

FLA Audit Profile	
Country	Taiwan R.O.C.
Name of Factory	360273596F
Independent External Monitoring Organization	Global Standards
Date(s) in Facility	2 days
FLA Affiliated Compan(ies)	Nike, Puma
Number of Workers	198
Product(s)	Apparel
Production Processes	All process

FLA Code/Benchmark	Compliance Status	[Status] Completed, Pending, On- going	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow-Up)		Third-Party Verification		Company Verification Follow-Up	
				Company Follow-Up	Documentation	External Verification (Date)	Documentation	Company Follow-Up (cite date of planned or follow-up visit, if appropriate)	Documentation
GEN 2: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.	Risk of noncompliance		Factory has conducted awareness training to its workers about standards and basic rights but workers can not remember the articles or laws.						
GEN 3: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.	In compliance		There is no method of communicating with the PC.						
H&S.17 Ventilation/Electrical/Facility Installation and Maintenance	Risk of noncompliance		There are three dirty ventilators on the ceiling of ironing dept.						
Other	Risk of noncompliance		There are no fire extinguishers in the kitchen, although there are four extinguishers located in front of canteen. It is suggested that they are moved inside.						
HOW.9 Overtime/Positive Incentives	Risk of noncompliance		The wages with overtime premium is paid on 10th of every month in workers' bank account. However, the overtime premium for piece rate workers are based on basic wages for calculation first. The actual overtime premium will be verified by workers at the beginning of month. Then, factory will pay the discrepancy to workers in cash with workers' signature on the same week. It is recognized by workers and management. Although the factory did pay the full wage with O/T premium to workers, the way they process payment is not normal practice.						

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WBOT.1 General Compliance Wages, Benefits and Overtime Compensation	Risk of noncompliance		The wages with overtime premium is paid on 10th of every month in workers' bank account. However, the overtime premium for piece rate workers are based on basic wages for calculation first. The actual overtime premium will be verified by workers at the beginning of month. Then, factory will pay the discrepancy to workers in cash with workers' signature on the same week. It is recognized by workers and management. Although the factory did pay the full wage with O/T premium to workers, the way they process payment is not normal practice.						
WBOT.10 Premium/Overtime Compensation	Risk of noncompliance		The wages with overtime premium is paid on 10th of every month in workers' bank account. However, the overtime premium for piece rate workers are based on basic wages for calculation first. The actual overtime premium will be verified by workers at the beginning of month. Then, factory will pay the discrepancy to workers in cash with workers' signature on the same week. It is recognized by workers and management. Although the factory did pay the full wage with O/T premium to workers, the way they process payment is not normal practice.						
WBOT.11 Overtime Compensation Awareness	Noncompliance		Workers are not familiar with OT compensation methods, especially the piece rate workers mentioned they get around NT\$24/hr for O/T. However, it's not reflected correctly in their payroll records						
WBOT.12 Overtime Compensation for Piece Rates and Other Incentive Schemes	Noncompliance		Workers are not familiar with OT compensation methods, especially the piece rate workers mentioned they get around NT\$24/hr for O/T. However, it's not reflected correctly in their payroll records						
WBOT.23 Posting Notices	Risk of noncompliance		There is no wage calculation method posted on bulletin board						
WBOT.27 Wage Receipt	Risk of noncompliance		There is no translation of wage receipt in their language. But factory provides a translator to explain payment information to migrant workers.						

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MISC.1 Illegal Subcontracting	Risk of noncompliance		Factory is using subcontractors for sewing operations. However, they						