

FLA Code/Compliance Issue	Country/Legal Reference	FLA Benchmark	FIR Findings					Remediation				Status	Timeline (aka Date of Follow Up)		Timeline (aka Date of Follow Up)		Third Party Verification		Company Verification Follow Up			
			Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Unconcerned)	If Not Concerned, Explain Why	Essential Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)		Company Follow Up	Documentation #	Completed, Pending, Ongoing	Company Follow Up (January 11, 2006)	Documentation	Company Follow Up (May 13, 2006)	Documentation	External Verification (Date)	Documentation	Company Follow Up
Legal Compliance for Holiday/Leave	China Labor 8025 , Zhejiang 027-277. Laborers who get married or whose direct relatives (parents, wives, children) pass away, employers should provide paid 3-3 days leave according to local situation. Population and family planning law in Zhejiang. Article 37. Laborers who get married late (female 23 years old, male 25 years old) can get marriage leave for other 12 days.	Workers will be paid for holidays and leave as required by law.	No paid maternity nor bereavement leave					1) Maternity leave is currently paid by factory. 2) Factory currently sets the 3 day marriage/bereavement leave and pay.	Completed				Completed									
Hours of Work																						
Engage in extraordinary business circumstances, employees will (i) not be required to work more than the hour of (a) 48 hours per week and 12 hours overtime or (b) the limit 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 of rest every seven day period.																						
Over-time Limitations	Article 41 PRC Labor Code: Overtime and may exceed work hours as necessitated by its production or business operation after consultation with trade union and laborers, but averaged not exceed 1 hour per day after generally not exceed 3 hour extension is needed for special reasons, when the conditions that health of laborers is guaranteed. 3. extended hours shall not exceed 3 hours per day. However, total extension in a month shall not exceed 36 hours. Regulations about Overtime Pay: Text by State Government May 1, 1997, Article #3	Engage in extraordinary business circumstances, employees will (i) not be required to work more than the hour of (a) 48 hours per week and 12 hours overtime or (b) the limit 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 of rest every seven 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.	This June, most workers in sewing, sampling, cutting, checking and packing departments worked between 07:01-07:00 hours the whole month. This July, a small portion of workers in sewing and checking departments worked around 07:07 hours for whole month. This August, all workers in sampling departments, most workers in sewing and checking departments, some workers in finishing, auxiliary department and half of workers in cutting department worked around 04 hours for whole month.	Record review, management and worker interviews			Reasons: Too many orders, no capacity. Address: a) Factory already added 6 new production lines after Chinese New Year to be able to handle orders. b) Planning and production department receive orders based on 58 hours/week. c) If having OT more than 58 hours, supervisors have to apply to General Manager and HR department. d) Supervisors make sure to provide 1 day off in 7 for all workers.	5/30/2007				Completed	Though attendance records review and worker interviews, maximum weekly work hours still not exceed 60. 1 rest day in 7 days is guaranteed.	Attendance records, payroll								
Compensation/Over-time																						
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.																						
Penalties																						