

FLA Audit Profile	
Country	Turkey
Factory name	050076506E
IEM	SGS
Date(s) in facility	December 19, 2006
PC(s)	Liz Claiborne, Inc.
Number of workers	205
Product(s)	T-Shirts, Sweatshirts (Knitted Cotton and Lycra-Mixed Fabric)
Production processes	Cutting, Sewing, Press, Inspection, Packing

			IEM Findings		Remediation					[Status]	
FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Sources/Documentation	PC Internal Audit Findings (Optional)	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up	Documentation	Completed, Pending, Ongoing
1. Code Awareness											
Code Posting/Information		FLA Principle of Monitoring, Obligation of Companies: Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.	FLA code posted in facility, but not posted to subcontractors, not in subcontracting act, and not followed.		Prior to this IEM, PC found that factory engaged sewing subcontractors for peak production period during November 2006 audit.	PC has worked with supplier to ensure that PC's Code of Conduct is posted and communicated to workers in all sewing facilities. PC will make arrangements to have these subcontractors audited by a third-party auditor.	5/15/2007				
2. Forced Labor											
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.											
3. Child Labor											
No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.											
4. Harassment or Abuse											
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.											
5. Nondiscrimination											
No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.											
6. Health and Safety											
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.											
Personal Protective Equipment (PPE)	Article 77, employers are obliged to take all measures to make available all equipment required to ensure laborers health and safety at workplaces, and the workers are to comply with such measures as taken for labor health and safety.	Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	Although there were guards on sewing machines, workers were not using them; also, available dust masks were not used.			Training and, if necessary, warnings should be given in order to use guards and PPE.	2/28/2007				
Chemical Management	Work Law, Article 77, mentions Health and Safety requirements; Health and Safety Regulation; and Material Safety Data Sheets (MSDS) Regulation	All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.	MSDS for Silkon spray was not available and translated into Turkish, although danger was written on the can.			MSDS should be obtained, translated, and posted. Necessary trainings should be given.	2/28/2007				
Sanitation in Dining Area	Article 77, employers are obliged to take all measures to make available all equipment required to ensure laborers health and safety at workplaces, and the workers are to comply with such measures as taken for labor health and safety.	All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.	6-months' porter screening of kitchen workers not done. Same slippers used in kitchen and outside kitchen. Food samples not kept for 72 hours as evidence against any microbiologic contamination.			6-months' porter screening of kitchen workers not done. Same slippers used in kitchen and outside kitchen. Food samples not kept for 72 hours as evidence against any microbiologic contamination.	2/28/2007				
Other	Work Law, Article 77, mentions Health and Safety requirements, Operation Permit Regulation		Periodic earthing test not done in 2006. No accident reporting and evaluation system for prevention and repetitive occurrence, except for accidents needed to be reported to social security offices.			Periodic earthing test must be done every year. Accident reporting and evaluation system for prevention must be established and records must be kept.	2/28/2007				
7. Freedom of Association and Collective Bargaining											
Employers will recognize and respect the right of employees to freedom of association and collective bargaining.											
8. Wages and Benefits											

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Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.											
Accurate Benefit Compensation	Law 506 Social Security Act. Earnings Taken as Basis for Contribution, Article 77, gross total amount of the following earnings shall be taken as a basis for calculation of contributions payable in month by insured person and employer: a) wages insured person is entitled to receive for month in question and b) any bonuses, gratuities, or other similar payments made to insured person during month in question.	All employees will be credited with all time worked for an employer for purposes of calculating length of service to determine the benefits to which workers are entitled.	When calculating seniority benefit given at termination, all social benefits given to worker should be accounted. Observed calculations show no allowance given for service and lunch.		PC will work with factory management to make sure that all seniority calculations are done properly.	15/04/2007	Service and lunch allowances are started to be given as of 1/1/07.				Completed 1/1/07
9. Hours of Work											
Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.											
Overtime Limitations	Labor Law, Article 41, total overtime period cannot exceed 270 hours a year.	Except in extraordinary business circumstances, employees will: i) not be required to work more than lesser of a) 48 hours per week and 12 hours overtime or b) limits on regular and overtime hours allowed by law of country of manufacture or, where laws of such country will not limit hours of work, regular work week in such country plus 12 hours overtime; and ii) 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.	There are excessive OT hours during peak months, mainly cutting workers, because they are also preparing work for subcontracted sewers. OT hours must not be more than 270 hours; [#] workers OT hours was 990 hours in 11 months.		PC will work with factory to make sure that overtime hours do not exceed legal limits. Factory should find ways of distributing the additional workload during peak periods.	4/15/2007		Managers are instructed to observe and control OT hours not to exceed legal limits. We plan to distribute the additional workload during peak periods.			Completed 1/15/07
10. Overtime											
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.											
Miscellaneous											

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