

FLA Audit Profile	
Country	China
Factory name	01001523B
IEM	BVCPS (HK), Shen Zhen Office
Date of audit	May 20-22, 2003
PC(s)	adidas-Salomon
Number of workers	243
Product(s)	Scarf, cap, gloves, beanies and headbands
Production processes	Sewing, cutting, packing, embroidery, die-cutting

	Findings					Remediation			
FLA Code/ Compliance issue	Legal Reference / Country Law	FLA Benchmark	Monitor's Findings	Documentation	Best Practice	PC remediation plan	Target Completion Date	PC Follow Up (May 2004)	Documentation
1. Code Awareness									
2. Forced Labor									
3. Child Labor									
4. Harassment or Abuse									
5. Nondiscrimination									
Other		<b>FLA Code, Non discrimination:</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.	The factory only hired workers who were 18 years old or above. However, some processes in the factory (e.g. sewing) were non-hazardous and juvenile workers can handle it. That means juvenile workers (aged between 16 and 18) were discriminated during recruitment.	Factory regulation	Nil	Factory management has already amended the recruitment requirements/regulations according to the adidas SOE standards, and based on advice provided by the IEM during the audit.	April 2003	Completed.	Updated factory regulations reviewed by adidas SEA staff.
6. Health and Safety									
Document Maintenance and Accessibility		<b>FLA Benchmark, Health and Safety:</b> All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language	National and local laws were not posted.	Nil	Nil	Relevant HS&E national laws and labor laws are now posted in the factory.	June 2003	Factory has posted the Xiamen labor management regulations and fire safety regulations on the factory notice boards.	Factory notice boards viewed by SEA staff.
Document Maintenance and Accessibility		<b>FLA Benchmark, Health and Safety:</b> All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language	No procedure for dealing with first aid was posted in workshop.	Nil	Nil	Emergency procedure is posted beside first aid boxes.	May 2003	Factory has posted the procedure for dealing with first aid beside the first aid boxes.	Inside of factory production areas inspected.
Sanitation in Facilities		<b>FLA Benchmark, Health and Safety:</b> All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws	No supplies of soap, toilet paper or drying hands facility was available in toilets.	Nil	Nil	Provided as advised.	April 2003	Factory has installed hand dryer machine and provides soap in the toilets. Factory also provides one roll of tissue to workers per month.	Inside of factory production areas inspected.
7. Freedom of Association and Collective Bargaining									