

FLA Audit Profile	
Country	Thailand
Name of Factory	410274723F
Independent External Monitoring	Kenan Institute Asia
Date(s) in Facility	November 28-29, 2007
FLA Affiliated Compan(ies)	MEC, Adidas
Number of Workers	1267
Product(s)	Jackets, Shirts, T-Shirts, Pants
Production Processes	Cutting, Sewing, Embroidery, Ironing, Packing

FLA Code/Benchmark	Compliance Status	Noncompliance, Risk of Noncompliance or Uncorroborated Evidence of Noncompliance	Sources/Documentation	Local and/or Country Laws	Notable Features
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.					
F.9 Employment Records	Noncompliance	The employment application contain questions about nationality, race and religion; those questions in the employment application violate C\code provision.	application form review, management interviews	FLA Code of Conduct	
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. Non-Discrimination					
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.					
D.3 Recruitment and Employment Practices (Job Advertisements, Job Descriptions and Evaluation Policies)	Noncompliance	The employment application contains questions about nationality, race and religion; those questions in the employment application violate code provision.	application form review, management interviews	FLA Code of Conduct	
6. Health and Safety					

FLA Code/Benchmark	Compliance Status	Noncompliance, Risk of Noncompliance or Uncorroborated Evidence of Noncompliance	Sources/Documentation	Local and/or Country Laws	Notable Features
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.					
H&S.26 Drinking Water	Noncompliance	The factory provides 15 drinking water stations at 9 points, which does not comply with local law.	visual inspection, record review, safety officer interviews	Ministerial Regulation Re. Welfare Arrangement in Workplace B.E. 2548 indicates that employers must provide 1 clean drinking water station for factories that have less than 40 employees; this number is to be increased at the ratio of 1 place for 40 employees.	
7. Freedom of Association and Collective Bargaining					
Employers will recognize and respect the right of employees to freedom of association and collective bargaining.					
8. 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.					
HOW.1 General Compliance Hours of Work	Noncompliance	From working hours report, during November 2006-November 2007, some workers worked in excess of 60 hours a week (61-66 hours/week: OT 13-18 hours/week) January, August, September, October, and November 2007. These workers worked in sampling, sewing, finishing, and packing.	worker and management interviews; payroll and attendance records review	FLA Code of Conduct	
HOW.4 Protected Workers (Women and Young Workers)	Noncompliance	Although the factory has procedures to protect pregnant workers, 2 out of 25 selected pregnant workers worked OT September and October 2007. (They had been pregnant for 3 and 6 months, but did not report it to HR.)	record review (registration of pregnancy and time record)	Labour Protection Act B.E.2541 Section 39	
9. Wages, Benefits and Overtime Compensation					
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.					

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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.					
WBOT.5 Holidays, Leave, Legal Benefits and Bonuses	Risk of noncompliance	Workers have to submit medical certificates even they take 1 or 2 days of sick leave. If workers cannot submit a medical certificate, they will not receive wages for that day.	worker interviews, HR interviews	Labour Protection Act B.E.2541 Section 32	
10. Miscellaneous					
Subcontracting, homework and other issues not covered by above benchmarks and code requirements.					