

Workplace Conditions Assessment Report

Measured Results —Improved Performance



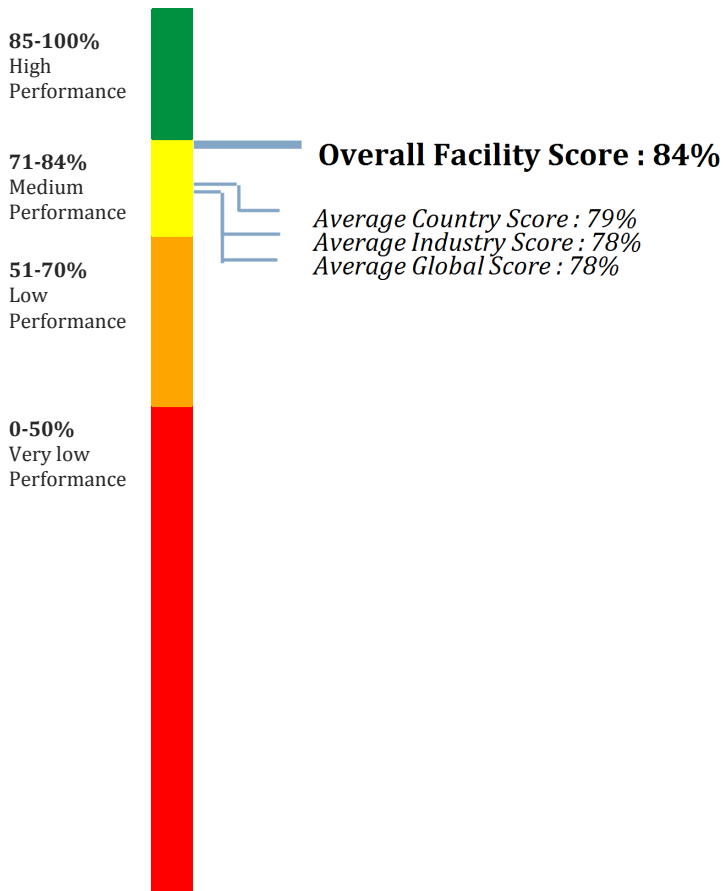
THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY - FACTORY 1, 2, 3, 5, 6

GENERAL INFORMATION

Overall Facility Score : **84%**

Report No :	F_IAR_50594	City :	Ho Chi Minh City
Audit Date :	Mar 25 - Mar 26, 2020	Country :	Vietnam
Last Audit :	Apr 04 - Apr 05, 2019 (92%)	Auditors :	<i>Primary:</i> Nguyen Ngoc Phuong
Assessment Stage :	Other		<i>Secondary:</i> Long Pham, Lien Pham Ngoc, Huynh Anh Tran Nguyen, Quan Nguyen Minh
Schedule Type :	Announced	Service Provider:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY — Participating facilities: 33003 —



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
Overall	84%	-	1	5	3	-
Labor	100%	-	-	-	-	-
Wages & Hours	74%	-	-	2	-	-
Health & Safety	76%	-	1	3	-	-
Management Systems	89%	-	-	-	3	-
Environment	100%	-	-	-	-	-

**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
COMPANY - FACTORY 1, 2, 3, 5, 6**

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY - FACTORY 1, 2, 3, 5, 6	Facility Legal Status:	Privately owned
Facility Legal Name:	THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY (GARMENT FACTORY 1, 2, 3, 5, 6)	Year facility began operations:	2006
Audit Location:	36 Tay Thanh Street, Tay Thanh Ward, Tan Phu District, Ho Chi Minh City, Vietnam	Located in special economic zone:	No
City:	Ho Chi Minh City	Person responsible for overall social compliance issues:	Ms. Nguyen Anh Thao – Vice HR Manager
Country:	Vietnam	Valid certificate for social compliance certification program:	None
Contact Name:	Ms. Nguyen Anh Thao	Vendor Name:	THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY
Contact Title:	Vice HR Manager	Security systems in place:	<i>Yes The security guards checked and third parties, suppliers and visitors' ID before they entering the facility. The security guards checked employees badges before entering the facility.</i>
Industry:	Apparel		
Building Description:	THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY (GARMENT FACTORY 1, 2, 3, 5, 6) is located at 36 Tay Thanh Street, Tay Thanh Ward, Tan Phu District, Ho Chi Minh City, Vietnam. The facility has started its operation at the existing location since 2006. The audited facility was made up of one (1) 4-storey building and one (1) 3-storey building used for full production process; two (2) buildings for office and one (1) building for canteen. The total land area occupied by the facility was 15,094 square meters. All buildings were made of concrete and steels.		
Special building type:	NA		

**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
 COMPANY - FACTORY 1, 2, 3, 5, 6**

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	T-shirts and Polo-shirts	Time record system(s) used:	Fingerprint scanning system
Production process/ Service elements:	Cutting, Sewing, Ironing, Inspection and Packing	Chemicals or hazardous materials on-site:	Yes <i>Detergent and lubricant materials.</i>
Production capacity a week:	416000 psc	Current production/ Services for client:	Yes
Total number of machines:	15560		
Main machine types:	Sewing machines, painting machines, molding machines. hands.		
Shifts and Operating hours:	All production employees worked for six (6) days a week in one shift and Sunday was designated as rest day. The daily working hour was from 7:30 am to 4:30 pm with 60 minutes of lunch break.		

A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	1001-5000 employees	Female Employees:	2274
Union name:	Trade Union of THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY	Male Employees:	825
Employs juvenile workers:	None	Mgmt Employees:	287
Hires through employment agent:	No <i>Based on the document review and management interview, the facility hired employees directly.</i>	Production (Non- Management) Employees:	2812
Employee nationalities/ provinces:	12 Korean were working in facility as Management. All remaining employees were Vietnamese.	Local Employees:	3087
		Foreign/Migrant Employees:	12
		Languages spoken in the facility:	Vietnamese, Korean, English
		Management and employees speak same language :	No

A4. SUBCONTRACTOR INFORMATION

Subcontractor# :	1		
SubContractor Name:	Branch of Truong Thao Tien Giang Co., LTD	Address:	Tien Giang Province
Contact Name:	Mr. Nguyen Huu Thao		
Telephone:	0909919636		
Email Address:	Nil		
Process Type:	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
Process subcontracted:	Printing		

**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
COMPANY - FACTORY 1, 2, 3, 5, 6**

Social Audits performed: Yes **Type of Social Audits:** Client audit
Private label items: No

Subcontractor# : 2
SubContractor Name: Gia Thinh Printing Services - Trading -
Production Company Limited **Address:** 327 Le Quang Dinh, Ward 5,
Binh Thanh District, Ho Chi
Minh City

Contact Name: Mr. Truong Duc Quoc Thinh
Telephone: Not provided
Email Address: Nil
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection,
dyeing, welding, washing, embroidery)

Process subcontracted: Printing
Social Audits performed: Yes **Type of Social Audits:** Client audit
Private label items: No

Subcontractor# : 3
SubContractor Name: Hoang Quan production Co., LTD **Address:** Le Minh Xuan Industrial Zone,
Xa Tan Nhut, Binh Chanh
District, Ho Chi Minh City

Contact Name: Mr. Vu Manh Hung
Telephone: 0854361271
Email Address: Nil
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection,
dyeing, welding, washing, embroidery)

Process subcontracted: Embroidery
Social Audits performed: Yes **Type of Social Audits:** Client audit
Private label items: No

Subcontractor# : 4
SubContractor Name: Thien Khiem Co., LTD **Address:** 204 Truong Chinh, Dong Hung
Thuan, District 12, Ho Chi Minh

Contact Name: Mr. Tran Thien Khiem
Telephone: 0918311282
Email Address: Nil
Process Type: Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection,
dyeing, welding, washing, embroidery)

Process subcontracted: Embroidery
Social Audits performed: Yes **Type of Social Audits:** Client audit
Private label items: No

A5. GENERAL INFORMATION

THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK COMPANY (GARMENT FACTORY 1, 2, 3, 5, 6) was located at 36 Tay Thanh Street, Tay Thanh Ward, Tan Phu District, Ho Chi Minh City, Vietnam. The facility has started its operation at the existing location since 2006. The audited facility is made up of one-4 storey building and one 3-storey building used for full production process. The total land area occupied by the facility is 15,094 square meters. All buildings were made of concrete and steels. All production employees work for six (6) days a week in one shift and Sunday is designated as rest day. Employees worked for six (6) days a week in one day shift. The daily working hour is from 7:30 am to 4:30 pm with 60 minutes of lunch break. Employees' wages are calculated on piece-rate basis for production employees and monthly rate basis for non-production employees. Payment circle was from 16th to 15th of next month. Employees are paid by ATM on 25th of the month with pay slip. As stated in wage and benefits policy, the minimum wage paid by the facility to employees was VND 4,420,000 per month since January 2020. There was no peak month in the year.

Three auditors arrived at the facility at 8:20 on 25 March 2020. Lead auditor: Ms. Nguyen Ngoc Phuong – APSCA number: RA 21700561; Secondary auditor Ms. Huynh Anh Tran Nguyen – APSCA number: RA 21703020; Mr. Quan Nguyen Minh – APSCA number: ASCA 21703989.

During opening meeting, auditors explained to the facility representatives about the social compliance audit.

Attitude of managers: During the audit, the facility management showed a constructive attitude in support of the audit process.

All documentations requested for review were provided in a timely manner. Locked areas encountered during the audit were unlocked. At the end of the audit, all the findings were accepted by the facility management.

Attitude of workers: 30 employees were interviewed.

The employees were interviewed in a private room without presence of other facility's personnel. During the interview, employees comfortably answered all questions of auditor. They had equal opportunity in salary increase and promotion based on their abilities and skills. Female employees were ensured to come back to work after maternity leave.

Emergency Preparedness Summary

1. The emergency preparedness is set up to implement with the Firefighting and prevention project was approved by Police on 27 May 2015
2. The firefighting and prevention team including 150 employees were trained by police on 7-9 November 2019 and 25-27 November 2019.
3. During document review and confirmation of facility management, it was noted that fire drill was conducted every 6 months instead of quarterly as client requirement. The facility conducted fire drill and evacuation drill on 31 May 2019 and 28 December 2019.
4. The fire equipment were available and most of them were in good condition.
5. The fire safety inspection record dated on 29 August 2019 by the local fire police for fire safety acceptance.
6. Firefighting equipment are inspected monthly by internal team.
7. At least two emergency evacuation exits were provided at each section.
8. All emergency evacuation exit doors were marked clearly.
9. All firefighting equipment was not blocked during working time.
10. Emergency exit lights were sufficiently installed at all staircases.
11. There are 1022 fire extinguishers, 82 fire alarm buttons, 1349 smoke detectors, 156 fire hoses, 11 fire water pumps and sprinkler system were installed in the facility.
12. The lightning protection system was installed in the facility. Last inspection was on 28 March 2019 and valid for 01 year.
13. Emergency evacuation exit was not locked.
14. There is a reasonable distance between facility emergency evacuation exit. It takes around 2 minutes for escape.
15. All emergency light have back up battery.
16. All stairways were equipped with railing to protect employees from falling.
17. Electrical system was in good maintenance condition with danger alert. The certificates of 4 electricians at the site were available for review. The risk assessment on health and safety was conducted on 16 Jan 2020.

**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
COMPANY - FACTORY 1, 2, 3, 5, 6**

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
12 Months Payroll	16/2/2019	15/2/2020
12 Months Attendance	16/2/2019	15/2/2020
Special Comments	N/A	

Employee interview sampling

Individual	30
Group	2 group of 5
Total interviewed	40

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	16/1/2020	15/2/2020	No	30
Period 1	16/8/2019	15/9/2019	No	10
Period 2	16/3/2019	15/4/2019	No	10
Total				50

Other records reviewed

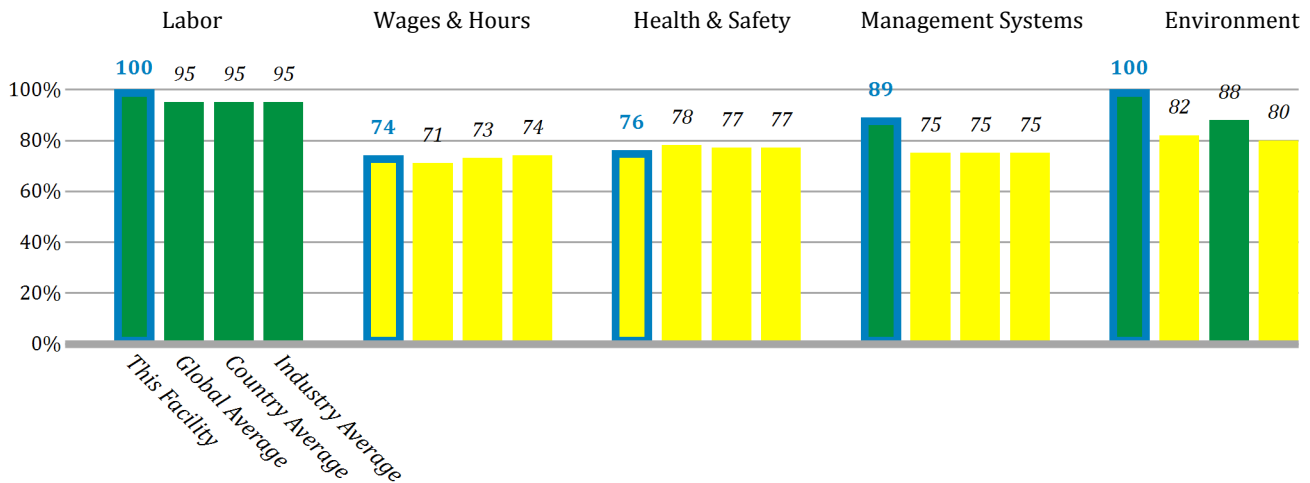
Personnel records
Security log book
Non-Production records
Legal Permits
Employee leave register
Health examination records

Machine maintenance records
Production records
Employment contracts
Social insurance documentation
Infirmary logs

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Vietnam average, Apparel average

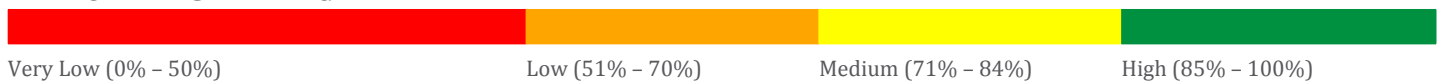


B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (25-Mar-2020)	Last (04-Apr-2019)	First (20-Apr-2016)	Change (Current-Last)	Change (Current-First)
Labor	100	100	100	0 % ■	0 % ■
Wages & Hours	74	74	57	0 % ■	29 % ▲
Health & Safety	76	95	79	-20 % ▼	-3 % ▼
Management Systems	89	90	93	-1 % ▼	-4 % ▼
Environment	100	100	100	0 % ■	0 % ■
Overall Score	84	92	82	-8 % ▼	2 % ▲

▲ Advancers ■ Constant ▼ Decliner

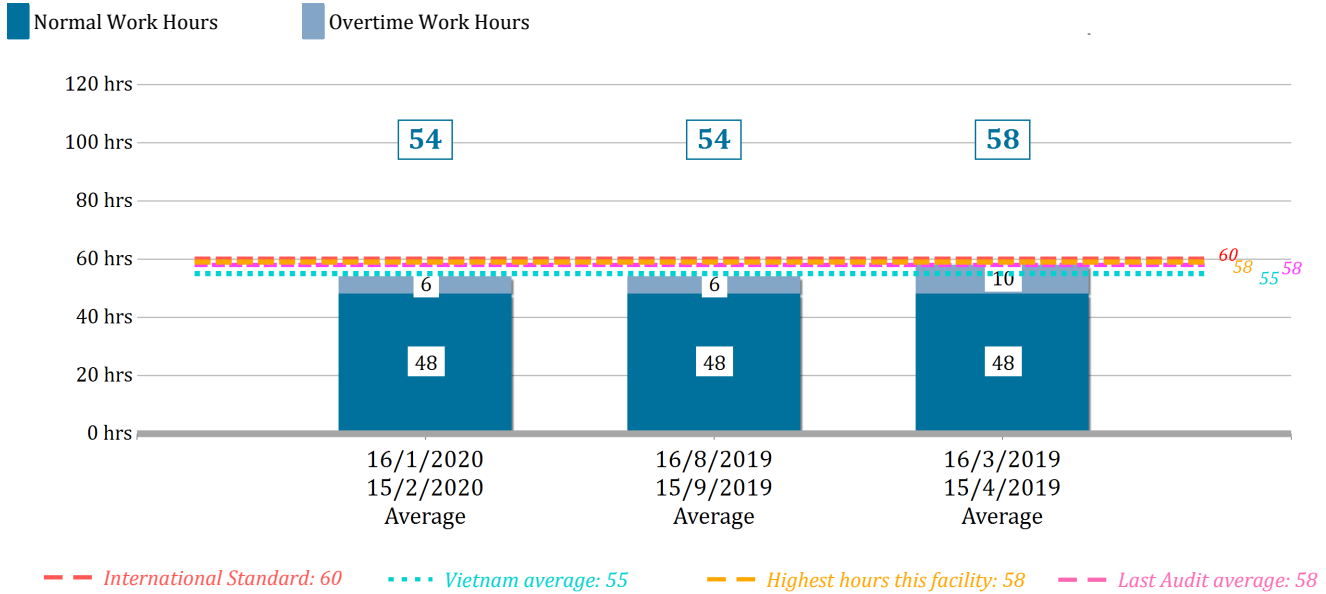
PERFORMANCE RATING



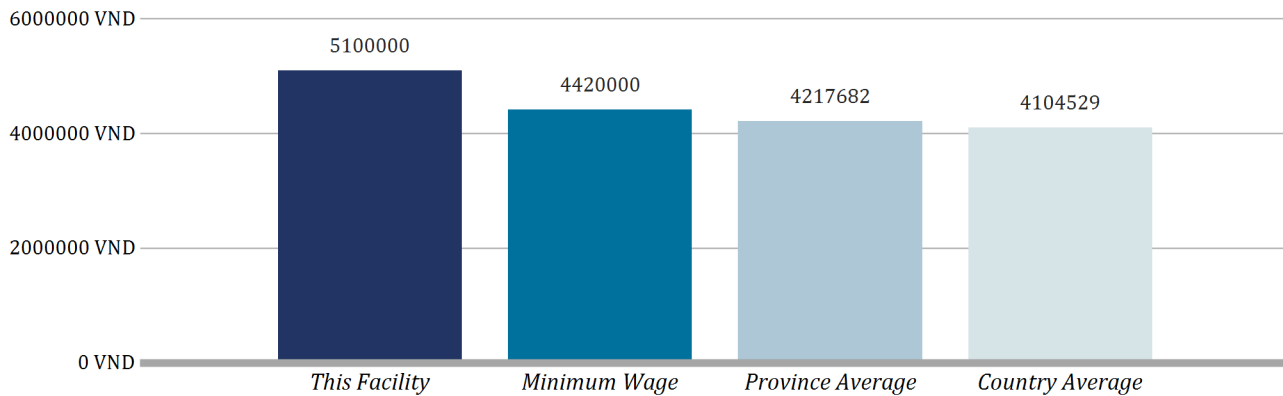
**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
 COMPANY - FACTORY 1, 2, 3, 5, 6**

B3. WORKING HOURS AND WAGES

Average total hours worked weekly



Average wages paid in local currency (VND)



Special wage circumstances: There was no special case related to minimum wage in the facility.



**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
COMPANY - FACTORY 1, 2, 3, 5, 6**

Wages and hours summary:

A. Working Hours:

1. The fingerprint scanning system was being used to record working hours of employees.
2. All employees work in 1 shift from Monday to Saturday. The shift 1 is from 07:30am to 16:30pm. 60 minutes break was provided. Sunday is designated as rest day.
3. Based on payrolls and time records review, the interview with randomly selected employees and management interview, it was noted that:
 - In April 2019: 05 out of 10 selected employees at Workshop 1, 2, 3, 5, 6 worked overtime hours from 31 hours to 65.8 hours.
 - In September 2019: 02 out of 10 selected employees at Workshop 1, 2, 3, 5, 6 worked overtime hours from 44.7 hours to 47 hours.

4. Based on payrolls and time records review, the interview with randomly selected employees and management interview, it was noted that:

- In April 2019: 03 out of 10 selected employees at Workshop 2 worked from 62.2 to 65.8 hours including normal working hours and overtime hours per week in 1 to 2 weeks in month.

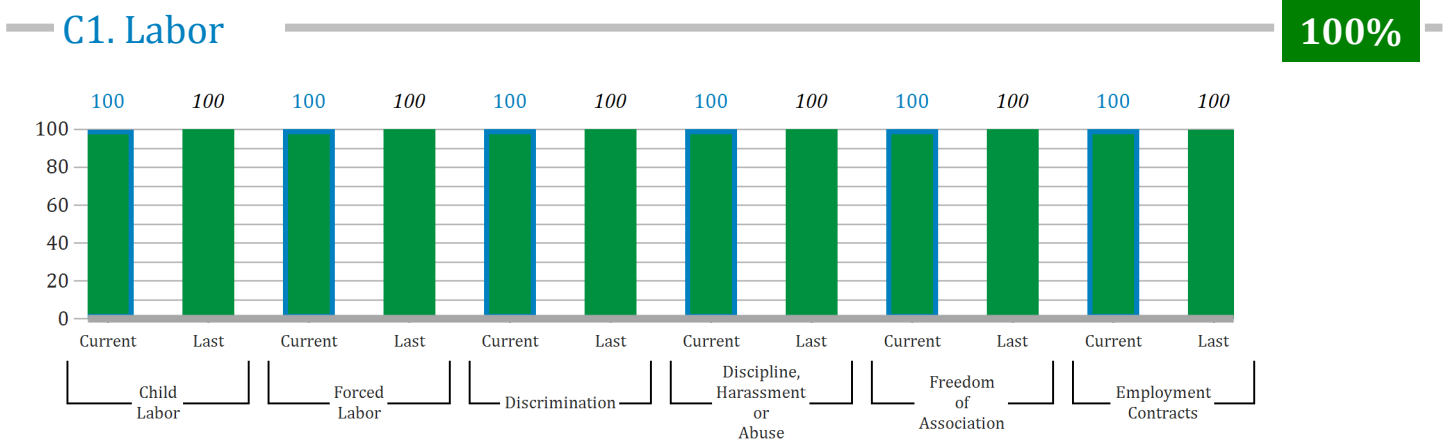
B. Wages:

1. Minimum wage for employee in this facility is VND 4,420,000/ month for employees effective from January 2020 which is in compliance with local requirement. Payment circle was from 16th to 15th of next month. Employees are paid by ATM (bank transfer) on 25th of the month with pay slip. Facility applied monthly rate for non-production employees and piece-rate for production employees.
2. Employees were paid at 150% of wage for regular overtime hours.
3. The sick & maternity leave allowance was paid timely to employees. 14 days annual leave was provided to production employees and 12 days annual leave was provided for office staffs.
4. The compulsory insurance was provided to all employees after the probation period.

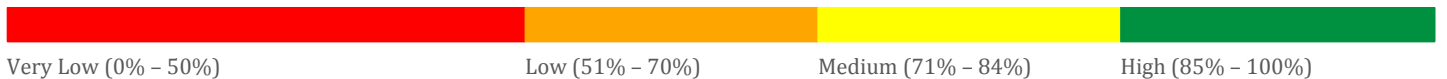
**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
 COMPANY - FACTORY 1, 2, 3, 5, 6**

C. PERFORMANCE DETAILS

Current (25-Mar-2020) Last (04-Apr-2019)



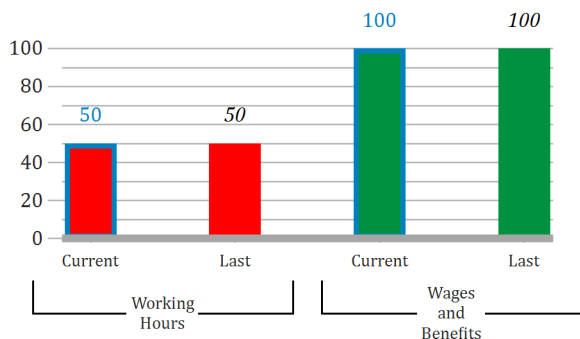
PERFORMANCE RATING



**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
 COMPANY - FACTORY 1, 2, 3, 5, 6**

74%

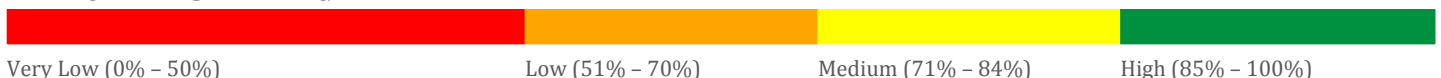
C2. Wages & Hours



Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Moderate	<p>122.00 : Total overtime hours exceeds allowable limits under applicable law or agreement.</p> <p>Auditor's comment Annual Audit on 04-05 April 2019: Based on the payrolls and time records, it was noted that: • In March 2019: 20 out of 30 selected employees at Workshop 1, 2, 3, 5, 6 worked overtime hours from 30.5 hours to 62 hours. • In January 2019: 5 out of 10 selected employees at Workshop 1, 2, 3, 5, 6 worked overtime hours from 30.5 hours to 64 hours • In August 2018: 5 out of 10 selected employees at Workshop 1, 2, 3, 5, 6 worked overtime hours from 30.5 hours to 64 hours Audit on 25-26 March 2020: The previous finding was not corrected. Based on the payrolls and time records, it was noted that: • In April 2019: 05 out of 10 selected employees at Workshop 1,2,3,5,6 worked overtime hours from 31 hours to 65.8 hours. • In September 2019: 02 out of 10 selected employees at Workshop 1,2,3,5,6 worked overtime hours from 44.7 hours to 47 hours.</p> <p>Article 106 Point 2 Vietnam Labor Code (10/2012/QH13) (10/2012/QH13) To ensure that the overtime hours of the employee shall not exceed 50% of the normal working hours in 01 days, in case of application of working regulation on weekly basis, , the total normal working hours and the overtime hours shall not exceed 12 hours in a day, and less than 30 hours in 01 months and the total of not more than 200 hours in 01 year, except for some special cases stipulated by the Government for the overtime working but shall not be more than 300 hours in 01 years</p>	48%
● Moderate	<p>123.00 : The total weekly working hours (normal & overtime) are over 60 but less than 72 hours.</p> <p>Auditor's comment No local law applies Finding: Annual Audit on 04-05 April 2019: Based on document review, it was noted that: • In March 2019: 4 out of 30 selected samples (Workshop 2, Workshop 3, Workshop 5) worked total 61 – 67.4 hours per week in 1-3 week(s). • In January 2019: 2 out of 10 selected samples (Workshop 2) worked total 62.6 - 65 hours per week in 1-2 weeks. • In August 2018: 5 out of 10 selected samples (Workshop 2, Workshop 6) worked total 61 – 62.8 hours per week in 1-3 weeks. Audit on 25-26 March 2020: The previous finding was not corrected. Based on the payrolls and time records, it was noted that: • In April 2019: 03 out of 10 selected employees at Workshop 2 worked from 62.2 to 65.8 hours including normal working hours and overtime hours per week in 1 to 2 weeks in month.</p>	74%

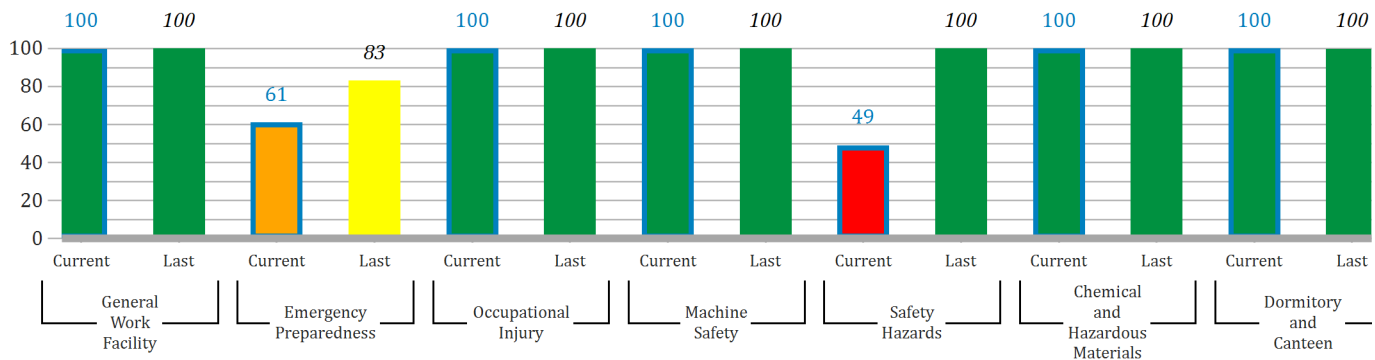
PERFORMANCE RATING



**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
 COMPANY - FACTORY 1, 2, 3, 5, 6**

C3. Health & Safety

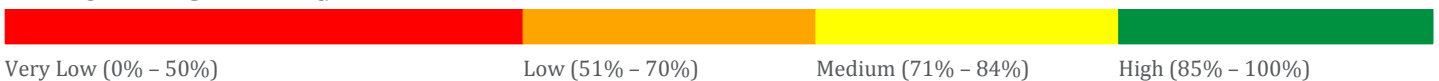
76%



Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	<p>185.00 : Fire fighting equipment is not inspected by an internal qualified inspector who has received training by external body and/ or an authorized external inspector</p> <p>Auditor's comment During the facility tour and confirmation of facility management, it was noted that the maintenance records for 02 observed fire extinguishers in the clinic room were expired since 12 March 2020.</p> <p>Vietnam Standard No. 3890-2009 for Fire Prevention, Part 3, Point 3.2 Requires that all fire extinguishers shall be checked by external regularly 6 months or 12 months and shall be re-charged if it ends; all fire extinguishers shall be checked monthly by internal; shall have expiry label and keep record.</p>	96%
● Moderate	<p>193.00 : Access to aisles, stairs and passageways are not kept clear at all times</p> <p>Auditor's comment During the facility tour and confirmation of facility management, it was noted that 05 out of 06 observed exit routes at workshop No. 2 were obstructed by working tables.</p> <p>Vietnam Standard for Fire Prevention No. 2622:1995, Part 7, point 7.24 Access to aisles, stairs and passageways should be kept clear and unobstructed free of obstacles.</p>	93%

PERFORMANCE RATING



**THANH CONG TEXTILE GARMENT INVESTMENT TRADING JOINT STOCK
 COMPANY - FACTORY 1, 2, 3, 5, 6**

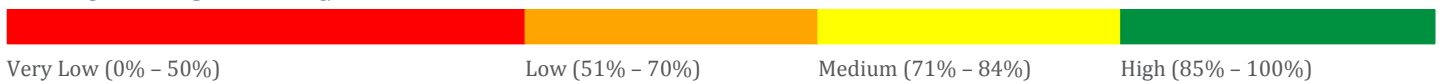
Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	<p>197.00 : There has not been an emergency evacuation drill for all areas and shifts in the last 12 months or as required by law</p> <p>Auditor's comment Client requirement: Quarterly joint fire drills including all floors of the building to be overseen by an external party, such as the fire authority, for timely and effective personnel evacuation. Documentation of these drills must be retained by the facility for review during any visit to the facility. Annual audit on 04-05 April 2019: During document review and confirmation of facility management, it was noted that fire drill was conducted every 6 months instead of quarterly. One was conducted on 30 May 2018 internally and One was conducted on 29 December 2018 with the presence of local fire police. Audit on 25-26 March 2020: The previous finding was not corrected. During document review and confirmation of facility management, it was noted that fire drill was conducted every 6 months instead of quarterly. One was conducted on 31 May 2019 internally and one was conducted on 28 December 2019 with the presence of local fire police.</p> <p>Point 4, article 12 of Circular 66/2014/TT-BCA The employer should conduct fire drill and evacuation practice for all employees annually based on prevention and fighting plan approved by Fire Department. The fire drill should be conducted with participating of fire fighting police and all fire fighting equipments mentioned in the fighting plan should be presented.</p> <p>Article 21, point 4 of Decree No. 79/2014/ND-CP dated on July 31, 2014 The fire-fighting plan drills must be organized periodically at least once a year and irregularly when so requested. Forces and means included in plans, when mobilized, must fully participate therein.</p>	82%

Sub Section: Safety Hazards

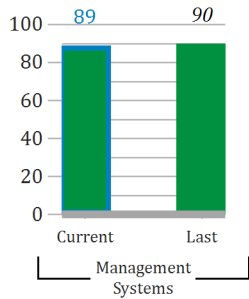
Status	Findings	% Global freq of compliance
● Major	<p>233.00 : Electrical cords and outlets are not in safe condition</p> <p>Auditor's comment During the facility tour and confirmation of facility management, it was noted that there was no safety fused box for 01 observed circuit breaker at workshop No. 1.</p> <p>Article 3, Decree No. 14/2014/ND-CP of the Government All electricity design, equipment manufacturing and installation of the electrical works shall ensure the electricity safety, construction safety, energy safety, fire safety and all environment protection requirements.</p>	93%

PERFORMANCE RATING



C4. Management Systems

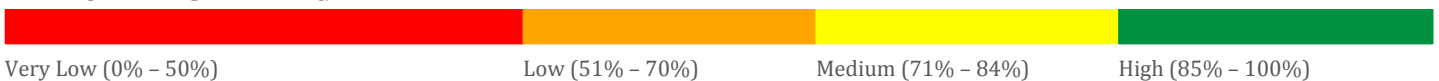
89%



Sub Section: Management Systems

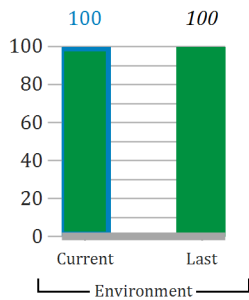
Status	Findings	% Global freq of compliance
● Minor	<p>296.04 : The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment It was noted that the facility had established policies and procedures, the monitoring system may not be effective or policies were incomplete thus resulting to lapses of implementation with the finding (monthly overtime more than legal limit and weekly working hours more than 60 hours per week).</p>	48%
● Corrected	<p>296.05 : <i>Previous Non-Compliance</i> : The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement but they are not all being properly implemented.</p>	76%
● Minor	<p>296.06 : The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment It was noted that the facility had established policies and procedures, the monitoring system may not be effective or policies were incomplete thus resulting to lapses of implementation with the finding (fire drill was conducted every 6 months instead of quarterly as client requirement).</p>	63%
● Minor	<p>296.07 : The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment It was noted that the facility had established policies and procedures, the monitoring system may not be effective or policies were incomplete thus resulting to lapses of implementation with the finding (fire drill was conducted every 6 months instead of quarterly as client requirement, maintenance records for 02 observed fire extinguishers in the clinic room were expired since 12 March 2020 and 05 out of 06 observed exit routes at workshop No. 2 were obstructed by working tables).</p>	50%

PERFORMANCE RATING



C5. Environment

100%



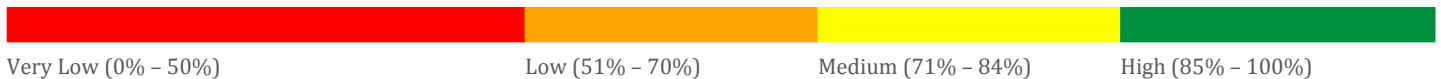
% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

Identification numbers: Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major : Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

PERFORMANCE RATING



D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	58%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
Fire fighting equipment is not inspected by an internal qualified inspector who has received training by external body and/ or an authorized external inspector	Moderate	96%
Access to aisles, stairs and passageways are not kept clear at all times	Moderate	93%
Electrical cords and outlets are not in safe condition	Major	93%
There has not been an emergency evacuation drill for all areas and shifts in the last 12 months or as required by law	Moderate	82%
The total weekly working hours (normal & overtime) are over 60 but less than 72 hours.	Moderate	74%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	63%

DISCLAIMER

This report is for the exclusive use of the client of Intertek named in this report (“Client”) and is provided pursuant to an agreement for services between Intertek and Client (“Client agreement”). No other person may rely on the terms of this report. This report provides a summary of the findings and other applicable information found/gathered during the audit conducted at the specified facilities on the specified date only. Therefore, this report does not cover, and Intertek accepts no responsibility for, other locations that may be used in the supply chain of the relevant product or service. Further, as the audit process used by Intertek is a sampling exercise only, Intertek accepts no responsibility for any non-compliant issues that may be revealed relating to the operations of the identified facility at any other date. Intertek’s responsibility and liability are also limited in accordance to the terms and conditions of the Client Agreement. Intertek assumes no liability to any party, for any loss, expense or damage occasioned by the use of this information other than to the Client and in accordance with the Client Agreement and these disclaimers. In case there is any conflict between the disclaimers stated herein and the applicable terms and conditions of Intertek incorporated into the Client Agreement, then these disclaimers shall prevail.