TLA Audit Profile							
	Indonesia						
	0102333628						
IEM	Bureau Veritas - CPS Indonesia						
Data(s) in farility	September 19-20, 2005						
	adidas. Niko						
Number of	1,404						
workers							
Product(a)	Knit Jackets, Shirts, Pants						
Production	Cutting, Sewing, Trimming, Ironing, Finishing, Packing						

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	IEM Findings Risk of Noncompliance	Evidence of Noncompliance (Uncorroborate Explain With	ed, Used for Corroboration	Notable Features	PC Remodution Plan	Target Completion Date	mediation Company Foliow Up (March 2007)	Documentation	Statual Completed, Pending, Ongoing	Updates Company Follow Up (Jane 26, 2007)	Documentation	TStatus1 Completed, Company J Pending, (April 23 Orgoing (April 23	Updates allow Up	Documentation	(Status) Completed, Pending, Ongoing	Updates Company Follow up (November 28, 2006)	Documentation	(Status) Completed, Pending, Orgoing
Code Autometa TaketManagement autometa of Code		FLAP/inciple of Monitoring, Obligation of Companies Functions that all Company factories as well as contractors and suppliers inform their employees about the workplace contracted could are through the posterior of standards is a prominent place (in the local inspaging space holy employees and managers) and undersite other differs to educate employees about the standards on a regular basis.	Б Р	Remothers were access that factory has policy regarding working focus semicloss, minimum age, non-deceminations, transament and abuse, forced kkor, and heath and talley. Nat convert are abuse and the micro poly regarding working focus and hisimum age. However, none of them have received PCV Coole of Conduct; OCC) when they are hind.	Lipta w	Management and worker Interviews; document review		Pactory is to develop induction training program for new workers that includes information regarding COC.	Dec-06	Taining on COC has been included in the induction training.	Induction training materials	Completed			Ungoing			Chigong			Ungoing
		prominent piace (or the local languages speaken by employees and managent) and understate other we offer to educate employees about the standards on a regular basis.		tours and minimum age. However, none of frem have mosived PCs' Code of Conduct (COC) when they were hired.																	
orfidential oncompliance eporting Channel		FLA Principle of Monitoring, Obligation of Companies Dening a secure communications channel, in a manner Company employees and employees of contactors and Company employees and employees of contactors and spylens to report to the Company on noncompliance with the workplace standards, with security that they shall not be ownited or contactors to to.	No widence floard that company put in place a confidential monomplance expanse prohamism that alows, workers to report management, when company representative vibrat the factory, they interviewe underst sheet provide the business cards to the workers. Likion members also confirmed this.			Factory doem-radion; management and worker inteniews		Comparty compliance must provider workers with houstness cards during worker intendence in order for workers to contact compliance denity workers who contact company to factory management, but investigates their claims during company internal audit.	•			Conçeined and Orgoing									
Forced Labor here will rot be any use	e of forced labor, whether in the form of prison labor,	indemuned labor, bonded labor or otherwise.																			
Employment Records	Labor An UUNo 120208, volume IX, regarding sorting apprenant, article Bit 1 stand that a sorting apprenant, article Bit 1 stand that a sorting apprenant, article Bit 1 stand that a sorting apprenant, and the sorting apprenant source apprenant and the sorting apprenant source apprenant and the source application probability of the source application probability of the source application o	Conjugner with national sufficient tricks and an plannare success to demonstrate and welly compliance with the Code provision.	Eacrosy splice products protot for at least 3 faithing unders, advanced to the splice of the splice of the splice of the thought they that advance is used as a reaction seriplicater patient is not used to splice the splice of the splice of the patient is an explicit to the splice of the splice of the of the splice of the splice of the splice of the splice of the used of the splice of the spl	Y 		bloagement and worker intendeest; document neview		Is Sectory to develop or review enderprocedure appropriate system which mechanisms in enderprocess of the sectory worker's documents from when enders stands work in the factory and to update them regulary.	Decor	I Palage of Palage to Welke Net Adding Milling products to Internatiospoceasis in which they want to how the regulary motions, although currently then are no temporary scheres.	add Hring procedure		§ Factory management has indeed includioner procedure to commonlengency scheme. J In addition, such vorder has their own employee like is a data which factory management or updates update within factory process processos advantation, wenning with regulation and para employee distance with way employee the socking.	Hering procedure	Completed						
Latter	Labor Arc UUNo. (2000), notice for regarding employment thates, which eff at sum of a work agreement for an unspecified fine is made study, the entropeneous funder an displayed to listera a lates of appointment for the selected worked labore.		protation period and are promoted to permanent eventers. Persona les and hings produces movies funder that employment apprentents of permanent socksism metrolocation that now sockers (chald take a) evaluation of produced period. The period period period period metrol period			Management and worker Inteniews; document review		1) Factory meagement to cause a policy that clearly indicates how solven become permanent workers alter coupling the large probationary period. If Factory management is to welve the bring processes which may provide apportneme time for workers who successfully complete their 3-month probationary period.		1) Factory management must still reales the policy, since it is clear how workers can become permanent.			Factory has revised the recurrent procedure which tasks the appointment inter in variants who passed that it months protontion particit.								
 Child Labor No person will be employ age for completing comp 	yed at an age younger than 15 (or 14 where the law pulsory education in the country of manufacture whe	of the country of manufacture allows) or younger than the re such age is higher than 15.																			
Age Documentation		Englopers vill malmon jond of age documentation for all worklink, such as a bath confilment, which welfas dae of lonn.																			
Juvenile Witcher Identification System		Englopers will have a system for identifying work stadors and operations that are inappropriate for young workers according to applicable laws.		Pactory has established policy to only employ workers at least 18 years old Housever, there are no policy and procedure established regarding the postcolor of yavelet endows in the case of apprentice locational insidents.		bianagement and worker interviews; document review		Factory management to develop policy and procedure for journals workers in case apprentice/socialisational students apply and are hind by the factory.	Jan-07	Procedure regarding junctile workers has been developed. It is apprentice procedure, if applicant' age is less than 14 years of here the work-hours are only Jhourstide and they numbers permit hous their parents or exclusil. The makerus apprentice is morther. All the contents in the factory appendice periodule based on the local regulation negating appendice.	the Apprentice atta atta atta atta	Complemed									
 Harassment or Abar Every employee will be to harassment of abuse. 	named with respect and dignity. No employee will be	subject to any physical, sexual, psychological or verbal																			
Progressive Discipline		Employers will salible progressive discipline, e.g., escalating discipline using paper such as vertain warning, withen warning, surgension, termination. Any encoptions to this suit, e.g., sunsidiars termination for that or assault, shall be in writing and clearly communicated to workers.		Pactory has policy regarding disciplinary practice and it was also included in CAA/PMG, Network, no clear application againing type of viscome swapped and a sampenion. Carlca 25 magnetic Payment during Sampeniary data or not pacify same wheney workers include sampenion, which could powerlably lead to under surgestation.		Management and worker Interviews; document review		Factory to decase and develop with the union additional nones regarding the suspension section on CBA (PAG).		Renewal of CBA (PKB) still is in the process of negatation. Negotiation and mnewal between management and workent is will be completed by June 2007.		Ongoing	The new CBA has been completed between workers' union and management and includes the suspension period policy under the termination procedure section.	New CBA, management and workert union interviews	Completed						
Progressive Discipline Disciplinary Practices		Employers will utilize progressive discipline, e.g., esculating discipline using target such as vertein exeming, mittelen using supportion, reminisation for that or assault, that its environment of denity communicated to universe. Installable in writing and denity communicated to universe. Employers will utilize consistent mitters disciplinary practices that are applied biely among all suchers	A least 2 availing laters were leaved due to unachieved conduction	On August 23, 2006, thictory latured termination announcements for 102 anothers. On announcement term possible on announcement for signal terminant, on posicy or procedure that in the case of discipline process, resulting is termination, worken have opportunity to reply, challinge or nube speaks against the termination.		Management and worker intenieum; document review Management and worker intenieum; document review		 Factory management to decuse and develop with union an appeal and termination procedure; it should be that and transparent termination procedures to be communicated to workers ance enveloped. Factory to conduct training to management and supervisors regarding. 		Renewal of CBA (PKB) tall is in the process of negatation. Negatation and renewall between management and worker's all be completedby June 2000. Renewall of CBA (PKB) tall is in the process of negatation.			The energian CARA has been developed, buckday a subclos on the development subcloses. Factory has developed an industrial dispute procedure.	New CBA, industrial dispute procedure Training record, training program	Completed						
	Decopy CGAI (2003) action 6427 statest: manning laters can be insued to reading tot comply with the task and operational standard procedure defined.	practices that are applied birly among all workers	It has a Painting laters wan issued dan to wanchineen production togent. The nutrice of anne wanning laters and CAA Ardio Alder wagandre yank into completing wat his task and operational translated produces. However, warning laters of clare nutrices the operational initialies that caused the target not to be achieved.	3		inteniews; document neview		implementation of disciplinary practice to ensure the disciplinary action taken is in accordance with the CBA (PVB).		Research of CBA (FXR) ptil in in the process of regolation. Higgsdation, and result between management and worken? o will be completedby June 2007.	nion interview		The disclosing proceeders has been communicated and managers, supervisors and workers through factory's saving program.	making program (2007)							
Diaciplinary Practices	Law No. 13 (2003), Art. 6, Dany sententiatory match faight on one and assemblished from the emprenery without discrimination	Snoppen tabl apply directions via an procedure and motions in a lar and non-discriminancy manners all workers.																			
Training of Management in Disciplinary Practices			No training to managers and supervision in appropriate disciplinary practices in order to ensure disciplinary actions taken even in accounters event COR(R), typicals, and appendix that executing events of the state of the violation instance in approach manifold parts. There has asses of the violation instance is appointed to account of the state of the violation instance is appointed to account of the state of the violation instance is appointed communications into the state-of-section.			Management interview, document review		Factory management to conduct training to managem and supervision magniful implementation of disciplinary practice to ensure the disciplinary action taken is in accontance with the CBA (PSB).	Decidi	Renewal of CBA (PVR) tall is in the process of negatation. Negotiation and renewall between management and workers' u all be completed by June 2007.	bloragement Interview	Orgoing	The disciplinary procedure has been communicated to all managers, supervisors and workers through the factory's taking program.	Training record, training program (2007)	Completed						
No person will be subject retirement, on the basis	t to any discrimination in employment, including him of gender, race, religion, age, disability, sexual orien																				
Hing Discrimination Practices		Employment decisions will be made study, on re-tainst of decision, taxing, where the second states at a employment decision will be subject to this provision, here yielder things to passigners request, bounder, allowance, and sther forms of compensation, postudion, dicylow, assignment of work, tennination of employment provision of informer		Rearcy tax weaklines a understanding physic, Heunes china de declarace on one scherenze, joi brailing particularis, pay et- and whether they are based cosity on skill and ability is unclass.		Isbragement and worker Intendenet; document neview		Enange and beneficial charge professional approximation and the in a complexity with laterative and SEA interaction, and anothy the blasted of works performance. If Parkory management to approximate the second second second second second second protein once completed.	Final doatt (April 2007), May 2007	l 9 The dath has been downloped and T is Leving Statusticity me P activy group!	 Draft performance appraisal symem 	Panding	Pedomenos appositad system in tell walling for apposal from top management.	Drait performance appraisal system	Cinguing 1 Performance Appointed PP to an an an appointed PP to one and the category of anne to locary by an external contain tage, PA spaces was implement and the contained trainer, an will be contained trainer, and will be contained trainer. This log an tale management. This log and tale management. This log and tale was provided to application of PAA tale was an application of PAA tale was app	present has been already as of lates 2007, this included sement, and training on such rer in Q2(2007), in the first teed to paramete contract of has been implemented for -vanangerallishest employees 208 - 2008. 2) Training on PA ass first provided to upper their supervised to upper their supervised to upper	1) Performance appreisal/procedure, n 2) Training record	Completed and Congoing build build have congoing build have congoing c	cetary to an endinged charge enformation appoint or general of the websy performance assessments the transceptory ing for HR-2007 regarding how as a websy efficient Performance and a structure of the structure of the structure to any or galaxies to an ending the structure to any table and a structure for the structure of the structure and control approximation of the structure of the accounting and its in reglemented. A Socialization and any on PA spaties that bases given to be management time in performance of the structure of the structure of the structure of the structure of the structure of the struc- mentation performance of the structure of the structure memory approximation on a system given to underse memory approximation of the structure of th	1) PA policy, procedure, Co farme, cateria, etc. 2) Assendance list of meeting/accitization on PA system	npitted
Hiring Discrimination Practices	Saw Na 71 2000), At 5, Gury worker has the same opponently to chain sijch without discrimination.	Recutement and employment policies and provides, and adding the Advertments, pile decolprises, and partymence, the eventuation policies and particles that be then from any right of discriminatory bas.																			
Employers will provide a occurring in the course of	sale and healthy working environment to prevent ac of work or as a result of the operation of employer fa-	cidents and injury to health arising out of, linked with, or inter-																			
			The appointed doctor and nume served the on-shar clinic. However, I move of the parameters participand is HYPERKES (Highere, Factory, Health and Sales) training.			bleragement and parametics interviews; document review		Access year a simely charged the position for heat succes in the factory to a position when the doctor and the nume who already have the certificate from intPERBUGS.	Done		Certificane Hyeres	Completed			Damine External T		5 1010 Here 7	Constant			
			Paracov has televised to hazards of particular wask and possible appropriate PSC - hazards, or define that disascentered that identified powerial rates and hazards pertailing to jobs in all acclosed.			Management inteniew, document review		I) Factory is to conduct a first assessment to itements the INPC meets in each first program sector. A Proceeding which provide mixing to workers on the inportance and proper uses and starsing of PPC and allow reflect the use of proper discipling includence for workers which all to sear the IPPE provided by the lactory.	1 Mar-67	1) Dash di fakasasaanen turn haa been developed. Factory to conduct the risk assessment in April 2007. 3) Training regar PPC has been conducted.	i) uvalit IBX ding 2) PPE maining record		Rok assessment for all processes in the factory how been developed. View, (inclusionamente de la provisio proper massaring toxin to control and eleminane vicas, catest then through the use of PPG. Factory should create a link control, at PPG includ be considered the text measure to eleminase fact.	record	Ongoing (1) HRAC (Pleased Identification, manual facts bare developedion identification of types of types (net haranctoxa, 2) (PPC Insing) (not developed HSC stahling cohecid component of compliance with 6 measured) in CSA-disciplinary contridention point in production	ine tonus proportion.	1) HRAC Manual, 2) 2007-2008 training schedule and HEE training records				
File Safey Heath and Safey Legal Compliance		Exposer will comply with applicable health and unity from and significance. It way cause when their and cause a start significance is any cause when the same cause a the factory will possess all legisly regards periods.				Monagement and worker internitiest; document neliee		1) Facing as a conduct the bibling medical shear up, KCL (a) hereingingent KCL (b) Annual KCL (c) possibility that and hereingingent KCL (b) Annual KCL (c) possibility that and accuracy (b) and (b) and (b) and (b) and (b) and accuracy (b) and (b) and (b) and (b) and (b) and KCL (b) and (b)	Augon	1 s-c) Factory almostly have an appendix of the facility produced and a consequence with the facility produced and a consequence by June 2000. 2.1 Discussion factory and the magnetization of the magnetization	de to Agreenert inter Entween botty nanagement and medical provider	Crigoing	1.6. [1] Belder direkt opr kom hene conducted for pro- entyperent and variants. (2014) for some variants, Factory plant to produk IMCN for all waters.	Tes stage of modical check-up record	Organia and L. L. (1) Medical theological model in the second second second second second in the second second second second second and an appearance with the second se	elseen conductinal for pre- tor come avoidant. IECLIA for prioritzing workers in conducted in cooperation and medical service provider; 20 J Annual MCU is included in e-employment MCU is and Seleccion Procedure. Calegorand to Austractions at the ensuine workers' fitness if a the ensuine workers' fitness if	1) a.B. c. MCU sunnarylecap dira, 2) MCU mcords, 3) ISGE work program, of Reculterat Procedure	Congoing Ongoing			
Chemical Management		In markets are reserved subtances include properly balance and strend in accordance with applicable few. Workers should receive training, appropriate to their ph responsibilities, in the safe use of chemicals and other hazardous subtances. All chemicals and hazardous subtances should***	Factory had 2 spot cleaning rooms called Serving Spot Cleaning and Finishing Spot Cleaning Houseser, men was an eye wash taston only is Searcing Spot Cleaning Management explained that they planned to utilize only 1 spot cleaning soom in house. No second containment provided in spot cleaning sooms to prevent			Factory observation; management and worker intensiews. Factory observation;		1) According to the SEA HOE guidelines; the systemath stador must be reachable within Sim of the volumation. 3) Provide maintenances control check line for the systematic maintenance that they are located in amount where chemicals are used and stared. Factory management to provide secondary containment for all	Dec-W	 2) Eyewash facility and the maintenance check list have be provided and implemented. 5 Secondary containment has been provided in the area where the provided in the area. 		Completed									
Sankaton in Faciliti-	Labor Meleter Regulation No.7 of 1964 repression	properly labeled and strand in accordance with applicable away. Workers should receive training appropriate to their ph responsibilities, in the table use of chemicals and other hazardous subtrances. At lacities including factory buildings, tailes, careware	planned to ulifies only it spor cleaning score in tures. No second containment provided in spor cleaning scores to prevent spillage when relifing chemical into the spray gar.	During bury hours (e.g., around 12:00 PM and 5:00 PM, these was		Factory observation; management and worker interviews Factory observation;		Factory management to provide secondary containment for all mood liquid chemicals and chemicals in the refiling area that may require a secondary container. 1) Factory management cleaning service staff to conduct inspection		Secondary containment has been provided in the area where to chemicals are access.	scury Toletinetector	Completed									
	Condition of Health, Cleanness and Splitting) in workplace, article 4.9 strand A clean basedy is a lawarery which halfs the following conditions: does not small, not diry, does not have files, monquines or nother issues; powield with sufficient clean water for use, can be easily cleaned, cleaned at least 2 – 3 times a day	haardook salaranoon. Ha ballas including dictory buildings, tailes, canteens, kinthens, and clinics, shall be kepr clean and safe and be in compliance with applicable level		During havy hours (i.e., a would 12 00 PM and 500 PM), there was lack of number workern' tolet.		Factory doservation; management and worker intensiews		D Factory management of leaving service and to conduct Register be ensure that the tap is closed when one is use in order to prevent warms. If a receivary, factory is to did to the capacity of the water lack to ensure the analizably of narring water is the tables. Juring all house of operation.		1) Inspections to all takens are being conducted regularly. 2) F1 fate added V3N quantity to la purchase order of water. There is a completent from workers regarding water shortages in the to completent from workers.	were form, water quantity tollets. citier, worker intensiew										

			Elefindage					Re	mediation	(State	ul Up	izios	(Status)	Updates		[Salua]	Updates		[Status]	
FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated	If Not Corroborated, Explain Why	Sources/Documentation Notal Used for Corroborating Feature	able PC Remediation Plan	Target Completion Date	Company Follow Up (March 2007)	Documentation Comple Pendi Ongo	ed, Company Follow L 9. (June 26, 2007) 19	P Documentation	Completed, Pending, Orgoing	Company Follow Up (April 23, 2008)	Documentation	Completed, Pending, Ongoing	Company Follow up (November 28, 2008)	Documentation	Completed, Pending, Orgoing
Sankaton in Dining Ane		Al lood preparation shall be prepared, stored, and served in a sankary manner in accordance with applicable laws. Safe direking water should be available in each building.	There is tack of a dring tacity (e.g., chain, tables) for workers to have their mask during tach or driver. The cannot dring facility can only accommodar about 2016 for task workloos. During face or driver workers have their meak around the facery ground factory is for yet, parking it.e., "O. datoor seeing could cause problems to workers when it is mining.				Factory observation; management and worker inteniews	Factory management has planned to extend the current chiling facility in order to accommodize the entire workforce.	Dec-0	The caneer proposal has been sent to top management for approval.	Carteen proposal Orgoing	Cameen resculos stated is Juve and i Inished by the middle of August	expected to be Factory observation canteen proposal	 Orgaing 	Canteen renovation wa finished as planned in August 2007. I is equipped with enough tables and chains to accommodate workers at lunch time.	Factory canteen observation	Completed			
7. Freedom of Associa Employers will recognic	tion and Collective Bargaining e and respect the right of employees to freedom of .	association and collective bargaining.																		
Employer Comol Favoridem		The endpoint of an index is due to digit is handled or the control of the control of the control of the control of backday one worker's organization over another facility one worker's organization over another																		
Compliance to Local Collective Rargaining Laws	Law No.53 on Employment (2008, An. 5110); The solidity of company regulation is 2 years and regulations.	Employers will comply with all national and local laws and ingulations concerning collective bargaining and the association. When collists are shown to eakly, employers will use the standard that provides the greasest protection for workers.																		
Other: Pulicy and Procedure for Termination/Retrenchm ent for Operational Purposes		Questions from Audit Instrument: (IA 17a) Does the factory have a policy for semilastionismenchment for operational purposes?		No policy and procedure for termination/tensechment for operational puppose established in place. Furthermone, August 22, 2006, borry minimateri 127 worksen. Reasolo for mass termination methoded on announcement tense was not endiated and an antibated on announcement tense was not endiated in CBA or any policy and procedure.			Management and worker inteniews, document review	Factory management to discuss and develop with the union the termination procedure, which should be tak and transparent, and is compliance with local law and SEA Standards.	Fabo	The renewal of CBA PHEI is still in process of negatiation. Negotiation and renewal between management and workens' union will be completed by June 2007.	Draft of CBA(CBA) Origoing	The new CBA has been developed which regarding the disciplinary sanction. Fact industrial dispute procedures should wor to appeal a disciplinary action.	rames procedures: has developed ars have the need	e Completed						
Employers recognize the minimum wage requ	at wages are essential to meeting employees' basis and by local law or the prevailing industry wage, wh	needs. Employers will pay employees, as a base, at least ichever is higher, and will provide legally mandated benefits.																		
Wage Sanatita Austeineus	Idoor Ang ULU (K. S2000), wakken die caaser (J. Compensioner zurüchstein der schrachen and nation of wegen by taking eins auczuner tein weis position, wesst die konkerkenzen and compensioner. Inder weisten inbesoner (J. Entreprensenzer main weisten inbesoner beite wegen precisionally by taking imme account het under beitreichen das beit auf auf practicehilte, Mass Labor Missienz Descene Ne. KER-stäffichNiddob engenden.	Engines will communitie only and is writing to all engineses in the imaginate of the votest we want, according spacement, handling and boxuses to which all exclusions are entitled in that company and under the explicitable law		No page to the second on the processing of the second of t			Management and worker intendeust; document review	Record y management in the called y down in the colour of ang- fracturation, provide the colour provider in the colour provider. The should be provided in writing, by protring internation on builders include be provided in writing, by protring internation on builders baseds and during owe employee/ingging employee trainings.	Apr-G	Taking signifing wages and only femality has been conducted.	Taking scort Creaking	Factory has developed training program includes training on wages and benefits. Name been posted.	or 2007, which Training program isogen benefits	Ongoing	An stated is Juwe 28, 2007 failow (a), register relating short, and states sport as low to spop calculatory is a source, to low it and discloson palacies, res. Inst sees provided to worker, incompany policies and proceedings any policy of the incompany policies and proceedings and policy of the productor 2004. Additionally, register informations raining, and candidate to careful workers, and candicated in new worker carefuldor training.	Related company policies and pocedures training schedule and labor maining seconds; given to ecoliers on maining seconds; GLANovakert handbook	Congeiend and Orgaing			
Deduction for Services		Deductions for services to employees will not exceed the cost of the service to the employee. Equationed, employers will demonstrate the seasonableness of these charges.	In gran close, hencery provided there work twells is grin, provident there are not the second transmission of the second second transmission of the second s				Management and worker Intendewst; document review	In Factory merupement to study the practice of permitting voltates is nonzero beachcronic for any voltation in the workplace I. Bectory management welfalls that accluse last book due to neglepene and due due to access on the thirthy may be given a no nonzero disciplinary procession that is in accounters with theory. CAR and terminar impairbiolint, 27 theory must be amouncied to all encount "booking" theories, meangement, supervisors and the persional disperment.	Dec-0		Conpins	Factory has developed a policy that proh penales. Folicy has been communicate actualing mechanics.	Six monetary Announcement of to all employees, monetary penalizing policy	Completed						
		The scored p at engineer, equades of compression space with a documental by free carbs or other accurate and skallar scored g systems such as skotodic as just carbs.																		
Accurate Benefit Compensation			Payrol record review found that workers who resigned were seminance in May and August 2006 (paniculary for those resigned/termination on the 2nd payrol pain and of a significant pay. Management suggested this was due to computer system entor in calculating the day.				Management and worker Intendews; document neview	1) Factory to regularly check compare program for saley payment to perform instructional or saley. M existent wile an emotion of performance of the sale of the sale of the sale of the emotion of the sale of the sale of the sale of the sale of the target sale of the s	1 0	ternivaned is 25 days. 3) The pay slip states that if the amount of salary is not context, workers can contact the payrol staft.	1) Meno to payrall Complete andt, 2) Pay slip form									
Accurate Senetit Compensation	their tamley, let or weges and as changes and an of work igany in the company or part of the company; (2) In addition, employer is obliged to influent the workforce and company data related with social excurtly scheme program to the mileanet tureau. Constitution is 5.7% of monthly more thread to be a set of the scheme program to the		Record weive found that JMEGOTICK combution was made based on legal instrumer ways JARS for signon- al200 kpc memory and the second s				Nanagement and worker intendews; document neiww	1) Facury must neive the contribution systems for 2486/CETR which must be based to basic suggest, which include fixed allowators (second), 2) Facury is do the strategies payment for the based or payment of 2466/CETRC shots 2005 to all workers.	1] January 2007, 2] March 2007	B Retroactive payment for JHREOSTER (succid rescurity insurance) mit paid December 6, 2006.	Pagnet dip review, Complete sociar interviews									
		A logal, regard gayed document, journal and reports within headed complete, accurate and do-to then, (i) the black downs time in the work (robot of the state downs, birth, and separating method																		
 Hours of Work Except in extraordinary i week and 12 hours over the laws of such country to at least one day off in 	susiness circumstances, employees will () not be n time or (b) the limbs on regular and cuentime hours, will not limit the hours of work, the regular work we every seven day period.	equined to work more than the lesser of (s) elit hours per allowed by the law of the country of manufacture or, where ak in such country plus 12 hours overtime; and (ii) be entitled	2																	
Overtime Limitations	Labor Ard UUNo 122000, regarding the vorking time chapter (X-10) and (X-10) stated that contribute can only be conducted maintum) from it none-dates that the two means Labor Melosare Decreme Nex KEP- VOMENVECK, regarding the vorking time article APU, stated that contribu- can only be conducted maintum 3 hours in one-day and 14 hours in one-week.	Except in extra directly faulties of count sectors, employees will one required to wink states of the fault sectors that of (1) of Bhouse per week and (2) hours continue to the direct sectors) of manufactures or allows the last of the country of manufactures or allows the last of the country of manufactures or allows the last of the entities of the country of the sectors and the entities of the country of the sectors and the entities of an allow one directly of in every serves day people of a entit of the country of the country sectors and the entities of the country of the country sectors and the entities of the country of the country sectors and the entities of the country directly sectors and the sectors and entities of the encountry sectors and the sectors and the entities of the encountry sectors and the sectors and the encountry sector of each sector fair country sectors and the sectors and the entities of the encountry sectors and the sectors and the encountry sector of each sector fair country sectors are set of the sectors and the sectors and encountry sectors and the sectors are set of the sector and the sector and the sectors and the sector and the sectors and the sectors and the sector and the sectors and the sectors and the sector and the sectors and the sector and the sectors and	Released accid review NAVA that had used as plancially the menting and failuring acciding view (a) is 12 hours a per day (if OT and the second second second second second second second accident second second second second second second 20 OT hours are well at least in April > 10, 2006, March 4-128, 20-26, 2006 and August 7-13, 2006.				Management and worker inteniewit; document neilew	1) Factory as a control the working house of all workers. Factory medies to first hour causes of association pointing house and the action on the total causes. All socializing working house and the 10th implicit pointine and type and tot accessing hours of work finals hepitaments.		1) Factory has see the overdine as chandlers to a maintenut of 3 hours per day, with address centres on Sparsalay I needed. Factory working days are from Manday-Factory.	Overline schedule Complete Oregoing	land								
volinity of		Contrato de la		Postcale, excluses all age CT agreement term (FRL) postaled by manual graders at the post-postale of the post-postale state of the post-postale state of the post-postale state of the post-postale state of the post-post-postale state of the post-post-post-post-post-post-post-post-			Management and worker intendeust; document newe	1) Tracing tradition transports and sequencities trappendige transports transport to the transport of the transport of the CGA 2, 19 Early must cheek yields mean strappendige that the train and the activity of the analogic test the strappendige of the track to the activity of the transport of the transport of the transport of the activity of the strappendige of the transport of the activity of the strappendige of the strappendige to the transport of activity of the strappendige to strappendige to the transport of the activity of the strappendige to strappendige to the transport of the strappendige to strappendige to strappendige to the transport of the strappendige to strappendige to strappendige to strappendige to the strappendige to strappendige to strappendige to strappendige to the strappendige to strappendige to strappendige to strappendige to strappendige to strappendige to strappendige to strappendige to strappendige to strappendige to strappendige t	ar	1.2) Training regarding careful procedure has been provided to approximate and management.	Tairing record Cregoing	Factory has developed training program	r zoor, which Traiking program	completed						
In addition to their comp is legally required in the regular hourly compens Miscellaneous	anda rate.	e companisated for overlime hours at each premium rate as such laws will not exist, at a rate at least equal to their																		
liegi abcorncing		Duration from Auth Instrument (1) 10 Date the honory have assence on weaking the subconstants to ensure that contrast, are indeplemented in compliance with the order (2) all Plene anglin may discognostic, etc. all and the subconstant and the subconstant and complement (2) and (2) and (2) and (2) and and may subconstants and/or exclusioners that the subconstant house and the subconstant that and and may subconstant and/or exclusioners and OT papersent, minimum age and heads and safely maximum house of plenes enables may do papersent.		factory bases northane assesses envension de accontractors und lembradiely, weather accantene provide and de evolutions de tactory conducted northologie villa to ensues telé contacts as appenented in compliance with the code.			Bacagnetare Islan (so. document review (so document evidence Ibund)	15 Ensury is to make a list of their automatume, all persons a communication confidence policies to all advantament and conduct monitoring searches at subcontraction and conduct monitoring searches at subcontraction. In Edition sa well. Execute your and a buyers? OCC at well as indonesian theoring/advantaction as inferences.	1] January 2007, 2] June 2007	1 List of advantuments has teen rands. If Extratly has teen conducting complexements, noncharing at the last constraints, miss well with printing and load supplex and communicated compliance palicies during with as well.	Phone of maritaling Complete visit									