





FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	ISM Findings				Remediation				Status		Third Party Verification			Company Follow Up			
			Noncompliance	Risk of Noncompliance	EVIDENCE of Noncompliance (Discourteous)	# New Observations	Source of Documentation	Notable Features	PC Remediation Plan	Target Complete by Date	Priority Response (Comments)	Company Follow Up (C/A Date)	Documentation	Completed Pending/Onsite	Company Follow Up	Documentation	External Verification	Documentation	Company Follow Up
<b>4. Hours of Work</b>																			
Excess in subsidiary business circumstances, employees will not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime in any 14-day period; regular and overtime hours allowed by the host country of manufacturing or where the work is performed; or (b) the applicable host country plus 12 hours overtime, and (1) be entitled to at least one day off in every seven-day period.																			
<b>Objective Limitations</b>	Article 47 of the Labor Code in every week, each employee shall be entitled to at least 1 day (24 consecutive hours). Article No. 163(2)(1) B.L. (2017) in special cases where, due to production cycle, it is impossible to arrange weekly rest, a flexible arrangement that allows shall have at least a rest day in a month. Article 68, 69 of the Labor Code Chapter No. 15(2)(3) B.L. (2017) shall apply. The overtime should not exceed 4 hours a day, 16 hours a week, 14 hours in 4 consecutive days and 303 hours a year.	Excess in subsidiary business circumstances, employees will not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime in any 14-day period; regular and overtime hours allowed by the host country of manufacturing or where the work is performed; or (b) the applicable host country plus 12 hours overtime, and (1) be entitled to at least one day off in every seven-day period.			Excess in subsidiary business circumstances, employees will not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime in any 14-day period; regular and overtime hours allowed by the host country of manufacturing or where the work is performed; or (b) the applicable host country plus 12 hours overtime, and (1) be entitled to at least 1 day off in every 7-day period. An extraordinary business circumstance is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable efforts.	factory to work 1 day off in 7	4/1/2007	Adjust to keeping OT control from September 20, 2007.	3/5/2007	OT accumulated, OT summary	Digging								
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<b>4. Overtime Compensation</b>																			
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at each premium rate as is legally required in the country of manufacturing or, in those countries where such have not been established, at a rate at least equal to their regular hourly compensation rate.																			