1	
HS-CON-2-5	Excavation and/or trenching work is performed in a safe way (i.e. will not damage or disrupt undergr ound utilities, storage tanks, or other facilities)	X	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification	1	
HS-CON-2-6	A fire extinguisher is provided by the facility when hot works are performed (i.e. if the contractor did not bring their own)	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
HS-CON-2-7	If chemicals are brought into the facility, contractors submit the relevant Safety Data Sheets ("SDS", formerly named MSDS) for review	x	
Facility Respo	Facility Response: X		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
HS-CON-2-8	None of the above		
Facility Respo	Facility Response:		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
Dormitories			
HS-DOR-1	Are building/construction, structural safety and fire permits and certificates for housing/dormitories i n line with legal requirements?		
Facility Respo	onse:		
HS-DOR-2	Does the facility have any of the following measures in place regarding housing/dormitories? (SELEC T all that apply with a "X")		

Part of the second se	HS-DOR-2-1	Housing/dormitories are separate from the production and warehouse areas (even though they may be in the same compound/industrial park)	
In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar In Solity Analysis Instanty downlot one support to be doe and how bar	Facility Respo	bnse:	
S - DOR 3.3 Isoaling/dominative sported a separate bed for each worker Field S Restormer S - DOR 3.4 isoaling/dominative sported as period by the sport and s	HS-DOR-2-2	Housing/dormitories are clean	
Pacify Report Except 2012 Pacify Report	Facility Respo	Dise:	
No. 9.2.4 Hauding/domination have minimum space dimensions in line with applicable legal requirements. Inclusion of the second	HS-DOR-2-3	Housing/dormitories provide a separate bed for each worker	
Housing Advancement Intervention Housing Advancements Intervention Housing Adv	Facility Respo		
H5-D08-3.4 Roke ar arranged in tien net more than two Interference H5-D08-2.4 Housing dominations are inten in the with applicable legal requirements Interference H5-D08-2.4 Housing dominations are protected against heat, cool, and dampines in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations are protected against heat, cool, and dampines in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations are protected against noise in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations are protected against noise in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations are protected against noise in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations are protected against fuels are in fine with applicable legal requirements Interference H5-D08-2.4 Housing dominations have free and patches water in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations have free and patches water in line with applicable legal requirements Interference H5-D08-2.4 Housing dominations have free and patches water in line with applicable legal requirements Interference H5-D08-2.8 Housing dominations have free and patches water in line with applicable legal requirements Interference H5-D08-2.8 Ho	HS-DOR-2-4	Housing/dormitories have minimum space dimensions in line with applicable legal requirements	
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HS-D0R-2-6 Houring/domitories are verifiable legal requirements Independent of the weak of the	HS-DOR-2-5	Beds are arranged in tiers not more than two	
HS-D0R-2-6 Houring/domitories are verifiable legal requirements Independent of the weak of the	Facility Respo		
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NS-D0R-27 Nousing/domitories are protected against heat, cold, and dampness in line with applicable legal requirements. NS-D0R-28 Housing/domitories are protected against heat, cold, and dampness in line with applicable legal requirements. Facility Response Housing/domitories are protected against noise in the with applicable legal requirements. Facility Response Housing/domitories are protected against disease carrying animals or insects in line with applicable legal requirements. HS-D0R-28 Musing/domitories are protected against disease carrying animals or insects in line with applicable legal requirements. Facility Response Housing/domitories are protected against disease carrying animals or insects in line with applicable legal requirements. Facility Response Housing/domitories are protected against disease carrying animals or insects in line with applicable legal requirements. Facility Response Housing/domitories are protected against disease carrying animals or insects in line with applicable legal requirements. Facility Response Housing/domitories are protected against disease carrying animals or insects in line with applicable legal requirements. Facility Response Housing/domitories have free and potable water in line with applicable legal requirements. Facility Response Housing/domitories are protected from fine in line with applicable legal requirements. Facility Response Housing/domitories are protected from fine in line with applicable legal requirements. Facility Response Housing/domito			
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HS-DOR-2-12 Housing/domitories offer workers adequate privacy Interval in the second	HS-DOR-2-11	Housing/dormitories cooking and storage facilities are in line with applicable legal requirements	
HS-DOR-2-12 Housing/domitories offer workers adequate privacy Interval in the second	Facility Respo) pnse:	
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HS-DDR-2-13 Housing/domitories have free and potable water in line with applicable legal requirements Facility Response: Housing/domitories have legally required toilets, showers, sewage and garbage disposal system HS-DDR-2-14 Housing/domitories have legally required toilets, showers, sewage and garbage disposal system Facility Response: Domitorles/rooms, toilet and bathing facilities are marked, and segregated by gender Facility Response: Housing/domitories are protected from fire in line with applicable legal requirements Facility Response: Housing/domitories are protected from fire in line with applicable legal requirements Facility Response: Housing/domitories are programe for emergencies in line with applicable legal requirements Facility Response: Housing/domitories provide provisions for pregnant and nursing mothers Facility Response: Housing/domitories having trained security personnel Facility Response: Housing/domitories in line with all other health and safety legal requirements? Facility Response: Housing/domitories in line with all other health and safety legal requirements? Facility Response: Housing/domitories in line with all other health and safety legal requirements? Facility Response: Housing/domitories in line with all other health and safety legal requirements? Facility Response: Housing/domitories in line with all other	Facility Respo		
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Verification Selection: Accurate Validation Method: SLCP Onsite Verification HS-CAN-2 Does the facility have any of the following safety measures in place regarding canteen / eating area s? (SELECT all that apply with a "X") HS-CAN-2-1 Canteen/eating areas are separate from the production areas (even though they may be in the sam x			
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HS-CAN-2 Does the facility have any of the following safety measures in place regarding canteen / eating area s? (SELECT all that apply with a "X") HS-CAN-2-1 Canteen/eating areas are separate from the production areas (even though they may be in the sam x			
HS-CAN-2-1 Canteen/eating areas are separate from the production areas (even though they may be in the sam		Does the facility have any of the following safety measures in place regarding canteen / eating area	
c compoundy moustrail party	HS-CAN-2-1		x

Facility Respo	onse: X		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
HS-CAN-2-2	Canteen / eating areas are protected from the elements and provide adequate seating, tables and li ghting	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
HS-CAN-2-3	Food preparation, storage, and eating areas are kept clean, safe, and hygienic (including temperatur e, ventilation, light, noise etc.)		
Facility Respo	onse: X		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse:		
	Data: Misunderstanding. During the factory tour and as confirmed by the facility management, we note to keep the canteen in hygienic and clean condition and free of flies and insects. N.B. We noted that this		
Non-Comp lia	ance: X		
Legal Referer	nce: According to Clause 5, Article 28, Food Safety Law.		
Validation Me	ethod: SLCP Onsite Verification		
HS-CAN-2-4	Food is prepared in a manner that reduces the potential for foodborne illnesses	x	
Facility Respo	onse: X	I	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
HS-CAN-2-5	Food service workers receive annual medical examinations to ensure they are healthy and free from communicable diseases	x	
Facility Respo	bonse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
	Food service workers handling food are trained about and follow food safety and proper hygiene rule		
HS-CAN-2-6	s	X	
Facility Respo			
	election: Accurate		
	ethod: SLCP Onsite Verification	1	
HS-CAN-2-7	Food service workers have valid health/sanitation certificates/permits, as legally required	X	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification	1	
HS-CAN-2-8	None of the above		
Facility Respo	onse:		
Verification S	ielection: Accurate		
Validation Method: SLCP Onsite Verification			
Childcare			
HS-CHI-1	Are on-site childcare facilities in line with legal requirements?	Not Applicable	
Facility Respo	onse: Not Applicable	·	
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
HS-CHI-2	Does the facility have any of the following measures in place regarding on-site childcare facilities? (S ELECT all that apply with a "X")		
HS-CHI-2-1	Childcare facilities are on the ground floor		
Facility Respo	bnse:	1	
HS-CHI-2-2	Childcare facilities are kept clean, safe, and hygienic (including temperature, ventilation, light, noise etc.)		
Facility Respo	onse:		
HS-CHI-2-3	Childcare facilities are provided with adequate supplies and infrastructure (i.e. food, recreational ite ms, washroom, feeding area etc.)		
Facility Respo			
Facility Response:			

HS-CHI-2-4	Childcare staff go through an appropriate pre-work screening process		
Facility Response:			
HS-CHI-2-5	Childcare staff are present in sufficient numbers to ensure the safety and well-being of the number of children present		
Facility Respo	Facility Response:		
HS-CHI-2-6	Capacity of the childcare facility is sufficient to cover the need of all workers		
Facility Respo	onse:		
HS-CHI-2-7	A system is in place to ensure that children are only released to parents or other authorized adult/gu ardians		
Facility Response:			
HS-CHI-2-8	None of the above		
Facility Respo	Facility Response:		
Children			
Presence on W	/ork Floor		
HS-CHIL-1	Are children below the legal minimum age for employment allowed in the production area, even if t hey are not working?	No	
Facility Respo	onse: No		
Verification S	selection: Accurate		
Validation Method: SLCP Onsite Verification			
Facilities	Facilities		
HS-FAC-1	Does the facility provide all legally required facilities?	Yes	
Facility Response: Yes			
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
Facility Com	ments		
HS-FACI-1	Please describe any concerns or difficulties with questions listed in this section:		
Facility Respo	onse:		
Verification S	election: Verification not required		
Corrected Re	sponse:		
Validation Method: SLCP Onsite Verification			
TERMINATION			
Number	Question	Final Verified Response	
Section Instructions			
Section Instructions			
	Section Description: The purpose of the Termination section is to understand the facility's social and labor practices in the final stages of employment. Termination is the voluntary or involuntary ending of the employment relationship. Termination is typically voluntary in cases of resignation or retireme nt and involuntary in cases of dismissal or layoffs. Social and Labor topics within this section include: • Forced Labor • Employment Practices • Discrimination • Facility Comments		
Forced Labor			
Sub-Section Instructions			

TER-EMP-2 Please specify which of the items below apply (SELECT all that apply with a "X")

Notice		
TER-EMP-2-1	Workers were not given notice prior to termination in line with applicable legal requirements	
Facility Resp	onse:	·
Opportunity to Defend		
TER-EMP-2-2	Workers did not have an opportunity to defend themselves before they were terminated based on t heir conduct or performance	
Facility Resp	onse:	I
Invalid Reaso	ns	
TER-EMP-2-3	Workers were terminated for invalid reasons	
Facility Resp	onse:	I
Outstanding \	Nages	
TER-EMP-2-4	Workers were not paid correctly for outstanding wages	
Facility Resp	onse:	I
Severance Pay	/ment	
TER-EMP-2-5	Workers were not paid correct severance payments	
Facility Resp	onse:	
Timely Termir	nation Payment	
TER-EMP-2-6	Termination payments were not paid on time	
Facility Response:		
Unused Annual Leave		
TER-EMP-2-7	Workers were not compensated correctly for unused annual leave	
Facility Resp	onse:	I
Other Termina	ation Benefits	
TER-EMP-2-8	Workers were not paid other termination benefits in line with legal requirements	
Facility Resp	onse:	I
Reinstatemen	t/ Compensation Orders	
TER-EMP-2-9	The facility did not comply with any order(s) to reinstate or compensate workers who were found to be unjustly terminated	
Facility Resp	onse:	1
Suspension /	Reduction Workforce	
TER-EMP-3	Does the facility comply with legal requirements before suspending workers or reducing the size of the workforce due to economic, technological, structural, operational or other similar changes?	Yes
Facility Resp	onse: Yes	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
TER-EMP-4	Did the facility consult with worker representatives and/or trade union representatives to develop a lternatives to suspension or reduction in workforce that was due to economic, technological, struct ural, operational or other similar changes?	Not Applicable
Facility Resp	onse: Not Applicable	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
Discrimination		
Sub-Section Instructions		

	Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction b ased on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disabilit y, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact res ult in unequal treatment of people with certain characteristics. Distinctions are permissible when th ey are necessary because of the inherent requirements of the particular job, although this exception is rare. Also, measures to protect certain categories of workers are acceptable when they are provide d for under international labor Conventions and Recommendations, such as maternity protection. Di stinctions also may be permissible under national laws designed to help groups who need special pro tection, for example, laws that offer preferential treatment to women in hiring in order to remedy t he effects of past discrimination. Applicable legal standards include the ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards for discrimination; other conventions in force in th e country; applicable legal requirements Other relevant ILO documents: R90 Equal Remuneration R ecommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958, C1 56 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981	
Termination	·	
TER-DIS-1	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disabili ty, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibil ities, age or nationality/foreign migrant worker status been a factor in decisions regarding terminatio n, forced resignation, retrenchment or retirement?	Νο
Facility Respo	onse: No	
Verification	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
TER-DIS-2	Which of the following is a factor in decisions on termination, forced resignation, retrenchment or re tirement? (SELECT all that apply with a "X")	
TER-DIS-2-1	Race / Skin Color	
Facility Respo	bnse:	
TER-DIS-2-2	Sex / Gender	
Facility Respo	Donse:	
TER-DIS-2-3	Religion	
	· ·	
Facility Respo		
TER-DIS-2-4	Political Opinion	
Facility Respo		
TER-DIS-2-5	National Extraction	
Facility Respo	onse:	
TER-DIS-2-6	Social Origin	
Facility Respo	onse:	
TER-DIS-2-7	Disability	
Facility Respo	Donse:	
TER-DIS-2-8	HIV / AIDS Status (real or perceived)	
Facility Respo	nse:	
TER-DIS-2-9	Sexual Orientation	
Facility Respo		
TER-DIS-2-10	Pregnancy / Maternity Status	
Facility Respo		
TER-DIS-2-11	Marital Status	
Facility Respo	bnse:	
TER-DIS-2-12	Age	
Facility Respo	onse:	
TER-DIS-2-13	Nationality / Foreign Migrant Worker Status	
Facility Respo	onse:	
TER-DIS-2-14	Family responsibilities	
Facility Respo		I
TER-DIS-2-15	Other	
Facility Response:		
Please describe what "Other" factor is considered in decisions regarding termination, forced resignati		
TER-DIS-2.1	on, retrenchment or retirement:	

Ave decisions of termination, forced resignation, retrenchment or retirement been dependent upon a worker's absence due to illness? In a courte due to a worker filing a complaint or taking part in proceedings against the facility? In a complaint or taking part in proceedings against the facility? In a complaint or taking part in proceedings against the facility? In a court of the court of	No		
n a worker's absence due to illness? onse: No Gelection: Accurate ethod: SLCP Onsite Verification Proceedings Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filin g a complaint or taking part in proceedings against the facility? onse: No Gelection: Accurate ethod: SLCP Onsite Verification			
Selection: Accurate ethod: SLCP Onsite Verification Proceedings Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filin g a complaint or taking part in proceedings against the facility? ponse: No Selection: Accurate ethod: SLCP Onsite Verification	No		
ethod: SLCP Onsite Verification Proceedings Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filin g a complaint or taking part in proceedings against the facility? onse: No selection: Accurate ethod: SLCP Onsite Verification	No		
Proceedings Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filin g a complaint or taking part in proceedings against the facility? onse: No Selection: Accurate ethod: SLCP Onsite Verification	No		
Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filin g a complaint or taking part in proceedings against the facility? onse: No Selection: Accurate ethod: SLCP Onsite Verification	No		
g a complaint or taking part in proceedings against the facility? onse: No selection: Accurate ethod: SLCP Onsite Verification	No		
Selection: Accurate ethod: SLCP Onsite Verification			
ethod: SLCP Onsite Verification			
	Verification Selection: Accurate		
equirements			
Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Discrimination in Termination?	No applicable legal requirements		
onse: No applicable legal requirements			
Selection: Accurate			
ethod: SLCP Onsite Verification			
equirements			
Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Termination Practices?	No applicable legal requirements		
onse: No applicable legal requirements			
Verification Selection: Accurate			
ethod: SLCP Onsite Verification			
Is the facility in non-compliance with any legal requirements for Termination pertaining to non-prod uction workers and/or sub-contracted workers?	No		
onse: No			
Selection: Accurate			
ethod: SLCP Onsite Verification			
ments			
Please describe any concerns or difficulties with questions listed in this section:			
pnse:			
Selection: Verification not required			
isponse:			
ethod: SLCP Onsite Verification			
ENT SYSTEMS			
Question	Final Verified Response		
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Section Instructions Section Instructions			
Section Description: Management Systems related to Social and Labor practices are very facility dep endent. They can take many forms depending upon a facility's size, worker demographics, productio n process and organizational maturity. However, despite their general differences, common themes can be found within most social management systems. With this in mind, the questions below repre sent an information gathering exercise on possible Social and Labor elements the facility might have based on a Plan, Do Check, Act "PDCA" structure. PDCA is framework for managing processes and sys tems and within this tool, covers the following items: "Plan" - Polices and Procedures / Strategy an			
	election: Accurate election: Accurate election: Accurate ethod: SLCP Onsite Verification equirements Are facility practices out of compliance with any legal requirements not covered elsewhere regardin g Termination Practices? nnse: No applicable legal requirements election: Accurate ethod: SLCP Onsite Verification Is the facility in non-compliance with any legal requirements for Termination pertaining to non-prod uction workers and/or sub-contracted workers? nnse: No election: Accurate election: Verification ments Please describe any concerns or difficulties with questions listed in this section: unse: election: Verification not required sponse: election: Verification NT SYSTEMS Question Uctions Ection Section Description: Management Systems related to Social and Labor practices are very facility dep endent. They can take many forms depending upon a facility's size, worker demographics, productio n process and organizational maturity. However, despite their general differences, common themes can be found within most social management systems. With this in mind, the questions below repre		

Policies Provide a facility have written policies and/or formal procedures for social and labor practices? (SELE CT all that apply with a 'X')Colspan="2">Colspan="2"MS-PLA-10Policy colspan="2">Policy colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2">Colspan="2"MS-PLA-11Policy colspan="2">Policy colspan="2"Colspan="2">Colspan="2"Policy colspan="2"Colspan="2">Colspan="2" <colspan="2"<colspan="2"<colspan="2">Colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<< th=""></colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<colspan="2"<<></colspan="2"<colspan="2"<colspan="2">		
MS-FLX-1 CT all that apply with a "X") K MS-PLA-1-1 Written Policies X Facility Response: X X Verification Selection: Accurate Verification Validation Method: SLCP Onsite Verification Policy on salary and allowance, policy on probibility on policies: MS-PLA-11 Please provide a list of all relevant written policies: Policy on salary and allowance, policy on probibility on on-discrimination Facility Response: Policy on salary and allowance, policy on probibility on probibility on policy on probibility response; Accurate Verification Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X MS-PLA-12 Written Procedures X Validation Method: SLCP Onsite Verification X MS-PLA-12 Vritten Procedures X Validation Method: SLCP Onsite Verification X MS-PLA-12 Please provide a list of all relevant written procedures: recruitment procedure, stop working procedure, complaint procedure Validation Method: SLCP Onsite Verification recruitment procedure, stop working procedure, complaint procedure Validation Method: SLCP Onsite Verification Seconsite Verification		
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MS-PLA-1.2 Please provide a list of all relevant written procedures: complaint procedure Facility Response: recruitment procedure, stop working procedure, complaint procedure complaint procedure Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-1-3 No written policies or procedures in place (but informal procedures may exist) Image: Complaint procedure Facility Response: Verification Accurate Verification Selection: Accurate		
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MS-PLA-1-3 No written policies or procedures in place (but informal procedures may exist) Facility Response: Verification Selection: Accurate		
Facility Response: Verification Selection: Accurate		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-1.3 Please describe these informal procedures:		
Facility Response:		
MS-PLA-2 Do these policies and/or procedures have a reference to national law and/or international requireme nts? (SELECT all that apply with a "X")		
MS-PLA-2-1 Reference to national law X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-2-2 Reference to international law/ILO conventions X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-2.1 Please describe which international laws/ILO conventions are referenced: ILO Core Conventions related to Child Labor (138 & 132), Forced Labor (29 & 105), Discrimination (10 0 & 111), Freedom of Association and Collective B argaining (87 & 98)		
Facility Response: ILO Core Conventions related to Child Labor (138 & 132), Forced Labor (29 & 105), Discrimination (100 & 111), Freedom of Association and Collective Ba rgaining (87 & 98)		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-2-3 Reference to other national or international requirements/declarations/goals/guiding principles etc.		
Facility Response: X		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: Misunderstanding. The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
MS-PLA-2.2 Please describe which other national or international requirements / declarations / goals / guiding pr inciples are referenced:		

	Facility Response: The Universal Declaration of Human Rights, UN Sustainable Development Goals, Guiding Principles for Business and Human Rights, OECD Guidelines for Multinational Enterprises etc.		
Verification Selection: No longer applicable due to verification			
Corrected Re			
Validation Method: SLCP Onsite Verification			
MS-PLA-2-4	No references to any of the above		
Facility Respo			
	election: Accurate		
Validation Me	Validation Method: SLCP Onsite Verification		
MS-PLA-3	Which of the following topics are included within the facility's written policies and procedures? (SEL ECT all that apply with a "X")		
MS-PLA-3-1	Recruitment and hiring	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification	1	
MS-PLA-3.1	Please provide a list of all written policies and procedures referencing recruitment and hiring:	recruitment and hiring procedure	
Facility Respo	onse: recruitment and hiring procedure		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-3-2	Termination and retrenchment	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-3.2	Please provide a list of all written policies and procedures referencing termination and retrenchmen t:	termination and retrenchment procedure	
Facility Respo	onse: termination and retrenchment procedure		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-3-3 Facility workplace rules X			
Facility Response: X			
	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-3.3	Please provide a list of all written policies and procedures referencing facility workplace rules:	workplace regulations	
	ponse: workplace regulations		
	election: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-3-4		v	
	Child labor and/or young workers	X	
Facility Respo			
	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification	1	
MS-PLA-3.4	Please provide a list of all written policies and procedures referencing child labor and/or young work ers:	The policy on probihiting child labor use	
Facility Response: The policy on probihiting child labor use			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-3-5	Prohibition of forced labor	x	
Facility Respo	Facility Response: X		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-3.5	MS-PLA-3.5 Please provide a list of all written policies and procedures referencing prohibition of forced labor: Policy on forced labor prohibition		
Facility Response: Policy on forced labor prohibition			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-3-6	Anti-harassment and abuse	x	

Facility Respo	nse: X	
Verification Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3.6	Please provide a list of all written policies and procedures referencing anti-harassment and abuse:	Policy on Anti-harassment and abuse
Facility Respo	nse: Policy on Anti-harassment and abuse	1
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3-7	Anti-discrimination	x
Facility Respo	nse: X	
	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3.7	Please provide a list of all written policies and procedures referencing anti-discrimination:	Policy on no-discrimination
Facility Respo	onse: Policy on no-discrimination	
	election: Accurate	
	ethod: SLCP Onsite Verification	
MS-PLA-3-8	Working hours	X
Facility Respo		^
	election: Accurate	
	ethod: SLCP Onsite Verification	Delinu en werking time
MS-PLA-3.8	Please provide a list of all written policies and procedures referencing working hours:	Policy on working time
	nse: Policy on working time	
	election: Accurate	
	ethod: SLCP Onsite Verification	1
MS-PLA-3-9	Wages and benefits	X
Facility Respo		
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3.9	Please provide a list of all written policies and procedures referencing wages and benefits:	Policy on salary and allowances
Facility Respo	nse: Policy on salary and allowances	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3-10	Discipline	x
Facility Respo	onse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3.10	Please provide a list of all written policies and procedures referencing discipline:	Policy on discipline
Facility Respo	nse: Policy on discipline	,
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3-11	Freedom of association and collective bargaining	x
Facility Respo	nse: X	1
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
	Please provide a list of all written policies and procedures referencing freedom of association and col	Policy on freedom of association and collective b
MS-PLA-3.11	lective bargaining:	argaining
Facility Respo	nse: Policy on freedom of association and collective bargaining	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3-12	Grievance systems	X
Facility Respo	inse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-PLA-3.12	Please provide a list of all written policies and procedures referencing grievance systems:	grievance procedure

Facility Response: grievance procedure			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-3-13 Worker feedback			
Facility Response:			
MS-PLA-3.13 Please provide a list of all written policies and procedures referencing worker feedback:			
Facility Response:			
MS-PLA-3-14 Health and safety	X		
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-3.14 Please provide a list of all written policies and procedures referencing health and safety:	Regulations on health and safety		
Facility Response: Regulations on health and safety			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-3-15 Foreign migrant workers			
Facility Response: X			
Verification Selection: Inaccurate - Misunderstanding			
Corrected Response:			
Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the fac grant workers.	cility did not establish the procedure of foreign mi		
Validation Method: SLCP Onsite Verification			
MS-PLA-3.15 Please provide a list of all written policies and procedures referencing foreign migrant workers:			
Facility Response: regulations on foreign migrant workers			
Verification Selection: No longer applicable due to verification			
Corrected Response:			
Validation Method: SLCP Onsite Verification			
MS-PLA-3-16 Domestic migrant workers	Х		
MS-PLA-3-16 Domestic migrant workers Facility Response: X	X		
	x		
Facility Response: X	X		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification	X regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers:			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate			
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Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the face	regulations on domestic migrant workers		
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Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the fact rkers. Validation Method: SLCP Onsite Verification	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factor rkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers:	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3-17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factorkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: X Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factorkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Facility Response: Policy on homeworkers	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factorkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Validation Method: SLCP Onsite Verification MS-PLA-3.17 MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Selection: No longer applicable due to verification	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the fact rkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Verification Selection: Inaccurate - Misunderstanding Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Corrected Response: Verification Corrected Response: Verification	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factor rkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Verification Selection: Inaccurate - Misunderstanding Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Corrected Response: Verification Validation Method: SLCP Onsite Verification Corrected Response: Validation Method: SLCP Onsite Verification Corrected Response: <tr< td=""><td>regulations on domestic migrant workers</td></tr<>	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3-17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factor kers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Selection: No longer applicable due to verification Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-3.18 Suppliers/subcontractors	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3-17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the factor rkers. Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Validation Method: SLCP Onsite Verification MS-PLA-3.17 MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Selection: No longer applicable due to verification	regulations on domestic migrant workers		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3.16 Please provide a list of all written policies and procedures referencing domestic migrant workers: Facility Response: regulations on domestic migrant workers Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-3-17 Homeworkers Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Method: SLCP Onsite Verification MS-PLA-3-17 Homeworkers Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding, From the document review and employee interview, we confirmed that the factoriers Validation Method: SLCP Onsite Verification MS-PLA-3.17 Please provide a list of all written policies and procedures referencing homeworkers: Facility Response: Policy on homeworkers Verification Selection: No longer applicable due to verification Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-3-18 Suppliers/subcontractors Facility Response: X Verification Selection: Accurate <td>regulations on domestic migrant workers regulations on domestic migrant workers cility did not establish the procedure for home wo cility did not establish the procedure for home wo</td>	regulations on domestic migrant workers regulations on domestic migrant workers cility did not establish the procedure for home wo cility did not establish the procedure for home wo		

Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-3-19	Raw materials sourcing		
Facility Respo	onse: X		
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	rsponse:		
Verification [Data: Misunderstanding. The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-3.19	Please provide a list of all written policies and procedures referencing raw materials sourcing:		
Facility Respo	onse: Policy on raw materials sourcing	I	
Verification S	Selection: No longer applicable due to verification		
Corrected Re	rsponse:		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-3-20	Bribery and anti-corruption	x	
Facility Respo	Donse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-3.20	Please provide a list of all written policies and procedures referencing Bribery and anti-corruption:	Policy on Bribery and anti-corruption	
	onse: Policy on Bribery and anti-corruption		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-3-21	Other	x	
		^	
Facility Respo			
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-3.21	If other, please describe and provide a list of the relevant written policies and procedures:	Environment policies and procedures, First Aid pr ocedures	
Facility Respo	onse: Environment policies and procedures, First Aid procedures		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-4	Which of the following topics are included within the facility's written policies and procedures for ch ild labor and young workers? (SELECT all that apply with a "X")		
MS-PLA-4-1	Facility minimum age requirement	х	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-4-2	Facility minimum age requirements for certain types of workers (if applicable)		
Facility Respo	Donse:		
Verification S	Selection: Accurate		
Validation Method: SLCP Onsite Verification			
MS-PLA-4-3	Age Verification Process	X	
Facility Respo			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
	Remediation for child labor (for when children under the legal minimum working age are found to b		
MS-PLA-4-4	e working for the facility)	x	
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-4-5	Children visiting facility production areas (i.e. for when those under the legal working are visiting the production floor)		
Facility Respo	onse: X		
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Response:			

Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation Method: SLCP Onsite Verification			
MS-PLA-4-6	Work restrictions for young workers	x	
Facility Resp	ponse: X	1	
Verification	Selection: Accurate		
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-4-7	Work restrictions for apprentices/interns/trainees		
Facility Resp	ponse: X	1	
Verification	Selection: Inaccurate - Misunderstanding		
Corrected R	esponse:		
Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-4-8	Other		
Facility Resp	Jonse:	1	
Verification	Selection: Accurate		
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-4.1	If other, please describe:		
Facility Resp) ponse:	1	
	Which of the following topics are included within the facility's written policies and procedures for th		
MS-PLA-5	e prohibition of forced labor? (SELECT all that apply with a "X")		
MS-PLA-5-1	Prohibition of forced labor	x	
Facility Resp	oonse: X		
Verification	Selection: Accurate		
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-5-2	Prohibition of bonded labor	x	
Facility Resp	bonse: X		
Verification	Selection: Accurate		
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-5-3	Prohibition of indentured labor	x	
Facility Resp	ionse: X		
Verification	Selection: Accurate		
Validation N	Aethod: SLCP Onsite Verification		
MS-PLA-5-4	Prohibition of prison labor	x	
Facility Resp	ponse: X		
Verification	Selection: Accurate		
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-5-5	Prohibition of human trafficking	x	
Facility Resp	ponse: X	·	
Verification	Selection: Accurate		
Validation N	Aethod: SLCP Onsite Verification		
MS-PLA-5-6	Voluntary employment	x	
Facility Resp	ponse: X		
Verification Selection: Accurate			
Validation N	Nethod: SLCP Onsite Verification		
MS-PLA-5-7	Voluntary overtime	x	
Facility Resp	yonse: X		
Verification	Selection: Accurate		
Validation M	Nethod: SLCP Onsite Verification		
MS-PLA-5-8	Freedom of movement	X	
Facility Resp	ponse: X	I	
	Selection: Accurate		
Validation Method: SLCP Onsite Verification			
MS-PLA-5-9	Voluntary end of employment	x	

Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-5-10 Ethical recruitment/ use of employment agencies, recruiters, and/or labor agents Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification MS-PLA-5-11			
MS-PLA-5-10 Ethical recruitment/ use of employment agencies, recruiters, and/or labor agents Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification			
Facility Response: X Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification			
Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification			
Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification			
Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification			
Validation Method: SLCP Onsite Verification			
MS-PLA-5-11 State-imposed forced labor/ Government-mandated forced labor			
Facility Response: X			
Verification Selection: Inaccurate - Misunderstanding			
Corrected Response:			
Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation Method: SLCP Onsite Verification			
MS-PLA-5-12 Other			
Facility Response:			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-5.1 If other, please describe:			
Facility Response:			
Which of the following topics are included within the facility's written policies and procedures for an			
MS-PLA-6 ti-harassment and abuse? (SELECT all that apply with a "X")			
MS-PLA-6-1 Appropriate behavior among/between workers, management, supervisors X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-6-2 Appropriate behavior by security guards (if applicable) X			
Facility Response: X			
Verification Selection: Accurate			
Verification Selection: Accurate			
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
Validation Method: SLCP Onsite Verification			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X X			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification: Accurate			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-6-4 Anti-discrimination			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification: Accurate Verification Method: SLCP Onsite Verification Validation Method: SLCP Onsite Verification X X MS-PLA-6-4 Anti-discrimination X Facility Response: X X X			
Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification Selection: Accurate Verification Method: SLCP Onsite Verification MS-PLA-6-4 Anti-discrimination X Facility Response: X Verification Selection: Accurate			
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Validation Method: SLCP Onsite Verification MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-6-4 Anti-discrimination X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate X Verification Selection: Accurate Verification Selection: Accurate X Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-6-5 Other Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate			
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Validation Wethod: SLCP Onsite VerificationXMS-PLA-6-3Violence and harassment in the workplaceXFacility Response: XVerification: AccurateValidation Wethod: SLCP Onsite VerificationXMS-PLA-6-4Anti-discriminationXFacility Response: XVerification: AccurateVerification Selection: AccurateXVerification Selection: AccurateVerificationVerification Selection: AccurateVerificationValidation Wethod: SLCP Onsite VerificationVerificationMS-PLA-6.1If other, please describe:Image: Superselective: SLCP Onsite VerificationMS-PLA-7Which of the following topics are included within the facility's written policies and procedures for an ti-discrimination? (SELECT all that apply with a "X")MS-PLA-7.1Non-discrimination based on race / skin colorX			
Validation Wethod: SLCP Onsite VerificationXMS-PLA-6-3Violence and harassment in the workplaceXFacility Response: XVerification Selection: AccurateValidation Method: SLCP Onsite VerificationXMS-PLA-6-4Anti-discriminationXFacility Response: XVerification Selection: AccurateVerification Selection: AccurateVerificationVerification Selection: AccurateVerificationVerification Selection: AccurateVerificationVerification Selection: AccurateVerificationVerification Selection: AccurateVerificationValidation Method: SLCP Onsite VerificationImage: Superior Selection: AccurateValidation Method: SLCP Onsite VerificationImage: Superior Selection: AccurateVerification Selection: AccurateImage: Superior Selection: AccurateVerification Selection: AccurateImage: Superior Selection: AccurateVerification Selection: AccurateImage: Superior Selection: AccurateValidation Method: SLCP Onsite VerificationImage: Superior Selection: AccurateMS-PLA-1Image: Superior Selection: AccurateImage: Superior Selection: AccurateMS-PLA-7Which of the following topics are included within the facility's written p			
Validation Wethod: SLCP Onsite Verification X MS-PLA-6-3 Violence and harassment in the workplace X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-6-4 Anti-discrimination X Facility Response: X Verification Selection: Accurate X Verification Selection: Accurate X X Validation Method: SLCP Onsite Verification X X Validation Method: Selection: Accurate Verification Selection: Accurate X Validation Method: SLCP Onsite Verification S X MS-PLA-6-5 Other C C Facility Response: Verification Selection: Accurate Y Validation Method: SLCP Onsite Verification S S MS-PLA-6.1 If other, please describe: S S Validation Method: SLCP Onsite Verification S S S MS-PLA-7.1 Mich of the following topics are included within the facility's written policies and proceedures for an ti-discrimination? (SELECT all that apply with a "X") X S MS-PLA-7.1 Non-discrimination based on race / skin color X			

Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
S-PLA-7-3 Non-discrimination based on religion X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
5-PLA-7-4 Non-discrimination based on political opinion X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
5-PLA-7-5 Non-discrimination based on national extraction X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
5-PLA-7-6 Non-discrimination based on social origin X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
5-PLA-7-7 Non-discrimination based on disability X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
5-PLA-7-8 Non-discrimination based on HIV/AIDS status (real or perceived) X			
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
- PLA-7-9 Non-discrimination based on sexual orientation			
S-PLA-7-9 Non-discrimination based on sexual orientation X			
Facility Response: X			
Facility Response: X Verification Selection: Accurate			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification S-PLA-7-10 Non-discrimination based on pregnancy/maternity status			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification S-PLA-7-10 Non-discrimination based on pregnancy/maternity status Xalidation Selection: X			
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification S-PLA-7-10 Non-discrimination based on pregnancy/maternity status X Facility Response: X Verification Selection: Accurate			
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Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification Selection: Accurate Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification Validation Method: SLCP Onsite Verification Validation Method: SLCP Onsite Verification Validation Nethod: SLCP Onsite Verification Selection: Accurate Validation Method: SLCP Onsite Verification Selection: Accurate Validation Nethod: SLCP Onsite Verification Validation Nethod: SLCP Onsite Verification Validation Nethod: SLCP Onsite Verification Selection: Accurate Validation Nethod: SLCP Onsite Verification Selection: Accurate Validation Nethod: SLCP Onsite Verification Validation Nethod: SLCP Onsite Verification Verification Selection: Accurate			
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Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-7-16	Non-discrimination in recruitment and hiring	x	
Facility Resp	onse: X	1	
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-7-17	Non-discrimination in compensation and promotion	x	
Facility Resp	· · ·		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-7-18		X	
	Non-discrimination in working conditions	^	
Facility Resp			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-7-19	Non-discrimination in discipline	X	
Facility Resp	onse: X		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-7-20	Non-discrimination in termination	X	
Facility Resp	onse: X		
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-7-21	Unconscious bias	x	
Facility Resp	onse: X	1	
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-7-22	Other		
Facility Resp	onse:		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-7.1	If other, please describe:		
Facility Resp			
MS-PLA-8	Which of the following topics are included within the facility's written policies and procedures for w orking hours? (SELECT all that apply with a "X")		
MS-PLA-8-1	Regular hours	x	
Facility Resp	onse: X		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-8-2	Overtime - Including maximum hours possible	x	
		^	
Facility Response: X			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-8-3	Premium rates	X	
Facility Resp			
Verification	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-8-4	Overtime applicability and corresponding rates of pay	Х	
Facility Resp	onse: X		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-8-5	Overtime accessibility for all workers	x	
Facility Resp	onse: X	·	
Verification	Selection: Accurate		

Validation Method: SLCP Onsite Verification			
MS-PLA-8-6	Other		
Facility Respo	onse:	1	
Verification S	Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-8.1	If other, please describe:		
Facility Respo) onse:	1	
MS-PLA-9	Which of the following topics are included within the facility's written policies and procedures for w ages and benefits? (SELECT all that apply with a "X")		
MS-PLA-9-1	Wage payments	x	
Facility Respo	onse: X	·	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9-2	Wage calculations	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9-3	Rates by unit	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9-4	Overtime pay	x	
Facility Respo	Donse: X	I	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9-5	Paid leave	x	
Facility Respo	ponse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9-6	Annual leave	x	
Facility Respo) pnse: X		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-9-7	Sick leave	x	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-9-8	Maternity leave	x	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-9-9	Paternity leave	x	
Facility Respo		``	
	Selection: Accurate		
MS-PLA-9-10	ethod: SLCP Onsite Verification	v	
	Emergency family leave	X	
	Facility Response: X		
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
MS-PLA-9-11	Benefits	X	
Facility Response: X			
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		

MS-PLA-9-12	Deductions	X	
Facility Respo	onse: X		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9-13	Other		
Facility Respo	onse:	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-9.1	If other, please describe:		
Facility Respo	onse:	1	
MS-PLA-10	Which of the following topics are included within the facility's written policies and procedures for dis cipline? (SELECT all that apply with a "X")		
MS-PLA-10-1	Facility rules concerning discipline	x	
Facility Respo	onse: X	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-10-2	Worker appeals process	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-10-3	Worker grievance process	x	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-10-4	Other		
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-PLA-10.1	If other, please describe:		
Facility Respo			
MS-PLA-11	Which of the following topics are included within the facility's written policies and procedures for fre edom of association and collective bargaining? (SELECT all that apply with a "X")		
MS-PLA-11-1	Right to freedom of association / Right to form or join a trade union	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	1	
MS-PLA-11-2	Rights to freely choose worker representatives (or facility commitments to not obstruct this)	X	
Facility Respo	onse: X		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification	1	
MS-PLA-11-3	Rights to bargain collectively	x	
Facility Respo	onse: X		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-11-4	Non-discrimination and non-retaliation of workers on basis of trade union membership/non-membership or activities	x	
Facility Respo	onse: X		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-11-5	Non-discrimination and non-retaliation of workers on basis of their worker representative role or activities	x	
Facility Respo	onse: X	ı	
Verification S	Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification			

MS-PLA-11-6	Democratic election and engagement of worker representatives	X		
Facility Respo	onse: X			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-11-7	Communications and consultation process	x		
Facility Respo	onse: X			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-11-8	Right to participate in strikes / industrial action	x		
Facility Respo	ponse: X			
Verification S	Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-11-9	Other			
Facility Respo				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
MS-PLA-11.1				
	If other, please describe:			
Facility Respo				
MS-PLA-12	Which of the following topics are included within the facility's written policies and procedures for gri evance systems? (SELECT all that apply with a "X")			
MS-PLA-12-1	Grievance system and process	x		
Facility Respo	onse: X			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-12-2	Non-reprisal for workers filing a grievance/complaint	x		
Facility Respo	onse: X			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-12-3	Equal access to grievance systems for both female and male workers	x		
Facility Respo	onse: X			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-12-4	Worker Feedback			
Facility Respo	pnse:			
MS-PLA-12-5	Equal importance given to all concerns and grievances	x		
Facility Respo				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
MS-PLA-12-6	Commitment to confidentiality throughout the entire grievance process	X		
		^		
Facility Respo				
Verification Selection: Accurate				
	ethod: SLCP Onsite Verification			
MS-PLA-12-7	Providing time off (including monetary compensation) during a grievance process	X		
Facility Response: X				
Verification Selection: Accurate				
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-12-8	Other			
Facility Respo	onse:			
Verification S	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-PLA-12.1	If other, please describe:			
Facility Respo	onse:			
L				

MS-PLA-13-1 Occupational health and safety laws X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-2 General work environment (i.e. ventilation, cleanliness, noise, etc.) X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-3 Building safety X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-4 Powered Motor Vehicles (PMV) procedures		
Facility Response: X		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: Misunderstanding. From the document review and employee interview, we confirmed that the policy and procedure for health and safety was established. However, it did not include Powered Motor Vehicles (PMV) procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-5 Emergency preparedness X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-6 Chemicals/Hazardous substances X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-7 Nanomaterials		
Facility Response: X		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: Misunderstanding. The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-8 Worker Protection (personal protective equipment, machinery and equipment etc.) X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-9 Pressure vessels safety X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-10 Materials handling and storage X		
Facility Response: X		
Verification Selection: Accurate		
Venification Selection. Accurate		
Validation Method: SLCP Onsite Verification		
Validation Method: SLCP Onsite Verification		
Validation Method: SLCP Onsite Verification MS-PLA-13-11 Above Ground Storage Tanks & Underground Storage Tanks X		
Validation Method: SLCP Onsite Verification MS-PLA-13-11 Above Ground Storage Tanks & Underground Storage Tanks X Facility Response: X X		
Validation Method: SLCP Onsite Verification MS-PLA-13-11 Above Ground Storage Tanks & Underground Storage Tanks X Facility Response: X Verification Selection: Accurate		

	Verification Selection: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-13	First aid/Medical	x		
Facility Respo	nse: X			
Verification S	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-14	Bloodborne pathogens procedures	x		
Facility Respo		^		
	election: Accurate			
	thod: SLCP Onsite Verification			
MS-PLA-13-15	Contractor safety	X		
Facility Respo	nse: X			
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-16	Dormitories			
Facility Respo	nse:			
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-17	Canteens	x		
Facility Respo	nse: X	1		
Verification S	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-18	Childcare			
Facility Respo				
	election: Accurate			
	thod: SLCP Onsite Verification			
MS-PLA-13-19	Standard operating procedures (SOPs) for how to perform each job safely	X		
Facility Respo	nse: X			
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-20	Steps for workers to raise health and safety concerns	x		
Facility Respo	nse: X			
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-21	Protection against retaliation for workers who raise health and safety concerns	x		
Facility Respo	nse: X	1		
Verification Se	election: Accurate			
Validation Me	thod: SLCP Onsite Verification			
MS-PLA-13-22	Other			
Facility Respo				
	election: Accurate			
	thod: SLCP Onsite Verification			
MS-PLA-13.1	If other, please describe:			
Facility Respo				
MS-PLA-14	Which of the following topics are included within the facility's written policies and procedures for for eign migrant workers? (SELECT all that apply with a "X")			
MS-PLA-14-1	Reference to following all local laws for recruitment in both the sending and receiving countries			
Facility Respo	nse: X			
Verification Selection: No longer applicable due to verification				
Verification Se	Corrected Response:			
	sponse.			
Corrected Res	thod: SLCP Onsite Verification			
Corrected Res				

Verification Selection: No longer applicable due to verification			
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-3	Employment contracts		
Facility Respo	onse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-4	Deposits		
Facility Respo	onse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-5	Bank accounts		
Facility Respo	onse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-6	Handling of government-issued identification documents		
Facility Respo	bnse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-7	Accommodations		
Facility Respo	bnse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-8	Arrival orientation		
Facility Respo	bnse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-9	Freedom of movement		
Facility Respo	bnse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-10	Non-discrimination in employment		
Facility Respo	bnse: X		
Verification S	election: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Me	ethod: SLCP Onsite Verification		
MS-PLA-14-11	Harassment and abuse in employment		
Facility Respo	onse: X		
	election: No longer applicable due to verification		
Corrected Re			
	ethod: SLCP Onsite Verification		
MS-PLA-14-12	Discipline in employment		
Facility Response: X			
Verification Selection: No longer applicable due to verification			
Corrected Response:			
Conected response:			

Validation M	Validation Method: SLCP Onsite Verification		
MS-PLA-14-13	Repatriation / end of employment		
Facility Respo	bnse: X		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	isponse:		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-14-14	Early termination of contract by migrant worker		
Facility Respo	bnse: X		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	isponse:		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-14-15	Involuntary termination of contract by employer		
Facility Respo	onse: X		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	isponse:		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-14-16	Requirements for labor agents/brokers		
Facility Respo			
	Selection: No longer applicable due to verification		
Corrected Re			
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-14-17	Other		
Facility Respo) Dise:		
	Selection: No longer applicable due to verification		
Corrected Re			
	ethod: SLCP Onsite Verification		
MS-PLA-14.1	If other, please describe:		
Facility Respo			
	Which of the following topics are included within the facility's written policies and procedures for do		
MS-PLA-15	mestic migrant workers? (SELECT all that apply with a "X")		
MS-PLA-15-1	Recruitment fees and expenses	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-15-2	Employment contracts	x	
Facility Respo	Facility Response: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-15-3	Deposits		
Facility Respo	bnse: X		
Verification Selection: Inaccurate - Misunderstanding			
Corrected Re	Corrected Response:		
Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation M	ethod: SLCP Onsite Verification		
MS-PLA-15-4	Wages and benefits	x	
Facility Response: X			
Verification Selection: Accurate			
Validation M	Validation Method: SLCP Onsite Verification		
MS-PLA-15-5	Working Hours	X	
Facility Respo	onse: X		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-PLA-15-6	Accommodations		

Verification Selection: Inaccurate - Misunderstanding Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification MS-PLA-15-7 Freedom of movement Yerification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-8 Non-discrimination in employment MS-PLA-15-8 Non-discrimination in employment Yerification Selection: Accurate X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X Facility Response: X X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Yerification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Yerification Selection: Accurate Yalidation Method: SLCP Onsite Verification MS-PLA-15-10 Discipline in employment X		
Verification Data: Misunderstanding. The information was updated on the verification date. Validation Method: SLCP Onsite Verification MS-PLA-15-7 Freedom of movement X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-15-8 Non-discrimination in employment X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-15-10 Discipline in employment X		
Validation Method: SLCP Onsite Verification MS-PLA-15-7 Freedom of movement X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-8 Non-discrimination in employment X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate X Verification Selection: Accurate X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Verification Selection: Accurate Y Validation Method: SLCP Onsite Verification X Y MS-PLA-15-9 Harassment and abuse in employment X Verification Selection: Accurate Y Y Verification Selection: Accurate Y Y Validation Method: SLCP Onsite Verification X Y MS-PLA-15-10 Discipline in employment X		
MS-PLA-15-7 Freedom of movement X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-15-8 Non-discrimination in employment X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate X Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X MS-PLA-15-10 Discipline in employment X		
Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-8 Non-discrimination in employment Kachilty Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-10 Discipline in employment		
Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-PLA-15-8 Non-discrimination in employment X Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X X Validation Selection: Accurate X MS-PLA-15-9 Harassment and abuse in employment X Facility Response: X Verification Selection: Accurate Verification Selection: Accurate X Validation Method: SLCP Onsite Verification X MS-PLA-15-9 Harassment and abuse in employment X Validation Method: SLCP Onsite Verification X Validation Method: SLCP Onsite Verification X MS-PLA-15-10 Discipline in employment X		
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MS-PLA-15-10 Discipline in employment X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-11 End of employment X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-12 Requirements for labor agents/brokers		
Facility Response: X		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: Misunderstanding. The information was updated on the verification date.		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-13 Other		
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15.1 If other, please describe:		
Facility Response:		
MS-PLA-16 Which of the following topics are included within the facility's written policies and procedures for su ppliers/subcontractors? (SELECT all that apply with a "X")		
MS-PLA-16-1 Definition of supplier which includes service providers and raw materials suppliers X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-2 NEW and EXISTING suppliers/subcontractors - Risk assessment to differentiate high risk suppliers/su bcontractors within the supply chain X		
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-3 NEW suppliers/subcontractors - Initial screening based on social and labor practices / conducting soc ial and labor due diligence		
Facility Response: X		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: Misunderstanding. The information was updated on the verification date.		

No. 4. csResult of a constraint of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of a constraint of the facility socie and along one plane of the facility socie and the facilit	Validation M	Validation Method: SLCP Onsite Verification		
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Model Control or any index decima test on a function of a social and lation performance/ continues is X Final Web SECON Accurate X X Variable Method SECON SCALE Web Relation X Final Web SECON Accurate X X Variable Method SECON SCALE Web Relation X Final Web SECON Accurate X X Variable Method SECON SCALE Web Relation X	Verification S	ielection: Accurate		
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MA - RA - Magning suppliers to conduct oxial and later due dilgence of their unpdy chains X Facility Response: X Vertication Selection Acounte Vertication Selection Acounte Visitation X-Monacci SEO Danke Vertication Image: Selection Acounte Image: Selection Acounte Vertication Selection Acounte Image: Selection Acounte Image: Selection Acounte Vertication Selection Acounte Image: Selection Acounte Image: Selection Acounte Vertication Selection Acounte Image: Selection Acounte Image: Selection Acounte Vertication Selection Acounte Image: Selection Acounte Image: Selection Acounte Visitation M-Monacci SEO Danke Vertication Image: Selection Acounte Image: Selection Acounte MS-Ruh - R Which of the following tocics are included within the followy surfice policies and procedures for a monarelia's identification, reporting and/or due dilgence Image: Selection Acounte Vertication Selection Rolonger applicable due to vertification Image: Selection Rolonger applicable due to vertification Image: Selection Rolonger applicable due to vertification Vertification Selection Rolonger applicable due to vertification Image: Selection Rolonger applicable due to vertification Corrected Response Vertification Selection Rolonger applicable due to vertification Vertification Selection Rolonger applicable due to vertification Image: Selection Rolonger applicable due to vertification <	Verification S	ielection: Accurate		
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Verification Selection Acturate Verification Method SLCP Oracle Verification MS-PLA-95-7 Other Inter Jesse devolution Verification Selection Acturate Verification Selection Selection Acturate Verification Selection Se	MS-PLA-16-6	Requiring suppliers to conduct social and labor due diligence of their supply chains	x	
Validation Wethod SLCP Onset Verification Image: Section Accurate Vector V	Facility Respo	onse: X		
MS-Pu-Ne-7 Other Other Facility Response If allow file specifies in Accurate Verification Selection Accurate If allow file specifies Verification MS-PLA-MS.1 If allow file specifies and included within the facility's written policies and procedures for a material source (File Section Accurate Section Accurate Section File Section Accurate Section File File Section File File Section File Section File File Section File File File File Section File File Section File File File Section File File File Section File File File File File Section File File File File File File File File	Verification S	ielection: Accurate		
Field ty Reprone Verification Selection Accurate Verification Selection Accurate Within Methics SLCP Densite Verification MS PLA - MS If other, please describe: Pacific Negrome: MS PLA - MS Which of the following topics are included within the facility: written policies and procedures for a materials sensitification, reporting and/or due dilgence Facility Negrome: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: No longer applicable due to verification Corrected Response: Verification Selection: N	Validation M	ethod: SLCP Onsite Verification		
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Validation Method SLCP Onsite Verification MS-PLA-161 If other, please describe: MS-PLA-762 Validation for the following topics are included within the facility's written policies and procedures for a	Facility Respo	onse:		
MS-PLA-FA1 If other, please describe: Image: please describe: Facility Response: Image: please describe: Image: please describe: MS-PLA-TA2 Which of the following topics are included within the facility's written pulcies and procedures for a materials subcriber of raw materials ubertification, reporting and/or due diligence Image: please describe: Facility Response: Image: please describe: Image: please describe: Image: please describe: Validation Mathematical Subcriber of the suppliers/subcontractors Image: please describe: Image: please describe: Validation Mathematical Subcriber of the suppliers/subcontractors Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please describe: Image: please describe: Validation Mathematical Subcriber of the overification Image: please	Verification S	election: Accurate		
Pacility Response. Pacility Response. MS-PLA-77 Which of the following topics are included within the facility's written policies and procedures for a written is sourcing? (SELECT all that apply with a 'X) Image: Comparison of C	Validation M	ethod: SLCP Onsite Verification		
MS-PLA-17 Which of the following topics are included within the facility's written policies and procedures for a written is sourching (SELECT all that app) with a 'X') MS-PLA-17 Customer and/or legal requirements for raw materials identification, reporting and/or due diligence Facility Response Varification Corrected Response Varification Varification Varification Corrected Response: Varification Varification Varification SecLin No longer applicable due to verifi	MS-PLA-16.1	If other, please describe:		
Minist CRA: 1/2 v materials sourcing? (SELECT all that apply with a "X") Image: Classifier and/or legal requirements for raw materials identification, reporting and/or due diligence FARILTY Customer and/or legal requirements for raw materials identification, reporting and/or due diligence Image: Classifier and/or legal requirements for raw materials identification, reporting and/or due diligence Varification Corrected Response: Image: Classifier and/or legal requirements for raw materials identification Corrected Response: X Image: Classifier and/or legal requirements for raw materials identification Corrected Response: X Image: Classifier and/or legal requirements for raw materials identification Corrected Response: X X Image: Classifier and/or legal requirements for raw materials within the supply chain Image: Classifier and/or legal requirements for raw materials within the supply chain Varification SLCP Onate Verification Image: Classifier and/or legal requirements for raw materials within the supply chain Image: Classifier and/or legal requirements for raw materials within the supply chain Varification SLCP Onate Verification Image: Classifier and/or legal requirements for raw materials within the supply chain Image: Classifier and/or legal requirements for raw materials within the supply chain Varification SLCP Onate Verification Ima	Facility Respo	bnse:		
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Corrected Response: Validation Method: SLCP Onsite Verification Mis-PLA-T-2 Raw material supply chain policy applicable to suppliers/subcontractors through facility's sourcing agr eements with its suppliers/subcontractors Image: Stepsing Stepsin	Facility Respo	bnse: X		
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MS-PCX-17-2 eements with its suppliers/subcontractors in a second of the second of th	Validation M	ethod: SLCP Onsite Verification		
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Validation Nethod: SLCP Onsite Verification MS-PLA-17-3 Risk assessment to differentiate high risk materials within the supply chain Facility Response: X Verification Selection: No longer applicable due to verification Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-17-4 Other Facility Response: Verification Selection: No longer applicable due to verification MS-PLA-17-4 Other Facility Response: Verification Selection: No longer applicable due to verification Corrected Response: Validation Method: SLCP Onsite Verification Corrected Response: Validation Method: SLCP Onsite Verification MS-PLA-17.1 If other, please describe: Validation Method: SLCP Onsite Verification MS-PLA-17.1 If other, please describe: Facility Response: Strategy and Corrected Response: Strategy and Supplicable due to verification strategy / goals document(s) for social and labor practices addressin g the following points? (SELECT all that apply with a "X") MS-PLA-18.1 Reference to overall goals in terms of social and labor outcomes Facility Response: Image provide the name of document(s) referencing overall goals in te	Verification S	election: No longer applicable due to verification		
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MS-PLA-18 g the following points? (SELECT all that apply with a "X") MS-PLA-18-1 Reference to overall goals in terms of social and labor outcomes Facility Response:	Strategy and Goals			
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MS-PLA-18.1 Please provide the name of document(s) referencing overall goals in terms of social and labor outco mes: Facility Response:				
Facility Response:		Please provide the name of document(s) referencing overall goals in terms of social and labor outco		
	Facility Respo			

Facility Response:			
MS-PLA-18-3	Reference to international law/ILO conventions		
Facility Resp	Facility Response:		
MS-PLA-18-4	Reference to other national or international requirements/declarations/goals/guiding principles etc.		
Facility Resp	onse:		
MS-PLA-18-5	Reference to a risk assessment process, specifically a strategy for responsible sourcing from high risk suppliers or high risk raw material origins		
Facility Resp	onse:		
MS-PLA-18-6	Reference to integration with business objectives		
Facility Resp	onse:		
MS-PLA-18-7	Reference to suppliers/subcontractors social and labor due diligence		
Facility Resp	onse:		
MS-PLA-18-8	Reference to gender equality and women's empowerment		
Facility Resp	onse:		
MS-PLA-18-9	Key stakeholders are involved in strategy development (i.e. customers, etc.)		
Facility Resp	onse:		
MS-PLA-18.2	Please describe the key stakeholders involved:		
Facility Resp	onse:		
MS-PLA-18-10	No written strategy/goals document exists (but informal strategies/goals may exist)		
Facility Resp	onse:		
MS-PLA-19	Has the facility set targets for social and labor performance addressing the following points? (SELECT all that apply with a "X")		
MS-PLA-19-1	Child labor and/or young workers		
Facility Resp	onse:		
MS-PLA-19.1	Please briefly describe any associated targets/KPIs:		
Facility Resp	onse:		
MS-PLA-19-2	Prohibition of forced labor		
Facility Resp	onse:		
MS-PLA-19.2	Please briefly describe any associated targets/KPIs:		
Facility Resp	onse:		
MS-PLA-19-3	Anti-harassment and abuse		
Facility Resp	onse:		
MS-PLA-19.3	Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3			
MS-PLA-19.3 Facility Resp	Anti-discrimination		
MS-PLA-19.3 Facility Resp MS-PLA-19-4	Anti-discrimination		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp	onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4	onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp	Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19-5	Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19.5	onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19-5 Facility Resp	onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 MS-PLA-19.5 Facility Resp MS-PLA-19.5 Facility Resp	onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs: onse: Vages and benefits		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19-6	onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs: onse: Vages and benefits		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19-6 Facility Resp	Anti-discrimination onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19-6	Anti-discrimination onse: Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs: onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19.6 Facility Resp	Anti-discrimination Anti-discrimination Anti-discrimination Onse: Please briefly describe any associated targets/KPIs: Onse: Discipline		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19-6 Facility Resp MS-PLA-19-6	Anti-discrimination Anti-discrimination Anti-discrimination Onse: Please briefly describe any associated targets/KPIs: Onse: Discipline		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19.6 Facility Resp MS-PLA-19.6 Facility Resp MS-PLA-19.7 Facility Resp	Anti-discrimination Anti-discrimination Anti-discrimination Please briefly describe any associated targets/KPIs: Onse: Working hours Onse: Please briefly describe any associated targets/KPIs: Onse: Wages and benefits Onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19-6 Facility Resp MS-PLA-19-7 Facility Resp MS-PLA-19-7	Anti-discrimination Anti-discrimination Anti-discrimination Please briefly describe any associated targets/KPIs: Onse: Working hours Onse: Please briefly describe any associated targets/KPIs: Onse: Wages and benefits Onse: Please briefly describe any associated targets/KPIs:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19.4 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19.5 Facility Resp MS-PLA-19.6 Facility Resp MS-PLA-19.7 Facility Resp MS-PLA-19.7 Facility Resp	onse: Anti-discrimination Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs: onse:		
MS-PLA-19.3 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19-4 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19-5 Facility Resp MS-PLA-19-6 Facility Resp MS-PLA-19-7 Facility Resp MS-PLA-19-7 Facility Resp MS-PLA-19.7	onse: Anti-discrimination Anti-discrimination onse: Please briefly describe any associated targets/KPIs: onse: Working hours onse: Please briefly describe any associated targets/KPIs: onse:		

Facility Response:		
MS-PLA-19-9	Worker Feedback	
Facility Response:		
MS-PLA-19.9	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	
MS-PLA-19-10	Grievance systems	
Facility Resp	onse:	1
MS-PLA-19.10	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	I
MS-PLA-19-11	Health and safety	
Facility Resp	onse:	
MS-PLA-19.11	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	
MS-PLA-19-12	Foreign migrant workers	
Facility Resp		
MS-PLA-19.12	Please briefly describe any associated targets/KPIs:	
Facility Resp	· · ·	
MS-PLA-19-13	Domestic migrant workers	
	· ·	
Facility Resp		
MS-PLA-19.13	Please briefly describe any associated targets/KPIs:	
Facility Resp		[
MS-PLA-19-14	Homeworkers	
Facility Resp	onse:	1
MS-PLA-19.14	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	1
MS-PLA-19-15	Gender equality and women's rights in the workplace	
Facility Resp	onse:	
MS-PLA-19.15	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	
MS-PLA-19-16	Bribery and anti-corruption	
Facility Resp	onse:	
MS-PLA-19.16	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	
MS-PLA-19-17	Suppliers/subcontractors	
Facility Resp	onse:	1
MS-PLA-19.17	Please briefly describe any associated targets/KPIs:	
Facility Resp	onse:	
MS-PLA-19-18	Other	
Facility Resp	onse:	
MS-PLA-19.18	If other, please describe:	
Facility Resp		
MS-PLA-19-19	The facility does not set targets / key performance indicators	
Facility Resp		
Roles and Res	ponsibilities	1
MS-DO-1	Has the facility defined the person(s) responsible for the implementation and management of social and labor practices? (SELECT all that apply with a "X")	
MS-DO-1-1	Responsible person(s) have been defined and are accountable for written policies and/or procedures	X
Facility Resp	onse: X	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-1-2	Responsible person(s) have been defined and are accountable for informal (not written) procedures	X
Facility Resp	onse: X	

Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-DO-1-3	The facility has not defined responsible person(s)		
Facility Respo	inse:	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-2	Which of the following topics have been assigned to a responsible person(s)? (SELECT all that apply with a "X")		
MS-DO-2-1	Recruitment and hiring	x	
Facility Respo	unse: X	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-2-2	Termination and retrenchment	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-2-3	Facility workplace rules	x	
Facility Respo	onse: X		
	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-2-4	Child labor and young workers	x	
Facility Respo			
	election: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-2-5	Prohibition of forced labor	x	
Facility Respo	jnse: X		
	election: Accurate		
Validation Method: SLCP Onsite Verification			
	Anti-harassment and abuse	x	
Facility Respo		··	
	election: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-2-7	Anti-discrimination	x	
Facility Respo		··	
	election: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-2-8	Working hours	X	
Facility Respo			
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
MS-DO-2-9	Wages and benefits	x	
		<u> </u>	
	Facility Response: X		
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
MS-DO-2-10		x	
		^	
Facility Response: X			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification	v	
MS-DO-2-11	Freedom of association and collective bargaining	X	
Facility Response: X			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
MS-DO-2-12	Grievance systems	X	

	inse: X	
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-DO-2-13	Worker feedback	
Facility Respo	inse:	·
MS-DO-2-14	Health and safety	x
Facility Respo	inse: X	1
Verification S	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-DO-2-15	Foreign migrant workers	
Facility Respo	nse: X	1
Verification S	election: Inaccurate - Misunderstanding	
Corrected Re	sponse:	
Verification D	Pata: Misunderstanding. The information was updated on the verification date.	
Validation Me	ethod: SLCP Onsite Verification	
MS-DO-2-16	Domestic migrant workers	x
Facility Respo	inse: X	
	election: Accurate	
Validation Me	ethod: SLCP Onsite Verification	
MS-DO-2-17	Homeworkers	
Facility Respo		
	election: Inaccurate - Misunderstanding	
Corrected Re		
	Data: Misunderstanding. The information was updated on the verification date.	
	ethod: SLCP Onsite Verification	
MS-DO-2-18	Suppliers/subcontractors	X
Facility Response: X		
Verification S	election: Accurate	
Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification	
Verification S Validation Me MS-DO-2-19	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing	
Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing	
Verification S Validation Me MS-DO-2-19 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing	
Verification S Validation Me MS-DO-2-19 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding	
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding	
Verification S Validation Me MS-DO-2-19 Facility Respo Verification S Corrected Re Verification D	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing ense: X election: Inaccurate - Misunderstanding sponse:	
Verification S Validation Me MS-DO-2-19 Facility Respo Verification S Corrected Re Verification D	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing ense: X election: Inaccurate - Misunderstanding sponse: Pata: Misunderstanding. The information was updated on the verification date.	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding sponse: Data: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding sponse: Data: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing ense: X election: Inaccurate - Misunderstanding sponse: Pata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption ense: X	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing ense: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption ense: X election: Accurate	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing ense: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption ense: X election: Accurate ethod: SLCP Onsite Verification Other	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing ense: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption ense: X election: Accurate ethod: SLCP Onsite Verification Other	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding sponse: Data: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption onse: X election: Accurate ethod: SLCP Onsite Verification Other onse:	x
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption ense: X election: Accurate ethod: SLCP Onsite Verification Other ense: election: Accurate	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption onse: X election: Accurate ethod: SLCP Onsite Verification Other onse: election: Accurate	
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing onse: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption onse: X election: Accurate ethod: SLCP Onsite Verification Other onse: election: Accurate	X
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing mse: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption mse: X election: Accurate ethod: SLCP Onsite Verification Other mse: election: Accurate ethod: SLCP Onsite Verification If Other, please describe: mse: Does the facility have a written chart showing the individuals responsible for social and labor topics (i.e. around a compliance team" chart)?	
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me MS-DO-2-1 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing mse: X election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption mse: X election: Accurate ethod: SLCP Onsite Verification Other mse: election: Accurate ethod: SLCP Onsite Verification If Other, please describe: mse: Does the facility have a written chart showing the individuals responsible for social and labor topics (i.e. around a compliance team" chart)?	
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me MS-DO-21 Facility Respon MS-DO-21 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing mse: X election: Inaccurate - Misunderstanding sponse: ethod: SLCP Onsite Verification Bribery and anti-corruption mse: X election: Accurate ethod: SLCP Onsite Verification Other Other Inse: election: Accurate ethod: SLCP Onsite Verification If Other, please describe: mse: Does the facility have a written chart showing the individuals responsible for social and labor topics (Le, a "social compliance team" chart)?	
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me MS-DO-21 Facility Respon MS-DO-21 Facility Respon MS-DO-3 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing mse: X election: Inaccurate - Misunderstanding sponse: ethod: SLCP Onsite Verification Bribery and anti-corruption mse: X election: Accurate ethod: SLCP Onsite Verification Other Other Inse: election: Accurate ethod: SLCP Onsite Verification If Other, please describe: mse: Does the facility have a written chart showing the individuals responsible for social and labor topics (Le, a "social compliance team" chart)?	
Verification S Validation Me MS-DO-2-19 Facility Respon Verification S Corrected Re Verification D Validation Me MS-DO-2-20 Facility Respon Verification S Validation Me MS-DO-2-21 Facility Respon Verification S Validation Me MS-DO-21 Facility Respon MS-DO-21 Facility Respon MS-DO-3 Facility Respon	election: Accurate ethod: SLCP Onsite Verification Raw materials sourcing election: Inaccurate - Misunderstanding sponse: election: Inaccurate - Misunderstanding sponse: bata: Misunderstanding. The information was updated on the verification date. ethod: SLCP Onsite Verification Bribery and anti-corruption election: Accurate ethod: SLCP Onsite Verification Other Other election: Accurate ethod: SLCP Onsite Verification If Other, please describe: nnse: Does the facility have a written chart showing the individuals responsible for social and labor topics (i.e. a "social compliance team" chart)? ense: Please provide the name of the document(s) here:	

MS-DO-4-1	Communication and training based upon written policies and/or procedures	x	
Facility Response: X			
Verification S	Selection: Accurate		
Validation Method: SLCP Onsite Verification			
MS-DO-4-2	Communication and training based upon informal (not written) procedures		
Facility Resp	onse:		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-4-3	The facility does not provide communication and training on social and labor practices		
Facility Resp	onse:		
Verification 9	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-5	Who receives communication and training? (SELECT all that apply with a "X")		
MS-DO-5-1	Senior management	x	
Facility Resp			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-5-2	Individuals responsible for implementation	X	
Facility Resp		~	
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-5-3	Production workers	X	
Facility Resp			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-5-4	Security guards	X	
Facility Resp	onse: X		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-5-5	Subcontractors / Suppliers	X	
Facility Resp	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-5-6	Other		
Facility Resp	onse:		
Verification 9	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-5.1	If other, please describe:		
Facility Resp	onse:		
MS-DO-6	How does the facility provide communication and training to senior management? (SELECT all that apply with a "X")		
MS-DO-6-1	Verbal communication		
Facility Resp	onse:		
MS-DO-6-2	Written communication (i.e. copy of Standard Operating Procedures or "SOP")		
Facility Resp	onse:		
MS-DO-6-3	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings)		
Facility Resp	onse:		
MS-DO-6-4	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings)		
Facility Resp	onse:		
MS-DO-6-5	Other		
Facility Resp	onse:		
MS-DO-6.1 If other, please describe:			
Facility Resp	, onse:		

MS-DO-7	Which of the following topics are part of the communication and training for senior management? (SELECT all that apply with a "X")	
MS-DO-7-1	Recruitment and hiring	x
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-7-2	Termination and retrenchment	x
Facility Resp	onse: X	
Verification	Selection: Accurate	
	lethod: SLCP Onsite Verification	
MS-DO-7-3	Facility workplace rules	x
Facility Resp		~
	Selection: Accurate	
	lethod: SLCP Onsite Verification	
MS-DO-7-4	Child labor and young workers	X
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-7-5	Prohibition of forced labor	х
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
MS-DO-7-6	Anti-harassment and abuse	x
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-7-7	Anti-discrimination	x
Facility Resp		^
	Selection: Accurate	
	lethod: SLCP Onsite Verification	
	Specifically for senior managers responsible for promotion: non-bias in promotion of pregnant and m	
MS-DO-7-8	arried workers	X
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-7-9	Working Hours	x
Facility Resp		
	Selection: Accurate	
	lethod: SLCP Onsite Verification	
MS-DO-7-10	Wages and Benefits	X
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-7-11	Discipline	X
Facility Resp	onse: X	
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
MS-DO-7-12	Freedom of association and collective bargaining	x
Facility Resp	onse: X	
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-7-13	Grievance systems	X
Facility Resp		
r acting resp		

Verification Selection: Accurate		
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-14	Worker Feedback	
Facility Resp	vonse:	
MS-DO-7-15	Health and safety	x
Facility Resp	vonse: X	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-16	Migrant workers	
Facility Resp	vonse: X	
Verification	Selection: Inaccurate - Misunderstanding	
Corrected R	esponse:	
Verification	Data: Misunderstanding. The information was updated on the verification date.	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-17	Homeworkers	
Facility Resp	ionse: X	
Verification	Selection: Inaccurate - Misunderstanding	
Corrected R	esponse:	
Verification	Data: Misunderstanding. The information was updated on the verification date.	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-18	Suppliers/subcontractors	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-19	Raw materials sourcing	
Facility Resp	vonse: X	
Verification	Selection: Inaccurate - Misunderstanding	
Corrected R	esponse:	
Verification	Data: Misunderstanding. The information was updated on the verification date.	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-20	Bribery and anti-corruption	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7-21	Other	
Facility Resp	ionse:	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-DO-7.1	If other, please describe:	
Facility Resp	ionse:	
MS-DO-8	How does the facility provide communication and training to individuals responsible for implementa tion? (SELECT all that apply with a "X")	
MS-DO-8-1	Verbal communication	
Facility Resp	ionse:	
MS-DO-8-2	Written communication (i.e. copy of Standard Operating Procedures or "SOPs")	
Facility Resp	bonse:	
MS-DO-8-3	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings)	
Facility Resp	ionse:	
MS-DO-8-4	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings)	
Facility Resp	ionse:	
MS-DO-8-5	The facility does not provide communication and training to individuals responsible for implementat ion	
Facility Resp	ionse:	1

MS-DO-8-6	Other		
Facility Response:			
MS-DO-8.1	If other, please describe:		
Facility Respo	bnse:		
MS-DO-9	Which of the following topics are part of the communication and training for individuals responsible for implementation? (SELECT all that apply with a "X")		
MS-DO-9-1	Recruitment and hiring	х	
Facility Respo	bnse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-2	Specifically for managers responsible for hiring: non-bias in recruitment of pregnant and married wor kers	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-3	Termination and retrenchment	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-4	Facility workplace rules	X	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-9-5	Child labor and young workers	x	
Facility Respo		^	
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-9-6	Prohibition of forced labor	X	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-7	Anti-harassment and abuse	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-8	Anti-discrimination	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-9	Working Hours	x	
Facility Respo	bnse: X		
Verification S	Selection: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-10	Wages and Benefits	X	
Facility Respo			
Verification Selection: Accurate			
	ethod: SLCP Onsite Verification		
MS-DO-9-11		x	
		<u>^</u>	
Facility Response: X			
	Verification Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-9-12	Freedom of association and collective bargaining	X	
Facility Respo	onse: X		

Verification Selection: Accurate			
Validation Me	Validation Method: SLCP Onsite Verification		
MS-DO-9-13	Grievance systems	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-14	Worker Feedback		
Facility Respo	onse:	·	
MS-DO-9-15	Health and safety	x	
Facility Respo	bnse: X	1	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9.1	Please provide a list of all trainings offered to workers responsible for implementation of health and safety in the facility	Fire drill training, First Aids training, Chemical saf ety training, electrical and boiler safety training, I abor safety training, sharp tool safety training	
Facility Respo	, onse: Fire drill training, First Aids training, Chemical safety training, electrical and boiler safety training, h	abor safety training, sharp tool safety training	
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-16	Migrant workers		
Facility Respo	bnse: X	·	
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse:		
Verification D	Data: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-17	Homeworkers		
Facility Respo) pnse: X		
	election: Inaccurate - Misunderstanding		
Corrected Response: Verification Data: Misunderstanding. The information was updated on the verification date.			
Validation Method: SLCP Onsite Verification			
MS-DO-9-18	Suppliers/subcontractors	X	
Facility Respo			
	ielection: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-9-19		x	
	Raw materials sourcing	^	
Facility Respo			
	election: Accurate		
	ethod: SLCP Onsite Verification		
MS-DO-9-20	Bribery and anti-corruption	X	
Facility Response: X			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9-21	Other		
Facility Respo	onse:		
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-9.2	If other, please describe:		
Facility Respo	onse:		
MS-DO-10	How does the facility provide communication and training to NEW production workers? (SELECT all that apply with a "X")		
MS-DO-10-1	Verbal communication		
Facility Response:			
MS-DO-10-2	Written communication (i.e. new workers might receive a worker handbook and/or information that is included in their employment contract)		
L	1	I	

Facility Response:		
MS-DO-10-3	Posted communication (i.e. display postings around the facility)	
Facility Resp	onse:	
MS-DO-10-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)	
Facility Resp	onse:	
MS-DO-10-5	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings, trainings at th eir work station etc.)	
Facility Resp	onse:	1
MS-DO-10-6	Communication and training is provided in a language understood by workers	
Facility Resp	onse:	-
MS-DO-10-7	Other	
Facility Resp	onse:	1
MS-DO-10.1	If other, please describe:	
Facility Resp	onse:	1
MS-DO-11	Which of the following topics are part of the communication and training to NEW production worke rs? (SELECT all that apply with a "X")	
MS-DO-11-1	Recruitment and hiring	х
Facility Resp	onse: X	
Verification 9	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
MS-DO-11-2	Termination and retrenchment	x
Facility Resp	onse: X	1
Verification 9	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
MS-DO-11-3	Facility workplace rules	x
Facility Resp	onse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
MS-DO-11-4	Child labor and young workers	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
MS-DO-11-5	Prohibition of forced labor	x
Facility Response: X		
Verification Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification	
MS-DO-11-6	Anti-harassment and abuse	x
Facility Resp	onse: X	1
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-11-7	Anti-discrimination	x
Facility Resp	onse: X	
Verification S	Selection: Accurate	
Validation M	ethod: SLCP Onsite Verification	
MS-DO-11-8	Working Hours	x
Facility Resp	onse: X	
Verification S	Selection: Accurate	
Validation Method: SLCP Onsite Verification		
MS-DO-11-9	Wages and Benefits	x
Facility Resp		I
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-11-10	Discipline	x
	· ·	<u> </u>

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Validation Verter Search ScienceVerter Search Science5: D0-174Nether Search ScienceXSecond Rest ScienceXXSecond Rest ScienceXXValidation Meter Science VerticationXXValidation Meter VerticationXX<	Facility Respo	bnse: X	1	
55-00-150Worker FeedbackImage: Control of C	Verification S	Selection: Accurate		
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Validation Method: SLCP Onsite Verification IS-D0-11.2 If other, please describe:	Facility Respo	onse:		
IS-DO-11.2 If other, please describe:	Verification S	Selection: Accurate		
	Validation Me	ethod: SLCP Onsite Verification		
Facility Response:	MS-DO-11.2	If other, please describe:		
IS-DO-12 How does the facility provide on-going communication and training to EXISTING production worker s? (SELECT all that apply with a "X")	MS-DO-12			
	MS-DO-12-1	Verbal communication		
IS-DO-12-1 Verbal communication	Facility Respo	onse:		
IS-DO-12-1 Verbal communication				
	r acmity Respt			

Solution (is disaler positions around the fadits)IMS-D0-12Multi-incide communication (is workers watch a video, online learning, etc)IMS-D0-24Multi-incide communication (is workers watch a video, online learning, etc)ISolution 28maining - edsiting workers excive on-opoing trainings in period (is. classroom trainings, trainings it.MS-D0-20Communication and training is provided in a language understood by workersIFacility AccurateCommunication and training is provided in a language understood by workersIMS-D0-27OtherCommunication and training is provided in a language understood by workersIMS-D0-20Tofher, please describe:IIMS-D0-21Tofher, please describe:IIMS-D0-21Tofher, please describe:IIMS-D0-21Witch of the fully object set gat of the on-opion communication and training to EKSTING provided and a language understood by workersIMS-D0-21Witch of the fully object set gat of the on-opion communication and training to EKSTING provided action workersIMS-D0-21Witch of the fully object set gat of the on-opion communication and training to EKSTING provided action workersIMS-D0-21Witch of the fully object set gat of the on-opion communication and training to EKSTING provided action workersIMS-D0-21Witch of the fully object set gat of the on-opion communication and training to EKSTING provided action workersIMS-D0-21Termination and etermines to the opion communication and training to EKSTING provided action workersI	MS-DO-12-2	Written communication (i.e. current workers might received written notification regarding changes to company handbooks)	
Facility Alegoritz Marile media communication (i.e. workers works a video, polline learning, etc.) Facility Alegoritz Tarking - existing workers receive or ogning trainings in person (i.e. risknoom trainings, training, st.) Facility Alegoritz Environ Statution etc.) Facility Alegoritz Communication and training is provided in a language understood by workers Facility Alegoritz Communication and training is provided in a language understood by workers Facility Alegoritz Communication and training is provided in a language understood by workers Facility Alegoritz Communication and training is provided in a language understood by workers Facility Alegoritz Communication and training is provided in a language understood by workers Facility Alegoritz In other, please deuritike: Micolo 1.1 Mich of the filtuding totics: en part of the on gaing communication and training is £XSTNG pro Micolo 1.1 Mich of the filtuding totics: en part of the on gaing communication and training is £XSTNG pro Micolo 1.1 Mich of the filtuding totics: en part of the on gaing communication and training is £XSTNG pro Micolo 1.1 Mich of the filtuding totics: en part of the on gaing communication and training is £XSTNG pro Micolo 1.1 Micolo 1.1 Micolo 1.1 Micolo 1.1 Micolo 1.1 Micolo 1.1 Micolo 1.1 Micolo 1.1 Varification X <	Facility Respo	nse:	
MATE-ID-12-4 Multi-inedia communication (i.e. workers watch a video, online learning, etc.) Image: conting workers receive on going trainings in person (i.e. downers trainings, training	MS-DO-12-3	Posted communication (i.e. display postings around the facility)	
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Mich2Cl2S per work station ec.) Field (Network Station ec.) Field (Network Station ec.) Mich Or-Dr-Dr Communication and training is provided in a linguage understood by workers Mich Or-Dr-Dr Other Mich Or-Dr-Dr Communication and training is provided in a linguage understood by workers Field (Network Station ec.) Interstore Field (Network Station ec.) Interstore Field (Network Station ec.) Interstore Mich of the following topics are part of the on-going communication and training to FXISTING pro- ductor workers? (PELC 1 all this apply with a 'X') Xecommunication and training to FXISTING pro- store Mich of the following topics are part of the on-going communication and training to FXISTING pro- ductor workers? (PELC 2 all this apply with a 'X') Xecommunication and training to FXISTING pro- store Mich of the following topics are part of the on-going communication and training to FXISTING pro- ductor workers? (PELC 2 all this apply with a 'X') Xecommunication and training to FXISTING pro- store Netholowing topics are part of the on-going communication and training to FXISTING pro- store Xecommunication and training to FXISTING pro- store Verification- Secommunication and training to FXISTING pro- store Xecommunication and training to FXISTING pro- store Verification- <	Facility Respo	nse:	
MS-D0-12-6 Communication and training is provided in a language understood by workers Facility Response: Image: Communication and training is provided in a language understood by workers Facility Response: Image: Communication and training to provide in a language understood by workers Facility Response: Image: Communication and training to EXISTING provided in a language understood by workers Facility Response: Image: Communication and training to EXISTING provided in a language understood by workers MS-D0-13 Which of the following topics are part of the on-going communication and training to EXISTING provided in a language understood by workers MS-D0-13 Minch of the following topics are part of the on-going communication and training to EXISTING provided in a language understood by workers Validation Subcons over Strip (EACI In that apply with a "X) X MS-D0-13 Recruit worker Strip (EACI In that apply with a "X) MS-D0-13 Termination and terminent X Strip (Strip		Training - existing workers receive on-going trainings in-person (i.e. classroom trainings, trainings at t	
Facility Regionse:	Facility Respo	nse:	I
MS-D0-127 Other Other Facility Response: MS-D0-12 If other, please describe: Facility Response: MS-D0-13 Which of the following topics are part of the on-going communication and training to EXISTING production workers? (EEECF all that apply with *'X') X MS-D0-13-1 Recruitment and hring X Facility Response: X Verification Selection: Accurate X Verifica	MS-DO-12-6	Communication and training is provided in a language understood by workers	
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Facility Report Facility Report M5-D0-721 If other, please describe: Image: Comparison of the compar			
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Facility Response: X Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-DO-13-8 Working Hours	Validation Me	thod: SLCP Onsite Verification	
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Verification Selection: Accurate Validation Method: SLCP Onsite Verification MS-DO-13-8 Working Hours X			
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MS-DO-13-8 Working Hours X			
Facility Response: X			X
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-DO-13-9 Wages and Benefits X	MS-DO-13-9	Wages and Benefits	x
Facility Response: X	Facility Respo	nse: X	
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification	Validation Me	thod: SLCP Onsite Verification	

MS-DO-13-10	Discipline	x		
Facility Response: X				
Verification	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-DO-13-11	Freedom of association and collective bargaining	x		
Facility Resp	onse: X	1		
Verification	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-DO-13-12	Grievance systems	x		
Facility Resp	Facility Response: X			
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
MS-DO-13-13	Worker Feedback			
Facility Resp				
MS-DO-13-14	Health and safety	X		
Facility Resp				
	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-DO-13.1	Please provide a list of all health and safety trainings offered to EXISTING production workers in the f acility	Fire drill training, First Aids training, Chemical saf ety training, electrical and boiler safety training, I abor safety training, sharp tool safety training		
Facility Resp	onse: Fire drill training, First Aids training, Chemical safety training, electrical and boiler safety training, I	abor safety training, sharp tool safety training		
Verification	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-DO-13-15	Migrant workers			
Facility Resp	onse: X			
Verification Selection: Inaccurate - Misunderstanding				
Corrected Response:				
Verification Data: Misunderstanding. The information was updated on the verification date.				
Validation Method: SLCP Onsite Verification				
MS-DO-13-16	Homeworkers			
Facility Resp	onse: X			
Verification Selection: Inaccurate - Misunderstanding				
Corrected Response:				
Verification Data: Misunderstanding. The information was updated on the verification date.				
	ethod: SLCP Onsite Verification			
MS-DO-13-17	Suppliers/subcontractors	x		
Facility Resp		^		
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
		x		
MS-DO-13-18	Bribery and anti-corruption	^		
Facility Resp				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
MS-DO-13-19	Other			
Facility Resp				
Verification	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-DO-13.2	If other, please describe:			
Facility Resp	onse:			
MS-DO-14	How does the facility provide communication and training to security guards? (SELECT all that apply with a "X")			
MS-DO-14-1	Verbal communication			
Facility Resp	onse:			

MS-DO-14-2	Written communication (i.e. new workers might receive a worker handbook and/or information that is included in their employment contract)		
Facility Response:			
MS-DO-14-3	Posted communication (i.e. display postings around the facility)		
Facility Respo	onse:		
MS-DO-14-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)		
Facility Respo		<u> </u>	
MS-DO-14-5	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings, trainings at th eir work station etc.)		
Facility Respo	Donse:	1	
MS-DO-14-6	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings, trainings at t heir work station etc.)		
Facility Respo	jnse:		
MS-DO-14-7	Other		
Facility Respo	bnse:		
MS-DO-14.1	If other, please describe:		
Facility Respo	junse:	1	
MS-DO-15	Which of the following topics are part of the communication and training to security guards? (SELEC T all that apply with a "X")		
MS-DO-15-1	Prohibition of forced labor	x	
Facility Respo	onse: X		
Verification S	selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-15-2	Anti-harassment and abuse	x	
Facility Respo	bnse: X		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-15-3	Anti-discrimination	x	
Facility Respo	bnse: X	-	
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-15-4	Bribery and anti-corruption	x	
Facility Respo	bnse: X	-	
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-15-5	Other		
Facility Respo	junse:	-	
Verification S	Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification			
MS-DO-15.1	If other, please describe:		
Facility Response:			
MS-DO-16	How does the facility provide communication and training to suppliers/subcontractors? (SELECT all t hat apply with a "X")		
MS-DO-16-1	Verbal communication	X	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-DO-16-2	Written communication (i.e. supply contracts might include reference to social and labor practices)	X	
Facility Response: X			
Verification S	election: Accurate		
Validation Method: SLCP Onsite Verification			
MS-DO-16-3	Multi-media communication (i.e. video, online learning, etc.)	x	
Facility Respo	onse: X		
Verification Selection: Accurate			

Validation Method: SLCP Onsite Verification		
MS-DO-16-4	Training - new subcontractors/suppliers receive onboarding trainings in-person (i.e. classroom trainin	x
M3-D0-10-4	gs etc.)	^
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-16-5	Training - existing subcontractors/suppliers receive on-going trainings in-person (i.e. classroom trainings etc.)	x
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-16-6	Other	
Facility Resp	onse:	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-16.1	If other, please describe:	
Facility Resp	onse:	
MS-DO-17	Which of the following topics are part of the communication and training to suppliers/subcontractor s? (SELECT all that apply with a "X")	
MS-DO-17-1	Child labor and young workers	x
Facility Resp	onse: X	·
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-17-2	Prohibition of forced labor	x
Facility Resp	onse: X	1
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-17-3	Anti-harassment and abuse	x
Facility Resp	onse: X	1
Verification Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification	
MS-DO-17-4	Anti-discrimination	x
Facility Resp	onse: X	1
Verification Selection: Accurate		
Validation M	lethod: SLCP Onsite Verification	
MS-DO-17-5	Working Hours	x
Facility Resp	onse: X	
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-DO-17-6	Wages and Benefits	x
Facility Resp		<u> </u>
	Selection: Accurate	
	lethod: SLCP Onsite Verification	
MS-DO-17-7	Discipline	X
Facility Resp		
	Selection: Accurate	
	lethod: SLCP Onsite Verification	
MS-DO-17-8	Freedom of association and collective bargaining	x
Facility Resp		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-9	Grievance systems	x
Facility Resp		^
verification	Selection: Accurate	

Validation Method: SLCP Onsite Verification			
MS-DO-17-10	Worker Feedback	x	
Facility Respo	onse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-17-11	Health and safety	x	
Facility Respo	inse: X		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-17-12	Migrant workers		
Facility Respo	nse: X	1	
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse:		
Verification D	Pata: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
MS-DO-17-13	Homeworkers		
Facility Respo	inse: X		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re			
	Data: Misunderstanding. The information was updated on the verification date.		
	ethod: SLCP Onsite Verification		
MS-DO-17-14	Supplier/subcontractor due diligence requirements		
Facility Respo			
	election: Inaccurate - Misunderstanding		
Corrected Re			
	ponse. Data: Misunderstanding. The information was updated on the verification date.		
	ethod: SLCP Onsite Verification		
MS-DO-17-15	Raw materials sourcing due diligence requirements		
Facility Response: X			
Verification Selection: Inaccurate - Misunderstanding			
Corrected Response:			
	bata: Misunderstanding. The information was updated on the verification date.		
	ethod: SLCP Onsite Verification	1	
MS-DO-17-16	Bribery and anti-corruption	X	
Facility Response: X			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification	1	
MS-DO-17-17	Other		
Facility Respo	inse:		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification	1	
MS-DO-17.1	If other, please describe:		
Facility Respo	inse:		
Check			
Monitoring			
MS-CHE-1	Does the facility conduct regular reviews and/or assessments of social and labor practices? (SELECT all that apply with a "X")		
MS-CHE-1-1	Facility conducts regular internal reviews and/or assessments of all social and labor policies and procedures that the facility has implemented	x	
Facility Response: X			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		

MS-CHE-1-2	Facility conducts regular reviews and/or assessments of social and labor practices within their supply chain, i.e. of suppliers and subcontractors, including raw materials suppliers	x		
Facility Response: X				
Verification	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-CHE-1-3	Facility keeps records of these assessments and any violations that were uncovered	x		
Facility Resp		<u> </u>		
	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-CHE-1-4	Results are reported to senior management	x		
Facility Resp				
	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-CHE-1-5	Facility does not perform regular reviews and/or assessments on social and labor practices within the facility and/or within their supply chain			
Facility Resp				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
Self Assessme				
	Does the facility have a system for reviewing policies and procedures (written or informal) for chang			
MS-CHE-2	es/updates to existing requirements (legal or other)? (SELECT all that apply with a "X")			
MS-CHE-2-1	Government websites	x		
Facility Resp				
Verification	Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification			
MS-CHE-2-2 Government offices /communications X				
Facility Response: X				
Verification	Selection: Accurate			
Validation Method: SLCP Onsite Verification				
MS-CHE-2-3	Consultants			
Facility Response: X				
Verification Selection: Inaccurate - Misunderstanding				
Corrected Response:				
	Data: Misunderstanding. The information was updated on the verification date.			
	ethod: SLCP Onsite Verification			
MS-CHE-2-4	Internet	X		
Facility Response: X				
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
MS-CHE-2-5	Customer briefing	X		
Facility Resp				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
MS-CHE-2-6	Health and safety executive	X		
Facility Resp				
	Selection: Accurate			
	ethod: SLCP Onsite Verification			
MS-CHE-2-7	Corporate Social Responsibility or "CSR" team established in facility	X		
Facility Response: X				
Verification Selection: Accurate				
Validation Method: SLCP Onsite Verification				
MS-CHE-2-8 Facility Resp	Management team briefs the workforce	x		

Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-2-9	Appointed worker / team	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-2-10	Magazine subscription(s)	x	
Facility Respo	Donse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-2-11	Industry body briefings	x	
Facility Respo	Donse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-2-12	Other		
Facility Respo	pnse:		
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-CHE-2.1	If other, please describe:		
Facility Respo			
MS-CHE-2-13	Facility does not use any methods and is not aware of changes/updates		
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
	Does the facility review/update policies and procedures (written or informal)? (SELECT all that apply		
MS-CHE-3	with a "X")		
MS-CHE-3-1	Recruitment and hiring	x	
Facility Response: X			
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification	1	
MS-CHE-3.1	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Response: 6 months per time and at any time when having any changes or updates			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-CHE-3-2	Termination and retrenchment	x	
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-CHE-3.2	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	l onse: 6 months per time and at any time when having any changes or updates		
	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3-3	Facility workplace rules	X	
Facility Respo			
	Selection: Accurate		
	ethod: SLCP Onsite Verification		
MS-CHE-3.3	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Pesp	onse: 6 months per time and at any time when having any changes or updates	,	
Verification Selection: Accurate			
Verification Selection: Accurate Validation Method: SLCP Onsite Verification			
		v	
MS-CHE-3-4	Child labor and young workers	x	

Facility Resp		
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-CHE-3.4	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates
Facility Resp	onse: 6 months per time and at any time when having any changes or updates	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-CHE-3-5	Prohibition of forced labor	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation N	lethod: SLCP Onsite Verification	
MS-CHE-3.5	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates
Facility Resp	onse: 6 months per time and at any time when having any changes or updates	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-CHE-3-6	Anti-harassment and abuse	X
Facility Resp	ionse: X	
	Selection: Accurate	
	Nethod: SLCP Onsite Verification	
MS-CHE-3.6	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates
Facility Resp	onse: 6 months per time and at any time when having any changes or updates	
	Selection: Accurate	
	Nethod: SLCP Onsite Verification	
MS-CHE-3-7	Anti-discrimination	x
Facility Resp		^
	Selection: Accurate	
	lethod: SLCP Onsite Verification	
Validation		
MS-CHE-3.7	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates
	onse: 6 months per time and at any time when having any changes or updates	
	Selection: Accurate	
Validation N	lethod: SLCP Onsite Verification	
MS-CHE-3-8	Working Hours	X
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-CHE-3.8	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates
Facility Resp	onse: 6 months per time and at any time when having any changes or updates	
Verification	Selection: Accurate	
Validation N	lethod: SLCP Onsite Verification	
MS-CHE-3-9	Wages and Benefits	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation N	Nethod: SLCP Onsite Verification	
MS-CHE-3.9	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates
Facility Response: 6 months per time and at any time when having any changes or updates		
Verification	Selection: Accurate	
Validation M	lethod: SLCP Onsite Verification	
MS-CHE-3-10	Discipline	x
Facility Resp	ionse: X	1

Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-CHE-3.10	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	onse: 6 months per time and at any time when having any changes or updates		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3-11	Freedom of association and collective bargaining	x	
Facility Respo	onse: X		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3.11	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	onse: 6 months per time and at any time when having any changes or updates		
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3-12	Grievance systems	x	
Facility Respo	bonse: X	ı	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3.12	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	bnse: 6 months per time and at any time when having any changes or updates	1	
Verification S	Selection: Accurate		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3-13	Worker Feedback		
Facility Respo	Donse:	I	
MS-CHE-3.13	Please describe how often (or when) the policies and procedures are reviewed/updated:		
Facility Response:			
MS-CHE-3-14	Health and safety	x	
Facility Resp) pnse: X		
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
MS-CHE-3.14	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	l onse: 6 months per time and at any time when having any changes or updates		
Verification Selection: Accurate			
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3-15	Foreign migrant workers		
Facility Respo	onse: X		
Verification S	Selection: Inaccurate - Misunderstanding		
Corrected Re	rsponse:		
Verification [Data: Misunderstanding. The information was updated on the verification date.		
Validation M	ethod: SLCP Onsite Verification		
MS-CHE-3.15	Please describe how often (or when) the policies and procedures are reviewed/updated:		
Facility Respo	onse: 6 months per time and at any time when having any changes or updates		
Verification S	Selection: No longer applicable due to verification		
Corrected Re	sponse:		
Validation Method: SLCP Onsite Verification			
MS-CHE-3-16	Domestic migrant workers	X	
Facility Response: X			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			

MS-CHE-3.16	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	onse: 6 months per time and at any time when having any changes or updates		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3-17	Homeworkers		
Facility Respo	inse: X		
Verification S	election: Inaccurate - Misunderstanding		
Corrected Re	sponse:		
Verification D	Pata: Misunderstanding. The information was updated on the verification date.		
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3.17	Please describe how often (or when) the policies and procedures are reviewed/updated:		
Facility Respo	onse: 6 months per time and at any time when having any changes or updates		
	election: No longer applicable due to verification		
Corrected Re			
	ethod: SLCP Onsite Verification		
MS-CHE-3-18	Suppliers/subcontractors	X	
Facility Respo		^	
	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3.18	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Respo	onse: 6 months per time and at any time when having any changes or updates		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3-19	Raw materials sourcing	x	
Facility Response: X			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3.19	Please describe how often (or when) the policies and procedures are reviewed/updated:	6 months per time and at any time when having any changes or updates	
Facility Response: 6 months per time and at any time when having any changes or updates			
Verification Selection: Accurate			
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3-20	Bribery and anti-corruption	x	
Facility Respo			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
		6 months per time and at any time when having	
MS-CHE-3.20	Please describe how often (or when) the policies and procedures are reviewed/updated:	any changes or updates	
	nse: 6 months per time and at any time when having any changes or updates		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3-21	Other		
Facility Respo	inse:		
Verification S	election: Accurate		
Validation Me	ethod: SLCP Onsite Verification		
MS-CHE-3.21	If other, please describe:		
Facility Respo	inse:		
MS-CHE-3-22	Facility does not review/update policies and procedures (written or informal)		
Facility Response:			
Verification Selection: Accurate			
Validation Method: SLCP Onsite Verification			
Act			

Continuous Improvement		
MS-ACT-1	Does the facility create improvement plans based on social and labor practices? (SELECT all that apply with a "X")	
MS-ACT-1-1	Plans are created based on issues uncovered through monitoring and evaluation	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation M	1ethod: SLCP Onsite Verification	
MS-ACT-1-2	Plans include root cause analysis (RCA)	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation M	Nethod: SLCP Onsite Verification	
MS-ACT-1-3	Plans include grievances and suggestions raised by workers	x
Facility Resp	ionse: X	
Verification	Selection: Accurate	
Validation M	Nethod: SLCP Onsite Verification	
MS-ACT-1-4	Plans are completed and the related issues resolved	X
Facility Resp		
	Selection: Accurate	
	Nethod: SLCP Onsite Verification	
MS-ACT-1-5	Written records are maintained	X
Facility Resp		^
	Selection: Accurate	
MS-ACT-1-6	Aethod: SLCP Onsite Verification Other	
Facility Resp		
	Selection: Accurate	
	Nethod: SLCP Onsite Verification	
MS-ACT-1.1	If other, please describe:	
Facility Resp		
MS-ACT-1-7	The facility does not create improvement plans	
Facility Resp		
	Selection: Accurate	
Validation M	Nethod: SLCP Onsite Verification	
MS-ACT-2	Does the facility communicate improvement plans to interested stakeholders? (SELECT all that apply with a "X")	
MS-ACT-2-1	Senior management	
Facility Resp	ionse:	
MS-ACT-2-2	Workers	
Facility Resp	ionse:	
MS-ACT-2-3	Customers	
Facility Resp	ionse:	
MS-ACT-2-4	Other	
Facility Resp	bonse:	
MS-ACT-2.1	If other, please describe:	
Facility Resp	ionse:	
Facility Com	nments	
MS-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Resp	ionse:	
Verification	Selection: Verification not required	
Corrected Re	esponse:	
	Method: SLCP Onsite Verification	
ABOVE & B		

Section instructions Section framework the purpose out for Molecular and Purpose out and Purpose	Number	Question	Final Verified Response	
Section Decipion if mapping of mar Maxie and Bigsord rection is to grinter information of not in privation that bigsord in a type of any sequent big of decipion de	Section Instructions			
Results the state verter work and work an	Section Instru	ctions		
Sub-Section Listication Organization (ILO) settines Workplace Weil-Teal or a stepsion of a large escilution of teams are set or work and on constrained with the formation of teams are set or work and on constrained with the period of teams are set or a large escilution of teams are set or a lar		ity practices that go above and beyond social responsibility industry standards, are not required by n ational or international law, and that seek to elevate workplace well-being and community impact.		
Reinternational Labour Organization (LG) defines "Wongluck Weil-Being" is relating "to all speech all working life, from the quarky and adapts of the phose an any monotone, the forw weeker fiel adout it all working life, from the quarky and adapts of the phose and work of quarks of quarks it. The and it defines the facility weil: all work of the working weils are taking place to promote weightee weightee weightee main are side, heating to any define of the quark of the of the phose and work of quarks of quarks it. The and it defines the facility weils: Beviour and the off and any of the following types of divelepmental programs by the fieldity (bpt.) Rei Work 1 Rei Mork 1 Rei Mork 1 Rei Mork 2 Rei Mork 1 Rei Mork 2 Rei Mork 1 Rei Mork 2 Rei Mor	Workplace W	Vell-Being		
where the set of the physical environment, to how works the taken of the set of the environment, the taken of the set of the environment, the taken of the environment, the taken of the environment of the taken of take	Sub-Section Ir	istructions		
Ak Work Are all workers offered any of the following types of developmental programs by the facility (SEEC Tail but apply with a 'X'). Ak Work Head board Barling Keguers Image and the facility of the facility of the facility of the facility of the facility for the fac		of working life, from the quality and safety of the physical environment, to how workers feel about t heir work, their working environment, the climate at work and work organization. The aim of measur es for workplace well-being is to complement OSH measures to make sure workers are safe, healthy, satisfied and engaged at work." The sub-section below seeks to understand what type of above and		
Mi-Wolf infail that apply with a XT: ininBa WoB 1 inRelate flag and inRelate flag and inFailty ResourceRelate flag and in<	Developmenta	al Programs		
AB: WOR 11 Please describe: Image: Comparison of the section of the sectin of the sectin of the sectin of the section of the sect	AB-WOR-1			
Ads Work-1 Please describe:	AB-WOR-1-1	Health Education		
AB-WOR-1-2 Gender Equality Image: Comparison of Compariso	Facility Respo	onse:		
Ab W0R-12 Gender Equality Gender Equality Constrained Constr	AB-WOR-1.1	Please describe:		
Facility Aleground Pease describe: AB: WOR-12 Pease describe: Image: Comparison of the Comparison of	Facility Respo	inse:		
AB. WOR-12 Please describe: Facility Response Gender Empowerment AB. WOR-13 Gender Empowerment Facility Response Facility Response Response Facility Response Response Jaccine Facility Response Facility Response Facility Response Response Jaccine Facility Response Facility Response Facility Response Facility Response<	AB-WOR-1-2	Gender Equality		
AB: WOR-1-3 Gender Empowement Image: Compound of the second of the seco	Facility Respo	inse:		
AB-WQR-13 Gender Empowement Facility Resument Facility Resument AB-WQR-14 Resument AB-WQR-14 Resument AB-WQR-14 Resument AB-WQR-14 Resument AB-WQR-14 Resument AB-WQR-15 Resument AB-WQR-15 Resument AB-WQR-15 Resument AB-WQR-15 Resument AB-WQR-15 Resument AB-WQR-16 Resument AB-WQR-17 Resument AB-WQR-18 Resument AB-WQR-19 Resument AB-WQR-19 Resument AB-WQR-19 Resument AB-WQR-10	AB-WOR-1.2	Please describe:		
Facility Response: AB: WOR-13 Mease describe: Facility Response: AB: WOR-14 Career Development Facility Response: AB: WOR-14 Please describe: Facility Response:	Facility Respo	inse:		
AB-WOR-13 Pease describe: Image: Comparison of the second	AB-WOR-1-3	Gender Empowerment		
Facility Access Content of the second of the s	Facility Respo	inse:		
AB-WQR-14 Qeare Development of the second of the sec	AB-WOR-1.3	Please describe:		
Facility Response Image: Second Sec	Facility Respo	inse:		
AB-WOR-14 Please describe: Image: Content of the sector o	AB-WOR-1-4	Career Development		
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AB-WOR-1-5 Other Facility Response	AB-WOR-1.4	Please describe:		
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AB-WOR-15 If other, please describe: Image: Content of the above AB-WOR-16 None of the above Image: Content of the above AB-WOR-17 Above of the above Image: Content of the above Facility Response Image: Content of the above Image: Content of the above AB-WOR-21 All workers offered any of the following programs by the facility to promote health? (SELECT all that apply with a "X"): Image: Content of the above AB-WOR-21 Nutrition Image: Content of the above Image: Content of the above Facility Response Image: Content of the above Image: Content of the above Facility Response Image: Content of the above Image: Content of the above AB-WOR-22 Exercise Image: Content of the above Image: Content of the above Facility Response Image: Content of the above Image: Content of the above Image: Content of the above AB-WOR-23 Please describe: Image: Content of the above Image: Content of the above Image: Content of the above Facility Response Image: Content of the above Facility Response Image: Conten of the above Image: Content	AB-WOR-1-5	Other		
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AB-WOR-1-6 None of the above Independent of the above Facility Response Are all workers offered any of the following programs by the facility to promote health? (SELECT all that apply with a "X"): AB-WOR-2-1 Are all workers offered any of the following programs by the facility to promote health? (SELECT all that apply with a "X"): AB-WOR-2-1 Nutrition Independent of the above Facility Response Independent of the above AB-WOR-2.3 Drug and Alcohol Abuse Facility Response Independent of the above AB-WOR-2.3 Please describe: Facility Response Independent of the above Facility Response Independent of the above Facility Response Independent of the above AB-WOR-2.3 Please describe: Facility Response Independent of the above </td <td>AB-WOR-1.5</td> <td>If other, please describe:</td> <td></td>	AB-WOR-1.5	If other, please describe:		
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AB-WOR-2 hat apply with a "X"): Image: Constraint of the second of the	Facility Respo	inse:		
Facility Response Image: Constraint of the section	AB-WOR-2			
AB-WOR-2.1 Please describe: Facility Respective F	AB-WOR-2-1	Nutrition		
Facility Response: AB-WOR-2-2 Exercise Facility Response: AB-WOR-2.2 Please describe: AB-WOR-2.2 Please describe: Facility Response: AB-WOR-2.3 Drug and Alcohol Abuse Facility Response: AB-WOR-2.3 Please describe: Facility Response:	Facility Respo	onse:		
AB-WOR-2-2 Exercise E	AB-WOR-2.1	Please describe:		
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AB-WOR-2.2 Please describe: Please descr	AB-WOR-2-2	Exercise		
Facility Response: AB-WOR-2-3 Drug and Alcohol Abuse Facility Response: AB-WOR-2.3 Please describe: AB-WOR-2.3 Please describe:	Facility Respo	onse:		
AB-WOR-2-3 Drug and Alcohol Abuse AB-WOR-2-3 Drug and Alcohol Abuse AB-WOR-2.3 Please describe: AB-WOR-2.3 Please	AB-WOR-2.2	Please describe:		
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AB-WOR-2.3 Please describe: Facility Response:	AB-WOR-2-3	Drug and Alcohol Abuse		
Facility Response:	Facility Response:			
	AB-WOR-2.3	Please describe:		
AB-WOR-2-4 Smoking	Facility Respo	onse:		
	AB-WOR-2-4	Smoking		

Facility Respo	onse:	
AB-WOR-2.4	Please describe:	
Facility Respo	onse:	
AB-WOR-2-5	Sexual Health	
Facility Respo	onse:	
AB-WOR-2.5	Please describe:	
Facility Respo	onse:	
AB-WOR-2-6	Pre- and post-natal	
Facility Respo	onse:	1
AB-WOR-2.6	Please describe:	
Facility Respo	onse:	1
AB-WOR-2-7	Mental Well-being	
Facility Respo	onse:	1
AB-WOR-2.7	Please describe:	
Facility Respo	Donse:	1
AB-WOR-2-8	Access to clean drinking water	
Facility Respo	Donse:	
AB-WOR-2.8	Please describe:	
Facility Respo	Donse:	
AB-WOR-2-9	Other	
Facility Respo) pnse:	
AB-WOR-2.9	If other, please describe:	
Facility Respo		
AB-WOR-2-10	None of the above	
Facility Respo) onse:	
Market Access		
	Are all workers offered any of the following types of market access programs by the facility? (SELECT	
AB-WOR-3	all that apply with a "X"):	
AB-WOR-3-1	Financial Literacy Programs	
Facility Respo	onse:	·
AB-WOR-3.1	Please describe:	
Facility Respo	onse:	·
AB-WOR-3-2	Digital Payment Assistance	
Facility Respo	onse:	
AB-WOR-3.2	Please describe:	
Facility Respo	onse:	·
AB-WOR-3-3	Home Financing Program	
Facility Respo	bnse:	
AB-WOR-3.3	Please describe:	
Facility Respo	bnse:	
AB-WOR-3-4	Other	
Facility Respo	onse:	1
AB-WOR-3.4	If other, please describe:	
Facility Respo	onse:	1
AB-WOR-3-5	None of the above	
Facility Respo	Donse:	1
Economic Empowerment Programs		
Did the facility participate in any type of economic empowerment programs that collect facility con		
AB-WOR-4	tributions into a separate account (or fund) that can be used for worker well-being? (SELECT all that	
	apply with a "X"):	
AB-WOR-4-1	Facility's own program	
Facility Respo	Please describe:	
AB-WOR-4.1		1

Facility Response:			
AB-WOR-4-2	External program		
Facility Resp	onse:		
AB-WOR-4.2	Please describe:		
Facility Resp	onse:		
AB-WOR-4-3	Other		
Facility Resp	onse:		
AB-WOR-4.3	If other, please describe:		
Facility Resp	onse:		
AB-WOR-4-4	None of the above		
Facility Resp	onse:		
Wage Aspirat	ions		
AB-WOR-5	Did the facility actively seek to provide (or attain) any of the following types of wage aspirations for workers? (SELECT all that apply with a "X"):		
AB-WOR-5-1	"Living Wage"		
Facility Resp	onse:		
AB-WOR-5.1	Please describe:		
Facility Resp	onse:		
AB-WOR-5-2	"Prevailing Wage"		
Facility Resp	onse:		
AB-WOR-5.2	Please describe:		
Facility Resp	onse:		
AB-WOR-5-3	System to secure that annual wage increase (excluding OT-hours) is at or above the inflation rate		
Facility Resp	onse:		
AB-WOR-5-4	Skill Matrix - including all worker skill levels		
Facility Resp	onse:		
AB-WOR-5.3	Please describe:		
Facility Resp			
AB-WOR-5-5	Other		
Facility Resp			
AB-WOR-5.4	If other, please describe:		
Facility Resp			
AB-WOR-5-6	None of the above		
Facility Resp	onse:		
HS Recognitio			
AB-WOR-6	Has the facility received recognition (award) from a PUBLICLY KNOWN institution for their achievem ent on Health and Safety?		
Facility Resp			
AB-WOR-6.1	If yes, please describe:		
Facility Resp			
Other			
AB-WOR-7	Has the facility implemented any other projects that have sought to improve social well-being of w orkers in the facility that they would like to share?		
Facility Resp			
AB-WOR-7.1	If yes, please describe:		
Facility Resp			
Community			
Sub-Section I			
	The sub-section below seeks to understand what type of above and beyond practices are taking plac e to promote positive community impact "outside the facility walls".		
Supplier Enga	ngement		
AB-COM-1	Does the facility offer female workers in the supply chain (i.e. female workers at suppliers/subcontrac tors to the facility) any of the following types of professional developmental opportunities? (SELECT all that apply with a "X"):		
	· · · · · · · · · · · · · · · · · · ·		

AB-COM-1-1	Professional Training	
Facility Resp	onse:	
AB-COM-1.1	Please describe:	
Facility Resp	onse:	
AB-COM-1-2	Mentoring/ sponsorship program	
Facility Resp	onse:	1
AB-COM-1.2	Please describe:	
Facility Resp	onse:	1
AB-COM-1-3	Educational opportunities	
Facility Resp	onse:	1
AB-COM-1.3	Please describe:	
Facility Resp	onse:	
AB-COM-1-4	Other	
Facility Resp	onse:	
AB-COM-1.4	If other, please describe:	
Facility Resp	onse:	
AB-COM-1-5	None of the above	
Facility Resp	onse:	
Community S	ervice	
	Did the facility participate in any of the following activities related to community service? (SELECT a	
AB-COM-2	Il that apply with an "X":)	
AB-COM-2-1	The facility sponsored (paid for and/or organized) a community service event	
Facility Resp	onse:	
AB-COM-2.1	Please describe:	
Facility Resp	onse:	1
AB-COM-2-2	Workers were encouraged to voluntarily engage in community service	
Facility Resp	onse:	1
AB-COM-2.2	Please describe:	
Facility Resp	onse:	1
AB-COM-2-3	Workers were permitted certain hours to voluntarily engage in community service during working h ours and were not penalized for the hours served	
Facility Resp	onse:	<u> </u>
AB-COM-2.3	Please describe:	
Facility Resp		
AB-COM-2-4	Blood Donation Programs	
Facility Resp		
AB-COM-2.4	Please describe:	
Facility Resp		
AB-COM-2-5	Gender equality and empowerment programs	
Facility Resp		
AB-COM-2.5	Please describe:	
Facility Resp		
AB-COM-2-6	Other	
Facility Resp		
AB-COM-2.6	If other, please describe:	
Facility Resp		
AB-COM-2-7	None of the above	
Facility Resp		
Charitable Co		
AB-COM-3	Did the facility participate in any of the following activities related to charitable contributions? (SEL ECT all that apply with an "X":)	
AB-COM-3-1	The facility made regular donations to charitable (non-profit/non-governmental) organizations or pr ojects	
Facility Resp	onse:	

	Please describe:		
Facility Response:			
AB-COM-3-2	Facility conducted a needs analysis of charitable programs to address the critical needs in the comm unity		
Facility Respo	onse:		
AB-COM-3.2	Please describe:		
Facility Respo	onse:		
AB-COM-3-3	Other		
Facility Respo	onse:		
AB-COM-3.3	If other, please describe:		
Facility Respo	onse:		
AB-COM-3-4	None of the above		
Facility Respo	onse:		
Community Ir	nvestment		
AB-COM-4	Did the facility participate in any of the following activities related to community investment? (SEL ECT all that apply with a "X":)		
AB-COM-4-1	The facility drafted (or maintained an existing) strategy/policy for community investment that inclu des assessment of root causes of social issues in community related to its workforce		
Facility Respo	onse:		
AB-COM-4.1	Please describe:		
Facility Respo	onse:		
AB-COM-4-2	Facility workers and local civil society groups were engaged in identifying, implementing, and evalua ting community investment initiatives		
Facility Respo	onse:		
AB-COM-4.2	Please describe:		
Facility Respo	onse:		
AB-COM-4-3	The facility was involved directly or through partnerships in efforts on the ground that address root c auses of social issues in the local community		
Facility Respo	onse:		
AB-COM-4.3	Please describe:		
Facility Respo	onse:		
Facility Respo AB-COM-4-4	Other		
	Other		
AB-COM-4-4	Other		
AB-COM-4-4 Facility Respo	Other onse: If other, please describe:		
AB-COM-4-4 Facility Respo AB-COM-4.4	Other onse: If other, please describe:		
AB-COM-4-4 Facility Respo AB-COM-4.4 Facility Respo	Other Other Other Other Other Other Other Other Other Other, please describe: Other		
AB-COM-4-4 Facility Respondence AB-COM-4.4 Facility Respondence AB-COM-4-5 Facility Respondence	Other Other Other Other Other Other Other Other Other Other, please describe: Other		
AB-COM-4-4 Facility Respondence AB-COM-4.4 Facility Respondence AB-COM-4-5 Facility Respondence	Other onse: If other, please describe: onse: None of the above onse:		
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AB-COM-4-4 Facility Respondent AB-COM-4.4 Facility Respondent AB-COM-4-5 Facility Respondent Facility Respondent Facility Respondent AB-COM-5	Other onse: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts		
AB-COM-4-4 Facility Responses AB-COM-4.4 Facility Responses AB-COM-4-5 Facility Responses External Enganses AB-COM-5 AB-COM-5-1	Other onse: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts		
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AB-COM-4-4 Facility Respondence AB-COM-4.4 Facility Respondence AB-COM-4-5 Facility Respondence External Engandence AB-COM-5 AB-COM-5-1 Facility Respondence AB-COM-5.1	Other Other, please describe: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts onse: Please describe some of these training efforts:		
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AB-COM-4-4 Facility Respondence AB-COM-4-4 Facility Respondence AB-COM-4-5 Facility Respondence External Engandence AB-COM-5-1 Facility Respondence AB-COM-5-1 Facility Respondence AB-COM-5-2	Other Other, please describe: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts onse: Please describe some of these training efforts: onse: Facility participates in multi-stakeholder or industry forums to develop full understanding of risks an d challenges in the value chain		
AB-COM-4-4 Facility Respondent AB-COM-4-4 Facility Respondent AB-COM-4-5 Facility Respondent External Engandent AB-COM-5-1 Facility Respondent AB-COM-5-1 Facility Respondent AB-COM-5-2 Facility Respondent	Other onse: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts onse: Please describe some of these training efforts: onse: Facility participates in multi-stakeholder or industry forums to develop full understanding of risks an d challenges in the value chain onse: Please describe the forums the facility is participating in, and in what capacity (passive vs. active, vot ing, chair, etc.)		
AB-COM-4-4 Facility Respondent AB-COM-4-4 Facility Respondent AB-COM-4-5 Facility Respondent External Engandent AB-COM-5-1 Facility Respondent AB-COM-5-1 Facility Respondent AB-COM-5-2 Facility Respondent AB-COM-5-2	Other onse: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts onse: Please describe some of these training efforts: onse: Facility participates in multi-stakeholder or industry forums to develop full understanding of risks an d challenges in the value chain onse: Please describe the forums the facility is participating in, and in what capacity (passive vs. active, vot ing, chair, etc.)		
AB-COM-4-4 Facility Respondent AB-COM-4-4 Facility Respondent AB-COM-4-5 Facility Respondent External Engandent AB-COM-5-1 Facility Respondent AB-COM-5-1 Facility Respondent AB-COM-5-2 Facility Respondent AB-COM-5-2 Facility Respondent AB-COM-5-2	Other onse: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts onse: Please describe some of these training efforts: onse: Facility participates in multi-stakeholder or industry forums to develop full understanding of risks an d challenges in the value chain onse: Please describe the forums the facility is participating in, and in what capacity (passive vs. active, vot ing, chair, etc.) onse: Facility engages with key locally impacted stakeholders to improve social and labor conditions in the value chain		
AB-COM-4-4 Facility Response AB-COM-4-4 Facility Response AB-COM-4-5 Facility Response AB-COM-5-1 Facility Response AB-COM-5-1 Facility Response AB-COM-5-2 Facility Response AB-COM-5-2 Facility Response AB-COM-5-2 Facility Response AB-COM-5-3	Other onse: If other, please describe: onse: None of the above onse: gement & Collaboration Did the facility participate in any of the following activities related to engagement with external org anizations and other facilities? (SELECT all that apply with a "X":) Facility collaborates with other facilities on the development of shared/joint training efforts onse: Please describe some of these training efforts: onse: Facility participates in multi-stakeholder or industry forums to develop full understanding of risks an d challenges in the value chain onse: Please describe the forums the facility is participating in, and in what capacity (passive vs. active, vot ing, chair, etc.) onse: Facility engages with key locally impacted stakeholders to improve social and labor conditions in the value chain		

AB-COM-5-4	Facility engages with key regional / international stakeholders to improve social and labor conditions in the value chain	
Facility Respo	inse:	
AB-COM-5.4	Please describe by providing the stakeholder names and the nature and frequency of the dialogue:	
Facility Respo	inse:	
AB-COM-5-5	Facility engages (either directly or via industrial trade association or tripartite initiatives) with local & district level Trade Unions to proactively address issues of concern to the industry	
Facility Respo	onse:	
AB-COM-5-6	Other	
Facility Respo	onse:	
AB-COM-5.5	If other, please describe:	
Facility Respo	onse:	
AB-COM-5-7	None of the above	
Facility Respo	nse:	
AB-COM-6	If the facility engaged (either directly or via industrial trade association or tripartite initiatives) with I ocal & district level trade unions to proactively address issues of concern to the industry, how was th e facility involved? (SELECT all that apply with a "X":)	
AB-COM-6-1	Facility actively participates in the initiative	
Facility Respo	inse:	
AB-COM-6.1	Please describe:	
Facility Respo	inse:	
AB-COM-6-2	Facility actively leads the initiative	
Facility Respo	inse:	
AB-COM-6.2	Please describe:	
Facility Respo	nse:	
AB-COM-6-3	Facility has been actively engaged with the initiative over the past 3 years	
Facility Respo	nse:	
AB-COM-6.3	Please describe:	
Facility Respo	onse:	
AB-COM-6-4	Other	
AB-COM-6-4 Facility Respo		
Facility Respo	If other, please describe:	
Facility Respo	If other, please describe:	
Facility Respo AB-COM-6.4 Facility Respo	If other, please describe:	
Facility Responses	If other, please describe: If other, please describe: Donse: None of the above Donse:	
Facility Responses	If other, please describe: If other, please describe: Donse: None of the above Donse:	
Facility Responses	If other, please describe: If other, please describe: If other, please describe: Inse: Ins	
Facility Responses	If other, please describe: If other, please describe: If other, please describe: Inse: Ins	
Facility Responses	If other, please describe: If other, please describe: Inse: None of the above Inse: s Has the facility set specific goals/targets for improvement on social issues in local communities and t racked the progress against those goals/targets? If yes, please describe:	
Facility Responses	If other, please describe: If other, please describe: If other, please describe: Inse: None of the above Inse: If yes, please describe: If yes, please describe: If yes, please describe: If yes, please describe:	
Facility Responses AB-COM-6.4 Facility Responses Facility Responses Goals / Target AB-COM-7 Facility Responses AB-COM-7.1 Facility Responses	If other, please describe: If other, please describe: Inse: None of the above Inse: S Has the facility set specific goals/targets for improvement on social issues in local communities and t racked the progress against those goals/targets? If yes, please describe: If yes, please describe: If set Has the facility encouraged sourcing practices that resulted in the facility sourcing from Small and M edium Enterprises and manufacturers that are owned by underrepresented minorities/protected gro	
Facility Responses of the second seco	If other, please describe: If other, please describe: Inse: None of the above Inse: Inse: Inse: If yes, please describe: If yes, please describe: If yes, please describe: If set the facility encouraged sourcing practices that resulted in the facility sourcing from Small and M edium Enterprises and manufacturers that are owned by underrepresented minorities/protected gro ups, including women-owned businesses?	
Facility Response AB-COM-6.4 Facility Response AB-COM-6-5 Facility Response Goals / Target AB-COM-7 Facility Response AB-COM-7.1 Facility Response Sourcing Pract AB-COM-8 Facility Response	If other, please describe: If other, please describe: Inse: None of the above Inse: Inse: If yes, please describe: If yes, please describe:	
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Facility Response AB-COM-6.4 Facility Response AB-COM-6-5 Facility Response Goals / Target AB-COM-7 Facility Response AB-COM-7.1 Facility Response Sourcing Pract AB-COM-8.1 Facility Response AB-COM-8.1 Facility Response AB-COM-8.1 Facility Response AB-COM-9 Facility Response	If other, please describe: If other, please describe: Inse: None of the above Inse: Inse: If yes, please describe: If yes, please describe:	
Facility Response AB-COM-6.4 Facility Response AB-COM-6-5 Facility Response Goals / Target AB-COM-7 Facility Response AB-COM-7 Facility Response AB-COM-7 Facility Response AB-COM-7.1 Facility Response AB-COM-8.1 Facility Response AB-COM-8.1 Facility Response AB-COM-8.1 Facility Response AB-COM-9 Facility Response	If other, please describe: If other, please describe: Inse: None of the above Inse: s Has the facility set specific goals/targets for improvement on social issues in local communities and t racked the progress against those goals/targets? If yes, please describe: If	
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Facility Response:			
AB-COM-10.1	If yes, please describe:		
Facility Resp	onse:		
Public Disclos	sure & Transparency		
AB-COM-11	Does the facility communicate publicly on social and labor performance?		
Facility Resp	onse:		
AB-COM-12	Did the facility communication include any of the following? (SELECT all that apply with a "X"):		
AB-COM-12-1	Engagement with NGOs and other external stakeholders		
Facility Resp	onse:		
AB-COM-12-2	Social/labor policies and procedures		
Facility Resp	onse:		
AB-COM-12-3	Results of social compliance monitoring		
Facility Resp	onse:		
AB-COM-12-4	Issues identified, actions taken, and results achieved in response to results of social compliance moni toring		
Facility Resp	onse:		
AB-COM-12-5	Indirect supplier list		
Facility Resp	onse:		
AB-COM-12-6	Facility/company/group reporting externally on progress against social compliance goals and objecti ves per Global Reporting Initiative (GRI) requirements		
Facility Resp	onse:		
AB-COM-12-7	None of the above		
Facility Resp	onse:		
AB-COM-13	Does the facility publish a report (at least every 2 years) regarding its own progress towards social co mpliance goals and objectives set by the facility?		
Facility Resp	onse:		
Other			
AB-COM-14	Has the facility implemented any other community impact projects that improve the social well being of workers and their families that they would like to share?		
Facility Resp	onse:	·	
AB-COM-14.1	If yes, please describe:		
Facility Resp	onse:	1	
Facility Com	iments		
AB-FAC-1	Please describe any concerns or difficulties with questions listed in this section:		
Facility Resp			
VERIFICATIO	DN/ASSESSMENT DETAILS	1	
Number	Question	Final Verified Response	
Verification	/Assessment Details		
Validation Me	thod		
VD-VERI-1	How was this assessment validated?	SLCP Onsite Verification	
Facility Resp	onse: SLCP Onsite Verification	1	
Verification/#	Verification/Assessment Dates		
VD-VERI-2	Verification/Assessment Start Date (YYYY-MM-DD):	2023-03-15	
Facility Resp	nnse- 2023-03-15		
	505.2023 03 13		
VD-VERI-3	Verification/Assessment End Date (YYYY-MM-DD):	2023-03-18	
		2023-03-18	
Facility Resp	Verification/Assessment End Date (YYYY-MM-DD):	2023-03-18	
Facility Resp	Verification/Assessment End Date (YYYY-MM-DD): onse: 2023-03-18	2023-03-18 4.5 Person Days	
Facility Resp Verification/A VD-VERI-4	Verification/Assessment End Date (YYYY-MM-DD): onse: 2023-03-18 Assessment Duration		
Facility Resp Verification/A VD-VERI-4	Verification/Assessment End Date (YYYY-MM-DD): onse: 2023-03-18 Assessment Duration Verification/Assessment Duration:		
Facility Resp Verification/A VD-VERI-4 Facility Resp	Verification/Assessment End Date (YYYY-MM-DD): onse: 2023-03-18 Assessment Duration Verification/Assessment Duration: onse: 4.5 Person Days If "More than 10 Days", please describe:		
Facility Resp Verification// VD-VERI-4 Facility Resp VD-VERI-4.1	Verification/Assessment End Date (YYYY-MM-DD): onse: 2023-03-18 Assessment Duration Verification/Assessment Duration: onse: 4.5 Person Days If "More than 10 Days", please describe:		

VD-VERI-6	If no, please describe which days Verifier(s)/Assessor(s) were on site and why the verification did not take place over consecutive days:		
Facility Respo	onse:		
Verification/Assessment Window			
VD-VERI-7	Verification/Assessment Window:	Semi-announced	
Facility Respo	onse: Semi-announced		
Verifier/Asses	sor Information		
VD-VERI-8	Verifier Body Type:	3rd Party (Service Provider)	
Facility Respo	onse: 3rd Party (Service Provider)	1	
VD-VERI-9	Verifier Body Name/ Country Programme:	BCI Compliance Group	
Facility Respo	bnse: BCI Compliance Group	1	
VD-VERI-10	Verifier Name(s) (First and Last Name)/ Assessor ID(s):	Thu Ho	
Facility Respo	onse: Thu Ho		
APSCA ID			
VD-VERI-11	Verifier(s) APSCA ID(s)	ASCA 21705602	
Facility Respo	onse: ASCA 21705602		
Verification/A	ssessment Participants		
VD-VERI-12	Were any interpreters present during verification/assessment?	No	
Facility Respo	nse: No		
VD-VERI-13	Identification details (First and Last Name and Organization) of all parties present for verification/ass essment activity:	NIL	
Facility Respo	onse: NIL		
Exception Req	uests		
VD-VERI-14	Were any exception requests granted by the Verification Oversight Organization for this verificatio n?	Yes	
Facility Respo	jnse: Yes	1	
VD-VERI-15	If yes, please describe:	Protocol: The number of calendar days for onsite verification is not to exceed 4 consecutive worki ng days. If the number of calendar days exceeds 4 consecutive working days, the Verifier Body mus t send more than one Verifier. Requested Excepti on: We wish to send a single verifier for 4.5 conse cutive working days to meet the person-day req uirement.	
consecutive	onse: Protocol: The number of calendar days for onsite verification is not to exceed 4 consecutive worki working days, the Verifier Body must send more than one Verifier. Requested Exception: We wish to se ne person-day requirement.	-	
Worker Interv	ews		
VD-VERI-16	What is the total number of worker interviews conducted?	64	
Facility Respo	onse: 64		
VD-VERI-17	Provide details about number and type of workers interviewed:	Individual Interviews: 28, Group Interviews: 6 gro up of 6, Total 64 employees were interviewed in which there were 34 females and 30 males includ ing 6 pregnant and breastfeeding employees, 1 y oungest employee (18 years old), and employees across the section of warehouse, cutting, sewing, ironing, printing, embroidery, inspection and pac king. The employees were assured of confidential ity and they spoke freely of their views of the fac ility.	
Facility Response: Individual Interviews: 28, Group Interviews: 6 group of 6, Total 64 employees were interviewed in which there were 34 females and 30 males includ ing 6 pregnant and breastfeeding employees, 1 youngest employee (18 years old), and employees across the section of warehouse, cutting, sewing, ironing, printing, e mbroidery, inspection and packing. The employees were assured of confidentiality and they spoke freely of their views of the facility.			
Verification/Assessment Observations			
VD-VERI-18	1. Cooperativeness of facility	The facility management showed a cooperative a nd supportive attitude during the audit. Auditors were allowed to conduct the facility tour at all pl aces in the facility. All document requested were provided on time. The Trade Union was cooperati ve and supportive during the audit. Based on the interview with the Trade Union chairman, associa tion activities were support by the facility manag ement.	

Facility Response: The facility management showed a cooperative and supportive attitude during the audit. Auditors were allowed to conduct the facility tour at all pl aces in the facility. All document requested were provided on time. The Trade Union was cooperative and supportive during the audit. Based on the interview with th e Trade Union chairman, association activities were support by the facility management.		
VD-VERI-19	1.1 Did the facility engage in behavior that impacts process integrity (e.g., incomplete, inconsistent, or r falsified documents; action by management to prevent workers from speaking freely; attempted c oncealment of underage workers; misleading/ lying to Verifier/Assessor about facility operations; or other non-disclosure of accurate data)?	No
Facility Respo	onse: No	
VD-VERI-20	2. Strengths of management practices	All employees said they were satisfied with their employment at the facility and that they were sa tisfied with the current wages which in their vie w were in line with wages in the locality. They fel t free to leave this employer and understood the notice period required. They had good relationshi p with their supervisors and managers who treat ed them with respect. They were able to make s uggestions to their supervisors and team leaders and sometimes they had seen these suggestions adopted.
Facility Response: All employees said they were satisfied with their employment at the facility and that they were satisfied with the current wages which in their vie w were in line with wages in the locality. They felt free to leave this employer and understood the notice period required. They had good relationship with their super visors and managers who treated them with respect. They were able to make suggestions to their supervisors and team leaders and sometimes they had seen these s uggestions adopted.		
VD-VERI-21	3. Any other comment	NIL
Facility Response: NIL		
VD-VERI-22	4. Are there any photos you would like to add to the verification that did not directly correspond to a question?	Kindly refer to photo report
Facility Response: Kindly refer to photo report		