Country	Mexico
Eurano name	340050170
KW Annahimina	Accordia Global Compliance Group
Francish in Facility	January 5-7, 2005
POIG	Reebok International, Ltd.; Purra
Number of workers	678
Product(s)	Male and Ferrale T-Shirts
Production processes	Cutting, Folding, Sewing, Finishing (Print), Packing

Production processes. Cutting, Folding, Sewing, Finishing I	(Prior), Packing		IEM Stodios				Outstand of the last		Here at	Holms	- Constant	Hotes	-	The first		Hobbs		Hodas		- Martine of the Control of the Cont
FLACode/Compliance Country Law/Legal Reference	FLABenchmark	Noncompliance No	Risk of Svidence of Noncompliance (Uncorroborated)	If Not Sources, Documentation Lendbrased, Used For Corroborating Features.	PC Internal Findings	PC Remediation Plan	Target Completion Date	Company Follow Up (February and August 2006)	Documentation Completed, Pending, Organing	Company Follow Up (November 2007)	Documentation Completed, Pending, Organia	Company Follow Up (adidse-Group) December 2007	Documentation Pending Ongoing	d, Company Follow Up (adidse-Group) (February 2009)	Documentation Comp Pen- Ong	dened, Company Folios Up ding, (alidas-Group) ping (June 2010)	Documentation Comp Pen Ong	leted, Company Follow Up ling, (addst-Group) sing (February 2011)	Documentation	Completed, Pending, Ongoing (Date)
S. Sode Assertness Code Posting Information	PLE Principle of Monitoring Chilipation of Comparises Students and advantage clear, written subsplace inclinates. Framily concey those disrelates to Company Solizanes as and as followersess, constants and continues.	There is no code posted in anywhere in the Saltary.		modum interviews, enangement behaviors, disconnect seview, Sectory time	According to PC audit codes are posted in English an Sparsols.	Packey will remediately pool Reduck's Native to Workers position, with Reduck's Cale of Carbons (DDC) and tool that cale contact of Statement AMD Formats CDC position, both to be provided to ballow	T) As soon as possible	PC welled that PCV COCs and fishine to thickers were austable in local language, and posted in prominest places throughout the	photos taken Complete	alidas Open Letter and Montplace Standards were austidite in Issail language and posted in a place accessible for all	Stationy land, photosic Completed latters	addas Open Letter and Makplace Standards were available in local language and English weston posted in a place	Sectory hour, photos: Completed Salare.	During the Petrousy 2009-est, the addies Open Le and Wolsplace Standards were audidate in food language and English venture, posted in a place	etter Sactory Your Organie	The PLA COC installed in calcinsts area is blacked by several bases and PLA COC is not utility to solders of this area.	Sectory tous, Original photos taken	Facility did not provide     discommission/photos writying that the FLA.     COC resided in the subtrets is not blocked.	photos (shared by supplier)	Pending July 18 and 19
	to Company Solitates, as well as to licensees, contactors and suppliers.			enders, Sacking Vasor		in facility appeared employees, in a promisent location roote the Society, Documentation to be culmitted. Photos which share poole and its location.		factory.		englisyees.		accessible for all employees.		accessible by all employees. There is about a west the about Open Letter to Shutters in samplified Or- justified us the workers; information board.	on of Olesce			by materials and is ensure such as delite for all winters. Include supplier sent photos of old Keetoch Notice to Pacing Workers posted in the subriets area.		.
Wish et Management Seasons of Finds	PLA Principle of Mandaring, Chilgation of	STOCKES and management not aware of		marker tribrateurs,		1) Facility will disented FLA CDC and post 2 in the facility.	T) As soon as	The new workers handbook, which was being	photos, copy of the Origina	T) The FLA code is posted in 1 of the facility	Salloy lour, Ongong	The FLA underst posted in 1 sinite Subsey	Studeny lour, Ongoing	1) The PLA sode is possed to a widdle place for all	Sectory tour, Cingon	g 1) The FLA under is possed to a widele place for all	soler and Organ	g 1) Factory management did not provide	socialize for to having or ablain.	Pending July 18 and 19
	comparate invarient that are implay secure as with an intrinsic and supplies vibral their employees about the entity back what dents on the facilities of positing of shandards in a prominent place (in the limit lenguages spakes by employees and managest) and			sociale translation, management interieum, discuttenti maleur		sure code is up mortilly. Documentation to be submitted. Photos showing FLA code posting and location, and regular inspection of it posting. 2) An essential part of adversing factory compliance is creating an inflammal adoption, whereby all employees are bentlan.	2) April 30, 2006: worker handbook and burning plans due. 3) Copies of Brot	The new workers havindroots, which wis being reduced, was presented to Pursa and a copy was given out to all employees on Principle 2005. The PLAS COC was able posted in prominent areas health the beings in his language. Parallel has established and language to the set additional and languages to be a set of the principle and composed to the property of the language. Parallel has reduced as languages and the set of the principle and languages are set of the principle and languages are composed to the language and languages. The language and languages are set of the language and languages and languages and languages.	handout	1) The PLA code is positive in of the basing calceleration belongs and is blacked by seeing minimum, iteration employees du not have access but easily. There wishes are not based on COCC, tooling value and engolishes makes inaming in unless to grande information and a seeing in unless to grande information in new values making the PLA COMMITTED and in new values making the PLA COMMITTED and in new values making the PLA COMMITTED and internal properties of the committee of the committee and the committee of the committee of the control of the committee of the committee of the control of the committee of the committee of the plant and remediate accordingly.	Interviews, photos Salares	The PLA sodie is posited in 1 silf he Solvey sidened sodiengs, annies Solved by seein machines, treeding, employees do not have excess to E.	Solenies, photos Salam	1) The FLA scale is posted in a wisite place for all southers in English and Equation in the productions of the other activation beams auditable for all workers. If he between the control activate that they have not produced as CDC, Bullary rubes and regulations, in to believed Multer posted at the main entitions of the biase southers and length on the control forms.	tion (devident, or consequent) tol the (devident latter)	9 To the FLA coules to probe to a makin pinner for all missions and the pinner for all missions and the pinner for all missions and pinner for the pinner coules for the pinner coules and the pinner coules for the pinner coules and pinner coules for the pinner c	st. Identification  discussed training  provided to warkers	3 Ti Facility management did not growthe documentation Studiology any terroring provided as the PLA COC However, Sultery provided documentation of borroring provided on the addisor-Group Studylane Standards.		.
	undetaba other efforts to educate employees, about the standards on a regular basis.					son over type an ampairment, at the art posterior, and then distribute to employees, a handbook that penaltes employees, a handbook that penaltes employees with distribute to employees, and handbook that penaltes employees with distribute allowables are to be and posterior and penaltes, such as distributed and water rights, (b) direction a system for	after their basing, to be conducted to later than May 15.	motives. New worker training includes training on-CDC, factory rules and regulations, workers' obligations and rights.		to new workers regarding the PCs COCk, facinity policies and procedure. Pacinity management to document all listings, conducted. Please redew original exmediation				regarding the periods of wage compensation.		Printschine, Winders, services, reviews Audes, services, Perenschines, Volneric conventiones and siderlary entigration procedure. Current workers have been produced with a copy of company handbook but have re- ensemed bisining on ballary patients. Packay				
						regular taining, both for new and reciting employees, on housely orders of conducting facilities and positions, wisher diffigations and sucher rights, (s) that learning to be completed should be benefits. Documentation to be submitted. Copy of eachers handlook, submitted in dismost improve, becomes another to use on a submitted or dismost improve.				plan and remediate accordingly.						management to make original embediation plan and entains to implement upped CAF in its entirely, particularly providing armsal facining as failing policies the PLA and/or abilities. Workplace Standards on an entaid basis.				
						attender bals.														
N Warrand I share Labor Contracts Official language in Sthraso is Spanish.					addar-Group December 2007. No copins of labor	1) Packey must ensure that copies of all Chinese winkers' blace							Dogwy	At blor contacts from Conece workers are based	ster Ower persons: Fends	g Copy of the current intergration authorization from	Souther Entertainer,   Original	Management Statuted copy of current	E capite of D-specimen gration C	Chapmag Any 18 and 19
					contracts available in local language and in simplified Chivese for Chivese workers at the facility.	contacts are auditide in complied Chinese and also in Sponds, Medician Solidad Regulary 2,7 Facility made recurs that Bits documentation intered to Chinese workers' bloor conditions in translated to Spanish.								All falor contracts from Chreek workers are toned to Spinnish. However, management is not including copy of the current immigration authorization from Medican government in the Sies, of Chinese worker PSO Som of extended work permission.	pa Blee, management interview, labor s - contract meless	Q Copy of the current immegration authorization from Mension Classimines in not included in warbon. But in solution is a current in the control of the control of solution is not current immegration authorization. Management must aroun in include copy of current solutionation to sook in Mension Intelligence from National Immegration tradition for Colomes washes in their pressured Men. 2) if a many should deman the fact copy of	te Otime sohen decument retes management interview	authorization time from National Migration Statistics for Chinese workers to such in Mexican tention.	authorization forme, document inview, committee plan	
											0.000					Interpolition Facilitate for Colonica without in their personnel Best. 2) Facility should ensure that copy of one ID-saved intergration form is included in waters. See,				
Aricle No. 20)					Eas review found that some littler contribute were not signed by makingeness, some include only the employer's stamp in Donese characters, making discurrent triabilit.	legid representative and eacher. 2] All employees must receive a sapp of carolists, come it is paperly algorit. 2] Facility must derain polities and procedures so black controls organizers in whether all least by 2 Human Kesourio Department officers to worthy it is.				Management has indicated this place manager atmostly organic all fallor contracts that were missing organizers. Expendium of ack employees in their areas if they have exceed a copy of their fallor contract.		All labor continues include employer's signature. However, policies about this took are not developed yet.		contacts include employer's signature. However, policies about this teace are not developed yet. Fall examplement to designate a responsible person to ensure employees. This are outset. Also, Solitary or the content of the content. Also, Solitary or the content of the content.	etary made	signature. Plantary has an informal procedure that martism according of documentation, however, system not established in writing.	management is interview	discurrents to be kept to workers' files. Implementation of this procedure will be wellted during next exit to the factory.	documentation flow new personnel is included on personnel fles.	
						complete and accurate before going on to personnel life.								create a pricedure that monters if discumentation properly mandated.	•					
Could below the temptioned at an age younger than 15 (or 14 where the law or southy of manufacture where such age is higher than 15.  5. Management or Shope	of the country of manufacture attents) or younger than the ag	e for completing compulsory education in the																		
Every employee will be broked with respect and digraly. No employee will be Preciden of Movement	e sulgent to any physical, sexual, psychological or which has Employers will not unminocally restrain bendors of movement of wichers, including movement in carbon,	Ballman state by workers are broked to 2 sushers at a time. This is of suproduction		social Vibration, document more, balling load	No such pulsy existing. Auditors are effecting to an or pulsy which is no larger with Wahars can use the	T) Facility will take uses to menion or paint over old signs to eliminate this confusion. Please note that Keekock's local field staff.	1) As soon as possible, 2, 3) April	Factory removed paint and moved eight to eliminate conflucion, biness southers:	photos, capy of east Pending southern handlook	Curdinaed that bathroom and policy dies not exist anymore at the Solary. There are no	I Subsey line, Organg ampliques	Confirmed that bathroom wait pulsey is no larger practiced. There are no signs posted	Sociary hour, Pending striplings intended	Continued that between whill pulley is no beinger explanation! There are no signs posted about the	Socially loan, Comple entitioners and	etied Confirmed that bathroom whit pulley is no longer organization! There are no signs pooled about this	socker intercess. Comple Sallory load	ind		July 18 and 10
	during breaks, using tichels, accessing water, or to access necessary medical attention.	Radination while by workers are limited to 2 workers at a time. This is of an production in not offended. Days are postered. Discognized throughout the plant to remaind workers of this position.		Salitary Sour	Sollvision whenever they want with no limits.	bets that this assessment may not be whilly accurate. 2) Factory to include, as pad of its solders haveflook, a pality that explicitly states who has been a financial or manner during the course of their employment, and that waters are line to go to the halfwoors when	30, 2006	handbook under Dereid Rules, No. 7, management mentions workers have feedlum of movement, but they were also addeed not to spend iss much time moving around, going to the handbook or distance and around		exical argument and the Beshary. There are no signer possible about this justice, Manares, employees still need to tell their superations. Every are gaing to the Soldmann or to admit winter. Facility instrugement from levelue are whitely told all superations that workers do not have to led them every links to go to the resolution.	Districtions.	about this policy. However, according to worker intercease, employees will need to led their superasors that they are going to the ball-most or to drift water.		julicy. Noo, during interviews workers reported the do not need to left their superstains when they nee leave their work positions during working hours.	ii Day d to	pulley. Also during interviews, workers reported that connections: Every do not need to left their supervisions when they need to have their word positions during working house to go to the bathroom in come positions such as some relation.				
						begins of moment palsy. If Passag to recise in its inverse begins of moment palsy. If Passag to recise in its inverse program education on its breaken of moment pulsy. Program to be automated. Copy of the planned inverse schedule.		continue to months this trace is water brienisms is order to ensure that beedon of maximum policy is propelly implemented and lactory will be required to amend existing of		not have to led them every line to go to the restrains.										
S. Norday/Industry								current policy, as it may still restrict wishers' bredom stimowness.												
No person will be subject to any discrimination in employment, including him seligion, age, disability, securil intentition, nationally, political opinion, or so taking Process.	ng, salary, benefits, altercenent, discipline, terroration or solid or ethnic origin.	edimenent, us the basis of gender, sace,		discussed review.	adhike-droup November 2007 fleeting: Personnel is relevatued that the application term currently used during the initial timing process includes rennear extent constitutions.	Management must develop application forms that only reclude     months and of the self-market assessment.						Factory will change the application term to elementar any specimen that are not related to skill and juli-position.	Document recew Prending	1) Faciny has developed a new application from	walter indexinus. Crigate	g Painty receify created an application farm that	management Organ	g Cupy of revised application turn with	copy of application form and non-	Pending July 18 and 19
				and a second	En maker found that the application form currently stand-during the tritial bring process, includes non-wor- efatted questions.	A Planting has to develop a written ner-relactionadary policy that is develop a written ner-relactionadary policy that the develop a written ner-relactionada policy that wilders a stidement that hoting decisions, promotions, jud-actionness shaded in the person's delidity to perform the jud-32 Facility management much						to exil and july position.		1) Facility has developed a new application has desirating some questions that are not establish without within 4 white or set establish without within 4 white establish per per establish which within 4 white play position. However, whose 2001 was not a high bring year the was not broquestly used. 37 Facility has not loadered adoption and such as the personal and such as the personal set of techniques and such as the personal set of techniques and techniques of techniques and techniques are the personal techniques and techniques and techniques are the personal techniques and techniques and techniques are the personal techniques and techniques are the personal	personnel lite andew	If Paintry recently creded an application fam that worklows in include gender and age requirements. Faintry creded a near-described point gentle and stated supervises and workers about it would, fair- described pulps without beautiful and the subset of described pulps without beautiful state, as sice, age, assistantly pulps. Near-described pointry and application and a violation to sun-sur-described policy.	personnel the renders	Copy of modeline approximate start soles accorden controllators appelling genital and age prosted. Copy of nor discremination policy state provided lite motions. Display reducted that footing uses provided to present sequentable to brong on naive discremination public. Phobas of training received. The physicisty willful during received.	makes	
						whilely later all managers and superstoon responsible for making lating decisions on hims politims and procedures. <u>On mentation</u> to be submitted. Copy of the new employment application with the above recommendations included.								issues. Asso, recommended discommelion-policy from been created.	Nas.	nationality, gender, However, employment application i half a violation to swin non-discrimination golloy.		discinimation policy. Photos stimming moment. To be physically welfed during rend still.		
E. Health and Ealery Employers will provide a safe and healthy minking environment to present acc	codevits and tigury to teath arising out of, token with, or occur	uring in the course of work or as a result of																		$\rightarrow$
the operation of employer building.  For Safety Health and Safety  St. accordance with Mexican Health and  Safety Name 073, Clause 7.3, asides, passage, comp. and statinary's much be	Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of contract are contributions, the higher standards will apply. The factory will possess all legally required	Auto width for state need to beam No. 1 real adequate. The state width between sensing learn and wall is narrow and does not		Saliny tour	Factory implemented the necessary change attends, Navel in 10thin in width. The factory has since met the appropriate standards and will appear a Zufery	<ol> <li>Faculty to innectably make this (and any other) energies year scales the appropriate with and fee of elicitations. Discontinition to be submitted Photos of energiesy evaluation scales. 2) Facility</li> </ol>	T) As soon as possible. 2) April 30, 2006	Factory atreaty sharped the emergency exit routes in order to be in compliance with local regulations and PCV standards. 2)	Salary tour Pending	Confirmed that the exit route is appropriate and line from obstructions.	Subsy law Completed					Conformed that exit exits is appropriate and free from ideal scalars.	Selloy loar Comple	ned .		July 18 and 19
defend for name and sufficient spaces, to engitive transf.	apply. The factory will possess all legally required permits.	provide enough space for solle evacuation.			Montair (within 30 days) to measure and assess at execution routes.	to deline juli-shires and then appear qualified indistinct as the salter monitor to measure and assess the salety (multiding whether soils and statemary are sold enough for orderly manualism during an energiency) on an origining basis. Concentration to the submitted		Packey management has set up an energency lean to be responsible for the subity emergency assessment.												
						person appointed.														
Securition Procedure to accordance with the Health and Subriy	72 applicable legally required or reconnected elements.	Ellucked enterprises soil near line seasons		Sealing load	Exits are free risk.	See about.	See above.	During Pelansey 9 and August 16 shifts, all	Sulley loar Completed and	Tox energiescy solt is still partially blacked	Salloy tou, photos Ongong	This emergency exit was not blacked.	Stationy load, photos: Completed			Emergency nut near sensing area was time from	Salloy loar Comple	and .		July 18 and 19
Noise NCRF-000-0779-2000, pure 8: 121 (b) and (r), emergency exits must be identified and criticalized.	All applicable legisly impared or reconnected elements of safe resolution from an positing of emonation plans, authorized anticle-levilla, resplicing enducation, an elementary indicated anticle-levilla, resplicing enducation, resolution procedures, etc.   shall be compiled with and workers, shall be trained in jorger safety, that and, and execution procedures.	learn. Spare equipment found shared in an antile passageway that leads to emergency eats, restricting workers ability to safety execute in the event of an emergency.						Chang Pelavary 9 and August 15 vists, all solls discreted bee and unlacked. Management has set up an emergency train to be responsible for the safety emergency assessment.	ingsing	by seeing machines and an air-compressed hold.			taken			Melinicities.				
	passon.																			
Buscuston Procedure In accordance with the Houtile and Edely Name NCBP-000-01792-0000, years 8 (53 (d) entergrency scale, small open curlability.	All applicable legally enquent or reconvended elements, of safe manuation both as justing of manuation plans, without all althout this, employee education, manuation procedures, etc.) while he compiled with and workers while the footnet in proper safety. But all, and manuation shall be footnet in proper safety. But all, and manuation	Emergency exil in culting area is a silent conhead door that must be caused up to upon. At the line of the audit, a took was in place on this disa.		lactory tour	Packey replaced with plants curtain process.	Monetal the emergency door and replace it with plants cudate pieces.	As soon as possible	Princery 8 and August 16. Emergency exit door replaced with places outlan pinces; door last unlinked during warking hours.	Stationy hour Completed and origining	Confirmed that plants contain is now self due and is unfacted during watering hours.	Making tour, Completed management interview	Conformed that there are 2 energency exist available to the proting area.	Sociary loar Completed			Emergency self located to calling department was closed, opening 8 includes litting a custate metal data, self-milling file self-efficient. Fashing should ensure to exact extensions program and data ruled combast data.	Salary last photos. Original labors	Per laininy update, metal curtain door is not an entergency soil due to CNPAZ implications. Emergency signage and emergency lights were retired from this door.	photos, Currector Auton Plan	Organig Ady 16 and 19
	shall be trained in proper safety, fact and, and execution procedures.															open during working house or install a system that ensures it is easy to open it trum the molitie.				
Document Mantenance/ Nucrealability	All documents required to be available to workers and management by applicable laws (such as policies, MICES, etc.) shall be enable available in the prescribed manner and in the local language or language spinlers by requirity of the workers of different from the launt language.	Francistensists used by withers without extensis salely data sheet (MIDE) at autholitions, tropection of screen print		Salting Your	MEDII are placed now with proper health and safety explanation.	Packey is: 1) at older MSDS how chemical suppliers, for all chemicals used in factory, b) once distance, MSDS are to be posted in areas where chemicals used and stand. Earsple MSDS	1) April 15, 2006 2) May 15, 2006	1) MEDE are temp posted 2) Packey management developed a chemical management system. Further setflustion will be-21 on the periodies of the chemical management system, including on the chemical banding storage progress to	Solary loar Organig	1) MSDS are neither posted nor available for employees of workstations where chemicals are used and stored. Chemical continues are	Salary law, Pending management literates	MEDS were posted and available for employees at substitutions where chemical are used and shired. Chemical containes were projectly littleful. However, facility has and developed a chemical management	Substy law, Feeding management interview	MESS pushed and published for workers were injured as boost 1 chemical is posted in English and real in Sparson. MESSS in Sparsoh and products first and observation. Parking wise and after its shore that a chemical management of children was detected at 5	rigides, Sullary loar, water Pending standards, management standard, discussed	(i) Complete SSEEQ - detailing first ant, CAS No. not posted nor austible for employees at exclusions who chemicals are used and stored. Overhood containers or	Solidy lost, wished Pendin or identeral, or management	T) NEEDS detailing that and PPE implements when using schemes posted in workstations where chemicals are used or	photos (MECE pushed, worker/sorong Con- on-sherous handing, chemical containes propelly liberted), documentation (pages of Chemical Public, Chemical Propellar)	Jingsong Suly 18 and 19
	recipitly of the markers if different from the book language.	proper industrialism solded to health and salety.				to liability influence. <u>Successions or personnel</u> Copies of all ISSDS for all chambians to use, photos of they possing in all ISSDS for all chambians to use, photos of they possing in all assess used or allowed. 2) Develop chambial management system for Silvaning all proposition of new chemicals upon delayer to reside		management system, including on the chemical handing training program for maken.		diveliged a chemical management cyclem. Packey management to mine point 2 of original action plan and remediate accordingly.		nia desciped a chemical management system.		chemical relative test can all to the total of chemical management system use developed or I they have provided training to workers about this management of the contract of the contract o	No.	g) Complete SSIZES — deskilling from and CMS No. me posted me analized for engineer and extenditudes and expense of extenditudes and expense of extenditudes and expense of extenditudes and extenditude analized part and extenditude analized ana	discussed sedew	empliments when saling salamins posted in warkstillans, when shrelinish are used or shared. Proling sent sognes of Communi Poling and Commission procedure weighing all chemisals purplished by Salamy have corresponding MSZES. Workship share corresponding MSZES. Workship share sometime? windows will be balanted an chemistic of windows will be balanted an chemistry of bandling.	Pulsy, Chemical Procedure)	
						contents, concentrations and quality meet purchasing specification and code requirements, it) pages libering attentioners, it problem ISEDE and making them enably assessments to waiters, oil beging and manifestating MEDES optimizes and its good, legible condition and manifestating MEDES optimizes and its good, legible condition and manifestating below to the content of the condition of the cond										at suremy patrilling.		chemical handling		
						MEDI. <u>December to be arounded</u> . Copies of factory's chemical management publics and procedures.														
Subcarlan Procedure	At applicable legally required or recommended elements. If safe reducation hours as recommended elements.	Plot and his only 1 paint of est for executive execution. Not seek to as		Salvey load	As faciney does not care this builty, and is reving it is before all propagate prisons to assembly F	Every washer must have access to at these 2 exits safely delated from each other. Electric safely come a new exit is a	As soon as possible	Factory opened 1 more entergency soil in printing area. As a regul resonance res	Conjete	There are 2 energetcy exits auditable at the original area.	Salary law Completed		$\vdash$		$\perp$					July 18 and 19
	R2 applicable legally sequined or reconnected elements of safe nationalise from an execution point as positing of nationalise plane, additional antiferation levels, respicting on education, procedures, etc.; shall be completed with and workers shall be listened to proper safety, that and, and execution procedures.	priestor more of building without any opening to the outside. Approximately 15 without observed withing in this area on the day of the audit.			As facing date set one this builty, and is needing it is taking all appropriate autions its remedy this shutdown by applying to the government be initialing-dated, "Making almost applied to the government for resisting a date." Proceed may lake weeks.	a term, it must more the 15 wishers to an area of Sabley where the sabley is not an issue. Decrementation to the submitted. Proof of installation of new exit or of moving warkers.		equipped with 2 energetcy exits.												.
In accordance with the Mexican Labor Law, Article 123, passageapt XVII, the employer must provide the adequate medicines to use for all workers.	no samp and medical equipment (such as the lighting equipment, list and bits, etc.) shall be in place, manifested as prescribed and accessible to the employees.	band legard the explosion date in the medical service inside the balling.		lacing load	no more medicine beyond expressor date audibble in the factory.	1) Facinity we remove all coldition medicines from first and his and medical consider internationally. Facility will ensure first and Kiss and medical consider facility are fully shocked with basis first and copplies expained by Neelack's and Punna's code. Documentation is the probabed Livid all medical expaines audicates in first and have made.	1) April 16, 2006 2) May 16, 2006	1) All expired meditines have been emband from the first all bioses. 2) Fashiny assigned a staff-member responsible for restoring first and bioses and medical service facility on a regular basis.	Completed and origining	All that and this facalled in production area same empty. We bear to be all despites audition in the production area. Facility must appear in middebal to create, develop must entire, a sufferbal to realize and refered expites; in this and this and endual sensite locity on a require times.	A Pending	A3 find and hits located on production floor were properly shocked, but expired medicines were found in 1 find and N.E.	Pending	no was self this located on production floor properly shocked, with no expend medicines.	y saidony lour Comple	new and all this licited on probabilist floor properly shocked, with no expired medicines.	management interview			July 18 and 19
						medical service facility. 2) Facility will appears an initiation to since, direction and enforce, a surfeeded to resistant anniugation supplies in the first and his and medical review service facility in a regular taste. Disconnectation to be submitted. All description of the sall months. Indeed, and annius a				supplies in that and him and medical service facility on a regular basis.										.
Elevational Conductors with the Health and Euling Season NO-100B FEED 2000B Addison It is added elevational placeta, of the elevational elevational placeta, of the elevational elevational conductors would be involutional on any season of excellential conductor of people and objects in emplocations in employed and people and objects in employed and objects in employed and and people and objects in employed and objects or propriet and objects in employed and people and objects in employed and and the people and objects in employed and people and objects in employed the people and objects in employed people and objects in employed the people and objects in the people and objects in the people the people object to the people the people object				Salliny tour	addise-Group November 2007 finding: Zone destinal james busind at water; are an ex- properly assembly high-ratings contacts are exposed and poorly mandated.	<ol> <li>Packey should remediately ensure all electrical panets are projectly consent in rathe to reduce task of accident and high-satings exposure. 2) Packey was ensure manteness impairment electric electrical control panets conditions and keeps decrementation about projects. 2) Packey was all appears or other control.</li> </ol>										Pollowing non-inequilibrours were observed. 1) Zincien behindig journet housted in production-inserved behinding since the production of the production of the production policy moleculary (2) being regions and labeling (2) Ethiodical white is consent professing own and properly produced by the production of the production of the production production of the production of the production of the production production of the production o	Italiany Isaa, Pendin In Jhalian Islam I	Suppler sett priod af renediction of properly covered electrical jouents in indexesta. Xios, discurrentation of triental HSE impection on electrical wires as proof of proper marriagement. Also submitted by marriagement.	Internal PEES ethichtual conditions. Compections, photos	Jugang July 18 and 19
people and objects is repossible.						mantenance to assess mechanic safety in techny on a regular basis. Documentation to be submitted. Jish description of electrical safety monitor, name and documentation of impectors.										reculated. Facility management is means and impleme points 2 and 3 of angust action plan is address, someompliances board during June 2000 est.		management.		.
																				.
																				.
Personal Politicitie Equipment In accordance with the Houtils and Eulery (PPE) Sun-NCBI-COS-ETTP-1980, Access E.2 and E.4, in uninfplaces where loans substances are used from should be a	Wishess shall wear appropriate polarities equipment (gloves, see protection, hearing polarities equipment (gloves, see protection, or, hearing polarities) expension polarities or solution or solution of the polarities of the content upon, more, dust, etc.) to holizable at removes valuable medical value.	Eye wish status record is screen print area where chemicals are used. Eatherin, direct but justed as cleaning agent) and other spray chemicals are in use without		Salvey tour	Bye wish facilities are ordered in the city. Delivery expected in week 8.	1) Fashing to install eye week status, per Keebalik and Punists equipments. <u>Discounted in 18 property</u> Freed of justiness eleganisms. <u>Not of justiness</u> by the given the status of justiness eleganisms explaints or possible to paid of the observation annuagement explaint representation, belong to include explaint to the property and the demand explaints. <u>Not presentation to the property of the Company of Tablory's observation and proceedings</u> . Copies of Tablory's observation and proceedings.	1) April 16, 2006 2) May 16, 2006	Passay included the eyesisch equipment is prominent areas where chemicals are in use.     Further vertication will be off on the particulars of the chemical management.	Completed and ongoing	By a mich installed in areas, where chemicals are used are not highly pressurations, they are lake a drug square. In employees when they have explored to behindary. Placing management must check the installed eye work stillation to ensure that they are properly work installation.	tackey load, Pending y management interview			The eye winds that has been installed in the about sheemcals are used it not highly pressurated, they have a display pressurated, they have a displayers when they have exposure to sheemcals. Facility management must sheek the installed eye wind stations to ensure the law properly michails.	where Solitory loan, Pending analy management sterules	There is an eye wash installed at the laundry area; however, no eye wish is authoritie in chemical stratege stors. Pacifary management is relevant at areas where shareholds are used brand and provide eye wash. Malaine.	Packey wathfrings, photos laken	Per laitiny update, eyesash has been proceded in chemical storage area and screen product.	photo C	Juguing July 18 and 19
collisions quantity of chances, any chances, resultations and redulins in the data 21 for use in emergencies.	, recommon elements including medical waste.	appropriate Aphilials.				system for the origining control of chemical exposure. Documentation to be provided. Copies of bullery's chemical management publicles and procedures.		system, exitating the taxong pagean of makes on chemical handing.		management must check the included eye wash stations to ensure that they are propert working.	1			crean we installed eye wash stations to ensure the they are properly working.	1	and the second				.
Personal Protective Equipment In accordance with the Health and Eulery (PPE)  Nove NCRN COR 1770-1980, Addison to 2 and 5.4 in whitelibless where here.				+ +											+ +			+		July 18 and 19
Presided Polinitie Equipment II. accordance with the Hotels and Edely (NEW COLO 6279-1988, Action 6.2.) and 6.4, or unifigures where below accordance are used free should be a studied quality of classes, any other parties of the color of t	-																			.

FLACode/Compliance	Country LawLegal Reference	FLABenchmark	Nancompliance	Risk of Noncompliance (Uncompliance	If Not ce Comptorated, id) Explain Why	Sources, Documentation Used For Corroborating	Notable Features PC Inter	nd Findings	PC Remediation Plan	Target Completion Do	Company Follow Up (February and August 2006)	Documentation	Completed, Pending, Organig	Company Follow Up (November 2007)	Documentation 0	omplemed, Co Pending, Ongoing	Notices impany Follow Up (adidae-Group) December 2007	Documentation Pe	mplered, ending, ngoing	Company Foliow Up (adids-Group) (February 2009)	Documentation Completed, Ongoing	Company Foliow Up (adidas-Group) (June 2010)	Documents	Completed, Pending, Ongoing	Company Follow Up (addss-Group) (February 2011)	Documentation	Completed, External Pending, Vertication Ongoing (Date)
Personal Protestive Equipment (PPE)		Workers shall wear appropriate protective equipment (plane, see principle). Intelligipationals, requisitory protection (in), to premotionate exposure protection or sometiment exposure protection or statistical with solvent upone, make, shall, etc.) to No. and our statistical with solvent upone, make, shall, etc.) to No. and our statistical with solvent upone, make, shall, etc.) to																									
Ownical Management	In accordance with Mexican Houth and States Reculation, Article G. the enables	At chemicals and hazandous substances should be society latered and stored in accordance with assistable	Emply sall dinks battles in print area include that wishess concare dons in			factory loan	Factory advised to dopta	salely signs in all areas.	See MSSS and chemical management system requirements. Solver	saleum 10-66ay-00	No sages of hard hand near the chemical so stations. (f. 2) Whites have been briefed o	M Salloy tour	Completed and Au-	empty said disk builty was found in the emical clinion zero. Management must	Salay laur Pr	ending this signs at the	old or disk were found in the	Sectory hour Ongo	ping Na signs:	of body disk were bod in the chemical	bitory tour Prending	Ma signs of food or direk were found in the solution area.	hermal Selvy withfringh, plates	Conjent			July 18 and 19
	Zubity Regulation, Article E2, the employer is enginerable for labeling all materials and chemical cubintones, mentang the head of this, and is also altoged to inform all employees of the presentine and connection measures for handing, savegori and strange in accordance with the names.	projects; stateful and stored in accordance with application tasks. You'den's should seeme latering, appropriate in their job exponsibilities, in the sale size of chemicals and other hadrestons substitutes.	indicate that washing concurrendown to the presence of chemicals.						As paid of the implementation of these wagaments, facing this workers on the exists associated with food and drive new channed use and change, 23 include publish that the facility and which the consultation the immediate workers, facilities and patients of Colors of Statistry's channels management policies procedures, and lainting materials.	des.	He signs of had hard reer the observat so stations. (F, 2) Workers have been briefed of the soft hard pulsy is inhabited in the nea- warkers' handbask. There is a general publisher on having had reade the factory.		-	remply but done based on the state in one minical dissiple area. Management small in employees about the risks associated in the state and disk mear the chemical and.									photos				
Bankelon in Facilities	to accordance with the Mexican Health and	All facilities switching Galaxy Sulldings, Lidels, cardenia,	No talket paper found in bathroom for			minhar tribridensi,	Table paper is available to	all windows.	Facility will also go contenies to rectack the ballnoons tolor	a As soon as possib	life Statingons are being shared on a regular	photos, Saltery Nov.	Completed and Sui	Discorns are nut shocked with failed paper	Tachiny Next	Bahroons a	w not stocked with holes paper;	Statisty load, Pend	dny Badroon	ns, ann mai stiachtad with habit pagen; mach	lactory tour, worker: Prending	Merch batheores are not shocked with today	paper Subsy	Organy 65s	eck ball-soons are stacked with Signal	sholes, Corrector Astion Plan.	Freeding July 18 and 19
	In accordance with the Efection Houth and Zobity Regulation, Artiste 100, solete small being special small time tax by all employees at all times.	Nichtens, and strick, shall be kept chain and safe and to in compliance with applicable laws.	women near packing area.			Salling Soul			week. Documentation to be calmitted. Name of person appointmental for cheaning and restocking.	orand,	basis, as well as temporally stacked with too paper.		anging and the to a popular	th employee is provided with total paper details stooling round mach time they go to halfmann. Fashiny should assign a jews restrict bathooms as needed with total per and hard basels, and is softenable owing and establing. This has to be field for the HOS Manager.	on onlyingue interviews	each employ from the man they go to the	e not stocked with tobe paper se is provided with tobe paper relative distage nome each time a hadvison.	employee interviews.	shoupe is ments but mantenar	is provided with hold paper in the materials, soon each time they go to the ballwood. 2 throades facilities were stilly and without exist.	(Serialnus)	shown in the meris bathrooms facilities of wilload proper mainfeatures. Facility has a person to maintain reclinates, however, lan maintenance is a chemic nancompliance a	s dity and walkfiringh, signed a photos in diproper the Sactory.	6.00 6.00 6.00 6.00	wit bathwares are stacked with light up and table paper. No spalled if thouses are properly helpt shower in wit bathware basilises cleaned. Suppler of copies of internal HES inspections on thouses.	internal PKS inspections (including sectionism of resistance), facility update	
Sentation Teconal Facility betatation and Manteranan																											July 18 and 18
Drinking Maler		Zale and dinding-usine shall be feety available at all lines, within a maximist distance of the uniquizer. Dinding water shall be of maximal temperature and to means to drift water (ougs, etc.) shad be safe and sanitary auditation in an appropriate number.																									July 16 July 19
Evacuation Procedure	In accordance with the Mexican Houlth and Easily Regulation, Artisle 17, Clause X, the					tacing tour	addas-Group Novembe building energinsy dan lights related	r 2007 Realing, Cultimia A. Bass not have retenancy	Faday management must install ballery journed ennerge themselves and exit signs over all exit dises to be used in a	Miny Mar of								Peol	ding Cabletia	ana is provided with energy salley. Sight to emergency salley.	bility tour Completed	Failury has been filing more unders, also Mash-2750. As a result, space audibitis in	d 130 since Salary cabinets with brough	Organy Ba	ses tracks cubiteds remained and factory gainst additional liables and shares for	photos, Currective Action Plan, Sectory decumentation update	Degree Ady 18 and 19
	In accordance with the Mexican Houtin and Zieley Regulation, Artists 17, Classox X, the employer is required to handle and enables in appropriate working conditions of the permanent devices for emergency states.						byte installed.		1) Facility management must insight failing youward emerge burnishters and signs over affected days to be used to a emergency. 2) Facility management must designate a person conduct monthly insight failing the emergency lights to enture such property.	er to on Shary												Failing has been living more existence, all Masch 2010. As a result, space available in been reduced to the existence that existence been reduced to the existence available for existence and a state inside. Along are existent to use encounters available for existence autilized, regulating existence for the 12 °T of 1 cales. Along Sasking has stored large name or I subtreak solutioning installed large name or I subtreak solutioning installed large name.	due to sun al photos talens, long trees in in. This is arising to you in all least or of bosons clidde for	900	ares inside substetia remaind and Solary quired additional liables and shares for shares. Stanagement posted information for shares indicated by them not its run when ing to the calibratia.		
																						are necessaries. Sinter mideric face collection, exposed to sun and heat. Factor lamb with far all employees. Factory shad soldings to sold conveniented collected but calling different bunch breaks, building add space, not using collected as stronge area.	only has 1 Implement sings, e.g. unut calments				
Santation to Dentitories		All deminines shall be hapf secure, closer and have safety processors bouth as the entirguations. Set and Nin, unatabilitied emergency mate, entergency highling, etc.), in unatabilities of the security of the security of the security of the security of the security of the security of security of the s	Male illuminary has only 1 point of exit for energency execution. Demonstra are integrated within facility building Maris, demonstry facilities on apper (2nd) level and houses approximately. Ill workers in 1			Salley loar	Multir distributy will be set and of Petrology, Chinese moved to the distributy in	usted to [City name]. By the male walkers will all have [City name].	The facility will remove this claimitary facility. The workers of estimated to proper housing.	1 to 27 Mar 01	The diametary is still entering. Packery informed PC about this. Facility installed an allitizate energy-net to ensure male solves have 2 energy-net solves to use in calls of all energy-net.		Pending The self-	in the partial of an additional entergene. The soil is the make distributed Novement, the soil so not have an entergency light. These all withdoors in the distributed speciment extend displants built, were hand, industring the character and all contacts in the sections. Also, distributed see in the samilar language to the samilar language.	y falloy loar Po	the Substy of indicate the Si areas. However, make dismits lights or world	of settante the male disentary story building and production et, it was raised that the new y claim and have emergency out, is writted the area.	Solary loar Fred	ding New dom	noting has emergency lights, windows and at er system to welfale the area.	Sictory tour, photos: Completed	Management made additional disembates, a winhars treate production area (seeing); to from tiers not have additional relongementy it smed and opposite builts found, including advaned to smoke in disembates. Also, ben	untable for Substy week, this with through ph. Organistic sident are in	Origing Dormal	embates for Owner main workers occased outcome productions area recipiesty lighting was received mode into demotory and per facility photos, are if manistered and clean. Supplier has not	Corective Action plan, phases, too government document	of Pending Any 18 and 19
			toom that hade to to the failury. Once in the failury, egest is dependent on education brough enlargency soils.										200	medicates. Also as sometimes are in the sam billing as the factory.								committees are not because deline; a security demonstrates are not because deline; a parea Sourcetonies should be estimated to an South working areas. Practicy must be request a facilities used minimal safety conditions for and emogency exit), be clean and be used. As same time touch to Calcide 2007, and required facilities were touch to Calcide 2007, and required demonstrates are used to calcide the same time.	racing man iduation is separate of demotory stid file storm nandaned. Indiany again maharition		and pour of the speciment below shared by miny. They government below shared by long, they are wishing on a propert to scale uniments damining. The discussed we not mention completion date of bios peci.		
I. I. maior of American	i Soletie Brazinia																					area, abbs Goup will implement entiron	ment actions.				
Employers will encognize and a Collective Bargaring Agreement (CBA)	espect the right of employees to feedom of as	sociation and collective bargering				document review, employee interviews	addas-Group Novembe Solvy discussed meles nated there is no exiden- join to the process of neg Collector Bargaring Age	or 2007 Reading: Chairing and employee interviews in that employees take active station and terms ut the emission	7) Fishing must ensure that employees take just in distriction consensing Cultivative Benedits registrations and in bisings in windless. 2) Fishing management must ensure the sid employees are asset of the shippions and benedits included on the CSD probabilities on the CSD and their users in enjoymentation.	s the liquest a.						Factory has a linear	nd laken action about this	employee and Fred management interviews	ding Factory to it not clie not posted sure if the representa-	to a not taken action about the taken. In fact it or if the factory is unserted, since CEA was don't be research acting the sixt. Workers are not sens in shado unser at the Solitory Pad is then.	solver interviews. Pending decurrent trains, management standard	There is a trade union in the factory. However, the set of the sold know about trade union representatives of CEA. There are no union representatives that may infant without about may refer without about may refer without the set of the set o	er, workers, worker interces es or content decument ma of Section management activates.	us. Panding Pic dis dis dis	sole of posted CBA submitted. Additional comments (phobod, of PCA) havings were as presided. For basing autinopates, all Areas are keing plossibel with a sopy of mind Folder. Custonic and effectiveness of using to be writted during real factory.	photos and unton registration documents. Int of eathers who sig that they received copy of Trade or document	Pending July 18 and 19 pend sun
									Documentation to the admitted, Copy of discusses where are Millered about their rights and subligations, included on the liability resilients is used.	solves. e CBA.												workers registing CBA. Facility must enu- rope-entities like part in decisions con- cellective benedits registions and literage workfune. Facility management must enu- entitizates are assets of allogations and les- to CBA, proude information to workers also CBA, and between Rules and maintain docu-	or union energy to so all ends included a content of sentation	in the second	iring to be writted during rest factory it.		
Giftedire Barastra																						about each terrings. About belowy should winters with a copy of CEA.	orande .				At Navi 1
Callective Bargaring Agreement (CBA)																											
Wester and Massalle     Employers recognize that eagli- the joinaling industry wage, at	is are essential to meeting employees' basic mani- scheder is higher, and will provide legally mani-	seeds. Employers will pay employees, as a bose, at most to bled benedits.	te recover wage required by total law or					Draup West During paying																			
riage amount Assessed	In accordance with the Mexican Labor Code Admins 67, 68 and 71.						mores for Numerican 2017 Divines employees, such compression of legal side	It was rested that the ng at the fasting are not far overline hours warted.	I) Facility mode by incoming O's lower, includes that are not. Include a facility of bodies in section, the control of the con	edually of												Colores southers to the large year colore to popular and lime cantal from these wither welfard during intercens; with 2 Ownerse wit convents by lacid workers.	s. This was seems limitely term and by	and Personal			29 4 24 4
Wage Serellis Assertess	In accordance with the Mexicon Labor Code Adults 25.						December 2007 adulas Incombination about on to Ourse workers. Our recess bourd for its compression in local our	Draup Well: There are probability compensation see employees: discussed seeing (Mexican presed, Ind.	Thisge Estay compensation needs to be consistent in practice of the consistent in practice content on the consistency of t	cities in in indip								Pana	ding Chinese a jessio, no pradice. Security 1	suchers are being compensated in Messian any week without sign pay slips that welly this. All slages exceed are included in the Zissial Scheme.	payrolf review, Cregoing management riserules	Chinese nuckers are being compensated in penios and easy seen. Winters sign pay to this position. At mages received are include Zintal Zecurity Zohenia.	Mexican ps that welly management d in the worker intense	Completed and			July 18 and 18
							Distrace winters are son (US differs). Packey rep- payment cameral to age for an extraction of the problem. Others wishes welfall by payment. Our weep month. However, po-	penated in Sirege currency sensitive emphasized at Jesseen 2 plates with expression signed. Also, in conjunctated every morth, we window receive and sign put segment indicate they	compression over month. Otherwise, Salaty management shange later contracts indicating that workers will be paid we	musi metty.																	
Viaje ževičis Asservas		Employers will communicate scally and in writing to all employers in the Employer of the solder the wages, transfer by sylvenic, inventils and locations in within all workers are excited in that company and under the solicitable law.	No pointing in Sectory of local legal economic wage.			falloy loar, document	are pital easy week, but. this is only done for Zinco	Elevity places.	T) Placing to criticals, on part of the water-handless, is wag- that provides described information on the following of pay sho for more south the reador opening was noticed.	e judicy (T, 2) April 30, 200 schark	SE Packey is possing signs deplaying board enterous using and how usings are soluted. Management in decision	photos, Sullery New 7	Pending No.	winge calculation information signs posite facility. Facility situate encure workers in the front signs, any comment and	of Sabby No. O	ngang Management Date singes a	bitted exployees shad how or calculded. Then is calculated with added a shoul for all exployees.	Sackey Naur, Comp management sciences	quint								July 18 and 19
		workers are entitled in that company and under the applicable law.							1) Politicity and Statistics and approximate on Mathematication, and and approximate of Mathematication, and approximate of the support of the support of the support of the support of the substances and substances are also as the substances and substances and substances are also as the substances are also as the substances and substances. Copy of wages are public to the substances and substances.	er de Par palloy	M. Pankoy is possing super deplaying found recomment where and how region are unusuabled. Management is developing a policy to enhance all new monitor less usual control of the monitor less team, and climbal additional documentation ensures warkens are properly trained on wage usual residence are properly trained on wage utilizabilities.		-	wage calculation referracion signs poole facility. Facility should ensure workers as one how wages are calculated and what if all minimum wage is. Facility should all minimum wage is. Facility should used listening to ensiphyses on wage coldition early year.		the autistic	te all employees.										
Mauric of Work     Except in exhausting four- inguist and continue fours allo- plus 12 hours continue, and (i)	is unconstancies, employees will () sail be me and by the law of the country of manufacture or be emitted to at least 1 day off in every seven.	paired to work more than the boser of [4] dil haurs per week n, where the laws of such country will not limit the hours of day pental.	x and 12 hours overline or (b) the limits on mink, the regular work week in each country																								
Working Hours							achiase-Group December more loand that Chimes the little mouting system and when they come had break, but die not purch o shift.	2007 Pleadings Time const employees only purch in on when ther work shift states to work after their turch of when they conclude their	9) All underest must missed their own weaking house. Workers to inform the relational data requirement and the instance to impair working house. 2) Management is until with Christian walkers appreciate to the development of units with Christian walkers appreciated to the development of produces for incurrent authority flower, uncluding continue, are impaired. Proceedings for exclusive the evolutional by management and published.	mail their c e at a mail								Peni	ding Chinese of December to punch i worked as procedure (egiziene)	workers defined panels out during most part of v 2008. However, in January 2006 they stated out again. No existence that management out of the control of the control of the life Chinese workers in deathing project on its ensure all working bouns are properly if.	handgened Fanding	Weekers burn surven jointing area did not jo during coentiere bours wish on April 2000 jo Maniagement mout enque this did miches; at the beginning and end of their workstay, in during CT. Management should verbally on all managems, supervisors and enshers line system requirements.	anch sal payral, line of periods. Of agencial is nach wind sluding insuring to recording	antis, Pending OT was and and And and and and and and and and a	Folloy is posted and available for all class. Workers tolered by management to place all winding lowers involving CF. to, expendious and personnel from HK patiented will influent new employees about a policy and proceedure.	OT procedure, photos of meeting about working hours regulation, facility action plan.	Congoing July 16 and 16
Working Hours	In accordance with the Mexican Labor Code, Article 67.					time cards, document review, management intensive	adlidas Group Novemba and piprid mane found i established a ruph shift of	2007 feeding. Time cand of lattery management has feed supersons legalitims of the feedings.	Factory must ensure all working hours shifts are subsolid way that respects work hours limits established by Mexican Cards. 2) Pastiny must enhalter capacity and productivity of o	d II.a Labor Labor						+		Paul	ding Them has months, is has not di	is been as need to work OT in the paid 5 including for Occasio workers. However, builday lasted an OT publy industing that OT is	Scurieri mine. Fanding nanagened sterine	Wishers burn surrent jointing area wished o broat year week installed O'T during April & prolice. Also during this pay period. Also during the property of printing area was just 8 O'T hours a week to be because O'T hours were not impliced to jay because O'T hours were not impliced to jay.	nam than 60 payral, time o 10 pay Of approach than surem	anti, Pending Of at at at a	To performed in cases of emergency and compensations are make an line. Days belongs for workers and superious on policy was sent to 2E.F. for well-sation.	meeting photo, OT procedure, OT policy, Society action plan.	Ongoing July 16 and 19
							middliched arright shift v 7 hours per day for reight Lateir Crolin.		workflore and determine fan additional still is necessary, at Menagemen must dending DT jobby, violating of DT is sit whickley, enturing that this will not state BD houstweet wat Policy should be communicated to all supermiss, managem workers, <u>Documentation to the advantage</u> . Copy of DT policy must be a supermission of the advantage. Copy of DT policy must be a supermission of the advantage.	t body t bed. t and									solution.			printing and was paid to CT hours a week to benaute OT hours were not epicided to pay management on time. Visitines than some winhed 12 hour shifts a day during April 20 average of 72 hours a week.		or.	purely made dent to SEA for verification.		
50. Overtime Commencation floar to their compensation for in those sounders where such	regular house of mark, resplayers will be compressed with the compressed will not exist, at a take at least requal to the	ensated for continue hours at such greenant rate as is legal erregular hourly compensation rate.	by required in the soundry of manufacture or,				ange-de-	2007 Finding Wind In	Ti Factor representati magi essere har all cons	made to			_			$\dagger$				man control by Comments	Southern miles						No. May
							entitiation band that Chic compensated in cash who Salardays and Sundays. Included on the Salary's	r 2007 Findings Work hours was employees in they work continue on this compensation is not expect.	If Pasiny management must enture that at sunspensation updates of position and position of a support must be proposed to propose the sunspensation of positions of exist diseast units payments to Christian employees should be entured by Pasinton proposed must control politice that encour this compensation must employee to include our enture the compensation make in employees to include our stitute pay discussmentation. Only, management must depose a person to the implementation of these politices.	ing mand. e. at mid. e. welly									to employ door write door write deen no C of making has been Compens. Sun. Pulis	promote commonded Ball all compressation miskle creats in included on payord records. This was the payord records because the payord records and the payord records because the payord records and control of the payord records and payord payord control of the payord payord control of the payord payord control of submodels 2) Biologope and control of submodels 2) Biologope and control of submodels payord control of submodels payord submodels payord submodels submodels payord submodels submodels payord submodels	payed moonly, pay tips, manager remotes, photos of pushed policy						any mand 19
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Macrison (Miles)						document review, management interview	actions Group Movember approximately 64 Chinese Society, some working as some as severing or solding society. Sins for Chinese	o 2007 finding: There are exployees working in supervisors and instructions, population. During audit, sockers requested, e.g.,	To Facility must create and camply with patients and procedure motions a complete precisional file for each Chimere worker at the complete precisional file for each Chimere worker at thirting all miscled by englayers, july description, all descrip- tional file procedures of configurate, 32 flower the should be in addition and at times for more wine Chimere workers, all descriptions, and a complete file of the configuration of the control of the addition and at times for more wine Chimere workers, all con- trol of the configuration of the configuration of the configura- tion of the configuration of the configuration of the university presented files and came of utilizer responsible for the source presented files and came of utilizer responsible for the	une to the to the topic			Pending			The Chinese orginal history Sept in 1 sing history (Laco	winters' Des unce audiable for es, their documents are not pe file. Publishes and procedures is created regarding this incom-	distribution Pend	ding The Chine Sounds, I Sins, such Jerografia procedure	ence workers' lites some available for review; the are some disconnected will encount in their the are some disconnected will encount in their the source authorization from their the one available is work in Marcian. Palations and on available in work in Marcian Palation and on have not been control originating this source.	Degung Cogung	Copy of current preception authorization. To Covernment not included in workers: This is cause. The miningement comment, of Coin have current integration authorization and must entered by include range of current and must be found in the control of control and could be Coverned workers in their particle formation of the Coverned and the control of control Tabling should enter that their opp of come ID. Tabling should enter that their opp of come ID. and particularies have not been consisted ongo follow.	on Mexican discussed our discussed out of the south on the second second second out of the second out	me, Pending Ma and See See	eagement included copy of current fluctuation from the fluctured Migration should be Charese workers to work in recent lensing.	sopre of D-soled Interpretary authorization fame, decumentation review, sometime plan	Origining Ady 16 and 19
							Silver continuit, residency familia, IS cardia. Navener santilate in review since information was not in fac	perrois, with visas 4n3. Date decuments were not ensure who heeps this lay on day of each.	to an owner, or memor strice Chinese violetes' diffusion shadown shadown returned and common with Decumentation to be authoritied. Duty of policy about Disce markers' presument files and name of officer responsible for the markers' presument files and name of officer responsible for the markers' presument files.	100. 100. 100.												I were not ready than National two boulded for Overce without in their person Facility shadd ensure that sopy of new D recognition from it included in without the and procedures have not been consted regulation.	of the stand in Polices day the				
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