

FLA Audit Profile	
Country	Macau
Factory name	020044369E
IEM	TUV Rheinland Hong Kong Ltd.
Date(s) in facility	August 2, 2006
PC(s)	Eddie Bauer, Inc.
Number of workers	35
Product(s)	Apparel
Production processes	Cutting, Sewing, Ironing, Packing

FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	IEM Findings			Sources/ Documentation	PC Remediation Plan	Target Completion Date	Remediation		[Status] Completed, Pending, Ongoing	Updates		Third-Party Verification		Company Verification Follow Up	
				Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why				Factory Response (Optional)	Company Follow Up (September 26, 2006)		Documentation	Company Follow Up	Documentation	External Verification (Date)	Documentation	Company Follow Up
1. Code Awareness																		
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.																		
Age Verification		In those cases where proof of age documentation is not readily available, employers will take precautions to ensure all workers are at least minimum working age, including medical or religious records, or other means considered	No policy for age verification during recruitment.				management interviews	Factory should have a procedure in place to verify applicants' ages during recruitment, and maintain copies of age verification documents in personnel files.			Procedures stated in recruitment policy. Age verification documents maintained for all employees.	recruitment policy, age documents	Complete					
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.																		
Record Maintenance		All safety and accident reports shall be maintained for at least 1 year, or longer if required by law.	There is a fire sprinkler system in the factory, but there is no inspection record.					Factory should maintain an inspection record of the fire sprinkler system.			Inspection record for fire sprinkler system maintained; it is valid until 9/19/2007.	fire sprinkler system inspection record	Complete					
Other	Macau Health and Safety Law Chapter 5	Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standard will apply.	Factory did not have document to show that fire facility inspection company [Service provider name] was certified. All fire facility inspection companies must be certified by Macau's government according to Macau Health and Safety Law.				document and record review	Factory should comply with local legal requirements regarding fire inspection.			License of fire inspection company stated that they are certified by the government for fire inspection.	fire inspection company license	Complete					
Other			Health and safety regulations were not collected.				document review, management interview	Up-to-date information on applicable H&S regulations should be maintained at factory. Factory should designate a person responsible for collecting and maintaining information and for enforcement.			Most updated H&S regulations maintained. Office staff member, [Employee name], assigned to monitor H&S policy in factory.	government health and safety regulation documents	Complete					
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																		
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		All employees will be credited with all time worked for an employer for purposes of calculating length of service to determine benefits to which workers are entitled.	Special task allowance was shown in payment slip, but amount was not defined in any document/personnel file. Factory just verbally told workers how much the allowance is.				document review, worker interview	Factory should provide workers with information about how their total wages are calculated in their pay slips. The "special task allowance" itemized on the pay slips should be defined in the employee manual, employment contract, or factory policies.			Special task allowance stated in contracts and memo with employee's signature.	contracts, memo	Complete					
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.																		
10. Overtime Compensation																		
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																		