

FLA Audit Profile	
Country	Turkey
Factory name	08007608C
IEM	SGS
Date of audit	December 20 - 21, 2004
Days in the facility	2
PC(s)	Nordstrom
Number of workers	560
Product(s)	Jackets, Other Apparel for Men and Women
Production processes	Fabric Cutting, Sewing, Ironing, Finishing

Findings						Remediation					
FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Monitor's Findings	Documentation	Best Practice	PC Remediation Plan	Target Completion Date	Factory Response	PC Follow Up	Documentation	Best Practice
<b>1. Code Awareness</b>											
<b>2. Forced Labor</b>											
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.											
<b>3. Child Labor</b>											
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.											
<b>4. Harassment or Abuse</b>											
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.											
<b>5. Nondiscrimination</b>											
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.											
<b>6. Health and Safety</b>											
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.											
Fire Safety: Health and Safety Legal Compliance	Turkish Labor Law/Clause 81 refers to Workplace doctors' responsibility, authority and working conditions-regulation /Clause 7: Requires full-time nurse for company with between 50-200 staff. 1 more nurse or nursery staff when population over 200. Turkish Labor Law/Clause 80: In an industrial organization with more than 50 workers who work more than 6 months constantly, should establish Health and safety Committee. Employers shall carry out decisions of this committee in workplace.	Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct contradictory, higher standards will apply. Factory will possess all legally required permits.			Creche available for female workers. including 70 children.						
Evacuation Procedure		All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	Fire fighting training was not repeated since 05/05/2000, including new employed workers.	By the evaluation of the training records and interviews.		Nordstrom requires at least 2 fire drills per year. All new workers must receive evacuation training as part of their orientation to factory. All drills will be documented, including photos and signatures of participants; records shall be maintained.	2/28/2005	After submitting remediation plan for outstanding FLA audit, Nordstrom has regrettably ceased efforts due to termination of business relationships between factory, agent and Nordstrom. Due to termination of business relationships, company's leverage for implementing remediation has diminished completely. For further comment, please contact Nordstrom directly.			
Other					Library facility was available for leisure times.						
<b>7. Freedom of Association and Collective Bargaining</b>											
Employers will recognize and respect the right of employees to freedom of association and collective bargaining.											
<b>8. Wages and Benefits</b>											
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.											
<b>9. Hours of Work</b>											
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	Turkish Labor Law/Clause 41: Total overtime work in a year shall not be more than 270 hours for each worker.	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 the 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.	Worked OT hours were exceeding maximum quota determined by Labor Law in year 2004. (e.g.: Some workers had 562, 690, 478, 469 hrs/year OT work according to monthly records.) It shouldn't exceed 270 hrs/year.	Inspection of the working hours in personnel department. Management Interviews		Nordstrom Code of Conduct states workers may only work 48 regular hours and 12 overtime hours per week, or as permitted by local law.	1/21/2005 - immediately	After submitting remediation plan for outstanding FLA audit, Nordstrom has regrettably ceased efforts due to termination of business relationships between factory, agent and Nordstrom. Due to termination of business relationships, company's leverage for implementing remediation has diminished completely. For further comment, please contact Nordstrom directly.			
<b>10. Overtime Compensation</b>											
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.											
<b>Miscellaneous</b>											