

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings						Remediation				[Status]
			Non-compliance	Risk of Non-compliance	Evidence of Non-compliance (uncorroborated)	If not corroborated, explain why	Sources/Documentation used for corroborating	Notable Features implemented by Factory Management or Company	PC Remediation plan	Target Completion Date	Company follow up (Cite date of follow up)	Documentation	
PPE	29CFR1910	Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	Usage of PPE for hearing protection is not enforced where required.				Observed by monitoring team and employer safety coordinator		Company provided auditor with results of decibel level testing, indicating that PPE is not required. On November 22, 2005, the auditor agreed to remove ear protection PPE item from its report.				Completed
<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													
<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>													
Other Recordkeeping	8 USC 1324a	I-9's must be filled out completely	Some I-9's need updating						The Company's Human Resources Department is conducting an audit of its I-9's and will update them as appropriate. The Company will conduct these audits on an annual basis and will provide additional I-9 training for its Human Resources staff.	3/31/06	N/A	N/A	Completed