

FLA Audit Profile	
Country	Thailand
Name of Factory	610074645F
Independent External Monitoring Organization	Kenan Institute Asia
Date(s) in Facility	September 11-12, 2007
FLA Affiliated Compan(ies)	NK Apparel
Number of Workers	4626
Product(s)	Sportswear
Production Processes	Fabric inspection, Cutting, Emboidery, Sewing, Ironing and Packing

FLA Code/Benchmark	Compliance Status	[Status] Completed, Pending, Ongoing	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow Up)		Third-Party Verification	
				Company Follow Up	Documentation	External Verification (Date)	Documentation
H&S.9 Evacuation Requirements and Procedure	Noncompliance	Completed	Only 31% of total workers have been trained in basic fire fighting, which is not in line with the legal limits, it requires at least 40% of total workers.				
H&S.21 Medical Facilities	Noncompliance	Completed	Factory provides only 1 regular nurse during working hours. This violates the legal requirement which indicates that a facility having more than 1,000 employees has to arrange the following: a) Medical treatment room with 2 beds and enough contents of first aid. b) 2 regular nurses. c) 1 regular doctor during working hours for at least 2 hours per time. d) Vehicle for emergency cases.				
HOW.1 General Compliance Hours of Work	Noncompliance	Completed	It was found that some workers worked in excess of 60 hours per week (61-73.5 hours/week) in each month. These workers worked in sample, sewing, cutting, packing, store and QA sections.				
HOW.3 Meal and Rest Breaks	Risk of noncompliance	Completed	It was observed during lunch break, employees on production floor, particularly the sewers, came back to their workstations and continued working during break time due to they earn from piece rate. Thus, they did not take a rest of at least 1 hour in regular working day.				
HOW.4 Protected Workers (Women and Young Workers)	Noncompliance	Completed	Although factory has a procedure to protect pregnant workers, it was found that 1 out of 25 selected pregnant workers worked overtime in June 2007.				

FLA Code/Benchmark	Compliance Status	[Status] Completed, Pending, Ongoing	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow Up)		Third-Party Verification	
				Company Follow Up	Documentation	External Verification (Date)	Documentation
WBOT.5 Holidays, Leave, Legal Benefits and Bonuses	Risk of noncompliance	Completed	Worker has to submit medical certificate even if they take 1 or 2 days of sick leave. If worker cannot submit medical certificate, they will not receive wages on that day. However, HR manager stated that facility did not require such a certificate and that they have a policy regarding sick leave that has been communicated to all workers. The reason is that workers are afraid they will not be paid; for this reason, they always submit a doctor's certificate when they take sick leave.				

Company Verification Follow Up	
Company Follow Up (cite date of planned or follow-up visit, if appropriate)	Documentation

Company Verification Follow Up	
Company Follow Up (cite date of planned or follow-up visit, if appropriate)	Documentation