FLA Audit Profile										
Country	India									
Factory name	02023291D									
IEM	T-Group Solutions Ltd									
Date(s) in facility	August 10 - 11, 2005									
PC(s)	Nordstrom, Inc., Eddie Bauer									
Number of workers	163 (on rolls) + approx 70 (off rolls) = 233 approx									
Product(s)	Sweaters									

Production processes	Stealers (Mining Linking Washing Finishing Petiting (Mining Linking Li													
				IEM Findings				Notable Features			Remediation		Updates (Cite Date of Follow	(up)
FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (uncorroborated)	If not corroborated, explain why	Sources/ Documentation used for corroborating	implemented by Factory Management or Company	PC Remediation plan	Target Completion Date	Factory Response (Optional)	Company follow up (Follow-up visit March 23-24, 2006 (T-Group contracted by Nordstrom)	Documentation Company Follow up	Documentation
1. Code Awareness	The Engages Ave. 1049	N. A. Delevision of Management of Management	1 Code Sharest has eathern committeed to the Management	1. Bullion on Microscopes F. Murro, and Non-Distriction			Mount inconsiste &		Even to many or interest and the state of th		Hindi version of code elements have been made and same	About 22 and 24 2000 Management is new course of the	Marcularities remotistes also facilies activistics	
Workerimanagement awareness of Code		Companies: Ensure that all Company factories as well as contractors and suppliers inform their	1. Code Stantents how not been communicated to the Management and Workshar. The Poly Spotstorm & Edde Standy have only provided for COC poly hour all provided for the COC poly hour and the provided for the provided for the COC poly for the provided for the provid	have been posted in the local language. However, these have not been formally communicated to the employees through any			Interview with Management & workers		Ensure the management informs workers about the workplace standards orally and through the posting of standards in a prominer place (in the local linguages problem by employees and managers) and understake other efforts to educate employees about the standards on a regular basis. Ensure PC Codes of Conduct are posted visibly in a prominer basis. Ensure PC Codes of Conduct are posted visibly in a prominer.		1. Finds version or code elements ravio ober mable and same shall be provided to the misragement and workers including of not workers and new accruits. Training about the code element shall be impaired by 20 Oct CB. Rocotts shall be kept and maintained. 2. All cateria have been removed obstructing the access to Nordstrom Code of Conduct.	code elements. Though management claims to have explained the code elements to workers most of those	After submitting nemediation prior for the outstanding FLA audit, Nontitrom has negerifully ceased efforts due to termination of business relationships between factory and fibridations per production decisions. Due to termination of business relationships, company's	
		employees about the workplace standards orally and through the posting of standards in a prominent place	them. Management has also not communicated the code elements to workers. 2. Nordstrom Code of Conduct poster posted on the ground	training programs. 2. Training Programs pertaining to Code Awareness, Labor Rights or Health & Safety have not been			workers		other efforts to educate employees about the standards on a regular basis. Ensure PC Codes of Conduct are posted visibly in a prominent		shall be imparted by 20 Oct 05. Records shall be kept and maintained. 2. All cartons have been removed obstructing the	interviewed were not aware of the code elements.	factory and Nordstrom per production decisions. Due to termination of business relationships, company's	
		(in the local languages spoken by employees and managers) and undertake other efforts to educate	floor was partially blocked with cartons.	conducted in this factory. 3. None of the workers interviewed were aware of any code elements. Most of the Management					location and accessible to employees.		access to Nordstrom Code of Conduct.		leverage for implementing remediation has diminished completely. Nordatorn has provided factory with consultant information in order for factory to	1
		employees about the standards on a regular basis.		was also not aware of the code elements.									consultant information in order for factory to independently reactive findings. For further comment, please contact Nostatoon directly.	
													please contact Nordstrom directly.	
Confidential non-compliance reporting channel		PLA Principle of Monitoring, Obligation of Companies: Develop a secure communication channel, in a minner appropriate to the culture and situation, to entable Company employees and employees of contractors and supplies to report to the Company or noncompliance with the workplace	Though contact numbers of a representative of Nordstrom have been provided on the Code Poster, the resistors for providing this reformation have not been explained to the Management and Workers Management interviewed, were not aware of the details of the contact person, as to who this person is and why he needs to be contacted. No contact details are available for Eddie Gauser.				Interview with Management &		Opjetism of the IPCs to strengthen the sterring glossers systems of the controls creating-classes. In alignment with the objection, dived communications with the IPCs should be considered as last stead for lastly employees. See negatast that the factory establish a format steady expression of the control of the control of the control of the workers to voice workplace givenores, develop internal procedures for reacting steady lastly depositions of the control of the steady expedition of steady control of the steady expedition of the control of the control of the Control of the control of the control of the Control of the control of the control of the Control of the control of control control control control control control control control control control control control		Importance of elements of code of conduct of Nordstrom shall be provided to management and workers. Contact information	(March 23 and 24, 2006) Management is now aware of the Code elements. Though management claims to have	Eddin Baum's horison that had doubted product for miscatory—had all facilities and product for facilities to happart 2005. While company placed for latest bories for realizon were seller to later compellates. It shows that the company of the compellates are shown to happened data. The decision to terminals business made suitely by the sciences and redespreaders of Eddin to the compellate of the compellate of the compellates and the location to the compellate of the compellates and the compellates of the compellates of the compellates and the compellates of the location that the compellates are designed to the compellates of the compellates and the compellates and the compellates are confident to the compellates and the compellates are compelled to the compella	1
		channel, in a manner appropriate to the culture and situation, to enable Company employees and	information have not been explained to the Management and Workers Management interviewed, were not aware of the details of the contact				workers		communication with the PCs should be considered a last resort for factory employees. PCs request that the factory establish a formal		importance or elements or code or consuct or normation arise be provided to management and workers. Contact information of ""Agent" shall also be provided to the entire staff management. And workers. Training shall be done by "Factory" and ""Agent" in the week of 24 Oct 05.	explained the code elements to workers most of those interviewed were not aware of the code elements.	August 2005. While company placed no future business for reasons unrelated to labor compliance, it	4
		employees of contractors and suppliers to report to the Company on noncompliance with the workplace	person, as to who this person is and why he needs to be contacted. No contact details are available for Eddie Bauer.						system of dialog between the management and workers in order to allow workers to voice workplace orievances, develop internal procedures for		"Factory" and ""Agent" in the week of 24 Oct 05.		continued to encourage improvements beyond final shipment date. The decision to terminate business	
		standards, with security that they shall not be punishe or prejudiced for doing so.	d						resolving workplace disputes, and resolve grievances in good faith. Nordatrom will release to the factory the purpose of the contact				made solely by the licensee and independent of Eddle Bauer. As it has now been a year since Eddle Bauer's	
		, ,							information on the Code posters.				ficensee had business at factory, it is unable to exert necessary leverage for continued improvement.	
													,	
Other	Factories Act 1948 &		Minimum Wase Molfredon Fertroise Art Punish Fertroise Bules				Visual Inspartion		Post all legally required notices and labor law information.		Hinti varsion of Minimum Wang Notification Factories Are	(March 23 and 24: 2006) Barriso the Minimum Wanso &ct and		
	Factories Act 1948 & Industrial Employment (Standing Orders) Act 1956		Minimum Wage Notification, Factories Act, Punjab Factories Rules, List of Holidays & Standing Orders are posted in English and not in the local language.								Puripib Factories Rules and List of Holidays has been displaced on the major board and communicated to workers	(Merch 23 and 24, 2006) Bening the Minimum Wages Act and the Minimum Wage Notification the rest of the postings are now in Hindi / Punjabi. (Local Language).		
	(Hindi version of Minimum Wage Notification, Factories Act, Purplab Factories Rules and List of Holddays has been displayed on the notice board and communicated to workers. Hindi version of standing order would be displayed and communicated to workers by 1 1/15/2005.			
											,			
2 Forced Labor These will not be convert	word labor whether in the f	of prison labor, indentuned labor, bonded labor or												
Employment Records	Factories Act 1948 & Industrial Employment (Standing Orders) Act 1956	Employers will maintain sufficient hiring and employment records to demonstrate and verify compliance with this Code provision.	Employment records are not maintained for workers not on rolls.	Few workers stated that they had not received a copy of their appointment letter. 2. Appointment letters issued to workers do not provide details of benefits and deductions.			Interview with Management & workers		All workers should be provided with appointment letters, which should include details on wages, mandatory deductions and legal benefits.		1) Personnel files for all off-roll workers shall be maintained. This will include apportiment laters, wild age proof document. This will include apportiment laters, wild age proof document by Dentid Support, Declaration French meckuring that probe identity, 2) Appointment laters for all workers and ramagement while the amended to include marketly reductions such as PP. ES set and legal branties such as Bonse, Grandy, Leave PP. ES et and legal branties such as Bonse, Grandy, Leave and Lea	(March 23 and 24, 2006). Still not maintained.		
	(Standing Orders) Act 1956	compliance with this Code provision.		not provide details of benefits and deductions.			workers		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		as School Leaving Certificate if provided by worker or Verified			
											identity. 2) Appointment letters for all workers and management shall be amended to include mandatory deductions such as			
											PF, ESI etc and legal benefits such as Bonus, Gratulty, Leave atr and shall also be communicated to these workers through			
											training process at the time of new recruitment and for the olde employees, training is under process (Department wise), which shall be completed by 30 Oct 05.			
		1								1	shall be completed by 30 Oct 05.			
No person will be employed at	it an age younger than 15 (or 14	where the law of the country of manufacture allows) or the country of manufacture where such age is higher												
than 15.											Alls these been proposed for all off not workers who are without again proof documents. For this purpose, contract is under process with the Durtal Surgeon DioC. Durtal Surgeon to be under the process with the Durtal Surgeon DioC. Durtal Surgeon to be underlying and the process with the process of the company. UPCATE: Durtal Surgeon, DIOC has visited for the Company. UPCATE: Durtal Surgeon, DIOC has visited for the Surgeon Surgeon, DIOC has visited for the Surgeon S			
Age Documentation	The Factories Act, 1948	Employers will maintain proof of age documentation for all workers, such as a birth certificate, which verifie date of birth.	No proof of age documents maintained for workers off the rolls.				Interview with management		Employers will maintain proof of age documentation for all workers, such as a birth certificate, government ID or legitimate dental evaluation and certificate, which verifies date of birth.		A list has been prepared for all off roll workers who are without age proof documents. For this purpose, contract is under	(March 23 and 24, 2006). Proof of age certification now provided.		
		date of birth.							certificate, which verifies date of birth.		process with the Dental Surgeon BDS – Dental Surgeon to be on panel, who will visit the factory in the third week of Oct for			
											worker's age verifications and all this expenses shall be met by the company. UPDATE: Dental Surgeon, BDS has visited the			
											factory to ascertain the age of workers and he has examined at workers. Age proof certificates would be provided by doctor by			
											9th Nov 2005.			
Age Verification		In those cases where proof of age documentation is		While picture of worker is missing from few proof of age			Review of workers' files & interview with		Employers will maintain proof of age documentation for all workers, such		A list has been prepared for all off-cell workers who are without age prior documents. For this purpose, contract is under process with Drand Burgane Dio 2. Detail Surgeno to be on process with Drand Burgane Dio 2. Detail Surgeno to be on welf-cellions and all this experiess shall be mat by company welf-cellions and all this experiess shall be mat by company and the process of t			
		In those cases where proof of age documentation is not readily available, employers will take precautions t ensure that all workers are at least the minimum working age, including medical or religious records, o other means considered reliable in the local context.	10	 virile picture or worker is measing from new proof or age certificates issued by a Doctor, these are not attested in some to confirm that the certificate parties to that particular worker. 2. Workers interviewed stated that they had not met the doctor. 			files & interview with workers		Employers will maintain proof of age documentation for all workers, such as a birth certificate, government ID or legitimate dental evaluation and certificate, which verifies date of birth.		age proof documents. For this purpose, contract is under process with Dental Surgeon BDS – Dental Surgeon to be on			
		working age, including medical or religious records, or other means considered reliable in the local context.	*	Workers interviewed stated that they had not met the doctor who had issued an age certificate for these workers.							panel, who will visit factory in third week of Oct for worker's age verifications and all this expenses shall be met by company.			
											UPDATE: Dental Surgeon, BDS has visited factory to ascertar age of workers and he has examined all workers. Age proof			
											CERTIFICATION OF PROPERTY OF STATE OF S			
4. Herassment or Abuse Every employee will be treated	d with respect and dignity. No e	imployee will be subject to any physical, sexual,												
psychological or verbal harass Sexual Harassment	Per Supreme Court Ruling		Factory does not have a "SEXUAL HARASSMENT COMMITTEE" as required by Law.				Interview with management		Factory to create and maintain a sexual harassment committee as required by law.		Sexual Harsastment Committee has been constituted. There are total of 4 members. 2 members from workers and 2 free management under chairmanage of Mar with workers workers as its members. This information has been communicated to all fermits and male employees. Meeting shall be that on 24 Oct 03 and minutes shall be distributed to all perclopates and an arrangement.	(March 23 and 24, 2006) The committee has been set up		
			required by Law.				management		required by law.		are total of 4 members. 2 members from workers and 2 from management under chairmanship of Mrs.**** with women	however, none of the committee members were available for interview.		
											workers as its members. This information has been communicated to all female and male employees. Meeting			
											shall be held on 24 Oct 05 and minutes shall be distributed to all participants and maintained.			
Training of Management in Disciplinary Practices		Employers will provide training to managers and supervisors in appropriate disciplinary practices	Employer does not provide training to managers and supervisors in appropriate disciplinary practices.				Interview with management		Factory will conduct a thorough review of disciplinary procedures to erisuse they are compliant with local law and PC codes. Factory will provide training to manages and supervision is appropriate disciplinary profices. Additionally, winders should be stawed in disciplinary policy, practices and procedures including a gifevence policy.		Briefing to all managers and supervisors already been started but comprehensive training shall be given by 25 Oct 05.			
									provide training to managers and supervices in appropriate disciplinary practices. Additionally, workers should be trained in disciplinary policy, and the provides and approximate the second of the continuous section.					
									practices and procedures including a grewince policy.					
0				1		Manual Lance of the Control of the C								1
Gender Sensitive Security		Security practices will be gender-appropriate and non intrusive.	Factory does not have a female security guard for checking belongings of female workers.			Visual Inspection and Interview with workers & management	8		Factory will ensure that security practices are gender-appropriate and non-intrusive.		Fernale Security guard has been appointed since 01 Oct 05 onwards.	(Merch 23 and 24, 2006) Factory now has a female security guard.		
	L					magarrellE								
No person will be subject to an discipline, termination or refre	rry discrimination in employment ement, on the basis of gender	t, including hiring, salary, benefits, advancement, ace, religion, age, disability, sexual orientation,												
5. Health and Safety Employers will provide a safe i	and healthy working environme	nt to prevent accidents and injury to health arising out of the operation of employer facilities												
				<u> </u>						L				
Fire Safety Health and Safety legal compliance	Punjab Factory rules 1952	Employer will comply with applicable health and safet laws and regulations. In any case where laws and cod of conduct are contradictory, the higher standards will apply. The factory will possess all legally required namelies.	y No Objection Certificate fron Fire Department and Pollution Control to Board available.			Interview with Management.			The factory will possess all legally required permits.	10/30/2005	Application for obtaining NOC from fire department has alread been filed. However there is no asponse so far from the fire department, NOC from Pollution Board shall be taken once the ETP is installed.	(March 23 and 24, 2006) Factory has received the NOC from fine department Installation of ETP is in progress and factory		
		of conduct are contradictory, the higher standards will apply. The factory will possess all legally required	'								department. NOC from Pollution Board shall be taken once the ETP is installed.	expects to receive the consent from Pollution Control board within 30 days.		
		permits.		1						1				1
Evacuation Procedure			Fine Evacuation drifts are conducted only once a year.				Month					About the control of		
Evacuation Procedure	Factories Act 1948 & Punjab Factory rules 1952	All applicable legally required or recommended elements of safe executation (such as posting of executation plans, unblocked safes/usite, employee aducation, evocusion procedures, etc.) shall be complied with and workers shall be trained in proper safety, first sid, and evocusion procedures.	rive civacuation drifts are conducted only once a year.	1			Visual Inspection		 Fire-lighting drifts shall be held at least once every period of 6 months for all persons working in the factory. Workers and staff must be trained in safe evacuation procedures. 	10/30/2005	Fire drill shall be conducted by external agency *** by 20 Oct 05. Expenses shall be bome by the factory. Briefing and training shall also be provided for fire drill and evacuation	(March 23 and 24, 2006) Fire drifts now being conducted once every three months.		
		evacuation plans, unblocked asses/exits, employee education, evacuation procedures, etc.) shall be							in sare evacuation procedures.	1	training area also be provided for fire drill and evacuation procedures.			
		safety, first sid, and evacuation procedures.								1				1 1
Evacuation Procedure	Factories Act 1948 & Purjab	All applicable legally required or recommended	Passage to Emergency staircase in knitting hall – I was blocked			1	Visual Inspection		2) All emergency pathways and stairs must be kept clear to ensure quick	9/30/2005	All the cartons and bags of your have already been removed for easy access to emergency exist. All loose wires have been convenided two control pripe. Birth, subtops, section, sweater panels and cartons have been removed. Pror Alakse are class: and cartons have been removed. Pror Alakse are class: encrowed and shift Christiags in calks which the have been shifted from cutting section to another section and tegrin in spood order. Explainer and in use, carton, your comes have been legal in an organized immere. This shall be monitored continuously by a dissipant of person or regular balls:	(March 23 and 24, 2006) Alsies maintained clear. Pedestal		+
	Factory rules 1952	All applicable legally required or recommended elements of safe executation (such as posting of executation plans, unblocked safes/usite, employee aducation, execution procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and execution procedures.	Passage to Emergency staircase in knitting hall – I was blocked with carons. 3. Pedastal fans on passages seen in many work areas. Loose wires of pedestal fans and other machinery and equipment.						2) All emergency pathways and stairs must be kept clear to ensure quick executation in the case of an emergency, 3.4 and 5.) All possages must be unobstructed and times to breath and selectuation path. 6 and 5) Remove stash and debries and maintain general clearings and organization throughout the factory energy by. 7.) Primary asiass must be marked with emergency less leading to the exit doors. Secondary sales must allow all least one parents to certification with comparison of the control of		easy access to emergency exits. All loose wires have been converted into conduit pipes. Bins, trolleys, stools, sweater	and exhaust fans are not in use as summer is yet to start. Storage areas are relatively empty now owing to lean season.		
		education, evacuation procedures, etc.) shall be compiled with and workers shall be trained in proper	seen on floor and running across passages in most work areas. 5. Aisles in most work ones were blocked with him trollers, stools						Remove trash and debris and maintain general cleanliness and organization throughout the factory every day. 7) Primary aisles must be	1	panels and cartons have been removed. Now Aisles are clear. Bins and cartons in hand-flat and sewing section have been			
		safety, first aid, and evacuation procedures	sweater panels and cartons. 6. Most storage areas disorganized with yarn, fabric, sweater panels and packaging material piled up or						marked with emergency lines leading to the exit doors. Secondary sisles must allow at least one person to comfortably walk down the sisle without	1	removed and shifted. Passage is clear. Machine has been shifted from cutting section to another section and kept in a			
			scattered on floor in a completely haphazard manner. 7. Well-defined assles between properly organized stacks not in place in most storage	1					obstruction.	1	good order. Equipment not in use, cartons, yarn consis have been kept in an organized manner. This shall be monitored			
			sweather painels and cannons. 6. Most storage areas disorganized with yain, lishinc, sweather painels and package material pilled up or scalabled on filtor in a complexiely high-paized mismant. 7. Well-defined sales between properly organized stacks not in pilice in most storage areas. 8. Equipment not in use, schones, year occase were lying in a completely disorganized manner in the hand-flats hall –1.	1						1	continuously by a designated person on a regular basis.			1
Evacuation Procedure	Fortunion Art 1049 9 D.	All annioshle lensily pergined or measures.				1			St. I before all occupation plans to judician account floor also a		Si Compet Evanuation rights been been meeted and	(Dec 17, 2005) Pending Eugraphic size scaled to		\perp
L-vacuation Procedure	Factories Act 1948 & Punjab Factory rules 1952	All applicable legally required or recommended elements of safe execution (such as posting of execution plans, unblocked sistles/leots, employee education, evacuation procedures, etc.) shall be complied with and evokers a half be trained in proper safety, first sid, and evokerion procedures.	S. Chrososton plans possible in some areas in English, do not reads in the foot leptual and on an permentary deplicant. Circulation states are promoted to the plans of the control programs on the control programs of the control programs of the control programs on the control programs of the co	1					9) Update all evacuation plans to indicate current filoro plan, soits and fire-fighting equipment. The plane must be written in the local language. 10) Update evacuation plans to port towersh markers exit in 13 At exists must be properly marked. 12) Ensure all sicils markings clearly defined and selfact current emergency evacuation paths to nearest exist. 13) All poissages must be unbotonized at all times to cristian a safe evacuation.	1	 Correct Evacuation plans have been posted and are translated into Hindi. 10) Correct Evacuation plans have been posted and also floor markings marked as per the nearest 	(Dec 17, 2005) Pending Evacuation plan posted; however, not clear and visible as it is handwritten and even description is not clearly visible in evacuation plans. Pending Aisles		
		education, evacuation procedures, etc.) shall be	besimment outside storage area blocked with cartons. No evacuation	1					be properly marked. 12) Ensure all sixle markings clearly defined and selfer runner emergency oversaline marking clearly defined and	1	posited and also floor markings marked as per the nearest exits. 11 - 12) Asile markings in these areas have been re- painted with yellow lines. 13) All the cartons and bags of yam have already been removed for easy access to emergency	markings still found to be faded like in stitching and linking services. (March 23 and 24, 2004) States in march.		
		safety, first sid, and evacuation procedures	signs point towards farther exit instead of closer exit. 11. Keep Clear	1					passages must be unobstructed at all times to create a safe evacuation	1	have stready been removed for easy access to emergency	as not county vacase in evacuation plants. Persong Audies markings at fill found to be faded bile in atthching and inviting sections. (March 23 and 24, 2006) Status is mostly unchanged; however, local language has now been included in some evacuation plants. Same status pts 10-12. Bags of yern now maintained clear.		
		1	many area have faded and require re-painting 13. Bags of yars were found right in page the engagement of the transfer of the t						power.	1	-	yem now maintained clear.		
L			which you up hear the emergency starcase in the basement.	<u> </u>										
		· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·				·	_	·	·	<u></u>	_

				IEM Findings						_	Remediation			Updates (Cite Date of Follows	up)
FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (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	n Factory Response (Optional)	Company follow up (Follow-up visit March 23-24, 2006 (T-Group contracted by Nordstrom)	Documentation	Company Follow up	Documentation
Evacuation Procedure	Faccores Act 1948 & Purpub Faccory rules 1952	As approach singly required or sourcemented elements of size of security both as posting of execution place, urbiticular disables with, settly of execution place, urbiticular disables with, settly of execution place, urbiticular disables on settly execution properties with an execution properties with any consequence solitor, first six, and execution procedures.	What are done to set these approximate, 1.5 there were how the contract for exacts any program with the not destinent headed fine scene to program with the not extract the contract fine a recognition of the contract the contra				Visual Inspection		18 And at Goods must open observit to leaves self-recording. These open property open property open production. About a finance in the say about your property open production. About a finance in the say about your production of the same production. In the same production of all creates the concerning production. In 157 them must be at last of all creates and observations are recognized to the contract of a concerning production. In 157 the contract in the contract is and concerning to the contract in the		145 Even das to instanting problems is not protected in years of confidence of the c	Name 73 and 43. 2000; Rotalium enlarger hasen however, them has been shared to wide an upon position. 15. New members of mostly class 1.5. Scoros del provided in 15. When members of mostly class 1.5. Scoros del provided in 15. Scoros members of the 15. This maniferior position of the 15. This maniferior position of the 15. This maniferior position of the 15. This maniferior position of the 15. Scoros and larger of the 15. Scoros and 15.			
Safety Equipment			Note the call bases inedequaply modest. Some the only com- mon. These is no yearn in place to replect shock, there replect should have been demanded. It first extragalate coasts as surply year toos, it is hard that the I am I are of manip passage on ground thore completing the completing of the completing that is a surplect of the completing						1) These includes all least 1 final said is liquid stocked ji one finar and par 1000 workers. Corrent much include adhesive hortogap, later globar, ton treatment, medical adhesive less, inclusion, treatment, subtrig production of the control o		maintained since OT Cet 2005. 2) All fire entinguishers now are the form all obstactions in all sections. There are no blookgap, 3) Divragaged fire aliam has been repaired, also tassed for proper winding 4 and 50 fire satinguishers have been installed in the main jurn store, birn accessories store and chemical boxe.	Mach 23 and 24, 2005 11. Batter stocked non, however more day provide year with compared bottom from injay logs and not markened 2. Thesis we now marketined class. The provided of the compared of the compared of the provided of the compared of the compared of the provided of the compared of the compared of the satisfaction of the compared of the compared of the satisfaction of the compared of the compared of the market pressure of market pressur			
PPE	Factories Act 1948 & Purjab Factory rules 1952	Workers shall was appropriate protective acquirement, jouch as gloves, eye protection, hearing protection, majoratory protection, etc.) to prevent unsafe exposure (puch as inhalitation or contact with solvent appears, coles, dut, etc.) to hazardous elements including medical waste.	No employa provided to operation in computational emboulery section. No size milks available for generator operator in generator short. 2. A restery, high-speed save for chapping used logs in bolist and to boler has no protection devices. No PSE available for holer with operates this equipment. 3. Operators on overfock machines do not have make to protect them from breathing in fossing fation dust particles.						Tact 3) Violente shall mass appropriate protection any private function to make up protection, humaling protects in explained y protection, but provered trained in approximation to the protection of the prote		I and 3) PPC has been provided to all concented workers and disso training has been impraised to all these workers on the size training has been impraised to all these workers on the size. This would be monitored by the floor managers and crosschecked by me. 2) Protective device has been provided.	(March 23 and 24, 2006) Eaphaga now provided in embrookley section flowers, operations were not using them. Not seen in power generator area. Rotary saw was not being used during audit, it still does not have a protective cover.			
Chemical Management	Factories Act 1948 & Punjab Factory rules 1952		exposed to nin and sunlight. 2. Chemical stone on first floor does not have a fire extinguisher and No Smoking sign installed.				Visual Inspection		1)Ad the mission and hasterious substitutes whould be proposely little-little and storage in accordance with epithods little. MIXED these first be provided made Chemical use and storages areas in workers' larguages. Workers and out-off receival arranges, importance to their lon-longes. Workers and out-off receival arranges. Reportance to their lon-longes in the state of their longes areas and all other appropriates areas.			(Merch 23 and 24, 2005) 1. Partly addressed d, however barrels of diesel were still seen lying cutuide in the open near the generator and exposed to rain and surflight. 2. Those have been provided.			
Verelikation (Electrical Nacility mikirtésmènce	Factories Act 1948 & Purjab Factory rules 1952	All workfallows, plurching, electrical, and ighting sources shall be produced and materiated to conform sources and the product of the source of the source of the source of the employees in the facility amplitudes to the source of the source of the source of the source of the source of the source of the source of source of so	1. Problems for conveniend the names without play with methodistics mention of rigin decided his best were place bear in hard-disk mention of the control of				Visual Inspection		**Observation could be made to impose design continue and not specially continue and proceeding continues and pro		temespace spiller applicated and emissipace; glief installabel of a learning by 15 More 2005. Meets that legislate this entailable of a section by 15 More 2005. Meets that legislate this entailable to service adequate light available with encogifs had for exclora- tions a required to desirch entailables on their pureness. An extra properties of the entire pureness of the entire pureness, appareless instructed to monitor such act, 51 Coolean propositio, convoied. Lunch beaus senials coolean. Protection covers provided, 11, the first beautiful properties of the enterpress of the entire three by constant microbing.	Moth: 2 and 24, 2005). I Pedested line is me on on in use. Debugged in the control of the cont			
VerilationElectrical tacity maintenance	Factories Act 1948 & Purpib Factory rules 1922	As werdinence, plantning, sectorical, and splaring secretical shall be provided and materialized to conform to applicable lates and prevent hazardous conditions to employees in the facility.	A makes with a treased lyeg on floor to meet flast held. If I. A floor disconsistent floor of the state high or floor in shaded flast all. 1.5. Sign states of health and telestations cause on walks sent common like. 1.5. Sign states of health and telestations cause on walks and common like the control of the states of the						\$1.10 feetines wash and finded and meaning general schedulers and general procession from deposits and surveyancy. 27 Section of the surveyance of the surve		In 1117 the four-specified to the local instituted to variously as under the grown could be of instituted to effective the money being controlled in the lakeup's frequent being on local instituted to the lakeup's frequent to make a fine of the lakeup's frequent to make a fine section of the lakeup's fine the management of make a fine instituted in lakeup's lake	Shach, 23 and 24, 200(); C. Complase, T. Ediresson He man half on the four on the silicians, whose both maches were also neticed. 8: Dild sees, 8. Bub.In represent the silicians of the silicians of the silicians of the silicians the both on papiest but will take a few morths to dry. 14. Complain.			
Verefulior/E loctrical fucility maintenance	Factory rules 1952	services shall be provided and minimized to conform to applicabilities and prevent hazardous conditions to implicative and prevent hazardous conditions to implicative in the facility.	15. Rolary are motor connected to make without play 15. Taped profits seen on calls to productable time is now area and on colled an electric sent/plane in laundly. 17. Plany party damaget man ordanization and characteristic sentre of the second season of the s				Visual Inspection		15. 16 and 15) Electrical crode should be in good, working condition and majorised. Inputs, and passed in otherwise immigrated. They should not applied the form of provided and considered uses. Electrical services shall be provided and considered to the control of the control	15)	tipod prioris removad form cabiles of pedesidal famis and from cabiles at electric barchigan in launch y 15 his to being surface more closely and strictly by filter supersions. 17) Floor has been repaired. 15 Move sebasat famis shall be provided for proper ventilation by 30 Oct 05.	Meter/12 and 24 2009 15 Complete. 15 Complet			
Machinery Maintenance	Factories Act 1948 & Punjab Factory rules 1952	All production machinery and equipment shall be maintained, properly guirded, and operated in a safe manner.	 Some seving machines do not have posidi mass. 2. Needle guade missing from some seving machines wide some had been single by operators rendering them ineffective. 3. The softward pipes of power generating sets not insulated and could cause burn inguises. 				Visual Inspection		1) Install rücker pedal mate on all seeing machines 2) Seeing machines was the equipped with needing quark. This emphysies on importance of safety guards and factory policy regarding guards. 3) Irroulate softwast pipes of generators to prevent injury.		1) Pedal mate provided on all sewing machines; 2) Needle guards provided in all siteting materias and would be morinized closely by floor supervisors. 3) Exhaust pipes of power generating sets have been included.	(Merch 23 and 24, 2006) 1. Pedal mata have been installed. 2. Same status, 3. Complete.			
Sanitation in Facilities		All facilities including factory buildings, sollets, cambiens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.	 Some concrute steps on staticase damaged and require repairs. No soip and hard dryer available in gents tolket blocks, while there is no hand dryer in lades tolket block on ground floor. Exhaust fairs not installed in tollet blocks. 				Visual Inspection		1) Insure all walkways and stairs in factory in good repair and do not pose a safety risk. 2) Basic supplies such as tolet paper, and bacterial soop, and break must be provided at all times. Tolet area must be well- lighted and have adequate ventilation.		 Diemaged concrete steps have been repaired. 2) Scaps have been provided. Hand dryens shall be provided by 11 Nov 2005. Exhiusat fame have been installed in tollet blocks. 	still not available at hand wash areas in the tollets.			
	Factories Act 1946 & Punjab Factory rules 1952		*Femory as expressed as creates an expected by less 2. Femory assert the contract of the	Some standing head-flat operations seem working baseloot. Some standing workers in cutting section also enthing baseloot.			Value impression		The control per section of all the Personnel Act 1964, (1) is very larger production on the 30 control southers are confident personal control personal control personal control personal control personal of children control age of it pears of a fairn benefits. (2) Such stores shall are controlled to the section of the section		1) A par local ten celebra to be provided if number of femals which as 30 in licely relevency, and one few less are only 26 intensive southern 30 in licely relevency, and one few less are only 26 intensive southern in less 1 bins, 30 in one calls the provided. Planus and ext. 91 if the final resultant part of the final relationship of the final relationship before deschapping into the Marticipal sewer. ETP final file residently 3 /4 of 2006. Progress report shall be sent accordingly.	Described to be commissioned by red April 2006.			
Other	Factories Act 1948 & Punjab Factory rules 1952	o freedom of association and collective bergaining	Workers in this committee are noministed by the Management.	Workers we not seem of the existence of the Workers- hangement Committee. 2. The committee enter on paper languagement Committee. 3. The committee was not up again the management, committee was set up only to fulfill the buyear's requirement.			Interview with Workers & Management		Workers must be educated on their rights to Freedom of Association, Facility to develop a solution committee that lashy spressures workers, which is the solution of the solution of the solution of the develop a mission internant, charter and selection schedule, 3) Committee and address solvened concernant work or reprove committee and solvened concernation with the proposed regular basis and be documented.		Violation's committee has been formulated, to this committee, which is a supplied to the supplied of the suppl	(March 23 and 24, 2006) No change in status.			
5. Wages and Benefits Employers recognize that wag a base, at least the minimum of provide legally mandated benefits.	ges are essential to meeting emp wage required by local law or the lefts	oloyees' basic needs. Employers will pay employees, so prevailing industry wage, whichever is higher, and will													
Minimum Wage	The Mnimum Wapes Act, 1948, Payment of Wages Act, 1948, Payment of Wages Act, 1926, The Employee State Insustance Act, 1948 Employee Provident Fund & MP set, 1952; The Sactories Act, 1948		1. Few workers barry paid wayss of unabled worker frough they were deing untersident of personal to the paid of			Interview with miningement & workers; neview of records			1) Patrary to conduct a force-upl and accurate assessment of all anothers representables and sense for an extremely paid for first all anothers representables and sense for an extremely paid for first all anothers are all anothers for a sense for largely merchanic benefits.		1) Workers categorized as per thair skill and job performed series of 10 cits. Skilly shall be job to these sortions as per formation of the state of the state of the state of the services are stated on the state of the state of the law, i.e. torce regular eagus.	which is No. 2471 254- Z. No change in status.			
Wage Benefits Awareness	The Employee State Insurance Act, 1948; Employee Provident Fund & MP act, 1952; The factories Act, 1948	Employers will communicate orally and in writing to all employees in language of worker the wages, incentive systems, benefits and boruses to which all workers are entitled in that company and under the applicable law.		Most workers on company's rolls, when interviewed were not assire of the calculation for deductions towards Provident fund, Employees State Insurance and Overtime compensation.			Interview with workers		Factory shall provide training to all workers on the deductions for Provident Fund, Employee State Insurance, and Overfine Compensation.		Training regarding calculation related to deduction towards PF and ESI has been provided to all workers including off roll workers.	(March 23 and 24, 2006) These workers are still not swise of the calculation of mandated benefits.			
Wage and Benefits Posting	The Employee State Insurance Act, 1948	All notices that are legally required to be posted in the factory work areas will be posted. All legally required documents, such as copies of legal code or law, will be kept at the factory and available for inspection	Company's policy pooled in work areas a take, the ESI deduction is accepted to the policy policy of the policy and a 15th ESI objection in acceptant for the acceptant policy accepted the policy, accepted of eduction from works for ESI is indicated as 1.70% of gross earnings while legisly mandated figure is 1.75% of gross earnings while legisly mandated figure is 1.75%.				Visual Inspection		1/AEI rodess flux are liquid; required to be possed in lactory and season has posted with orange of accessed increment 2 plA suggest required coursers, such as copies of legal code of law, will be larger required coursers, such as copies of legal code of law, will be larger section of the comments of the required of the comments are the comments of the comments of the comments are workers and staff of ESI and EFP legal sequirements and deductions.		ESI deduction has been revised to Rs. 7500 from Rs. 6500 and displayed properly. Also the deduction has been revised to 1.75% from 1.70% and also displayed at the notice board.	(March 23 and 24, 2006) Complete			

				IEM Findings							Remediation			Updates (Cite Date of Follow	(up)
FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (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	a Factory Response (Optional)	Company follow up (Follow-up visit March 23-24, 2006 (T-Group contracted by Nordstrom)	Documentation	Company Follow up	Documentation
Playrall Reporting	The Factories Act, 1948	Accurate and militals payed reporting, including payments will be provided	1. Trigge gives are freighted and on the facility impage. 2 chains for contribution, see a period and compression could be a formed to the contribution of the contrib	Feet Tile worken vite av ell-rider, kande daring previous free for founding to an eller for founding to a feet founding to a feet for founding to a feet found to a feet founding to a feet feet founding to a feet found to a feet feet feet feet feet feet feet fe	telaniew with workers	Due to non-seelibility of records, issues identified under risks could not be corroborated	Review of records & interview of a Si interview with microspament & workers		Yough sign and list without in the southern for large largest and testified and testing and testified and single largest large		1 Ways a lay, and at a resistance on the first 10, 20 Cell. Ways and a second or the control of the count of the page and at a reservable condition for some and the page and at a reservable count of the count of t	Steen 2 and 22 (2003) 1 Complete. 2 Clease of consideration to the consideration consideration that seem recluded from the consideration consideration and consideration that the consideration of the consideration of the consideration records are recorded. 3 Games status.			
Pay statement	Factories Act 1948	Employers will provide workers a pay statement each pay period, which will show earned wages, regular and overtime pay, bonuses and all deductions.	Wage slips do not provide details of overtime hours worked and compensation paid. 2. No wage slips are provided to workers who an not on the company's rolls.				Review of records & interview with management &		See above. Wage slips must be provided to all workers.			(Mirch 23 and 24, 2006) Complete.			
Time-recording system	Fischories Act 1948		1. Though Management cases hay send only 1 still, documents assessed from published that had refer and with hang dies and control of the published that had not been assessed to the published that have been assessed to the published that had not been assessed to explain a published to the published to the control of the published that had not and make the second measured by Security Guarth had the loss and of the published that had not been assessed in February selection, and the first published that had been assessed to the published that the published that had been assessed to the published that the published tha	Newsettine accords measured by faculty Guests are not appearing which will are not our risk. 2. Mount time accord measured systems of the risk of the according to the control of the			houseview with management & neview of records		1) All days and house of windows must be accurately documented and showed with such supering and the state of the product of the showed with such supering and the state of the supering and products, withdraw are multi-Favory to design a pain to products, withdraw are multi-Favory to design a pain to programming violates working from by 1700/20000.		1) Means timing writes and all off-red workers integral across 20 cold to deep recorded with Encircum- Sense (cold across across 10 cold to deep recorded with Encircum- Sense (cold across 10 cold across 20 cold acros				
Time-recording system	Factories Act 1948	Time sended by all employees, regardless of compensations pages, multi-be documented by time condition or other accounts and reliable recording systems such as electronic swips cards.	Bookens who are off-colds stated charge transverses that on 10 th Augu- Col, hey were all admit to blesse fectory of the micros auditors but destroined. They stated that each free factory has an audit, they were sales to laken. These workness instructed to weith off-gino casidate factory and on confirmation that auditors had laft, they would be called back, they would be called back. The state of the contrast time and the state of the state o	d B	Interview with workers on second day of the audit. These workers were sent out on the first day of the secilit.	Workers requested that this matter not be brought to the notice of the management for fear of losing their job.			Provide complete access to recovering of completions to suddens. Descriting the practice of hiding workers from auditors.			Mother 2 and 24, 2000 Stems practice is still being billowed. As soon is audiom serviced, these workers were mided to not not of flictorly. However, all bears workers stopped at each speake by audioms and said to insertine south for the management billiantly derived inserving these workers to management billiantly derived inserving these workers to the management billiantly derived inserving the second to standard practice. Wherever any beyon visit action, then you solved to leave the second of the second of the solved of the second of the second of the second of solved to the second of the second of war added not to a position of the second of the second of the second of war added not to a position of the second of the			
Record Maintenance	The Factories Act, 1948	All compensation records will be maintained accurately and should be acknowledged by the employee as accurate.	Factory could not produce any pay records for workers not on rolls.		Interview with workers		Interview with Management (sause of non-compliance)		Any records should be reasonated for all excites a file disclariors and discharge purpose for the accussive forwarded to include representation in the respective rance, dains and amount of wage disclared or advanced. Accussive amount advanced with be rand on advanced register at the time advance is believed. Where the respective forms and advanced in accessive to the contraction of the			(Merch 23 and 24, 2006) Same status.			
Legal berefiti	The Employee State Insurance Act, 194, Employee Provident Fund & MP act, 1952, The factories Act, 1948, Payment of bonus Act, 1956		No mandated benefits are provided to workers who are not on rolls.				Interview with Management & workers		Provide equal beneffs to all workers as required by law.		All legal benefits would be displayed at notice board for worker's reference. We are in sprocess of amending company worker's reference and the process of amending company been taken rive payed and these undersa shall be provided all legal barrellos as per len. These legal benefits shall be mentioned in their appointment latters also.	(March 23 and 24, 2006) Pending.			
Legal benefiti		Employers will provide all legally mandated benefits to all eligible workers	All southers (Eff tolds) impressed uses scared of losing their pick and up. They said their found it very difficult to menage with pick and their southers and their with no other menu. They don't plan by hearfills that the other sections who are on company rolls are provided.		Workers Interview	They also stated that if they approached the management on this issue they could lose their job.			According to member, this finding was "not discussed with the Management at the requised of the workset who found that they might lose their jobs if the management got to know." Thanknets, PC's have ex- ceed this specific finding with factory management thrower, issues you complete with the propriet of the propriet with a series of second this specific design with a series of second propriets with its legal requirements in areas of wages, benefits, and working hours.			(March 23 and 24, 2006) The problem is still unescolved.			
Legal berefits		Employers will provide all legally mandated benefits to all eligible workers.		Workers who are off risks baland that if they apport if minutes law for such, they sure mand tack. In case they are sick, they have to come to lactory and inform, and can then go back home. Fee workers coreplained that at times they could not report the continue coreplained that at times they could not report the could not apply the continue of the continue of the information of the continue of the continue of the continue of information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of the continue of the continue of the information of the continue of t	interview with workers	Workers requested not to disclose the matter to management for fair of losing their job.			According to moreitor, this finding was "not discussed with the Management of the requised of the workens who fearer faith the Management of the requised of the workens who fearer faith the finding the finding with factory management. However, issues reased this specific finding with factory management. However, issues reased by this finding was addressed in PC remediation requests that factory provide of 100 submars the same benefits as workers who are on the company roles.			(Alexh 23 and 24, 2006) The workers had no complaints now on this issue.			
Legal Compliance for holidaylleave		Workers will be paid for holidays and leave as required by law.		rolla.	Interview with workers	Due to non-availability of records			As above.			(March 23 and 24, 2008) Same practice confinues.			
Timely Payment	Payment of Wages Act, 1936	All compensation shall be peid in a timely manner.	Workers off rolls paid their wages on 10th day of every month. By law all payments are to be made within 7th day of month.				Interview with management & workers; review of records		Wages must be paid according to local law.		We shall ensure that every worker gets their payment by the 7th, starting from next payment month.	(March 23 and 24, 2006) Same practice continues.			
Timely Payment		All compensation shall be guid in a timely manner.		Christy promises. Ye where stated his child was very urwall and wife "Negates" this required the sailar by the byte part to be compared to the sail by the part to be compared to the sail by the part to be compared to the sail by the part to be compared to the part to the part to the compared to the part t	Internière with worker	Sensitive issue, worker requested not obtain sequested not obtain discuss with management.			According to motive. On finding was "will discussed with the Management and the support of the workers who trace that they supplied and the supplied of supplied of supplied supplied of supplied suppli			(Meth.23 and 24, 2005). The worker reviewed the compression for work 2 days after the FLA audit in August 2005.			
	The Employee State Insurance Act 1948; Employee Provident Fund & MP set, 1952; The factories Act, 1948	Nikion.	All bond fills sockers such on a pices rate pysies. Ecres, however, a Solemon necessarie an environced morelly sealing of 18, 2700 cm subscription to legal benefits of E.P.F & E.S.I.(EPF not applicable in backer point in second of 18, 2000 and ESI not applicable if gross pain in excess of Ra.7500.)				Interview with management & workers; review of records		The factory will maintain accurate payroll reports and pay the legally mandated benefits for all eligible workers.		It has been decided during needing with the management that all pieces risks workers shall be frought and under morethy salary provision and paids salary accordingly from 01 Nev 2005 onwards. This shall be done by 30 Oct 2005.	(Mach 23 and 24, 2005) Hand-fils operations have been take on company rolls, efficiency Grd 05. Mandated benefits of EPF and ESI are now being provided.			
Record Maintenance	The Factories Act, 1948	All legally required payrol documents, journals and reports will be available complete, accurate and up-to- date. (In the United States terms this would include W- 4s, I-9a, green casts, 941s and supporting material.)	Factory could not produce any pay records for workers not on rolls.				Interview with management		The factory will maintain incoming payed reports and pay the legally mandated benefits for all eligible workers.						
country plus 12 hours overtime	e; and (ii) be entitled to at least o	ill (i) not be required to work more than the liesser of (a) regular and overtime hours allowed by the law of the not limit the hours of work, the regular work week in such ne day off in every seven day period.													
Overtime Limitations		where the laws of such country will not limit the hours of such, the register work week in such country pipes 12 hours overtime; and (i) be entitled to at least one day off in every swont day period. An estateodrary business circumstance is a temporary period of extra work that could not have been ambiguated or alleviated by other reasonrable efforts.	1. Actual working house centred to confirmed as time secretal for regis white act exist days made due not not solid file roview. 2. Revised manual films without his manual films without his production of the confirmed by Security guard revealed that because guards work on 12 hour dails.		Interview with management & workers	Non-availability of accustate official fine records			Mattern socials the account of whether, Workers must recent the entire in and time on Provide accounts the excells to address accounts and excells a sudden so request. 2) Working toour must be limited to the book legal limit being on request. 2) Working toour must be limited to the book legal limit to it is a sudden and the sudden accounts of		working on their relevant shift for 8 hrs. Records are available and maintained.	Mech 2 and 24, 2000; Then secrets self insecuents: White management claims by on of self on the self, and educ, and conceived you have been self-and self-and conceived you have permitted from second years of self-and self-and gray and by, records collected from second years of self-and and March 06. These wave also entries of workers having worked up to 21 DOpm.			
Legal compliance with protected workers	The Factories Act, 1948	and volume of work performed by women or workers under the age of 18.	Review or Instantal time record (bullets attendance necord) mentantal year-cuting paster reviewed frait fermits workers, who were off- were working up to 2000pm regularly. On some occasions, these ledices also worked up will 11.00pm in July 05. By law, they cannot work between 19.00pm and 69.00am.				Interview with workers & review of records		The factory will comply with all applicable lises governing work hours, including house equipling or limiting the nature and volume of work, performed by woman or workers under the age of 15.		It shall be ensured that all lady workers are working only up to working hours as aspulated by the local law. All female workers have been educated on the same.				
Voluntary OT		Overtime hours worked in excess of code standard will be voluntary		Factory does not have a system to ensure that overtime is voluntary.			Interview with management & workers		Develop a system to encore all ecology hours are voluntary. The system should be available for authors and factory management to audit to should be available for the second property of the second factor of the second must be trained on the factory voluntary overfirms policy and procedure.		Management shall develop and adopt policies to ensure that overfine is volumery. For the propose, display board and a section and same shall be briefed during training to all employees by 30 Oct 05.	(Murch 23 and 24, 2005) Apart from displaying notices to this effect on production floors, there is no formal system in place.			

			IEM Findings								Remediation					
FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (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	Factory Response (Optional)	Company follow up (Follow-up visit March 23-24, 2006 (T-Group contracted by Nordstrom)	Documentation	Company Follow up	Documentation	
Other				Few workers on company rolls, were coached to say that factory never works overtime beyond 2 hours a day and on rest days.	Interview with workers				Discontinue the practice of coaching workers. Management and workers are expected to comply with the audit process by providing accurate and complete information to auditors, when requested.			(Merch 23 and 24, 2036) Workers, both on and off rolls are still being coached				
Overtime Limitations		allowed by the law of the country of maintifacture 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. An extraordinary business circumstance is a temporary period of extra	Review of manual time record multitative by security good or weaking the state of security grade in the beam condy (in the 12-13 by 100, 100, 100, 100, 100, 100, 100, 100		Review of manual (unofficial) time records		Interview with workers. However, workers, fearing loss of job requisited that this matter not be strongly to the attention of the management.		Working house must be limited to the local legal limit or PC_pdafetree, whichever in more size. Practicy to device, point per progressively and behavior and provided the properties of the properties of all societies.		workers, including sweepers, are working only up to working hours as stigulated by local law. If overtime required, it would	Mater 12 3 and 24 2006 Formis workers who are "inf link"; these been worker 5 to 5 days contensus/during jaid 3 markers been worker 5 to 5 days contensus/during jaid 3 morth and gland day off lonly on 23 but 00 (Republic day) morth and gland day off lonly on 23 but 00 (Republic day) exists a marker 10 days 1, 1 seeaper has however, whould for the charge of the state of the charge given simple day of treat. See the morth of almosty without being given simple day of treat.				
10. Overtime Compensation																
such premium rate as is legally exist, at a rate at least equal to	required in the country of man their regular hourly compensate															
Accurate recording of OT hours worked?	Factories Act 1948	Employees will be paid for all hours worked in a workweek. Calculation of house worked must include all time that the employer allows or requires the worker to work.	Overtime records are inaccusate and incorrect.		Management stated they were compensating overtime at single wage rate and not at twice wage rate as mandated by law. Records, they said, were mide to show compliance with law.	Due to non-availability or accurate time records										
OT Compensation	Factorisis Act 1948, The minimum wages Act, 1948	The factory shall comply with applicable law for premium rates for overtens compensation.	Workers who are off-roles stated they are not paid contine prevailed or covertine, however, and profession of Rest days, Festoral holdings and historial holdings. These workers extend from they are paid as a filtr rate of Rs. 6 part hour.		Management stated they mene compensating overtime at single wage rate and not at twice wage rate as mandated by law to regular workers. Records, they said, were made to show compliance with law, were made to show compliance with law, for workers not not not, they shade that both regular and overtime hours were compensated at Rs. 6.00 per hour.	Due to non-availability or accurate time records										
Misrellaneous Linauthorized sub-contracting				Review of outbound records revealed that some material was being sert out for Dysing and Printing. This was not disclosed to the auditors during inserview with management.	neview of records				Factory to inform PCs of any subcontriators used, regardless of process performed by subcontractor. Subcontractor must agree to PC Code of Conduct in writing.			(Merch 23 and 24, 2006) Management stated that the same practice was continuing				