

FLA Audit Profile	
Country	China
Name of Factory	630215696F
Independent External Monitoring Organization	Level Works Limited
Date(s) in Facility	October 29 - 30, 2007
FLA Affiliated Compan(ies)	Umbro International Limited Puma
Number of Workers	410
Product(s)	Socks
Production Processes	Knitting, Linking, Pressing, Inspection and Packing etc.

FLA Code/Benchmark	Compliance Status	[Status] Completed, Pending, Ongoing	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow Up)		Third-Party Verification		Company Verification
				Company Follow Up	Documentation	External Verification (Date)	Documentation	Company Follow Up (cite date of planned or follow-up visit, if appropriate)
GEN 2: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.	Noncompliance	Pending	According to factory management and factory tour, it was noted that Umbro Code of Conduct or relevant local labor law was not posted in the factory.					
GEN 3: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.	Noncompliance	Pending	There is no noncompliance reporting mechanism which allows factory workers to contact the Company - Umbro or Puma directly.					
FOA.1 General Compliance Freedom of Association	Noncompliance	Pending	The factory did not have its own policy and procedure about the freedom of association.					
HOW.1 General Compliance Hours of Work	Noncompliance	Pending	The compliance status of "Overtime Hours" and "Rest Days" could not be verified due to inconsistencies were noted during this audit.					
HOW.2 Rest Day	Noncompliance	Pending	The compliance status of "Rest Days" could not be verified due to inconsistencies were noted during this audit.					
HOW.6 Time Recording System	Noncompliance	Pending	The compliance status of "Overtime Hours" and "Rest Days" could not be verified due to inconsistencies were noted during this audit.					
WBOT.1 General Compliance Wages, Benefits and Overtime Compensation	Noncompliance	Pending	The compliance status of "Minimum wages" and "Overtime Wages" could not be verified due to inconsistencies noted during this audit.					

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WBOT.2 Minimum Wage	Noncompliance	Pending	The Compliance "Minimum Wages" could not be verified due to inconsistencies noted during this audit.					
WBOT.7 Payment for All Hours Worked	Noncompliance	Pending	The compliance status of "Minimum Wages" and "Overtime Wages" could not be verified due to inconsistencies noted during this audit.					
WBOT.8 Calculation Basis for Overtime Payments	Noncompliance	Pending	The compliance status of "Minimum Wages" and "Overtime Wages" could not be verified due to inconsistencies noted during this audit.					
WBOT.10 Premium/Overtime Compensation	Noncompliance	Pending	The compliance status of "Minimum Wages" and "Overtime Wages" could not be verified due to inconsistencies noted during this audit.					
WBOT.17 Accurate Calculation and Recording of Wage Compensation	Noncompliance	Pending	The compliance status of "Minimum Wages", "Overtime Wages" and "Overtime Hours" could not be verified due to inconsistencies noted during this audit.					
WBOT.19 False Payroll Records	Noncompliance	Pending	The compliance status of "Minimum Wages", "Overtime Wages" and "Overtime Hours" could not be verified due to inconsistencies noted during this audit.					

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Documentation

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