

EYELINE

Compliance Pack — Swim Goggle Manufacturing

Young Sporting Goods (Suzhou) Co., Ltd. — operating entity of **Eyeline**, swim goggle OEM/ODM manufacturer since 1963. 38,000 m² vertically integrated facility in Suzhou, China. Taipei design center.

This pack bundles the current set of management-systems, product, social-compliance, and audit certifications for procurement-side supplier-qualification use. ISO 18527-3:2020 test reports (370 pp) are available separately at eyelineswim.com/compliance.

Contents

#	Standard	Scope	Issuer / Auditor
1	ISO 9001:2015	Quality Management Systems	Bureau Veritas
2	ISO 14001:2015	Environmental Management Systems	Bureau Veritas
3	ISO 45001:2018	Occupational Health & Safety Management	Bureau Veritas
4	ISO 18527-3:2020 / A1:2025	Sports eyewear — surface swimming	Bureau Veritas (verification)
5	CE marking (EU 2016/425 PPE)	EU Personal Protective Equipment	ACIC Shenzhen
6	FDA Registration	US market — Establishment #3007865200	FDA (via IRC USA agent)
7	SLCP / Worldly (FFC)	Social & Labor Convergence Program — facility verification	Entechno (verifier)
8	Alibaba Verified Supplier	Production + Trading Assessment	SGS
9	National Green Energy Certificate	Renewable electricity attribution (China)	National Green Energy Certificate scheme

Verification. Every document in this pack is reproduced from the original certificate or report as received from the issuing body. Originals available on request. Audit-firm contact details and verification URLs appear on each individual document.

For procurement teams. Use this pack as a single attachment for supplier-qualification dossiers and RFP submissions. The table above lists what's inside; each cert begins on a new page.



BUREAU
VERITAS

Bureau Veritas Certification

扬洋体育用品（苏州）有限公司

中国江苏省苏州市吴江区吴江经济技术开发区长安路498号

统一社会信用代码：91320509598594156M

必维认证集团认证控股有限公司英国分公司
确证上述单位的管理体系已经评审
并确认符合下列管理体系标准全部适用条款的要求

ISO 9001:2015

体系覆盖范围

泳镜、泳帽、耳塞和手划板的制造
泳镜盒的销售

最初认证周期起始日期：	14-03-2019
上一周期的到期日：	NA
认证/再认证审核日期：	NA
认证/再认证周期开始日期：	21-02-2025
在证书持有者之管理体系持续符合要求的运行条件下，本证书至下述日期有效：	13-03-2028

证书编号：CN054155

版本号：1

发证日期：21-02-2025



0008

认证机构地址：5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

当地办公室地址：必维认证（北京）有限公司，中国北京市东城区东长安街1号东方广场西一办公楼9层902室，邮编：100738

需进一步澄清本证书范围和有效状态，以及此管理体系要求的适用性，请电：+86 10 59683663

获证组织必须定期接受监督审核并经审核合格此证书方继续有效。本证书信息可在国家认证认可监督管理委员会官方网站（www.cnca.gov.cn）上查询。

CER CERTIF ALL TPL 001 rev 4.3

4 Nov 2024





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Bureau Veritas Certification

Young Sporting Goods (Suzhou) Co., Ltd.

No. 498, Chang'an Road, Wujiang Economic and Technological Development Zone, Wujiang District,
Suzhou City, Jiangsu Province, P.R.China

Unified social credit code: 91320509598594156M

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 9001:2015

Scope of certification

**Manufacture of Swimming Goggles, Swimming Caps, Swimming Earplugs and
Swimming Hand Paddles
Sales of Goggle Case**

Original Cycle Start Date:	14-03-2019
Expiry date of previous cycle:	NA
Certification / Recertification Audit date:	NA
Certification/Recertification Cycle Start Date:	21-02-2025
Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on:	13-03-2028

Certificate No.: CN054155

Version: 1

Issue date: 21-02-2025



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Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom
Local Office: Bureau Veritas Certification (Beijing) Co., Ltd, Room 02, 9 / F, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China. 100738

Further clarifications regarding the scope and validity of this certificate, and the applicability of the management system requirements, please call : +86 10 59683663

Certified organisation has to accept and pass regular surveillance audits, then this certificate can be continuously valid. Information of this certificate may be obtained by visiting CNCA website (www.cnca.gov.cn).





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必维认证集团认证控股有限公司英国分公司
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*OHSAS 18001：2007最初认证周期起始日期：14-03-2019

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100738

*OHSAS 18001: 2007 Original Cycle Start Date: 14-03-2019

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**BUREAU
VERITAS**

**BUREAU VERITAS
CONSUMER PRODUCTS SERVICE SHENOU (WENZHOU) CO., LTD**

Page 1 of 1

CERTIFICATE OF CONFORMITY

With International Standards

Verification No.: BV99260820133/134/135/136/137/ 138/139/141WZ **Issued Date:** March 28, 2026
Applicant: Young Sporting Goods (Suzhou) Co., LTD
Address: No.498, Changan Road, Wujiang District, Suzhou City
Product Name: SWIMMING GOGGLES
Product Description: SWIMMING GOGGLES
Style: BEAMS, AQUARIUS SILICONE, SWAY_JR, BLADE, GLIDE, NEPTUNE, AQUA SILICONE, ORACLE
Reference: 99260820133/134/135/136/137/138/139/141

Standard(s) used for showing compliance with the essential requirements in the specified Regulation(s):

ISO 18527-3:2020/A1:2025 Eye and face protection for sports use — Part 3: Requirements and test methods for eyewear intended to be used for surface swimming

The referred test report(s) show that the product complies with standard(s) recognized as giving presumption of compliance with the essential requirements in the specified International Standards. This verification does not imply assessment of the production of the product.

Authorized Signatory

**BUREAU VERITAS
CONSUMER PRODUCTS SERVICE SHEN'OU (WENZHOU) CO., LTD**

This verification is governed by, and incorporates by reference, CPS Conditions of Service as posted at the date of issuance of this report at <http://www.bureauveritas.com/home/about-us/our-business/cps/about-us/terms-conditions/> and is intended for your exclusive use. Any copying or replication of this report to or for any other person or entity, or use of our name or trademark, is permitted only with our prior written permission. This verification sets forth our findings solely with respect to the test samples identified herein.

CERTIFICATE OF CONFORMITY



Certificate No.: ACIC20230317050CRT

Applicant : Young Sporting Goods (Suzhou) Co.,Ltd
Address : No.498 Chang'an Road,Wujiang Economic and Technological Development Zone,Suzhou City,Jiangsu Province
Manufacturer : Young Sporting Goods (Suzhou) Co.,Ltd
Address : No.498 Chang'an Road,Wujiang Economic and Technological Development Zone,Suzhou City,Jiangsu Province
Product : Swimming goggles
 Jetstream,
Model(s) : Storm, Vortex, Flux, Cyfer,Typhoon, Trix, Infini, Sway, Nano, Maomi, Captain, NEW MASK, Aquamate, Meta, Minnow,Optical, Torrent, PICO, Surge,Slash, Invicta, Venom, Beams

It is only valid in connection with the test report number: ACIC20230313036TCF Identification of regulation/standards:

ISO 18527-3:2020

*The EUT described above has been tested by us with the listed standards and found in compliance with the council **PPE Directive EU 2016/425**. It is possible to use CE marking to demonstrate the compliance with this PPE Directive.*



Authorized Signer :

Date : Mar 17, 2023



This certificate of conformity ACIC is based on a single evaluation of the submitted sample(s) of the above mentioned product. It does not imply an assessment of the whole production and other relevant directives have to be observed.

Shenzhen A Commitment Inspection&Certificate Co.,LTD
 No.164-165, Pengda Road, Longgang Street,Longgang District, Shenzhen ,China
 Web:www.acic-china.com Email:acic@acic-china.com

CERTIFICATE OF FDA REGISTRATION SERVICE



HEREBY CERTIFY THAT

Owner/Operator:

Golden Lemon Corporation

Owner/Operator Number: 10030250

Establishment:

Young Sporting Goods(Suzhou) Co., Ltd

Registration Number: 3007865200

FDA US AGENT

IRC USA

www.IRC-US.com

HAS SUCCESSFULLY COMPLETED/UPDATED THE FDA REGISTRATION

MDL/LST

D081641

Product Code

HQY

SUNGLASSES (NON-PRESCRIPTION INCLUDING
PHOTOSENSITIVE)

D081676

HQG:

LENS,SPECTACLE, NON-CUSTOM (PRESCRIPTION)

510K

Exempt

Class

1

GMP/UDI

Yes

Device Name

Speedo

Exempt

1

Yes

Speedo

Charlie Mack

PRINCIPAL ENGINEER

CERTIFICATE NO.: IRC-YS-202310



IRC

www.IRC-US.com

Your Partner in Achieving FDA Compliance

Assessment Information	
Assessment ID	PRJ324265
Initiated	September 3, 2025 8:51 AM
Status last updated	September 24, 2025 8:43 AM
Status	VRF - Verification Finalized
Facility Name	Young Sporting Goods (Suzhou) Co. Ltd.
Facility ID	FA931957
Facility Geolocation	31.103295, 120.662906
Accredited Host / Platform	Worldly (FFC) Worldly is the leading sustainability data and analytics platform for the consumer goods industry, empowering brands, retailers, and suppliers to turn primary data into strategic business action.
Verifier Body	Intertek
Verifiers	Name Huang Charles Date Assigned September 3, 2025 9:08 AM Gender M
Tool Version	1.7.0

Verification Summary (Overview of "Inaccurate" and "Non-Compliance" Selections)										
Facility Name		Young Sporting Goods (Suzhou) Co. Ltd.						Completion		97.0%
Verification Start Date		2025-09-09						Accuracy Index		90.0%
Section	Sub-Section	Category	Number	Question	Facility Response	Verification Selection	Verification Data	Final Verified Response	Non-Comp liance	Legal Reference
RECRUITMENT & HIRING	Child Labor	Minimum Age	RH-CHI-3	If under 12 or over 18, please enter the age of the youngest worker:	0	Inaccurate - Incorrect	Per verified, the youngest worker at the facility was 21 years old. Source of information: Management interview: interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility verified all workers' original identification cards to confirm their ages, the youngest worker at the facility was 21 years old. Source of information: Documentation review: Review the latest worker roster and workers' personal files were checked. Details: It was observed that a copy of each worker's identification card was maintained, and the youngest worker was 21 years old.	21		

RECRUITMENT & HIRING	Child Labor	Remediation	RH-CHI-7.1	If yes, please describe the child remediation system in place:	童工拯救规定	Inaccurate - Incorrect	Per verified, the facility established a Child Labor Protection Policy, which states that if child labor is detected, the facility will contact the child's parents, cover the cost of their trip home, pay for educational expenses until the completion of compulsory education, and train Human Resources (HR) staff on the age verification process.	Per verified, the facility established a Child Labor or Protection Policy, which states that if child labor is detected, the facility will contact the child's parents, cover the cost of their trip home, pay for educational expense until the completion of compulsory education, and train Human Resources (HR) staff on the age verification process.		
RECRUITMENT & HIRING	Discrimination	Pregnancy and Maternity	RH-DIS-5-1	Facility requires pregnancy tests that are not required by applicable legislation	X	Inaccurate - Incorrect	Per verified, the facility did not require pregnancy test before or at hiring. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not require pregnancy test before or at hiring. Source of information: Worker interview: Interview with 1 randomly selected female worker. Details: one female worker confirmed that no pregnancy test was needed before joining the facility or worked in the facility.			
RECRUITMENT & HIRING	Discrimination	Pregnancy and Maternity	RH-DIS-5-2	Facility requires virginity test before or at hiring	X	Inaccurate - Incorrect	Per verified, the facility did not require virginity test before or at hiring. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not require virginity test before or at hiring. Source of information: Worker interview: Interview with one female worker. Details: one female worker confirmed that no virginity test was needed before joining the facility or at working in the facility.			

RECRUITMENT & HIRING	Discrimination	Pregnancy and Maternity	RH-DIS-5-3	Facility requires worker to provide commitments (verbally or in writing) that they will not become pregnant	X	Inaccurate - Incorrect	Per verified, the facility did not require workers to provide a commitment that they will not become pregnant before hiring in the facility. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not require workers to provide commitments (verbally or in writing) that they will not become pregnant before hiring. Source of information: Worker interview: Interview with the only one female worker. Details: One female worker confirmed that no such commitment was needed before joining the facility or at working in the facility.			
RECRUITMENT & HIRING	Discrimination	Pregnancy and Maternity	RH-DIS-5-4	Facility requires the use of contraceptives or other forms of birth control at hiring	X	Inaccurate - Incorrect	Per verified, the facility did not require the use of contraceptives or other forms of birth control at hiring.			
RECRUITMENT & HIRING	Discrimination	Pregnancy and Maternity	RH-DIS-5-5	None of the above		Inaccurate - Incorrect	Per verified, the facility did not follow any of the above practices related to worker pregnancy before or at hiring.	X		
RECRUITMENT & HIRING	Employment Practices	Contracts / T&Cs	RH-EMP-17	Does the facility limit the use of fixed-term contracts?	No	Inaccurate - Incorrect	Per verified, the facility had limited the use of fixed-term contracts, that a temporary worker had become a permanent worker after signing fixed-term contracts three times.	Yes		
RECRUITMENT & HIRING	Employment Practices	Contracts / T&Cs	RH-EMP-18	Is the facility's practice around limits on the use of fixed-term contracts in line with legal requirements?	No	Inaccurate - Incorrect	Per verified, the facility's practice around limits on the use of fixed-term contracts was in line with legal requirements.	Yes		

	WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-11	Are all overtime working hours in line with legal limits?	No	Accurate	The monthly overtime working hours were not in line with legal limits. Source of information: Documentation review: Attendance records from August 1, 2024 to September 2, 2025 were reviewed. 12 attendance records were reviewed from July 2025 (current month), April 2025 (random month) and December 2024 (random month) respectively. Details: Overtime hours exceeded the legal requirement. Through document review, it was verified that 9 out of 10 randomly selected workers' monthly overtime hours were 52 hours in July 2025 (current month); 9 out of 10 randomly selected workers' monthly overtime hours were 42 hours in April 2025 (random month); 9 out of 10 randomly selected employees' monthly overtime hours were 58 hours in December 2024 (random month). Source of information: Worker interview: interview with all 12 randomly selected workers in the facility. Details: 11 out of 12 workers confirmed that monthly overtime hours exceeded 36 hours in most months.	No	X	The PRC Labour Law (Effective from January 1, 1995), Article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
	WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-12-3	Monthly limits on overtime hours worked	X	Accurate	The monthly overtime working hours were not in line with legal limits. Source of information: Documentation review: Attendance records from August 1, 2024 to September 2, 2025 were reviewed. 12 attendance records were reviewed from July 2025 (current month), April 2025 (random month) and December 2024 (random month) respectively. Details: Overtime hours exceeded the legal requirement. Through document review, it was verified that 9 out of 10 randomly selected workers' monthly overtime hours were 52 hours in July 2025 (current month); 9 out of 10 randomly selected workers' monthly overtime hours were 42 hours in April 2025 (random month); 9 out of 10 randomly selected employees' monthly overtime hours were 58 hours in December 2024 (random month). Source of information: Worker interview: interview with all 12 randomly selected workers in the facility. Details: 11 out of 12 workers confirmed that monthly overtime hours exceeded 36 hours in most months.	X	X	The PRC Labour Law (Effective from January 1, 1995), Article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.
	WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-1	Pension/ Provident fund not collected/ forwarded	X	Inaccurate - Incorrect	Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to basic endowment insurance, all workers in the facility had participated in basic endowment insurance.			

WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-2	Medical not collected/ forwarded	X	Inaccurate - Incorrect	Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to basic medical insurance, all workers in the facility had participated in basic medical insurance.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-3	Work-related injury/ illness/ death not collected/ forwarded	X	Inaccurate - Incorrect	Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to work-related injury insurance, all workers in the facility had participated in work-related injury insurance.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-4	Unemployment not collected/ forwarded	X	Inaccurate - Incorrect	Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to unemployment insurance, all workers in the facility had participated in unemployment insurance.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-5	Maternity not collected/ forwarded	X	Inaccurate - Incorrect	Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to maternity insurance, all workers in the facility had participated in maternity insurance.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-6	Other not collected/ forwarded	X	Inaccurate - Incorrect	Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to housing fund.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-123-8	None of the above (facility collects and forwards all legally required contributions (total or broken down) in line with legal requirements)		Inaccurate - Incorrect	Per verified, all workers had participated in social insurance. Source of information: Documentation review: recent 12 months' payroll records, social insurance receipts for workers. Details: Through reviewing payroll records, social insurance receipts, it was observed that all workers had participated in five types of social insurances which were basic endowment insurance, basic medical insurance, employment injury insurance, unemployment insurance and maternity insurance.	X		
WAGES & BENEFITS	Wages and Benefits	Break	WB-WAGE-147	Are workers paid during breastfeeding breaks in line with legal requirements?	Not Applicable	Inaccurate - Incorrect	Per verified, the facility did not provide in-kind benefits, which was not required by local law. Meals were provided for all employees for free.	No		
WAGES & BENEFITS	Wages and Benefits	Other Legal Requirements	WB-WAGE-157	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Wages and Benefits?	Yes	Inaccurate - Incorrect	Per verified, the facility was not failing to comply with any legal requirements not covered elsewhere regarding Wages and Benefits.	No		

WORKER TREATMENT	Harassment and Abuse	Discipline	WT-HAR-6.1	If yes, please describe the process:	Facility will report to local police if supervisors, managers, and workers who engage	Inaccurate - Incorrect	Per verified, according to anti-harassment and anti-abuse management procedure, effective remediation would be taken if harassment or abuse happens. The facility would stop harassment or abuse at once, remedy the sufferer, discipline the executor and train all workers.	Per verified, according to anti-harassment and anti-abuse management procedure, effective remediation would be taken if harassment or abuse happens. The facility would stop harassment or abuse at once, remedy the sufferer, discipline the executor and train all workers.		
WORKER INVOLVEMENT	FOA & CB	Freedom to Associate	WI-FOA-1	Are workers free to form a trade union of their choosing?	No	Accurate	China has not ratified the ILO Conventions C087 - Freedom of Association and Protection of the Right to Organise Convention1948 and C098 - Right to Organise and Collective Bargaining Convention, 1949. There was no union existed in the facility. Source of information: Document review: Union related documents and legal requirements in China. Details: The facility was compliance with Chinese national law. However, they are not in compliance with ILO standards. The facility cannot remediate this situation and cannot comply with the ILO Convention, because China has not ratified the ILO Conventions C087 - Freedom of Association and Protection of the Right to Organise Convention1948 and C098 - Right to Organise and Collective Bargaining Convention, 1949. See reference: https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_INSTRUMENT_SORT,P11200_COUNTRY_ID:2,103404	No	X	In accordance with C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

WORKER INVOLVEMENT	FOA & CB	Freedom to Associate	WI-FOA-2	Are workers free to join a trade union of their choosing?	No	Inaccurate - Incorrect	Per verified, there was no union in the facility during assessment period. Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility.. Details: The Administration Manager reported that the facility did not establish union in the facility. The facility respected workers' right to join a trade union of their choosing. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that there was no union in the facility. They had the right to join a trade union of their choosing.	Not applicable. No union presence in the facility during assessment period.		
HEALTH & SAFETY	General Work Environment	Airborne Particulates	HS-GEN-1	Does the facility generate airborne particulates (dust/ fibers/ mists /fumes) through its operations/ production processes?	No	Inaccurate - Incorrect	The answer was incorrect. Per verified, dust existed in the facility.	Yes		
HEALTH & SAFETY	General Work Environment	Cleanliness, Sanitation & Waste	HS-GEN-20	Are there cases where trash, debris, or empty containers have accumulated to the point where they pose a safety hazard or obstruct exits?	Yes	Inaccurate - Incorrect	Per verified, there was no case where trash, debris, or empty containers have accumulated to the point where they pose a safety hazard or obstruct exits.	No		
HEALTH & SAFETY	General Work Environment	Cleanliness, Sanitation & Waste	HS-GEN-21	Does the facility have a current contract with an authorized agency to safely and legally dispose of hazardous waste?	Not Applicable	Inaccurate - Incorrect	Per verified, the facility had signed contract with qualified vendors to collect and dispose hazardous wastes.	Yes		
HEALTH & SAFETY	General Work Environment	Toilet / Restroom	HS-GEN-30	Are affordable menstrual products available in toilet/restrooms?	Yes	Inaccurate - Incorrect	Per verified, there was no affordable menstrual products available in toilet/restrooms.	No		

HEALTH & SAFETY	Emergency Preparedness	Firefighting Equipment	HS-EME-8.1	Please describe the types of firefighting equipment used and in which areas of the facility the firefighting equipment is present:	Fire extinguishers and hydrants are installed in all workshops, warehouses and office	Inaccurate - Incorrect	Per verified, fire extinguishers and hydrants were installed in all workshops, warehouses, canteen and office	Per verified, fire extinguishers and hydrants were installed in all workshops, warehouses, canteen and office		
HEALTH & SAFETY	Flammable and Combustible Materials		HS-FLA-1	Are flammable/combustible materials safely stored?	Yes	Inaccurate - Incorrect	The facility response is Incorrect because: Goods piled against wall. Source of information: Facility walkthrough: walkthrough all production area and warehouse. Details: Goods piled against wall. During facility tour, it was verified that partial goods in the warehouses were piled against wall directly.	No	X	In accordance with General Rules for Fire Safety Management of Storage Occupancies XF1 131-2014, effective from March 1, 2014, Article 6.8 The following requirements shall be met for goods or materials to be piled up in warehouse: a) The distance between the top of any stacking and the floor or flat roof shall be no less than 0.3m (for any roof truss of herringbone shape, the distance shall be calculated from the crossbeam); c) The distance between the goods or materials and the wall shall be no less than 0.5m; d) The distance between any stacking of goods or materials and any pillar shall be no less than 0.3m; e) The distance between different stacking of goods or materials shall be no less than 1m.
HEALTH & SAFETY	Chemicals and Hazardous Substances		HS-CHE-1	Does the facility use chemicals and/or hazardous substances?	Yes- not including hazardous substances	Inaccurate - Incorrect	Per verified, chemicals and hazardous substances such as oil ink and thinner and etc were used in the facility.	Yes- including hazardous substances		
HEALTH & SAFETY	Chemicals and Hazardous Substances	Storage	HS-CHE-11-4	No automatic fire extinguishing system in chemical storage areas with flammable chemicals	Not Applicable	Inaccurate - Incorrect	Per verified, there was flammable chemicals used in the facility and automatic fire extinguishing system was installed in chemical storage area.			
HEALTH & SAFETY	Chemicals and Hazardous Substances	Storage	HS-CHE-11-7	None of the above - the facility is meeting all measures listed above regarding safe storage of chemicals and hazardous substances		Inaccurate - Incorrect	Per verified, the facility was meeting all measures listed above regarding safe storage of chemicals and hazardous substances.	X		
HEALTH & SAFETY	Electrical Safety	High Voltage Areas	HS-ELE-7	Is access to high voltage areas and generator areas restricted to authorized personnel only?	Not Applicable	Inaccurate - Incorrect	Per verified, there was power distribution room, and only authorized personnel could enter the room.	Yes		

HEALTH & SAFETY	Electrical Safety	High Voltage Areas	HS-ELE-8	Are any materials that are not relevant to the maintenance of the high-voltage area stored in the high-voltage area?	Not Applicable	Inaccurate - Incorrect	Per verified, there was no material not relevant to the maintenance was stored in power distribution room.	No		
HEALTH & SAFETY	Electrical Safety	Sub-Station	HS-ELE-9	Is there an electrical power sub-station on-site at the facility?	No	Inaccurate - Incorrect	Per verified, there was one power distribution room in the facility.	Yes		
TERMINATION	Forced Labor	Notice	TER-FOR-1	For workers seeking to end their employment, how many days of notice are required by the facility?	27	Inaccurate - Incorrect	Per verified, workers needed to notice 30 days to the facility in advance if they wanted to end their employment.	30		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-3.1	Please describe which international laws/ILO conventions are referenced:	Child Labor, Forced Labor, Discrimination	Inaccurate - Incorrect	The answer was incorrect. Per verified, international laws/ILO conventions on child labor, forced labor and discrimination were referenced.	The answer was incorrect. Per verified, international laws/ILO conventions on child labor, forced labor and discrimination were referenced.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-3-3	Reference to other national or international requirements/declarations/goals/guiding principles etc.	X	Inaccurate - Incorrect	The answer was incorrect. Per verified, policies and procedures did not have a reference to other national or international requirements/declarations/goals/guiding principles.			
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.1	Please write the document titles of all policies and procedures referencing recruitment and hiring:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing recruitment and hiring was recruitment and hiring procedure.	Per verified, the document titles of all policies and procedures referencing recruitment and hiring was recruitment and hiring procedure.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.2	Please write the document titles of all policies and procedures referencing termination and retrenchment:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing termination and retrenchment was termination procedure.	Per verified, the document titles of all policies and procedures referencing termination and retrenchment was termination procedure.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.3	Please write the document titles of all policies and procedures referencing facility workplace rules:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing facility workplace rules was employee manual.	Per verified, the document titles of all policies and procedures referencing facility workplace rules was employee manual.		

MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.4	Please write the document titles of all policies and procedures referencing child labor and/or young workers:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti-child labor and young labor protective procedure.	Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti-child labor and young labor protective procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.5	Please write the document titles of all policies and procedures referencing prohibition of forced labor:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti-forced labor procedure.	Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti-forced labor procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.6	Please write the document titles of all policies and procedures referencing anti-harassment and abuse:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing anti-harassment and abuse was anti-harassment and abuse procedure.	Per verified, the document titles of all policies and procedures referencing anti-harassment and abuse was anti-harassment and abuse procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.7	Please write the document titles of all policies and procedures referencing anti-discrimination:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing anti-discrimination was anti-discrimination procedure.	Per verified, the document titles of all policies and procedures referencing anti-discrimination was anti-discrimination procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.8	Please write the document titles of all policies and procedures referencing working hours:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing working hours was working hours procedure.	Per verified, the document titles of all policies and procedures referencing working hours was working hours procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.9	Please write the document titles of all policies and procedures referencing wages and benefits:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing wage and benefits was wage and benefits procedure.	Per verified, the document titles of all policies and procedures referencing wage and benefits was wage and benefits procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.10	Please write the document titles of all policies and procedures referencing discipline:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing discipline was disciplinary management procedure	Per verified, the document titles of all policies and procedures referencing discipline was disciplinary management procedure		

MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.11	Please write the document titles of all policies and procedures referencing freedom of association and collective bargaining:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing freedom of association and collective bargaining was freedom of association and collective bargaining procedure.	Per verified, the document titles of all policies and procedures referencing freedom of association and collective bargaining was freedom of association and collective bargaining procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.12	Please write the document titles of all policies and procedures referencing grievance systems:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing grievance systems was grievance systems.	Per verified, the document titles of all policies and procedures referencing grievance systems was grievance systems.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.14	Please write the document titles of all policies and procedures referencing health and safety:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing health and safety was health and safety management system.	Per verified, the document titles of all policies and procedures referencing health and safety was health and safety management system.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.16	Please write the document titles of all policies and procedures referencing domestic migrant workers:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing domestic migrant workers was employment and hiring procedure.	Per verified, the document titles of all policies and procedures referencing domestic migrant workers was employment and hiring procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.17	Please write the document titles of all policies and procedures referencing homeworkers:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing homeworkers management procedure.	Per verified, the document titles of all policies and procedures referencing homeworkers management procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.18	Please write the document titles of all policies and procedures referencing suppliers/subcontractors:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing suppliers/subcontractors was supplier management procedure.	Per verified, the document titles of all policies and procedures referencing suppliers/subcontractors was supplier management procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.19	Please write the document titles of all policies and procedures referencing raw materials sourcing:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing raw materials sourcing was raw materials sourcing procedure.	Per verified, the document titles of all policies and procedures referencing raw materials sourcing was raw materials sourcing procedure.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.20	Please write the document titles of all policies and procedures referencing bribery and anti-corruption:	Corporation social responsibility document list	Inaccurate - Incorrect	Per verified, the document titles of all policies and procedures referencing bribery and anti-corruption was bribery and anti-corruption procedure.	Per verified, the document titles of all policies and procedures referencing bribery and anti-corruption was bribery and anti-corruption procedure.		

MANA GEMEN T SYSTE MS	Do	Roles and Responsi bilities	MS-DO-2-17	Homework ers		Inaccurate - Incorrect	Per verified, topic of homewo rkers had been assigned to a responsible person.	X		
MANA GEMEN T SYSTE MS	Do	Communi cation an d Training	MS-DO-20-1	Senior Man agement		Inaccurate - Incorrect	Per verified, senior Managem ent had received communica tion/training on non-bias in p romotion and recruitment of pregnant and married worker s.	X		
MANA GEMEN T SYSTE MS	Check	SelfASSE ssment	MS-CHE-3-1 7	Homework ers		Inaccurate - Incorrect	Per verified, the facility revie wed/updated homeworkers policy and procedure.	X		

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FACILITY PROFILE

Number	Question	Final Verified Response
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Step Selection

	This information provides more context/ explanation concerning the Accredited Host/ Platform used to complete this assessment/ verification:	
FP-STE-1	Please choose which tool "Step" your facility would like to complete:	

Facility Response: Step 2

Verification Selection: Verification not required

Corrected Response:

Validation Method: SLCP Onsite Verification

FP-STE-2	Overall Completion Percentage (based on Step Selection):	
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Section Instructions

Section Instructions

	Section Description: The purpose of the Facility Profile section is to understand the scope of facility operations and determine what questions in other sections of the Tool are applicable to this specific facility. Topics within this section include: • Step Selection • Basic Information • Building Structures • Worker Demographics • Nationalities • Languages • Operating Licenses • Certifications • Production / Operation Information • Subcontractors for Production / Operation IMPORTANT NOTES: 1) First make your "Step Selection" below. 2) Then complete all questions in the Facility Profile. Certain answers within your Facility Profile (especially within the "Building Structures" and "Worker Demographics" section) will dictate which questions you will see within the Tool. If a question with free text answer (Response Here) is not applicable to you, type "Not Applicable". If a question does not have the answer option that best fits your facility circumstances, please choose the most appropriate or positive answer and use the question under Sub-Section Facility Comments to provide your feedback. You will have to complete one Facility Profile question after you have finished your entire self/joint-assessment to ensure an accurate answer: FP-BAS-26 Date of self/ or joint-assessment submission (YYYY-MM-DD): Remember that the verification has to occur within two months after this submission date. If scheduling does not allow you to complete the verification in time, then ensure you update this self/joint-assessment prior to completing it on the Accredited Host platform.	
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Accuracy Index

FP-ACC-1	Accuracy Index	
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OAR / OS ID

Facility

FP-OAR-1	OS ID (Open Supply Hub ID) Number:	NA
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Facility Response: FA931957

Verification Selection: Updated during Verification

Corrected Response: NA

Verification Data: Per verified, the facility did not have an OS ID.

Validation Method: SLCP Onsite Verification

Basic Information		
Facility		
FP-BAS-1	Facility Name (as per business license):	Young Sporting Goods (Suzhou) Co. Ltd.
Facility Response: Young Sporting Goods (Suzhou) Co. Ltd.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-2	Facility FULL Street Address (official address, if applicable):	No. 498 Chang'an Road, Wujiang Economic and Technological Development Zone, Suzhou City, Jiangsu province, China
Facility Response: 498 Changan Road, Wujiang district, Suzhou, Jiangsu province, China		
Verification Selection: Updated during Verification		
Corrected Response: No. 498 Chang'an Road, Wujiang Economic and Technological Development Zone, Suzhou City, Jiangsu province, China		
Verification Data: Per verified, the facility full street address was No. 498 Chang'an Road, Wujiang Economic and Technological Development Zone.		
Validation Method: SLCP Onsite Verification		
FP-BAS-3	Facility City Address (official address, if applicable):	Suzhou
Facility Response: Suzhou		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-4	Facility State/Province Address (official address, if applicable)	Jiangsu
Facility Response: Jiangsu		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-5	Facility Zip Code/Postal Code Address (official address, if applicable)	215200
Facility Response: 215200		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-6	Facility Name (in local language as per business license):	扬洋体育用品（苏州）有限公司
Facility Response: 扬洋体育用品（苏州）有限公司		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-7	Facility Address (in local language as per business license):	吴江经济技术开发区长安路
Facility Response: 吴江经济技术开发区长安路		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-8	Facility Country:	China
Facility Response: China		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-9	Facility Geolocation Latitude:	31.103295
Facility Response: 31.103295		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-10	Facility Geolocation Longitude:	120.662906
Facility Response: 120.66290600000002		
Verification Selection: Updated during Verification		
Corrected Response: 120.662906		
Verification Data: Per verified, the facility Geolocation Longitude is 120.662906.		
Validation Method: SLCP Onsite Verification		
FP-BAS-11	Facility Contact Name:	Jiang Liang
Facility Response: Jiang Liang		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

FP-BAS-12	Facility Contact Title:	HR
Facility Response: HR		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-13	Facility Contact Phone #:	+8618914030136
Facility Response: +8618914030136		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-14	Facility Phone #:	+8618914030136
Facility Response: +8618914030136		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-15	Facility Email:	liangj@eyeline.cn
Facility Response: liangj@eyeline.cn		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Hours of Operation		
FP-BAS-16	Normal Hours of Operation per day:	Normal hours of operation per day were 8 hours. 3 shifts for injection workshop, shift 1 from 8:00 to 16:00; shift 2 from 16:00 to 24:00; shift 3 from 24:00 to 08:00; only one shift for other workshops from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30.
Facility Response: 8		
Verification Selection: Updated during Verification		
Corrected Response: Normal hours of operation per day were 8 hours. 3 shifts for injection workshop, shift 1 from 8:00 to 16:00; shift 2 from 16:00 to 24:00; shift 3 from 24:00 to 08:00; only one shift for other workshops from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30.		
Verification Data: Per verified, normal hours of operation per day were 8 hours. 3 shifts for injection workshop, shift 1 from 8:00 to 16:00; shift 2 from 16:00 to 24:00; shift 3 from 24:00 to 08:00; only one shift for other workshops from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30.		
Validation Method: SLCP Onsite Verification		
FP-BAS-17	Number of Shifts and Hours of Operation for each (Normal Operations):	3 shifts for injection workshop, shift 1 from 8:00 to 16:00; shift 2 from 16:00 to 24:00; shift 3 from 24:00 to 08:00; only one shift for other workshops from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30.
Facility Response: 1/8:00-17:30 ; 3/0:00-8:00、 8:00-16:00、 16:00-24:00		
Verification Selection: Updated during Verification		
Corrected Response: 3 shifts for injection workshop, shift 1 from 8:00 to 16:00; shift 2 from 16:00 to 24:00; shift 3 from 24:00 to 08:00; only one shift for other workshops from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30.		
Verification Data: Per verified, 3 shifts for injection workshop, shift 1 from 8:00 to 16:00; shift 2 from 16:00 to 24:00; shift 3 from 24:00 to 08:00; only one shift for other workshops from 8:00 to 17:30 with 1.5 hour's lunch break from 12:00 to 13:30.		
Validation Method: SLCP Onsite Verification		
FP-BAS-18	Number of Shifts and Hours of Operation for each (Peak Operations):	Not applicable
Facility Response: Not applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Peak Months		
FP-BAS-19	Peak Operation Months:	Not applicable
Facility Response: Not applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Assessment Submission		
FP-BAS-20	Submission Type:	Self-assessment (SA) by facility (only)
Facility Response: Self-assessment (SA) by facility (only)		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-21	Please describe the organization that assisted with this assessment:	
Facility Response:		

FP-BAS-22	Please enter the name of the individual who assisted with this assessment:	
Facility Response:		
FP-BAS-23	Please enter the contact email(s) of the individual who assisted with this assessment:	
Facility Response:		
FP-BAS-24	Facility Contact Name(s) of who is submitting the self/ or joint-assessment:	Jiang Liang
Facility Response: Jiang Liang		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-25	Facility Contact Email(s) of who is submitting the self/ or joint-assessment:	liangj@eyeline.cn
Facility Response: liangj@eyeline.cn		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-26	Date of self/ or joint-assessment submission (YYYY-MM-DD):	2025-09-03
Facility Response: 2025-09-03		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Worker Engagement		
FP-BAS-27	Were workers' representatives and/or workers involved in the self/joint-assessment process?	Yes. Facility Guidance on the SLCP Helpdesk was followed.
Facility Response: Yes. Facility Guidance on the SLCP Helpdesk was followed.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-27.1	If yes, which SLCP approved Service Provider was used?	
Facility Response:		
FP-BAS-27.2	If yes, please enter the unique ID for the project completed with the SLCP approved Service Provider associated with this assessment:	
Facility Response:		
FP-BAS-27.3	If yes, please describe how workers' representatives and/or workers were involved in the self/joint-assessment process:	The factory conducted assessment and asked workers' suggestions.
Facility Response: The factory conducted assessment and asked workers' suggestions.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Building Structures		
Total		
FP-BUI-1	Total number of buildings on-site:	8
Facility Response: 8		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Production		
FP-BUI-2	Number of production buildings on-site:	3
Facility Response: 3		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Warehouse		
FP-BUI-3	Number of warehouses on-site:	3
Facility Response: 1		
Verification Selection: Updated during Verification		
Corrected Response: 3		
Verification Data: Per verified, there were 3 warehouses in the facility.		
Validation Method: SLCP Onsite Verification		

FP-BUI-4	Are warehouses within or separate from production buildings?	Warehouses are separate buildings
Facility Response: Warehouses are separate buildings		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
On-site Housing		
FP-BUI-5	Number of on-site dormitories:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Off-site Housing		
FP-BUI-6	Number of off-site housing sites occupied by workers managed or controlled by the facility:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-7	Number of off-site housing sites occupied by workers managed and controlled by an entity other than the facility:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-7.1	Please provide details of the housing arrangements, including at minimum how many workers are living in the building, who is managing the building and what is the relationship between the facility and the entity providing the housing:	
Facility Response:		
On-site Canteen		
FP-BUI-8	Is there an on-site canteen/eating area?	Yes. Canteen and eating area.
Facility Response: Yes. Canteen and eating area.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Off-site Canteen		
FP-BUI-9	Is there an off-site canteen/eating area managed by the facility?	No. No canteen or eating area.
Facility Response: No. No canteen or eating area.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
On-site Childcare		
FP-BUI-10	Are there on-site childcare facilities?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Building Types		
FP-BUI-11	Describe any other types of buildings:	The facility consisted of one 2-storey building (built in 2015) which 1F was used as kitchen and canteen, 2F was used as office, two 2-storey buildings (built in 2015) used as production, one 2-storey building (built in 2015) which 1F was idle, 2F was used as production, one 2-storey building (built in 2015) which 1F was idle, 2F was used as warehouse, one 2-storey building (built in 2015) used as warehouse, one 3-storey building (built in 2015) and one 6-storey building (built in 2015) were idle.
Facility Response: N/A		
Verification Selection: Updated during Verification		
Corrected Response: The facility consisted of one 2-storey building (built in 2015) which 1F was used as kitchen and canteen, 2F was used as office, two 2-storey buildings (built in 2015) used as production, one 2-storey building (built in 2015) which 1F was idle, 2F was used as production, one 2-storey building (built in 2015) which 1F was idle, 2F was used as warehouse, one 2-storey building (built in 2015) used as warehouse, one 3-storey building (built in 2015) and one 6-storey building (built in 2015) were idle.		

Verification Data: Per verified, the facility consisted of one 2-storey building (built in 2015) which 1F was used as kitchen and canteen, 2F was used as office, two 2-storey building(built in 2015) used as production, one 2-storey building (built in 2015) which 1F was idle, 2F was used as production, one 2-storey building (built in 2015) which 1F was idle, 2F was used as warehouse, one 2-storey building (built in 2015) used as warehouse, one 3-storey building (built in 2015) and one 6-storey building (built in 2015) were idle.		
Validation Method: SLCP Onsite Verification		
Facility Area		
FP-BUI-12	Total Facility Area (m2) - only built premises:	39083
Facility Response: 39083		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Ownership		
FP-BUI-13	Is this facility owned and/or managed by a woman?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Building Floors		
FP-BUI-14	Facility is in a multi-floor building:	Yes
Facility Response: No		
Verification Selection: Updated during Verification		
Corrected Response: Yes		
Verification Data: Per verified, the facility was in a multi-floor building.		
Validation Method: SLCP Onsite Verification		
FP-BUI-15	Number of all floors in the main facility building.	2
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: 2		
Verification Data: Per verified, number of all floors in the main facility building was 2.		
Validation Method: SLCP Onsite Verification		
FP-BUI-16	Floors have been added after original construction:	No
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: No		
Verification Data: Per verified, no floor had been added after original construction.		
Validation Method: SLCP Onsite Verification		
Shared Building		
FP-BUI-17	Building is shared with other facilities/enterprises:	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Residential		
FP-BUI-18	Residential building has been converted into a facility:	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-19	Residences are located within any facility buildings:	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Additional Comments		
	Please enter any additional building related comments here:	
FP-BUI-20	Which floor(s) does facility occupy in a multi-floor shared building?	Not applicable.
Facility Response:		

Verification Selection: Not visible to facility during SA/JA		
Corrected Response: Not applicable.		
Verification Data: Per verified, there was no shared building in the facility.		
Validation Method: SLCP Onsite Verification		
FP-BUI-21	Has any new (past 3 years) construction been added to the original building/construction?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-22	What is the reason for the new construction?	
Facility Response:		
FP-BUI-23	For the oldest building the facility occupies, what is the completion date of the original construction (YYYY-MM-DD)?	2015-09-02
Facility Response: 2015-09-02		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-24	Does the facility rent or own the premises they occupy?	Facility legally owns the premises/ buildings they occupy.
Facility Response: Facility legally owns the premises/ buildings they occupy.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Worker Demographics		
Workers		
	NOTE: The numbers below should represent the number of workers as of the date of self/joint-assessment completion on the Accredited Host platform.	
FP-WOR-1	Total number of workers:	59
Facility Response: 59		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-2	What percentage of the normal workforce does the Total number of workers reflect?	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-3	Number of male workers:	14
Facility Response: 14		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-4	Number of full-time workers:	59
Facility Response: 59		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-5	Number of male full-time workers:	14
Facility Response: 14		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-6	Number of part-time workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-7	Number of male part-time workers:	
Facility Response:		
FP-WOR-8	Number of permanent workers:	4
Facility Response: 59		

Verification Selection: Updated during Verification		
Corrected Response: 4		
Verification Data: Per verified, there was 4 permanent workers, who had signed non-fixed term labor contracts with the facility.		
Validation Method: SLCP Onsite Verification		
FP-WOR-9	Number of male permanent workers:	1
Facility Response: 0		
Verification Selection: Updated during Verification		
Corrected Response: 1		
Verification Data: Per verified, there was 1 male permanent worker, who had signed non-fixed term labor contract with the facility.		
Validation Method: SLCP Onsite Verification		
FP-WOR-10	Number of temporary workers:	55
Facility Response: 0		
Verification Selection: Updated during Verification		
Corrected Response: 55		
Verification Data: Per verified, there was 55 temporary workers, who had signed fixed term labor contracts with the facility.		
Validation Method: SLCP Onsite Verification		
FP-WOR-11	Number of male temporary workers:	13
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: 13		
Verification Data: Per verified, there was 13 male temporary workers, who had signed fixed term labor contracts with the facility.		
Validation Method: SLCP Onsite Verification		
FP-WOR-12	Number of agency/contract workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-13	Number of male agency/contract workers:	
Facility Response:		
FP-WOR-13.1	List the names of all organizations providing agency/contract workers:	
Facility Response:		
FP-WOR-14	Number of contract workers/ workers employed by third party who are not part of the production process:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-14.1	List the names of all organizations providing contract workers who are not part of the production process, and the services provided by each (e.g., security, catering or cleaning services):	
Facility Response:		
FP-WOR-15	Number of foreign migrant workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-16	Number of male foreign migrant workers:	
Facility Response:		
FP-WOR-17	Number of domestic migrant workers:	44
Facility Response: 44		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-18	Number of male domestic migrant workers:	11
Facility Response: 11		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
FP-WOR-18.1	Where in the country are the domestic migrant workers from?	Hebei Province, Shanxi Province, Heilongjiang Province, Jiangxi Province, Sichuan Province, Gansu Province, Anhui Province, Shandong Province, Shaanxi Province, Henan Province
Facility Response: Hebei Province, Shanxi Province, Heilongjiang Province, Jiangxi Province, Sichuan Province, Gansu Province, Anhui Province, Shandong Province, Shaanxi Province, Henan Province		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-19	Number of workers paid by unit:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-20	Number of male workers paid by unit:	
Facility Response:		
FP-WOR-21	Number of workers under probation:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-22	Number of male workers under probation:	
Facility Response:		
FP-WOR-23	Number of casual workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-24	Number of male casual workers:	
Facility Response:		
FP-WOR-25	How many workers under the age of 18 have worked at the facility during the assessment timeframe?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-26	Number of male workers under the age of 18 during the assessment timeframe:	
Facility Response:		
FP-WOR-27	Number of workers who are trainees, apprentices or interns:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-28	Number of male workers who are trainees, apprentices or interns:	
Facility Response:		
FP-WOR-29	Number of workers who are pregnant/breastfeeding:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-30	Number of workers who are currently on maternity leave	0
Facility Response: 2		
Verification Selection: Updated during Verification		
Corrected Response: 0		
Verification Data: Per verified, there was no worker who was currently on maternity leave.		
Validation Method: SLCP Onsite Verification		
FP-WOR-31	Number of workers who have returned to work from maternity leave	0
Facility Response: 2		
Verification Selection: Updated during Verification		

Corrected Response: 0		
Verification Data: Per verified, there was no worker who had returned to work from maternity leave.		
Validation Method: SLCP Onsite Verification		
FP-WOR-32	Number of workers with disclosed disabilities:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-33	Number of male workers with disclosed disabilities:	
Facility Response:		
FP-WOR-34	Number of workers with refugee status/ visa:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-35	Number of male workers with refugee status/ visa:	
Facility Response:		
FP-WOR-36	Number of workers who bring production work home or work on production at home exclusively:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-37	Number of male workers who bring production work home or work on production at home exclusively:	
Facility Response:		
FP-WOR-37.1	Please describe the types of production processes carried out at home (e.g. embroidery):	
Facility Response:		
Supervisors		
FP-WOR-38	Number of supervisors:	13
Facility Response: 13		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-39	Number of male supervisors:	11
Facility Response: 11		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-40	Number of foreign migrant supervisors:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-41	Number of male foreign migrant supervisors:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Managers		
FP-WOR-42	Number of managers:	9
Facility Response: 9		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-43	Number of male managers:	8
Facility Response: 8		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Worker Turnover		

FP-WOR-44	What is the annual worker turnover in percent?	0.46
Facility Response: 0.46		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Government programs		
FP-WOR-45	Does the facility accept workers from government-facilitated or government-sponsored programs?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-45.1	Please describe the government-facilitated or government-sponsored program the facility participates in:	
Facility Response:		
Nationalities		
FP-NAT-1	How many nationalities are represented among workers and supervisors at the facility?	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-2	Nationality #1	China
Facility Response: China		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-3	Approximate number of workers	59
Facility Response: 59		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-4	Approximate number of supervisors	13
Facility Response: 13		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-5	Nationality #2	
Facility Response:		
FP-NAT-6	Approximate number of workers	
Facility Response:		
FP-NAT-7	Approximate number of supervisors	
Facility Response:		
FP-NAT-8	Nationality #3	
Facility Response:		
FP-NAT-9	Approximate number of workers	
Facility Response:		
FP-NAT-10	Approximate number of supervisors	
Facility Response:		
FP-NAT-11	Nationality #4	
Facility Response:		
FP-NAT-12	Approximate number of workers	
Facility Response:		
FP-NAT-13	Approximate number of supervisors	
Facility Response:		
FP-NAT-14	Please list any additional nationalities and the approximate % of workers and supervisors here:	
Facility Response:		
Languages		

FP-LAN-1	How many languages must be spoken by supervisors and management in order to effectively communicate with ALL workers?	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-LAN-2	Primary language spoken at the facility:	Chinese - Mandarin Chinese
Facility Response: Chinese - Mandarin Chinese		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-LAN-3	Please provide approximate % of workers who can communicate in the primary language spoken at the facility:	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-LAN-4	Please provide approximate % of supervisors who can communicate in the primary language spoken at the facility:	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-LAN-5	Second most commonly spoken language at the facility:	
Facility Response:		
FP-LAN-6	Please provide approximate % of workers who can communicate in this language:	
Facility Response:		
FP-LAN-7	Please provide approximate % of supervisors who can communicate in this language:	
Facility Response:		
FP-LAN-8	Third most commonly spoken language at the facility:	
Facility Response:		
FP-LAN-9	Please provide approximate % of workers who can communicate in this language:	
Facility Response:		
FP-LAN-10	Please provide approximate % of supervisors who can communicate in this language:	
Facility Response:		
FP-LAN-11	Primary language spoken by facility management:	Chinese - Mandarin Chinese
Facility Response: Chinese - Mandarin Chinese		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Operating Licenses		
FP-OPE-1	Operating license/registration is available and up to date:	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-OPE-2	Operating License/Registration #:	91320509598594156M
Facility Response: 91320509598594156M		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Labor Inspection Book		
FP-LAB-1	Does the facility maintain a valid Labor Inspection Visit Book / Record in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
Certifications		
Social Audits and Certifications		
FP-CER-1	How many social / labor audits have taken place?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-2	How many still valid independent certification/standard audits has the facility participated in?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-3	Which independent certification/standard audits are still valid? (SELECT all that apply with a "X")	
FP-CER-3-1	ABVTEX	
Facility Response:		
FP-CER-3-2	Better Cotton Initiative (BCI)	
Facility Response:		
FP-CER-3-3	BSCI - Business Social Compliance Initiative	
Facility Response:		
FP-CER-3-4	Chain of Custody Standard (CCS)	
Facility Response:		
FP-CER-3-5	ETI - Ethical Trading Initiative	
Facility Response:		
FP-CER-3-6	EUROPEAN FLAX CERTIFIED COMPANY	
Facility Response:		
FP-CER-3-7	FLA - Fair Labor Association	
Facility Response:		
FP-CER-3-8	FTUSA - Fair Trade USA	
Facility Response:		
FP-CER-3-9	GOTS - Global Organic Textile Standard	
Facility Response:		
FP-CER-3-10	GRS - Global Recycling Standard	
Facility Response:		
FP-CER-3-11	ICS - Initiative for Compliance and Sustainability	
Facility Response:		
FP-CER-3-12	IETP - ICTI Ethical Toy Program	
Facility Response:		
FP-CER-3-13	ILO Better Work - International Labour Organization	
Facility Response:		
FP-CER-3-14	IOSH Business Assurance Certification	
Facility Response:		
FP-CER-3-15	ISO 45001	
Facility Response:		
FP-CER-3-16	ISO 50001 or UNE-EN ISO 50005	
Facility Response:		
FP-CER-3-17	ISO 9000	
Facility Response:		
FP-CER-3-18	ISO 14001	
Facility Response:		
FP-CER-3-19	ISO 26000	
Facility Response:		

FP-CER-3-20	ISO 31000	
Facility Response:		
FP-CER-3-21	LABS (Life & Building Safety)	
Facility Response:		
FP-CER-3-22	Leather Working Group Bronze	
Facility Response:		
FP-CER-3-23	Leather Working Group Gold	
Facility Response:		
FP-CER-3-24	Leather Working Group Silver	
Facility Response:		
FP-CER-3-25	OEKO-TEX	
Facility Response:		
FP-CER-3-26	Organic Content Standard (OCS)	
Facility Response:		
FP-CER-3-27	RBA - Responsible Business Alliance	
Facility Response:		
FP-CER-3-28	RBA VAP	
Facility Response:		
FP-CER-3-29	Recycled Claim Standard (RCS)	
Facility Response:		
FP-CER-3-30	RJC-Responsible Jewelry Council	
Facility Response:		
FP-CER-3-31	RosPA Gold	
Facility Response:		
FP-CER-3-32	RoSPA Silver	
Facility Response:		
FP-CER-3-33	SA8000 - Social Accountability International	
Facility Response:		
FP-CER-3-34	SMETA - Sedex Members Ethical Trade Audit	
Facility Response:		
FP-CER-3-35	WRAP - Worldwide Responsible Accredited Production	
Facility Response:		
FP-CER-3-36	Other	
Facility Response:		
FP-CER-3.1	If other, please describe:	
Facility Response:		
Production / Operation Information		
Industry Sector		
FP-PRO-1	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-1-1	Apparel	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

FP-PRO-1-2	Footwear	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-3	Home Textiles	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-4	Accessories	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-5	Furniture	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-6	Lighting	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-7	Home Accessories	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-8	Sports & Outdoor - Hard goods	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-9	Sports & Outdoor - Soft goods	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-10	Luggage & bags	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-11	Handbags	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-12	Electronics	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-13	Food and Beverage	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-14	Personal Care and Beauty Products	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

FP-PRO-1-15	Toys	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-16	Household products	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-17	Packaging products	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-18	Other	
Facility Response: X		
Verification Selection: Updated during Verification		
Corrected Response:		
Verification Data: Per verified, industry Sector of the facility were accessories.		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-1	If other, please describe:	
Facility Response: Swimming goggles		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
Industrial Activities		
FP-PRO-2	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-2-1	Manufacture of wearing apparel	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-2	Weaving of textiles	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-3	Manufacture of knitted and crocheted fabrics	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-4	Tanning and dressing of leather; dressing and dyeing of fur	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-5	Trims	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-6	Finishing of textiles	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-7	Chemical	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
FP-PRO-2-8	Packaging	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-9	Metal processing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-10	Plastic & rubber processing	X
Facility Response:		
Verification Selection: Updated during Verification		
Corrected Response: X		
Verification Data: Per verified, industrial Activities of the facility were plastic & rubber processing.		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-11	Paper processing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-12	Wood processing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-13	Glass processing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-14	Preparation and spinning of textile fibers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-15	Warehousing / Distribution	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-16	Other	
Facility Response: X		
Verification Selection: Updated during Verification		
Corrected Response:		
Verification Data: Per verified, industrial Activities of the facility were plastic & rubber processing.		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-1	If other, please describe:	
Facility Response: Swimming goggles		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
Facility Processes		
FP-PRO-3	Does the facility include sandblasting in its processes?	No

Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	NOTE: The "Facility Processes" below will conditionally appear depending upon the answer to the "Facility Type" above.	
FP-PRO-4	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-5	Sewing or Final Product Assembly	
FP-PRO-5-1	Casting	
Facility Response:		
FP-PRO-5-2	Cutting	
Facility Response:		
FP-PRO-5-3	Embossing	
Facility Response:		
FP-PRO-5-4	Priming	
Facility Response:		
FP-PRO-5-5	Heat Press / Heating and Cooling	
Facility Response:		
FP-PRO-5-6	Labeling	
Facility Response:		
FP-PRO-5-7	Lasting	
Facility Response:		
FP-PRO-5-8	Molding	
Facility Response:		
FP-PRO-5-9	No sew	
Facility Response:		
FP-PRO-5-10	Packaging	
Facility Response:		
FP-PRO-5-11	Gluing	
Facility Response:		
FP-PRO-5-12	Seam Taping	
Facility Response:		
FP-PRO-5-13	Sewing	
Facility Response:		
FP-PRO-5-14	Sundries Application	
Facility Response:		
FP-PRO-5-15	Washing	
Facility Response:		
FP-PRO-5-16	Welding	
Facility Response:		
FP-PRO-5-17	Printing	
Facility Response:		
FP-PRO-5-18	Embroidery	
Facility Response:		
FP-PRO-6	Footwear / Leather goods	
FP-PRO-6-1	Leather Tanning – Wet Operations	
Facility Response:		
FP-PRO-6-2	Leather Tanning – Finishing	

Facility Response:		
FP-PRO-6-3	Coating	
Facility Response:		
FP-PRO-6-4	Metal work	
Facility Response:		
FP-PRO-6-5	Molding	
Facility Response:		
FP-PRO-6-6	Printing	
Facility Response:		
FP-PRO-6-7	Laminating	
Facility Response:		
FP-PRO-6-8	Cutting	
Facility Response:		
FP-PRO-6-9	Upper production (including stitching)	
Facility Response:		
FP-PRO-6-10	Stock fitting	
Facility Response:		
FP-PRO-6-11	Lasting	
Facility Response:		
FP-PRO-6-12	Finishing	
Facility Response:		
FP-PRO-6-13	Packaging	
Facility Response:		
FP-PRO-7	Printing or Dyeing	
FP-PRO-7-1	Dyeing	
Facility Response:		
FP-PRO-7-2	Sublimation	
Facility Response:		
FP-PRO-7-3	Wet printing	
Facility Response:		
FP-PRO-7-4	Screen Printing	
Facility Response:		
FP-PRO-7-5	Rotary Printing	
Facility Response:		
FP-PRO-8	Trims	
FP-PRO-8-1	Casting	
Facility Response:		
FP-PRO-8-2	Dyeing	
Facility Response:		
FP-PRO-8-3	Gluing	
Facility Response:		
FP-PRO-8-4	Heat Press / Heating and Cooling	
Facility Response:		
FP-PRO-8-5	Lamination/Coating	
Facility Response:		
FP-PRO-8-6	Molding	
Facility Response:		
FP-PRO-8-7	Non-woven	
Facility Response:		
FP-PRO-9	Chemical	

FP-PRO-9-1	Raw Material Storage / Warehousing	
Facility Response:		
FP-PRO-9-2	Chemical Synthesis	
Facility Response:		
FP-PRO-9-3	Standardization / Chemical Finishing	
Facility Response:		
FP-PRO-9-4	Blending / Formulating	
Facility Response:		
FP-PRO-9-5	Packaging	
Facility Response:		
FP-PRO-9-6	Waste Treatment / Management	
Facility Response:		
FP-PRO-9-7	Final Product Warehousing / Storage	
Facility Response:		
FP-PRO-9-8	Shipping	
Facility Response:		
FP-PRO-10	Packaging	
FP-PRO-10-1	Converting raw material (incoming paperboard or plastic resin)	
Facility Response:		
FP-PRO-10-2	Die cutting (e.g. Cartons)	
Facility Response:		
FP-PRO-10-3	Assembly (e.g. corrugated board)	
Facility Response:		
FP-PRO-10-4	Molding (plastic)	
Facility Response:		
FP-PRO-10-5	Printing	
Facility Response:		
FP-PRO-10-6	Assembly	
Facility Response:		
FP-PRO-10-7	Gluing	
Facility Response:		
FP-PRO-10-8	Finishing	
Facility Response:		
FP-PRO-10-9	Die cutting	
Facility Response:		
FP-PRO-10-10	Packing	
Facility Response:		
FP-PRO-10-11	Shipping	
Facility Response:		
Volume		
FP-PRO-11	Facility's monthly volume (unit of measurement):	Unit (piece or pair)
Facility Response: Unit (piece or pair)		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-11.1	If other, please describe:	

Facility Response:		
FP-PRO-12	Facility's average monthly volume (numerical amount):	200000
Facility Response: 200000		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Capacity		
FP-PRO-13	Facility's monthly capacity (unit of measurement):	Unit (piece or pair)
Facility Response: Unit (piece or pair)		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-13.1	If other, please describe:	
Facility Response:		
FP-PRO-14	Facility's monthly capacity (numerical amount):	210000
Facility Response: 210000		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-14.1	Please describe how the monthly capacity is calculated (e.g., do you base your calculation on regular working hours or do you include overtime hours):	
Facility Response: The machine was at full capacity		
Verification Selection: Verification not required		
Corrected Response:		
Verification Data: Per verified, the monthly capacity is calculated base on regular working hours and overtime hours.		
Validation Method: SLCP Onsite Verification		
Planning		
FP-PRO-15	What is the facility's form of production/ operations planning?	Monthly
Facility Response: Monthly		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-15.1	If other, please describe:	
Facility Response:		
FP-PRO-16	What is the facility's definition of lead time?	The delivery period refers to the time from placing an order to the delivery of the goods. Usually, after a customer places an order, the factory delivers the goods to the customer.
Facility Response: The delivery period refers to the time from placing an order to the delivery of the goods. Usually, after a customer places an order, the factory delivers the goods to the customer.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-17	What is the facility's maximum lead time (weeks as unit of measurement)?	4
Facility Response: 4		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-18	Has the facility had any rush orders within the assessment period?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-18.1	If yes, please describe:	
Facility Response:		
Subcontractors Used for Production / Operation		
Subcontractors		
FP-SUB-1	Are subcontractors utilized by the facility to complete all or part of the production process?	No
Facility Response: No		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-2	If yes, how many subcontractors?	
Facility Response:		
FP-SUB-3	Additional Comments: If you have additional comments regarding facility's use/non-use of subcontractors, please communicate them here:	
Facility Response:		
	Subcontractor #1	
FP-SUB-4	Name	
Facility Response:		
FP-SUB-5	Address	
Facility Response:		
FP-SUB-6	Contact Name	
Facility Response:		
FP-SUB-7	Contact Number	
Facility Response:		
FP-SUB-8	Email	
Facility Response:		
FP-SUB-9	Types of Processes Subcontracted:	
Facility Response:		
	Subcontractor #2	
FP-SUB-10	Name	
Facility Response:		
FP-SUB-11	Address	
Facility Response:		
FP-SUB-12	Contact Name	
Facility Response:		
FP-SUB-13	Contact Number	
Facility Response:		
FP-SUB-14	Email	
Facility Response:		
FP-SUB-15	Types of Processes Subcontracted:	
Facility Response:		
	Subcontractor #3	
FP-SUB-16	Name	
Facility Response:		
FP-SUB-17	Address	
Facility Response:		
FP-SUB-18	Contact Name	
Facility Response:		
FP-SUB-19	Contact Number	
Facility Response:		
FP-SUB-20	Email	
Facility Response:		
FP-SUB-21	Types of Processes Subcontracted:	
Facility Response:		
	Subcontractor #4	
FP-SUB-22	Name	
Facility Response:		
FP-SUB-23	Address	
Facility Response:		
FP-SUB-24	Contact Name	

Facility Response:		
FP-SUB-25	Contact Number	
Facility Response:		
FP-SUB-26	Email	
Facility Response:		
FP-SUB-27	Types of Processes Subcontracted:	
Facility Response:		
	Subcontractor #5	
FP-SUB-28	Name	
Facility Response:		
FP-SUB-29	Address	
Facility Response:		
FP-SUB-30	Contact Name	
Facility Response:		
FP-SUB-31	Contact Number	
Facility Response:		
FP-SUB-32	Email	
Facility Response:		
FP-SUB-33	Types of Processes Subcontracted:	
Facility Response:		
	Subcontractor #6	
FP-SUB-34	Name	
Facility Response:		
FP-SUB-35	Address	
Facility Response:		
FP-SUB-36	Contact Name	
Facility Response:		
FP-SUB-37	Contact Number	
Facility Response:		
FP-SUB-38	Email	
Facility Response:		
FP-SUB-39	Types of Processes Subcontracted:	
Facility Response:		

Facility Comments		
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FP-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		

RECRUITMENT & HIRING		
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Number	Question	Final Verified Response
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Section Instructions		
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Section Instructions		
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	Section Description: The purpose of the Recruitment and Hiring section is to understand the facility's social and labor practices in the initial stages of employment. The “recruitment” process is designed to select the most appropriate candidates for employment. The “hiring” process is how new workers are brought into the organization. Social and Labor topics within this section include: • Child Labor • Apprenticeship / Trainee / Internship Programs • Forced Labor • Recruitment Practices • Discrimination • Employment Practices • Homeworkers • Facility Comments	
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Child Labor		
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Sub-Section Instructions		
	Overall International Labor Standards Compliance Guidance: Child labor is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children and interferes with their schooling by depriving them of the opportunity to attend school, by obliging them to leave school prematurely, or by requiring them to combine school attendance with excessively long and heavy work. In its most extreme forms, children are involved in illegal activities, or in work that exposes them to physical, sexual or psychological abuse. However, not all work done by children is classified as child labor that should be eliminated. Work that does not affect children's health and personal development or interfere with their schooling can be constructive. This includes activities such as helping parents around the home, helping in a family business or earning pocket money outside school time. Whether or not work being carried out by children constitutes child labor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether there are child laborers working at the facility premises, the possibility of workers taking work home should be monitored. If work is performed outside the facility premises, determine whether underage family members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the baseline standards for child labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms of Child Labour Recommendation, 1999	
Age Documentation		
RH-CHI-1	Does the facility verify minimum age requirements prior to hiring workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility verified minimum age requirements prior to hiring workers. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility checked all workers' original identification cards to verify their age and kept the copies of identification cards in the personal files. The workers below 16 years old would not be hired. Source of information: Documentation review: The randomly selected 12 workers' personal files were checked. Details: It was observed that the facility kept the copies of workers' identification cards in their personal files, the youngest worker was 21 years old. Source of information: Facility walkthrough: Walkthrough of workshops, warehouse, canteen and office. Details: It was observed that no worker below 16 years old worked in the facility. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that no worker below 16 years old worked in their workplaces.		
Validation Method: SLCP Onsite Verification		
Minimum Age		
RH-CHI-2	What is the age of the youngest worker in the facility?	Over 18
Facility Response: Over 18		
Verification Selection: Accurate		
Verification Data: Per verified, the youngest worker at the facility was 21 years old. Source of information: Management interview: interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility verified all workers' original identification cards to confirm their ages, the youngest worker at the facility was 21 years old. Source of information: Documentation review: Review the latest worker roster and workers' personal files were checked. Details: It was observed that a copy of each worker's identification card was maintained, and the youngest worker was 21 years old.		
Validation Method: SLCP Onsite Verification		
RH-CHI-3	If under 12 or over 18, please enter the age of the youngest worker:	21
Facility Response: 0		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 21		
Verification Data: Per verified, the youngest worker at the facility was 21 years old. Source of information: Management interview: interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility verified all workers' original identification cards to confirm their ages, the youngest worker at the facility was 21 years old. Source of information: Documentation review: Review the latest worker roster and workers' personal files were checked. Details: It was observed that a copy of each worker's identification card was maintained, and the youngest worker was 21 years old.		
Validation Method: SLCP Onsite Verification		
RH-CHI-4	Were any workers under the legal minimum working age when hired?	No

Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, there was no any workers under the legal minimum working age when hired. The youngest worker in the facility was 21 years old. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility checked all workers' original identification cards to verify their age, workers under 16 years old would not be hired. Source of information: Documentation review: Review the latest worker roster, workers' personal files were checked. Details: It was observed that the facility kept the copies of workers' identification cards in the personal files, the youngest worker was 21 years old. Source of information: Facility walkthrough: Walkthrough of workshops, warehouse, canteen and office. Details: It was observed that no worker below 16 years old worked in the facility. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that no worker below 18 years old worked in their workplaces.		
Validation Method: SLCP Onsite Verification		
RH-CHI-5	How many females are under the applicable legal minimum working age?	
Facility Response:		
RH-CHI-6	How many males are under the applicable legal minimum working age?	
Facility Response:		
Remediation		
RH-CHI-7	Does the facility have a remediation system in place for when children (those under the legal minimum working age) are found to be working in the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-CHI-7.1	If yes, please describe the child remediation system in place:	Per verified, the facility established a Child Labor Protection Policy, which states that if child labor is detected, the facility will contact the child's parents, cover the cost of their trip home, pay for educational expenses until the completion of compulsory education, and train Human Resources (HR) staff on the age verification process.
Facility Response: 童工拯救规定		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility established a Child Labor Protection Policy, which states that if child labor is detected, the facility will contact the child's parents, cover the cost of their trip home, pay for educational expenses until the completion of compulsory education, and train Human Resources (HR) staff on the age verification process.		
Validation Method: SLCP Onsite Verification		
Workers under 18		
RH-CHI-8	Does the facility maintain recorded parental permission for workers under the age of 18 to work in the facility?	
Facility Response:		
RH-CHI-9	Does the facility maintain parental permission of workers under the age of 18 to work in the facility in line with legal requirements?	
Facility Response:		
RH-CHI-10	Does the facility maintain a list/register of workers under age 18 in line with legal requirements?	
Facility Response:		
RH-CHI-11	Does the facility provide the list/register of workers under age 18 to government authorities in line with legal requirements?	
Facility Response:		
RH-CHI-12	Does the facility arrange health checks for all workers under the age of 18?	
Facility Response:		
RH-CHI-13	If yes, are health checks arranged prior to employment?	
Facility Response:		
RH-CHI-14	Does the facility comply with legal requirements regarding health checks for workers under the age of 18?	
Facility Response:		
RH-CHI-15	Does the facility provide special Health and Safety trainings (separate from normal adult training) to workers under the age of 18?	
Facility Response:		

RH-CHI-16	Is the facility's practice of providing special Health and Safety trainings (separate from normal adult training) to workers under the age of 18 in line with legal requirements?	
Facility Response:		
RH-CHI-17	Does the facility have special protective restrictions for workers under the age of 18?	
Facility Response:		
RH-CHI-17.1	If yes, please describe what type of protective restrictions are in place:	
Facility Response:		
RH-CHI-18	Are protective restrictions for workers under the age of 18 in line with legal requirements?	
Facility Response:		
RH-CHI-19	Does the facility monitor the working hours of all workers under the age of 18 separately?	
Facility Response:		
Hazardous Work and other Worst Forms		
RH-CHI-20	Which of the following work is performed by workers under age 18 (SELECT all that apply with a "X")	
RH-CHI-20-1	Work in a hazardous environment and/or work that is hazardous in nature in violation of legal standards	
Facility Response:		
RH-CHI-20-2	Night Work	
Facility Response:		
RH-CHI-20.1	Please describe the type of work and hours worked at night by both female and male workers under 18 (if different):	
Facility Response:		
RH-CHI-20-3	More hours than permitted by law	
Facility Response:		
RH-CHI-20.2	Please describe the hours worked in violation of legal limits, and the type of work performed by both female and male workers under 18 (if different):	
Facility Response:		
RH-CHI-20-4	Other	
Facility Response:		
RH-CHI-20.3	If other, please describe:	
Facility Response:		
RH-CHI-20-5	None of the above	
Facility Response:		
RH-CHI-21	Have there been any incidences of forced labor, including sale and trafficking, prostitution, pornography, or illegal activities involving workers under age 18, or work that exposes them to physical, psychological or sexual abuse?	
Facility Response:		
Other Legal Requirements		
RH-CHI-22	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Child Labor?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Apprenticeship / Trainee / Internship Programs		
RH-APP-1	Does the facility offer/ participate in any apprenticeship / trainee / internship programs?	No
Facility Response: No		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
RH-APP-2	Which of the following apprenticeship / trainee / internship programs does the facility offer/ participate in? (SELECT all that apply with a "X")	
RH-APP-2-1	Apprenticeship program	
Facility Response:		
RH-APP-2-2	Trainee program	
Facility Response:		
RH-APP-2-3	Internship program	
Facility Response:		
RH-APP-3	Is the facility's apprenticeship / training / internship program in line with all legal requirements?	
Facility Response:		
Forced Labor		
Sub-Section Instructions		

	Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one's work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, as long as it is part of a formal educational programme. However, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more vulnerable to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919	
Prison Labor		
RH-FOR-1	Does the facility use prison labor?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility did not use prison labor. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not use prison labor. The facility also established a policy to prohibit the use of prison labor. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that no prison labor worked in the facility. Source of information: Facility walkthrough: Walkthrough of workshops, warehouse, canteen and office. Details: It was observed that no prison labor worked in the facility.		
Validation Method: SLCP Onsite Verification		
RH-FOR-2	Does the facility follow any of the following practices concerning prison labor? (SELECT all that apply with a "X")	
RH-FOR-2-1	Prison laborers have not freely and formally consented to perform the work	

Facility Response:		
RH-FOR-2-2	The facility does not treat prison laborers and non-prison workers similarly (conditions of work such as wages, hours of work, health and safety, etc.)	
Facility Response:		
RH-FOR-2-3	There is no supervision and control by a public authority	
Facility Response:		
RH-FOR-2-4	None of the above	
Facility Response:		
Forced Labor by Governments		
RH-FOR-3	Does the facility need to release workers to be available for government-mandated forced labor?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-FOR-3.1	If yes, please describe the time periods and circumstances in which workers need to be released:	
Facility Response:		
Recruitment Practices		
Deposits		
RH-REC-1	Are monetary deposits out of line with legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no any monetary deposits were required of workers. Source of information: Management interview: Interview with the Administration Manager and Administration Manager and CSR Specialist. Details: The Administration Manager reported that no any deposit or recruitment fee was charged from workers. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that no any deposit or recruitment fee was needed when hired.		
Validation Method: SLCP Onsite Verification		
RH-REC-2	Are any monetary deposits required of workers?	
Facility Response:		
Foreign Migrant Workers		
RH-REC-3	Is the facility's recruitment process for foreign migrant workers in line with applicable legal requirements?	
Facility Response:		
Recruitment Fees		
RH-REC-4	Who is responsible for paying recruitment fees and related costs, the worker or the facility?	Facility
Facility Response: Facility		
Verification Selection: Accurate		
Verification Data: Per verified, no recruitment fee was required upon hiring. The facility paid for the personal protective equipment (PPE), working tools, meal, dormitory, etc. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist. Details: The Administration Manager reported that no recruitment fee was required upon hiring. The personal protective equipment (PPE), working tools, etc. were also paid by the facility. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that no recruitment fee was required upon hiring. The facility provided personal protective equipment (PPE), working tools for them without charge. No any fee was required to pay upon hiring or working in the facility.		
Validation Method: SLCP Onsite Verification		
RH-REC-5	Which of the following recruitment fees or related costs does the worker pay for? (SELECT all that apply with a "X")	
RH-REC-5-1	Skills and qualification tests	
Facility Response:		
RH-REC-5-2	Medical costs	
Facility Response:		
RH-REC-5-3	Training and orientation	
Facility Response:		
RH-REC-5-4	Administrative costs	
Facility Response:		
RH-REC-5-5	Travel and lodging	
Facility Response:		

RH-REC-5-6	Equipment costs	
Facility Response:		
RH-REC-5-7	Insurance costs	
Facility Response:		
RH-REC-5-8	Other	
Facility Response:		
RH-REC-5.1	If other, please describe:	
Facility Response:		
RH-REC-6	Are workers reimbursed for recruitment fees and related costs paid?	
Facility Response:		
RH-REC-6.1	If yes, please provide: • type of recruitment fees • amount reimbursed (percentage) • the reimbursor (facility or other) • timing of reimbursement	
Facility Response:		
RH-REC-7	Are recruitment fees and related costs paid by workers in line with legal requirements?	No applicable legal requirements
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirements for this item. Per verified, workers do not pay any recruitment fees or related costs at any stage during recruitment and employment. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that no any recruitment fees or related costs was charged from workers at any stage during recruitment and employment. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they did not pay any recruitment fees or related costs at any stage during recruitment and employment.		
Validation Method: SLCP Onsite Verification		
Discrimination		
Sub-Section Instructions		
	Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction based on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disability, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact result in unequal treatment of people with certain characteristics. Distinctions are permissible when they are necessary because of the inherent requirements of the particular job, although this is a rare occurrence and such exceptions must be applied restrictively, on a case by case basis. Also, measures to protect certain categories of workers are acceptable when they are provided for under international labor Conventions and Recommendations, such as maternity protection. Distinctions also may be permissible under national laws designed to help groups who need special protection, for example, laws that offer preferential treatment to women in hiring in order to remedy the effects of past discrimination. Applicable legal standards include: ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards on discrimination; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: R90 Equal Remuneration Recommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981; C190 Violence and Harassment Convention, 2019; R206 Violence and Harassment Recommendation, 2019	
Recruitment		

RH-DIS-1	During the recruitment process, do materials such as job description or job application forms reference an applicant's race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age (other than the legal minimum age) or nationality/foreign migrant worker status in a manner that is not in line with applicable legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-2	Which of the following elements that are referenced in written job descriptions or job applications are NOT in line with legal requirements? (SELECT all that apply with a "X")	
RH-DIS-2-1	Race / Ethnic Group / Skin Color referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-2	Sex / Gender referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-3	Religion referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-4	Political Opinion referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-5	National Extraction referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-6	Social Origin referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-7	Disability referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-8	HIV / AIDS Status (real or perceived) referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-9	Sexual Orientation referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-10	Pregnancy / Maternity Status referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-11	Marital Status referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-12	Age referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-13	Nationality / Foreign Migrant Worker Status referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-14	Family responsibilities referenced and not in line with legal requirements	
Facility Response:		
RH-DIS-2-15	Written job description or job application forms reference OTHER discriminatory factors and are not in line with legal requirements	
Facility Response:		
RH-DIS-2-1	Please describe all OTHER references made in job descriptions/ applications forms that are NOT in line with legal requirements:	
Facility Response:		

Hiring		
RH-DIS-3	Have race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age (other than the legal minimum age) or nationality/foreign migrant worker status been a factor in decisions regarding hiring in a manner that is not in line with applicable legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-4	Which of the following is a factor in decisions on hiring and are NOT in line with legal requirements? (SELECT all that apply with a "X")	
RH-DIS-4-1	Race / Ethnic Group / Skin Color factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-2	Sex / Gender factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-3	Religion factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-4	Political Opinion factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-5	National Extraction factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-6	Social Origin factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-7	HIV / AIDS Status (real or perceived) factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-8	Sexual Orientation factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-9	Pregnancy / Maternity Status factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-10	Marital Status factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-11	Age factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-12	Nationality / Foreign Migrant Worker Status factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-13	Family responsibilities factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4-14	Other ground(s) identified factored into hiring decisions and not in line with legal requirements	
Facility Response:		
RH-DIS-4.1	Please describe all OTHER ground(s) identified factored into hiring decisions that are NOT in line with legal requirements:	
Facility Response:		
Pregnancy and Maternity		

RH-DIS-5	Does the facility follow any of the following practices related to worker pregnancy before or at hiring? (SELECT all that apply with a "X")	
RH-DIS-5-1	Facility requires pregnancy tests that are not required by applicable legislation	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not require pregnancy test before or at hiring. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not require pregnancy test before or at hiring. Source of information: Worker interview: Interview with 1 randomly selected female worker. Details: one female worker confirmed that no pregnancy test was needed before joining the facility or worked in the facility.		
Validation Method: SLCP Onsite Verification		
RH-DIS-5-2	Facility requires virginity test before or at hiring	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not require virginity test before or at hiring. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not require virginity test before or at hiring. Source of information: Worker interview: Interview with one female worker. Details: one female worker confirmed that no virginity test was needed before joining the facility or at working in the facility.		
Validation Method: SLCP Onsite Verification		
RH-DIS-5-3	Facility requires worker to provide commitments (verbally or in writing) that they will not become pregnant	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not require workers to provide a commitment that they will not become pregnant before hiring in the facility. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not require workers to provide commitments (verbally or in writing) that they will not become pregnant before hiring. Source of information: Worker interview: Interview with the only one female worker. Details: One female worker confirmed that no such commitment was needed before joining the facility or at working in the facility.		
Validation Method: SLCP Onsite Verification		
RH-DIS-5-4	Facility requires the use of contraceptives or other forms of birth control at hiring	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not require the use of contraceptives or other forms of birth control at hiring.		
Validation Method: SLCP Onsite Verification		
RH-DIS-5-5	None of the above	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Per verified, the facility did not follow any of the above practices related to worker pregnancy before or at hiring.		
Validation Method: SLCP Onsite Verification		
Disability		
RH-DIS-6	Does the facility hire disabled persons in line with legal requirements?	Yes
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: Yes		
Verification Data: Per verified, the facility hired disabled persons in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
Infection or Illness		
RH-DIS-7	Is the facility administering HIV / AIDS tests during the hiring process in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-8	Does the facility require HIV / AIDS tests during the hiring process?	
Facility Response:		
RH-DIS-9	Is the facility administering other infection or illness tests (e.g. Hepatitis B) during the hiring process in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-10	Does the facility require other infection or illness tests (e.g. Hepatitis B) during the hiring process?	
Facility Response:		
Other Legal Requirements		
RH-DIS-11	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Discrimination in Recruitment and Hiring?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Employment Practices		
Sub-Section Instructions		
	The Employment Practices section seeks to understand additional topics related to general employment terms and practices in the facility. The sub-section below includes questions on items such as workplace rules, written terms of employment, training and probation periods, homework.	
Workplace Rules		
RH-EMP-1	Do workplace rules comply with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-2	Are all new workers provided with a copy of the facility's workplace rules, available in all languages spoken at the facility, during orientation?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-3	Are workplace rules made visible in facility common areas (e.g. canteen, locker rooms, toilets, etc.) in all languages spoken in the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Record-keeping		
RH-EMP-4	Does the facility maintain job descriptions for all positions within the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-5	Are personnel files maintained in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

RH-EMP-6	Bangladesh: Do all workers (other than apprentices, substitute/badli or casual workers) have a service book as legally required?	
Facility Response:		
Privacy		
RH-EMP-7	Does the facility have a mechanism in place to protect workers' privacy?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Contracts / T&Cs		
RH-EMP-8	Do all workers who perform work for the facility, both on the premises and offsite have a contract?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility signed labor contracts with all workers and gave one copy to each worker. Source of information: Documentation review: The workers' employment contracts, written agreements were checked. Details: It was observed that the facility signed labor contracts with workers and signed written agreement with the retirees who hired to work again. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility signed labor contracts with workers and signed written agreement with the retirees who hired to work again. The labor contracts and written agreements were signed within one month after workers were hired. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility signed labor contracts or written agreements with them and each of them received one copy.		
Validation Method: SLCP Onsite Verification		
RH-EMP-9	Are contracts for all workers who perform work for the facility, both on the premises and offsite, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the labor contracts and written agreements were in line with legal requirements. Source of information: Documentation review: The workers' employment contracts, written agreements were checked. Details: It was observed that the labor contracts and written agreements provided by facility with proper probation period and included all legal required items included the terms of the employer's domicile, legal representative or major person-in-charge, the length of contract, wages and benefits, working time, rest day and vacation, the social security, etc. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility knew clearly the legal requirements related to labor contract and written agreement, and signed labor contracts and written agreement with workers according to legal requirements. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility signed labor contracts or written agreements with them, no illegal items existed.		
Validation Method: SLCP Onsite Verification		
RH-EMP-10	Do other types of written documents explaining the terms and conditions (T&Cs) of employment exist?	
Facility Response:		
RH-EMP-11	Does the facility follow any of the following practices related to contracts? (SELECT all that apply with a "X")	
RH-EMP-11-1	Signed copies of contracts between the facility and each worker are not maintained on file	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, the signed copies of contracts between the facility and each worker were maintained on file. Source of information: Documentation review: The workers' employment contracts, written agreements were checked. Details: It was observed that all workers had signed labor contracts or written agreements with the facility and the signed copies of contracts and written agreements between the facility and each worker were maintained on file. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist. Details: The Administration Manager reported that the facility signed labor contracts or written agreements with all workers and kept the labor contracts and written agreements on file.		
Validation Method: SLCP Onsite Verification		
RH-EMP-11-2	Contracts do not clearly and accurately state the terms and conditions of employment	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, the labor contracts and written agreements clearly and accurately stated the terms and conditions of employment. Source of information: Documentation review: The workers' employment contracts, written agreements were checked. Details: It was observed that all workers had signed labor contracts or written agreements with the facility and the labor contracts and written agreements had clearly and accurately stated the terms and conditions of employment. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility explained the contents of labor contracts and written agreements before signing, and the labor contracts and written agreements clearly and accurately stated the terms and conditions of employment.		
Validation Method: SLCP Onsite Verification		

RH-EMP-11-3	Copies of contracts are not provided to workers, in line with applicable legal requirements	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, one copy of the labor contracts and written agreements was provided to each worker. Source of information: Management interview: Interview with the Administration Manager. Details: The Administration Manager reported that the facility signed labor contracts and written agreements with all workers, and gave one copy of the signed labor contract and written agreement to each worker. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they signed labor contracts and written agreements with the facility, and they received one copy of the signed labor contract and written agreement.		
Validation Method: SLCP Onsite Verification		
RH-EMP-11-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-12	When making changes to contracts, does the facility seek the written agreement of the affected worker?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, when making changes to contracts, the facility sought the written agreement of the affected worker. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility signed labor contract or written agreements with all workers, if making changes to labor contracts, the facility will communicate and seek the written agreement of the affected workers. Source of information: Document review: The workers' employment contracts, written agreements were checked. Details: It was observed that for the changes to labor contracts such as update the length of contract, the facility communicated and signed the written agreement of the affected workers. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they had signed labor contract or written agreement with the facility, if making changes to the contracts after signed, the facility informed the changes to them, and signed for the changes, such as update the length of contract.		
Validation Method: SLCP Onsite Verification		
RH-EMP-13	Do workers understand the terms and conditions within their written employment contracts, including the terms related to wages?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-14	Does the facility follow any of these practices related to other types of written terms and conditions documents? (SELECT all that apply with a "X")	
RH-EMP-14-1	Signed copies of terms and conditions documents between the facility and each worker are not maintained on file	
Facility Response:		
RH-EMP-14-2	Terms and conditions documents are not up to date	
Facility Response:		
RH-EMP-14-3	Terms and conditions documents unclearly and/or inaccurately state the terms and conditions of employment	
Facility Response:		
RH-EMP-14-4	Copies of terms and conditions documents are not provided to workers	
Facility Response:		
RH-EMP-14-5	None of the above	
Facility Response:		
RH-EMP-15	Do workers understand the information included within their written terms and conditions documents?	
Facility Response:		
RH-EMP-16	Does the facility use fixed-term contracts?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-17	Does the facility limit the use of fixed-term contracts?	Yes
Facility Response: No		

Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Per verified, the facility had limited the use of fixed-term contracts, that a temporary worker had become a permanent worker after signing fixed-term contracts three times.		
Validation Method: SLCP Onsite Verification		
RH-EMP-18	Is the facility's practice around limits on the use of fixed-term contracts in line with legal requirements?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Per verified, the facility's practice around limits on the use of fixed-term contracts was in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
RH-EMP-19	Indonesia: Does the facility comply with legal requirements concerning premium compensation for non-permanent workers?	
Facility Response:		
RH-EMP-20	Are the facility's employment contracts for foreign migrants in line with legal requirements?	
Facility Response:		
Foreign Migrant Workers		
RH-EMP-21	Does the facility (or recruiting agency) provide foreign migrants with a signed written employment contract prior to leaving their home country?	
Facility Response:		
RH-EMP-22	If yes, does the facility (or recruiting agency) ever request that foreign migrants sign a new contract once they are in their host country?	
Facility Response:		
RH-EMP-23	If yes, are the terms and conditions the same?	
Facility Response:		
Dispatched Workers		
RH-EMP-24	Vietnam: Does the facility comply with legal requirements concerning dispatched workers at the workplace?	
Facility Response:		
Outsourced Workers		
RH-EMP-25	Indonesia: Does the facility comply with legal requirements concerning outsourced workers at the workplace?	
Facility Response:		
Probationary Periods		
RH-EMP-26	Are probationary (time) periods in line with legal requirements?	
Facility Response:		
Benefits Avoidance		
RH-EMP-27	Has the facility acted against legal requirements by hiring temporary/probationary/trainee/fixed-term contract workers to avoid legal obligations?	No applicable legal requirements
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement for this point. Source of information: Documentation review: The facility social policy, latest worker roster, law and regulations. Details: It was confirmed that there was no applicable legal requirements regarding this point. And the facility did not hire such workers (temporary/probationary/trainee/fixed-term contract workers) to avoid legal obligations.		
Validation Method: SLCP Onsite Verification		
RH-EMP-28	Cambodia: Does the facility include the entire period of continuous employment, as legally required, when determining workers' entitlements to maternity leave, attendance bonus, seniority bonus, and/or annual leave?	
Facility Response:		
Other Legal Requirements		

RH-EMP-29	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Contracts and Hiring Practices?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-30	Is the facility failing to comply with any legal requirements for Contracts and Hiring Practices pertaining to non-production workers and/or onsite sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Homeworkers		
RH-HOM-1	Does the facility comply with applicable legal requirements concerning homeworkers?	
Facility Response:		
Facility Comments		
RH-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
WORKING HOURS		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	Section Description: The purpose of this section is to understand and the facility's social and labor practices with respect to Working Hours. Social and labor topics within this section include: • Working Hours • Forced Labor • Overtime • Facility Comments	
Working Hours		
Sub-Section Instructions		
	Working hours refers to hours worked in an activity during normal periods of work, plus overtime, time spent at the place of work, when the worker is at the disposal of the employer. Working Hours are a fundamental component to the employment process and limitations (legal or otherwise) should be respected. For industrial enterprises, international standards limit regular (pre-overtime) working hours to 8 hours each day, 48 hours each week, subject to certain exceptions. They also say that workers must have at least one day off in seven. The sub-section below includes questions on items such as working hour records, regular and overtime hours, breaks, and rest days.	
Records		
WH-WOR-1	How are hours of work recorded for workers? (SELECT all that apply with a "X")	
WH-WOR-1-1	Manually (i.e. written record)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-1-2	Mechanically (i.e. punch card)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WH-WOR-1 -3	Electronically (i.e. swipe card)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 -4	Biometrically (i.e. fingerprint/face scan)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 -5	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 1	If none of the above, please describe how the facility records hours of work:	
Facility Response:		
WH-WOR-2	Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X")	
WH-WOR-2 -1	The individual worker	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 -2	Management	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 1	Please describe in what circumstances management performs this function:	
Facility Response:		
WH-WOR-2 -3	Security	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 2	Please describe in what circumstances security performs this function:	
Facility Response:		
WH-WOR-2 -4	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 3	If other, please describe:	
Facility Response:		
WH-WOR-3	Does the facility maintain only one accurate set of working hours records?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Per verified, the facility maintained only one accurate set of working hour records in the attendance system. Source of information: Document review: attendance records for the period from August 1, 2024 to September 2, 2025. Details: It was observed that the facility provided attendance records for the period from August 1, 2024 to September 2, 2025 for review. The facility maintained only one accurate set of working hour records. Source of information: Facility walkthrough h: Walkthrough of workshops, warehouse and canteen. Details: It was observed that the facility used punch card attendance system to record workers' working hours, the facial recognition attendance machines were installed in the security room. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they used facial recognition attendance system to record their working hours, the facility maintained only one accurate set of working hour records in the attendance system.

Validation Method: SLCP Onsite Verification

WH-WOR-4

Does the facility follow any of these practices regarding working hour records? (SELECT all that apply with a "X")

WH-WOR-4-1

Working hour records for each worker are not maintained for at least the last 12 months

Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-4-2

Working hour records for each worker's regular and overtime hours are not maintained

Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-4-3

Start and finish times are not recorded for all periods of work

Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-4-4

Start and finish times in the payroll system do not match exact time in/out in time records

Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-4-5

Working hour records are not consistent with payroll and other records

Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-4-6

Workers do not have unrestricted access to verify the accuracy of working hours

Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-4-7

None of the above

X

Facility Response: X

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

Regular Hours

WH-WOR-5

Number of regular weekly hours worked at the facility:

40

Facility Response: 40

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-6

Number of regular daily hours worked at the facility:

8

Facility Response: 8

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-7

Do regular working hours exceed legal requirements?

No

Facility Response: No

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification		
WH-WOR-8	Does the facility calculate regular hours as an average?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-9	If yes, do regular hours exceed 48 hours per week?	
Facility Response:		
Overtime Hours		
WH-WOR-10	Are the reasons for overtime in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-11	Are all overtime working hours in line with legal limits?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The monthly overtime working hours were not in line with legal limits. Source of information: Documentation review: Attendance records from August 1, 2024 to September 2, 2025 were reviewed. 12 attendance records were reviewed from July 2025 (current month), April 2025 (random month) and December 2024 (random month) respectively. Details: Overtime hours exceeded the legal requirement. Through document review, it was verified that 9 out of 10 randomly selected workers' monthly overtime hours were 52 hours in July 2025 (current month); 9 out of 10 randomly selected workers' monthly overtime hours were 42 hours in April 2025 (random month); 9 out of 10 randomly selected employees' monthly overtime hours were 58 hours in December 2024 (random month). Source of information: Worker interview: interview with all 12 randomly selected workers in the facility. Details: 11 out of 12 workers confirmed that monthly overtime hours exceeded 36 hours in most months.		
Non-Compliance: X		
Legal Reference: The PRC Labour Law (Effective from January 1, 1995), Article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.		
Validation Method: SLCP Onsite Verification		
WH-WOR-12	Which legal overtime limits are not being complied with? (SELECT all that apply with a "X")	
WH-WOR-12-1	Daily limits on overtime hours worked	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-12-2	Weekly limits on overtime hours worked	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-12-3	Monthly limits on overtime hours worked	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The monthly overtime working hours were not in line with legal limits. Source of information: Documentation review: Attendance records from August 1, 2024 to September 2, 2025 were reviewed. 12 attendance records were reviewed from July 2025 (current month), April 2025 (random month) and December 2024 (random month) respectively. Details: Overtime hours exceeded the legal requirement. Through document review, it was verified that 9 out of 10 randomly selected workers' monthly overtime hours were 52 hours in July 2025 (current month); 9 out of 10 randomly selected workers' monthly overtime hours were 42 hours in April 2025 (random month); 9 out of 10 randomly selected employees' monthly overtime hours were 58 hours in December 2024 (random month). Source of information: Worker interview: interview with all 12 randomly selected workers in the facility. Details: 11 out of 12 workers confirmed that monthly overtime hours exceeded 36 hours in most months.		
Non-Compliance: X		
Legal Reference: The PRC Labour Law (Effective from January 1, 1995), Article 41, The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.		
Validation Method: SLCP Onsite Verification		
WH-WOR-12-4	Yearly limits on overtime hours worked	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
WH-WOR-1 2-5	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 2.1	Please describe what "Other" type of overtime hours worked is not in line with legal limits:	
Facility Response:		
WH-WOR-1 3	Did the facility comply with legal requirements to inform an d/or get permission from governmental authorities in order t o work overtime?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 4	Are work targets for production (e.g. quota or piece work) in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Total Working Hours		
WH-WOR-1 5	Did any workers work more than 60 hours in total (regular + overtime) within any given week?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Total weekly working hours did not exceed 60 hours during the self-assessment period. Source of information: Documentation review: Attendance records from August 1, 2024 to September 2, 2025 were reviewed. 12 attendance records were reviewed from July 2025 (current month), April 2025 (random month) and December 2024 (random month) respectively. Details: Total weekly working hours did not exceed 60 hours. Through document review, it was verified that the maximum weekly working hours of 10 out of 10 randomly selected workers were 52 hours in July 2025 (current month), the maximum weekly working hours of 10 out of 10 randomly selected workers were 52 hours in April 2025 (random month), the maximum weekly working hours of 10 out of 10 randomly selected workers were 54 hours in December 2024 (random month). Source of information: Worker interview: interview with all 12 randomly selected workers in the facility. Details: 11 out of 12 workers confirmed that they worked maximum 10 hours a day, and would work from Monday to Saturday. So their weekly working hours did not 60 hours in every week.		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 6	Did any workers work more than 72 hours in total (regular + overtime) within any given week?	
Facility Response:		
WH-WOR-1 7	Did any workers work more than 80 hours in total (regular + overtime) within any given week?	
Facility Response:		
WH-WOR-1 8	Did any workers work more than 90 hours in total (regular + overtime) within any given week?	
Facility Response:		
Breaks		
WH-WOR-1 9	Does the facility provide breaks during the workday in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement on this point.		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 0	Does the facility provide time off for breastfeeding in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Per verified, no workers gave birth and returned to work during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that no workers gave birth and returned to work during the assessment period. Source of information: Documentation review: Through review the leave records in recent 12 months. Details: It was observed that there was no workers took maternity leave or breastfeeding leave during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that no workers gave birth and returned to work during the assessment period.		
Validation Method: SLCP Onsite Verification		

WH-WOR-2 1	Vietnam: Does the facility comply with legal requirements concerning breaks for shift work?	
Facility Response:		
Rest Days		
WH-WOR-2 2	Number of weekly rest days (at least 24 consecutive hours long) provided by the facility:	2
Facility Response: 2		
Verification Selection: Accurate		
Verification Data: Per verified, the facility provided two days of rest per week, as mandated by law. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility provided 2 days' rest per week according to law. However, the facility would arrange overtime work on the rest days according to production need, overtime was voluntary. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility provided 2 days' rest per week, the facility would arrange overtime work on the rest days according to production need, overtime was voluntary.		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 3	Are the weekly rest days provided by the facility in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the weekly rest days provided by the facility were in line with legal requirements. Source of information: Documentation review: attendance records from August 1, 2024 to September 2, 2025 were reviewed. The months of July 2025 (current month), April 2025 (random month) and December 2024 (random month) were reviewed and 10 samples taken from each month. The peak month in the facility was not obvious. Details: It was observed that a) in July 2025, the maximum number of consecutive working days was 6; b) in April 2025, the maximum number of consecutive working days was 6; c) in December 2024, the maximum number of consecutive working days was 6. Source of information: Worker interview: 12 out of 12 workers were interviewed. Details: 12 out of 12 workers confirmed that at the maximum consecutive working days during the assessment period was 6.		
Validation Method: SLCP Onsite Verification		
Leave		
WH-WOR-2 4	Is the facility failing to correctly provide workers time off for any of these types of leave, as legally required: • All public holidays • Annual leave • Sick leave • Maternity leave • Paternity leave • Personal leave • Other types of required leave (which may include country-specific leave requirements)?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility correctly provided workers with time off for leaves, including all public holidays, annual leave, sick leave, and etc. Source of information: Documentation review: leave policy and leave records, payroll records of workers from August 2024 to July 2025. Details: It was observed that the facility established such paid leaves policy, and the leave records and payroll records showed that the paid leaves such as annual leave, public holidays were provided to workers as per law. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist. Details: The Administration Manager reported that the facility knew the legal requirements related to these paid leaves, and established relevant leave policy to ensure provide such leaves to workers as per law. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they were trained about the se paid leaves and could apply for these leaves when needed.		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 5	Which of the following types of leave is the facility failing to provide workers time off for, as legally required? (SELECT all that apply with a "X")	
WH-WOR-2 5-1	All public holidays	
Facility Response:		
WH-WOR-2 5-2	Annual leave	
Facility Response:		
WH-WOR-2 5-3	Sick leave	
Facility Response:		
WH-WOR-2 5-4	Maternity leave	
Facility Response:		
WH-WOR-2 5-5	Paternity leave	
Facility Response:		
WH-WOR-2 5-6	Personal leave	
Facility Response:		

WH-WOR-2 5-7	Vietnam: Provide 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
WH-WOR-2 5-8	Ethiopia: Provide legally required time off for prenatal visits	
Facility Response:		
WH-WOR-2 5-9	Ethiopia: Provide time off for workers to appear at labor dispute hearings and to exercise their civil rights and duties	
Facility Response:		
WH-WOR-2 5-10	Pakistan: Provide required time off for Iddat	
Facility Response:		
WH-WOR-2 5-11	Other types of required leave	
Facility Response:		
WH-WOR-2 5.1	If other, please describe the TYPE of required leave that is not provided:	
Facility Response:		
WH-WOR-2 6	Are there any restrictions to workers applying for or taking leave?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
WH-WOR-2 7	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Working Hours?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 8	Is the facility failing to comply with any legal requirements for Working Hours pertaining to non-production workers and/or onsite sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Forced Labor		
Sub-Section Instructions		

		Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one’s work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, as long as it is part of a formal educational programme. However, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more vulnerable to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919
Forced Overtime		
WH-FOR-1	Are workers forced to work overtime under threat of penalty?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no worker was forced to work overtime under threat of penalty during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not force workers to work overtime, overtime was voluntary. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility did not force them to work overtime under threat of penalty. They worked overtime voluntarily, they would like to work overtime to earn more salary.		
Validation Method: SLCP Onsite Verification		
Overtime		
Voluntary Overtime		

WH-OVE-1	Is overtime voluntary, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, overtime working was voluntary and in line with legal requirements during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not force workers to work overtime, overtime was voluntary. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility did not force them to work overtime, overtime was voluntary. If they did not want to work overtime, they only needed to inform their supervisors orally without any penalty.		
Validation Method: SLCP Onsite Verification		
Exceptional Circumstances		
WH-OVE-2	Did the facility experience exceptional circumstances (i.e. large late customer change orders, weather disasters etc.) that resulted in significant changes to its production schedules?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-OVE-3	Does the facility consult with workers and/or notify them in advance about overtime work and/or changes in rest days in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-OVE-4	Does the facility consult with workers and/or provide a minimum notice period for overtime work and/or changes in rest days, although there are no applicable legal requirements?	
Facility Response:		
WH-OVE-5	When production/volume is lower than expected, how are workers impacted? (SELECT all that apply with a "X")	
WH-OVE-5-1	No impact to workers (workers receive their regular pay and come to work)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-2	Workers must stay at home and are required to use vacation time/paid time off	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-3	Worker's hours are reduced	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-4	Workers must stay at home and are paid legal minimum wage	

Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-5	Workers must stay at home and are paid less than legal minimum wage	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-6	Workers must stay at home and are not paid	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-7	Other action impacting workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, when production/volume was lower than expected, there was no any impact to workers. No such situation happened during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that when production/volume was lower than expected, there was no impact to workers, the facility would pay workers basic regular pay and come to work. No such situation happened during the assessment period. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that when production/volume was lower than expected, no impact to them, they could receive their regular pay and come to work. No such situation happened during the assessment period.		
Validation Method: SLCP Onsite Verification		
WH-OVE-5-1	If other, please describe:	
Facility Response:		
WH-OVE-6	Does the facility only require workers to take paid or unpaid leave in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Comments		
WH-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
WAGES & BENEFITS		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		

	Section Description: The purpose of this section is to understand and the facility's social and labor practices with respect to Wages and Benefits. Social and Labor topics within this section include: • Wages and Benefits • Facility Comments	
Wages and Benefits		
Sub-Section Instructions		
	Wages and Benefits refer to the compensation a worker should receive as a result of their work in the facility. Wages refer specifically to the monetary (cash) wages received. And benefits cover any other form of compensation the worker receives other than monetary (cash) wages. Minimum wages may be set by law or regulation, by wage boards, councils, courts or tribunals, or by collective agreement. Minimum wage rates may be different across groups of workers, sectors of economic activity, or by geographical location. The sub-section below includes questions on items such as minimum wage, overtime wage, wage payment, deductions, in-kind benefits and various forms of worker leave.	
Minimum Wage		
	NOTE: The following types of workers are based on your answers in the Facility Profile. Please ensure that your answers are correct or the appropriate questions will not appear below.	
WB-WAGE-4	Is the facility failing to pay any worker AT LEAST the legal minimum wage for any regular hours worked?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, all workers were paid AT LEAST the legal minimum wage for their regular hours worked. Source of information: Documentation review: Payroll records for the period from August 2024 to July 2025, attendance records for the period from August 1, 2024 to September 2, 2025. Details: It was observed that all workers were paid at least RMB 15 per hour for workers' regular working hours, which was higher than the local minimum wage standard. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they were paid on hourly basis, the facility paid at least RMB 15 per hour for their regular working hours, which was higher than the local minimum wage standard.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-5	If yes, please select all the categories of workers for which any workers in the category did not receive at least the legal minimum wage: (SELECT all that apply with a "X")	
WB-WAGE-5-1	Permanent workers	
Facility Response:		
WB-WAGE-5-2	Temporary workers	
Facility Response:		
WB-WAGE-5-3	Casual workers	
Facility Response:		
WB-WAGE-5-4	Part-time workers	
Facility Response:		
WB-WAGE-5-5	Agency/contract workers	
Facility Response:		
WB-WAGE-5-6	Contract workers who are not part of the production processes	
Facility Response:		
WB-WAGE-5-7	Workers under probation	
Facility Response:		
WB-WAGE-5-8	Workers who are trainees, apprentices or interns	
Facility Response:		
WB-WAGE-5-9	Other	
Facility Response:		

WB-WAGE-5.1	If other, please describe:	
Facility Response:		
WB-WAGE-6	Is the facility failing to pay any worker AT LEAST the basic wage required under their employment contract for any regular hours worked?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility paid all workers AT LEAST the basic wage required under their employment contract for any regular hours worked, which met the legal requirement. Source of information: Documentation review: labor contracts, payroll records of all workers from August 2024 to July 2025 were checked. Details: It was observed that the labor contracts stipulate that the regular wage of all workers were based on facility wage regulation and should not be lower than the local minimum wage standard, and all workers were paid at least RMB 15 per hour for workers' regular hours worked, which was higher than the local minimum wage standard and under their employment contract. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they were paid on hourly basis, the facility paid at least RMB 15 per hour for their regular working hours, which was higher than the local minimum wage standard and under their employment contract.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-7	Is the facility failing to pay any worker AT LEAST the basic wage required under the Collective Bargaining Agreement for any regular hours worked?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Per verified, no Collective Bargaining Agreement was signed in the facility. Source of information: Documentation review: no Collective Bargaining Agreement was provided to review. Details: It was observed that the facility did not sign the Collective Bargaining Agreement. Source of information: Management interview: Interview with the Administration Manager and Specialist of the facility. Details: The Administration Manager reported that there was no Collective Bargaining Agreement in the facility. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that there was no Collective Bargaining Agreement in the facility.		
Validation Method: SLCP Onsite Verification		
Facility Information		
WB-WAGE-1	Please select the facility's applicable three letter currency code:	CNY
Facility Response: CNY		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Records		
WB-WAGE-2	Does the facility maintain only one accurate payroll record?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility maintained only one accurate set of payroll records. Source of information: Documentation review: Payroll records for the period from August 2024 to July 2025 were checked. Details: It was observed that the facility provided payroll records for the period from August 2024 to July 2025 for review. The facility maintained only one accurate payroll record. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility maintained only one accurate payroll record. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that the facility had maintained only one accurate set of payroll records.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3	Does the facility follow any of these practices regarding maintaining payroll records? (SELECT all that apply with a "X")	
WB-WAGE-3-1	Payroll records for each worker are not maintained for at least the last 12 months	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3-2	Payroll records are not consistent with attendance records and other records	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3-3	Payroll records do not show all the types of social insurance the workers are paid	
Facility Response:		
Verification Selection: Accurate		

Verification Data: Per verified, payroll records showed all the types of social insurance the workers were paid. Source of information: Documentation review: social insurance payment records of recent 12 months, payroll records for the period from August 2024 to July 2025 were checked. Details: It was observed that all the types of social insurance fees were shown on the payroll records. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the social insurance fees the workers paid were shown on the payroll records. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that all the types of social insurance fees were shown on the payroll records.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Overtime Wage		
WB-WAGE-8	Is the facility failing to pay workers overtime in line with legal requirements (Incl. overtime rate and types of overtime)?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the overtime wage was paid in line with legal requirements to all workers. Source of information: Documentation review: Payroll records for the period from August 2024 to July 2025, attendance records for the period from August 1, 2024 to September 2, 2025 were checked. Details: It was observed that the facility paid 150% and 200% of normal wages for workers' overtime on normal working days and rest days respectively. No overtime was arranged on holidays. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility established overtime wage policy and paid at least 150%, 200% and 300% of normal wages for workers' overtime on normal working days, rest days and holidays respectively. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they were paid at least 150% and 200% of normal wages for workers' overtime on normal working days and rest days respectively. No overtime was arranged on holidays.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-9	Is the facility failing to pay workers correctly for any of these types of overtime hours, as legally required: • Ordinary overtime hours • Overtime hours performed at night • Overtime hours performed on weekly rest days • Overtime hours performed on public holidays?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility paid workers correctly for all the types of overtime hours including overtime on normal working days, rest days and holidays and the overtime wage was paid in line with legal requirements. Source of information: Documentation review: Payroll records for the period from August 2024 to July 2025, attendance records for the period from August 1, 2024 to September 2, 2025 were checked. Details: It was observed that facility paid 150% and 200% of normal wages for workers' overtime on normal working days and rest days respectively. No overtime was arranged on holidays. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility established overtime wage policy and paid at least 150%, 200% and 300% of normal wages for workers' overtime on normal working days, rest days and holidays respectively. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they were paid at least 150% and 200% of normal wages for workers' overtime on normal working days and rest days respectively. No overtime was arranged on holidays.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-10	Which of the following types of overtime hours is the facility failing to pay workers as legally required? (SELECT all that apply with a "X")	
WB-WAGE-10-1	Ordinary overtime hours	
Facility Response:		
WB-WAGE-10-2	Overtime hours performed at night	
Facility Response:		
WB-WAGE-10-3	Overtime hours performed on weekly rest days	
Facility Response:		
WB-WAGE-10-4	Overtime hours performed on public holidays	
Facility Response:		
WB-WAGE-11	Are overtime hours paid at a premium rate of AT LEAST 1.25 times the base rate?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Premium Pay		

WB-WAGE-12	Is the facility failing to pay workers correctly for any of these types of regular hours worked at a premium rate, as legally required: • Regular hours worked at night • Regular hours worked on weekly rest days • Regular hours worked on public holidays?	No applicable legal requirements
Facility Response: No		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement for this item. Source of information: Documentation review: through review the resources from the local laws. Details: Through reviewing resources from the local law about this item and confirmed that there were no applicable legal requirements for this item. And workers did not work regular (non-overtime) hours at night, on weekly rest days, or on public holidays. Source of information: Management interview: Interview with the Administration Manager. Details: The Administration Manager reported that the facility did not require workers to work regular (non-overtime) hours at night, on weekly rest days, or on public holidays.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-13	Which of the following types of regular hours worked at a premium rate is the facility failing to pay workers as legally required? (SELECT all that apply with a "X")	
WB-WAGE-13-1	Regular hours worked at night	
Facility Response:		
WB-WAGE-13-2	Regular hours worked on weekly rest days	
Facility Response:		
WB-WAGE-13-3	Regular hours worked on public holidays	
Facility Response:		
WB-WAGE-14	Is the facility failing to pay workers premium pay as legally required based on: • worker's competence (e.g. experience, skills, training) and/or • the nature of the work (e.g. hazard pay)?	No applicable legal requirements
Facility Response: No		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement on this point.		
Validation Method: SLCP Onsite Verification		
Piece Rate Workers		
WB-WAGE-15	Are piece rate workers paid correctly for ordinary hours of work when their piece rate earnings exceed minimum wage?	
Facility Response:		
WB-WAGE-16	Cambodia: Is the piece rate set at a level that permits workers of average ability working normal hours to earn minimum wage, as legally required?	
Facility Response:		
Work-related Activities		
WB-WAGE-17	Are workers paid for all work-related activities outside of regular working hours?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Overtime Allowances		
WB-WAGE-18	Are overtime allowances provided/paid in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Wage Grades / Levels		
WB-WAGE-19	How does the facility define wage grades/ levels?	Facility does not have wage grade/levels
Facility Response: Facility does not have wage grade/levels		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
WB-WAGE-19.1	If other, please describe:	
Facility Response:		
WB-WAGE-20	How many wage grades/ levels does the facility have?	
Facility Response:		
	NOTE: The Tool supports a maximum of 7 wage levels (7 entries for facility data). Level 1 means lowest paid grade level. For selection of "Skill" as wage level definition, the Tool only supports 3 wage levels (3 entries for facility data). If you have more wage levels, select "Other" for how the facility defines wage grades/ levels.	
WB-WAGE-21	TOTAL number of workers in wage level 1 (lowest wage grade level)	
Facility Response:		
WB-WAGE-22	Number of FEMALE workers in wage level 1 (lowest wage grade level)	
Facility Response:		
WB-WAGE-23	TOTAL number of workers in wage level 2	
Facility Response:		
WB-WAGE-24	Number of FEMALE workers in wage level 2	
Facility Response:		
WB-WAGE-25	TOTAL number of workers in wage level 3	
Facility Response:		
WB-WAGE-26	Number of FEMALE workers in wage level 3	
Facility Response:		
WB-WAGE-27	TOTAL number of workers in wage level 4	
Facility Response:		
WB-WAGE-28	Number of FEMALE workers in wage level 4	
Facility Response:		
WB-WAGE-29	TOTAL number of workers in wage level 5	
Facility Response:		
WB-WAGE-30	Number of FEMALE workers in wage level 5	
Facility Response:		
WB-WAGE-31	TOTAL number of workers in wage level 6	
Facility Response:		
WB-WAGE-32	Number of FEMALE workers in wage level 6	
Facility Response:		
WB-WAGE-33	TOTAL number of workers in wage level 7	
Facility Response:		
WB-WAGE-34	Number of FEMALE workers in wage level 7	
Facility Response:		
WB-WAGE-35	TOTAL number of workers in wage level skilled	
Facility Response:		
WB-WAGE-36	Number of FEMALE workers in wage level skilled	

Facility Response:		
WB-WAGE-37	TOTAL number of workers in wage level semi-skilled	
Facility Response:		
WB-WAGE-38	Number of FEMALE workers in wage level semi-skilled	
Facility Response:		
WB-WAGE-39	TOTAL number of workers in wage level un-skilled	
Facility Response:		
WB-WAGE-40	Number of FEMALE workers in wage level un-skilled	
Facility Response:		
WB-WAGE-41	First wage level defined by facility (this is the lowest wage level) (please complete definition of this level)	
Facility Response:		
WB-WAGE-42	TOTAL number of workers in lowest wage level defined by facility	
Facility Response:		
WB-WAGE-43	Number of FEMALE workers in lowest wage level defined by facility	
Facility Response:		
WB-WAGE-44	Second wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-45	TOTAL number of workers in second wage level defined by facility	
Facility Response:		
WB-WAGE-46	Number of FEMALE workers in second wage level defined by facility	
Facility Response:		
WB-WAGE-47	Third wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-48	TOTAL number of workers in third wage level defined by facility	
Facility Response:		
WB-WAGE-49	Number of FEMALE workers in third wage level defined by facility	
Facility Response:		
WB-WAGE-50	Fourth wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-51	TOTAL number of workers in fourth wage level defined by facility	
Facility Response:		
WB-WAGE-52	Number of FEMALE workers in fourth wage level defined by facility	
Facility Response:		
WB-WAGE-53	Fifth wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-54	TOTAL number of workers in fifth wage level defined by facility	
Facility Response:		
WB-WAGE-55	Number of FEMALE workers in fifth wage level defined by facility	
Facility Response:		

WB-WAGE-56	Sixth wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-57	TOTAL number of workers in sixth wage level defined by facility	
Facility Response:		
WB-WAGE-58	Number of FEMALE workers in sixth wage level defined by facility	
Facility Response:		
WB-WAGE-59	Seventh wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-60	TOTAL number of workers in seventh wage level defined by facility	
Facility Response:		
WB-WAGE-61	Number of FEMALE workers in seventh wage level defined by facility	
Facility Response:		
Wage Data Lowest		
WB-WAGE-62	Lowest wage grade / level: Average monthly basic wage - male	2610
Facility Response: 2610		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-63	Lowest wage grade / level: Average monthly basic wage - female	2610
Facility Response: 2610		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-64	Lowest wage grade / level: Average monthly overtime earnings - male	1233
Facility Response: 1233		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-65	Lowest wage grade / level: Average monthly overtime earnings - female	1233
Facility Response: 1233		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-66	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - male	3560
Facility Response: 3560		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-67	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - female	4130
Facility Response: 4130		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-68	Lowest wage grade / level: Average monthly take-home pay - male	6280
Facility Response: 6280		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-69	Lowest wage grade / level: Average monthly take-home pay - female	6970
Facility Response: 6970		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Wage Data Most Representative		
WB-WAGE-70	Wage grade / level most represented in the facility: Average monthly basic wage - male	2610
Facility Response: 2610		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-71	Wage grade / level most represented in the facility: Average monthly basic wage - female	2610
Facility Response: 2610		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-72	Wage grade / level most represented in the facility: Average monthly overtime earnings - male	1233
Facility Response: 1233		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-73	Wage grade / level most represented in the facility: Average monthly overtime earnings - female	1233
Facility Response: 1233		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-74	Wage grade / level most represented in the facility: Average monthly allowance/ incentive/ bonus earnings - male	3560
Facility Response: 3560		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-75	Wage grade / level most represented in the facility: Average monthly allowance/ incentive/ bonus earnings - female	4130
Facility Response: 4130		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Wage Review		
WB-WAGE-76	Were the worker's basic wages reviewed and adjusted for the entire facility (or portion of the facility)?	
Facility Response:		
Basic Wage Factors		
WB-WAGE-77	What are individual worker's basic wages based upon? (SELECT all that apply with a "X")	
WB-WAGE-77-1	Legal (or contractual agreement) requirements	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-2	Living Wage Estimate	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-3	Skills	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-77-4	Experience	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-5	Length of Employment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-6	Performance	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-7	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77.1	If other, please describe:	
Facility Response:		
WB-WAGE-77-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Wage Structure / Scale		
WB-WAGE-78	Indonesia: Does the facility establish a wage structure and wage scale, announce it to all workers, and submit it to the Local Manpower Office, as legally required?	
Facility Response:		
Performance Evaluations		
WB-WAGE-79	Does the facility conduct worker performance evaluations?	
Facility Response:		
WB-WAGE-80	Does the facility conduct worker performance evaluations based on a standard set of criteria?	
Facility Response:		
WB-WAGE-81	If yes, are worker performance evaluations shared and/or discussed with workers?	
Facility Response:		
Wage Increase		
	For the most representative department within the facility, indicate the number of workers who were promoted with an increase in their basic wage as a result of their promotion:	
WB-WAGE-82	Describe the most representative department within the facility:	The most representative department is the injection molding workshop in the production department
Facility Response: The most representative department is the injection molding workshop in the production department		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-83	Number of female workers who were promoted with an increase in their basic wage as a result of their promotion:	10
Facility Response: 10		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-84	Number of male workers who were promoted with an increase in their basic wage as a result of their promotion:	6
Facility Response: 6		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Bonus		
	Complete all the bonus types that the facility provided to workers in the assessment period:	
WB-WAGE-85	The facility paid an Attendance Bonus	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-86	The facility paid a Productivity Bonus	Yes- not legally required (voluntarily)
Facility Response: Yes- not legally required (voluntarily)		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-87	The facility paid an Annual Bonus	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-88	The facility paid a Housing Allowance	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-89	The facility paid a Transportation Allowance	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-90	The facility paid a Meal Allowance	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-91	The facility paid Seniority and/or Gratuity Bonus	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-92	Other Monetary Bonuses and/or Allowances	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-92.1	If other, please describe:	
Facility Response:		
Profit-based Bonus		
WB-WAGE-93	Pakistan: Does the facility pay workers the legally required yearly profit-based bonus?	
Facility Response:		
Participation Fund/ Welfare Fund		

WB-WAGE-94	Bangladesh: Has the facility established a Workers' Participation Fund and Welfare Fund, and paid the correct amount into the funds each year, as legally required?	
Facility Response:		
WB-WAGE-95	Bangladesh: Are the Workers' Participation and Welfare Funds used and distributed as legally required?	
Facility Response:		
Wage Payment		
WB-WAGE-96	Are wage payments made regularly and on time and in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, wage payments were made regularly and on time and in line with legal requirements. Source of information: Documentation review: attendance records for the period from August 1, 2024 to September 2, 2025, payroll records of recent 12 months from August 2024 to July 2025 were checked. Details: It was observed that the wage calculation period was from 1st to end of month and all workers were paid their fully wages by bank autopay on or before 15th of next month. For example, the wages from July 1, 2025 to July 31, 2025 were paid on August 15, 2025. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility paid wages on or before 15th of each month. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they received wages on or before 15th of each month.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-97	Are workers paid their full wages in the legally required manner?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, workers were all paid their full wages in the legally required manner. Source of information: Documentation review: attendance records for the period from August 1, 2024 to September 2, 2025, payrolls records for the period from August 2024 to July 2025 were checked. Details: 12 workers' payrolls and attendance records from July 2025 (current month), April 2025 (random month) and December 2024 (random month) were randomly selected for further checking on status of wages and working hours. It was observed that all workers were paid their full wages by bank autopay on or before 15th of each month. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility paid wages by cash on or before 15th of each month. For example, the wages from July 1, 2025 to July 31, 2025 were paid on August 15, 2025. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they received wages by bank autopay on or before 15th of each month.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-98	How are workers paid? (SELECT all that apply with a "X")	
WB-WAGE-98-1	Cash	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-99	What percentage of workers are paid by cash?	
Facility Response:		
WB-WAGE-99-1	Check	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-100	What percentage of workers are paid by check?	
Facility Response:		
WB-WAGE-100-1	Direct deposit into a bank account	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-101	What percentage of workers are paid by direct deposit into bank accounts?	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-101-1	Mobile money	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-102	What percentage of workers are paid by mobile money?	
Facility Response:		
WB-WAGE-102-1	Card (with a stored value)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-103	What percentage of workers are paid by card (with a stored value)?	
Facility Response:		
WB-WAGE-103-1	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-103.1	If other, please describe:	
Facility Response:		
WB-WAGE-104	What percentage of workers are paid by these other means?	
Facility Response:		
WB-WAGE-105	If workers are paid by direct deposit into a bank account, do they have sole control of the bank account once opened?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-106	Are workers paid directly by the facility or through 3rd party agents?	By the Facility
Facility Response: By the Facility		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-106.1	If other, please describe:	
Facility Response:		
WB-WAGE-107	If workers are paid through 3rd party agents, have workers authorized this in writing?	
Facility Response:		
WB-WAGE-108	Are workers informed about their individual wages and deductions in line with legal requirements (e.g. through pay slips)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, all workers were informed about their individual wages and deductions in line with legal requirements. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist. Details: The Administration Manager reported that the facility provided pay slips before wages were paid to all workers for their reference. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they all had pay slips to inform about their individual wages and deductions.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-109	Are pay slips in a language all workers can understand?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-110	Do pay slips contain accurate information on worker wages in a detailed and comprehensive manner for workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-111	Is the receipt of wage payment confirmed in writing by workers?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-112	Do workers have the ability to dispute and correct wage payments in the event of an error?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, all workers had the ability to dispute and correct wage payments in the event of an error. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility provided pay slips before wages were paid to all workers for their reference. All workers could dispute and correct wage payments in the event of an error. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they all had pay slips to inform about their individual wages and deductions, they could dispute and correct wage payments in the event of an error.		
Validation Method: SLCP Onsite Verification		
Loans & Advances		
WB-WAGE-113	Does the facility loan and/or advance money to workers?	
Facility Response:		
WB-WAGE-113.1	If yes, please describe the circumstances:	
Facility Response:		
WB-WAGE-114	Are all loans and/or advances in line with legal requirements?	
Facility Response:		
WB-WAGE-115	Are workers informed of the terms and conditions surrounding the granting and repayment of advances and loans?	
Facility Response:		
WB-WAGE-115.1	If yes, please describe the terms of the loans and/or advances (i.e. Interest rate, repayment terms, etc.) and how workers are informed of these terms:	
Facility Response:		
WB-WAGE-116	Is there written documentation surrounding the terms and conditions of the granting and repayment of advances and loans?	
Facility Response:		
WB-WAGE-117	If yes, do workers confirm the accuracy of payouts and repayments in writing?	
Facility Response:		
Legal Withholdings		
WB-WAGE-118	Does the facility take any deductions from wages that are not in line with legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had not taken any deductions from wages that are not in line with legal requirements. Source of information: Documentation review: attendance records for the period from August 1, 2024 to September 2, 2025, payrolls records for the period from August 2024 to July 2025 were checked. Details: 12 workers' payrolls and attendance records from July 2025 (current month), April 2025 (random month) and December 2024 (random month) were randomly selected for further checking on status of wages and working hours. It was observed that only legal required personal part of social insurance fee, house fund and personal income tax if applicable was deducted from workers' wage, and the deduction was shown on the payroll records. Source of information: Management interview: Interview with the Administration Manager of the facility. Details: The Administration Manager reported that the facility only deducted personal part of social insurance fee, house fund and personal income tax if applicable from workers' wages, no other deduction. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that only personal part of social insurance fee, house fund and personal income tax if applicable was deducted from their wages, no other deduction.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-119	Were withholdings from wages, other than social security, calculated correctly and in line with legal requirements?	Yes

Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Deductions		
WB-WAGE-120	Did the facility have any other wage deductions (besides legally required withholdings and social security)?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-120.1	If yes, please describe the type of deductions of wages made (besides legally required withholdings and social security):	
Facility Response:		
WB-WAGE-121	If yes, does the facility follow any of these practices regarding deductions: (SELECT all that apply with a "X")	
WB-WAGE-121-1	Deductions are not voluntarily accepted by workers	
Facility Response:		
WB-WAGE-121-2	Workers do not give written consent for monies to be deducted (signing a document in a language they understand)	
Facility Response:		
WB-WAGE-121-3	Deductions to wages are not explained to workers	
Facility Response:		
WB-WAGE-121-4	Workers do not have access to the account status of all wage deductions (i.e. history of payments, current account balances, etc.)	
Facility Response:		
WB-WAGE-121-5	None of the above	
Facility Response:		
WB-WAGE-122	Are workers ever responsible for the cost of any of the following? (SELECT all that apply with a "X")	
WB-WAGE-122-1	IDs/Badges/Swipe Cards	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-2	Uniforms	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-3	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122.1	If other, please describe:	
Facility Response:		
WB-WAGE-122-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Social Insurance / Social Security		

WB-WAGE-123	Does the facility fail to collect and forward workers' contributions (both amounts and types required) to any of the following social insurance or social security programs in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAGE-123-1	Pension/ Provident fund not collected/ forwarded	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to basic endowment insurance, all workers in the facility had participated in basic endowment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-2	Medical not collected/ forwarded	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to basic medical insurance, all workers in the facility had participated in basic medical insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-3	Work-related injury/ illness/ death not collected/ forwarded	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to work-related injury insurance, all workers in the facility had participated in work-related injury insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-4	Unemployment not collected/ forwarded	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to unemployment insurance, all workers in the facility had participated in unemployment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-5	Maternity not collected/ forwarded	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to maternity insurance, all workers in the facility had participated in maternity insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-6	Other not collected/ forwarded	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the facility did not fail to collect and forward workers' contributions (both amounts and types required) to housing fund.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123.1	If other, please describe:	
Facility Response: Housing fund		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		

WB-WAGE-123-7	No breakdown possible across types of social insurance AND total worker contribution amount NOT collected and/ or for warded in line with legal requirements	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-8	None of the above (facility collects and forwards all legally required contributions (total or broken down) in line with legal requirements)	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Per verified, all workers had participated in social insurance. Source of information: Documentation review: recent 12 months' payroll records, social insurance receipts for workers. Details: Through reviewing payroll records, social insurance receipts, it was observed that all workers had participated in five types of social insurances which were basic endowment insurance, basic medical insurance, employment injury insurance, unemployment insurance and maternity insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123-9	Not applicable - see country specific question(s) below	
Facility Response:		
WB-WAGE-124	Does the facility register their workers with social security institutions, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had registered their workers with social security institutions, in line with legal requirements. Source of information: Documentation review: recent 12 months' payroll records, social insurance and housing fund records for workers. Details: the facility had registered their workers with social security institutions, in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125	Which of the following facility social insurance contributions (both calculations and types required) are out of line with legal requirements? (SELECT all that apply with an "X")	
WB-WAGE-125-1	Pension/ Provident fund	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all 5 social insurance including pension insurance, maternity insurance, medical insurance, work-related injury insurance and unemployment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-2	Medical	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all 5 social insurance including pension insurance, maternity insurance, medical insurance, work-related injury insurance and unemployment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-3	Work-related injury/ illness/ death	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all 5 social insurance including pension insurance, maternity insurance, medical insurance, work-related injury insurance and unemployment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-4	Unemployment	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all 5 social insurance including pension insurance, maternity insurance, medical insurance, work-related injury insurance and unemployment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-5	Maternity	

Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all 5 social insurance including pension insurance, maternity insurance, medical insurance, work-related injury insurance and unemployment insurance.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-6	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all housing provident fund.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125.1	If other, please describe:	
Facility Response:		
WB-WAGE-125-7	No breakdown possible across types of social insurance AND total facility contribution amount NOT in line with legal requirements	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-8	None of the above (facility contributions (total or broken down) are in line with legal requirements)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Per verified, all workers in the facility had participated in all 5 social insurance including pension insurance, maternity insurance, medical insurance, work-related injury insurance and unemployment insurance, and housing provident fund.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-9	Not applicable - see country specific question(s) below	
Facility Response:		
WB-WAGE-126	Vietnam: Does the facility collect and forward workers' contributions as legally required and pay the legally required employer contributions to social, health and unemployment insurance funds on time?	
Facility Response:		
WB-WAGE-127	Does the facility provide other insurance to workers who are not covered by legally required social insurance or social security programs?	Not Applicable
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: Not Applicable		
Verification Data: Misunderstanding. Per verified, the facility provided commercial insurance for all 1 worker who had exceeded the retirement age and could not participate in social insurance, which was valid until 22 April 2026.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-128	If yes, how many workers are covered by this other insurance?	
Facility Response: 21		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
WB-WAGE-129	Does the facility provide legally required compensation/ benefits related to social protection directly to workers (e.g. old age, accident, illness and death benefits)?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Verification Data: Misunderstanding. Per verified, no applicable legal requirements for this point in China. Source of information: Documentation review: The facility social policy, law and regulation. Details: there was no such requirement for the facility to provide legally required compensation/ benefits related to social protection directly to workers, so the answer of this question was no applicable legal requirements.		
Validation Method: SLCP Onsite Verification		

WB-WAGE-130	Which of the following legally required compensation/ benefits is not directly paid to workers? (SELECT all that apply with an "X")	
WB-WAGE-130-1	Compulsory group insurance for workers	
Facility Response:		
WB-WAGE-130-2	Compensation for work-related accidents and diseases	
Facility Response:		
WB-WAGE-130-3	Compensation for worker's death	
Facility Response:		
WB-WAGE-130-4	Vietnam: Facility contribution for social, health and unemployment insurance for workers not covered by compulsory social insurance	
Facility Response:		
WB-WAGE-130-5	Other	
Facility Response:		
WB-WAGE-130.1	If other, please describe:	
Facility Response:		
WB-WAGE-131	Vietnam: Does the facility submit claims for sick leave and maternity leave to the social insurance agency within 10 days, as legally required?	
Facility Response:		
WB-WAGE-132	Vietnam: Does the facility comply with applicable legal requirements when workers have occupational accidents and diseases?	
Facility Response:		
WB-WAGE-133	Indonesia: Does the facility comply with all requirements related to national social insurance (BPJS Ketenagakerjaan), including registering workers, paying employer contributions, and collecting and forwarding workers' contributions?	
Facility Response:		
WB-WAGE-134	Indonesia: Does the facility comply with all requirements related to National healthcare funds (BPJS kesehatan), including registering workers, paying employer contributions, and collecting and forwarding workers' contribution?	
Facility Response:		
WB-WAGE-135	Pakistan: Do workers receive correct payment for work-related injury benefits?	
Facility Response:		
WB-WAGE-136	Pakistan: Do workers' survivors receive correct payment for survivor benefits?	
Facility Response:		
WB-WAGE-137	Pakistan: Do workers' survivors receive correct payment for death grant?	
Facility Response:		
WB-WAGE-138	Pakistan: Do workers and survivors receive required medical care?	
Facility Response:		
WB-WAGE-139	If the facility has overdue social insurance / social security debts due to non-payment or untimely payment of contributions, is the facility actively correcting this legal non-compliance?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had no overdue social insurance / social security debts. Source of information: Documentation review: The facility social policy, law and regulation. Details: the facility had no overdue social insurance / social security debts, so the answer of this question was not applicable.		
Validation Method: SLCP Onsite Verification		

WB-WAGE-140	Has the facility been subject to any fines or sanctions related to social insurance/ social security?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had not been subject to any fines or sanctions related to social insurance/ social security. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility had not received fines or sanctions related to social insurance/ social security from government authorities in the assessment period. Source of information: Documentation review: background check in pre-verification form internet. Details: It was observed that the facility had not received fines or sanctions related to social insurance/ social security from government authorities in the assessment period.		
Validation Method: SLCP Onsite Verification		
In-kind Benefits		
WB-WAGE-141	Does the facility provide in-kind benefits in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-142	Does the facility provide in-kind benefits, even if not legally required?	
Facility Response:		
WB-WAGE-143	Which types of in-kind benefits does the facility provide? (SELECT all that apply with a "X")	
WB-WAGE-143-1	Child Care	
Facility Response:		
WB-WAGE-143.1	Please describe:	
Facility Response:		
WB-WAGE-143-2	Transportation	
Facility Response:		
WB-WAGE-143.2	Please describe:	
Facility Response:		
WB-WAGE-143-3	Housing	
Facility Response:		
WB-WAGE-143.3	Please describe:	
Facility Response:		
WB-WAGE-143-4	Food	
Facility Response:		
WB-WAGE-143.4	Please describe:	
Facility Response:		
WB-WAGE-143-5	Medical Services	
Facility Response:		
WB-WAGE-143.5	Please describe:	
Facility Response:		
WB-WAGE-143-6	Energy (i.e. fuel, coal, electricity, gas etc.)	
Facility Response:		
WB-WAGE-143.6	Please describe:	
Facility Response:		
WB-WAGE-143-7	Footwear / Clothing	
Facility Response:		

WB-WAGE-143.7	Please describe:	
Facility Response:		
WB-WAGE-143-8	Other	
Facility Response:		
WB-WAGE-143.8	If other, please describe:	
Facility Response:		
WB-WAGE-144	Are all in-kind benefits voluntary?	
Facility Response:		
WB-WAGE-145	Does the facility charge for in-kind benefits at or below cost?	
Facility Response:		
WB-WAGE-146	Are workers informed of the existence of in-kind benefits?	
Facility Response:		
Break		
WB-WAGE-147	Are workers paid during breastfeeding breaks in line with legal requirements?	No
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Per verified, the facility did not provided in-kind benefits, which was not required by local law. Meals were provided for all employees for free.		
Validation Method: SLCP Onsite Verification		
Leave		
WB-WAGE-148	Is the facility failing to correctly pay workers for any of these types of leave, as legally required: • All public holidays • Annual leave • Sick leave • Maternity leave • Paternity leave • Personal leave • Other types of required leave?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility correctly paid workers for all types of leave including all public holidays, annual leave, sick leave and etc. Source of information: Documentation review: Leave policy, payroll records for the period from August 2024 to July 2025, attendance records and leave records for the period from August 1, 2024 to September 2, 2025 were checked. Details: It was observed that the facility established leave policy which showed the facility provided annual leave, public holidays, sick leave, maternity leave, etc to workers. Based on the provided leave records and payroll records, the facility paid for the annual leave, public holidays, sick leave, etc as per legal requirement. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that they knew the leave policy, and the facility provided paid were paid annual leave, public holidays, sick leave, etc to them as per legal requirement.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-149	Which of the following types of leave is the facility failing to pay workers for, as legally required? (SELECT all that apply with a "X")	
WB-WAGE-149-1	All public holidays	
Facility Response:		
WB-WAGE-149-2	Annual leave	
Facility Response:		
WB-WAGE-149-3	Sick leave	
Facility Response:		
WB-WAGE-149-4	Maternity leave	
Facility Response:		
WB-WAGE-149-5	Paternity leave	
Facility Response:		
WB-WAGE-149-6	Personal leave	

Facility Response:		
WB-WAGE-149-7	Vietnam: Pay 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
WB-WAGE-149-8	Ethiopia: Pay workers correctly during prenatal visits	
Facility Response:		
WB-WAGE-149-9	Ethiopia: Pay workers correctly when they take time off to appear at labor dispute hearings and to exercise their civil rights and duties	
Facility Response:		
WB-WAGE-149-10	Pakistan: Pay workers correctly during Iddat leave	
Facility Response:		
WB-WAGE-149-11	Other types of required leave	
Facility Response:		
WB-WAGE-149.1	If other, please describe the TYPE of required leave that is not paid for:	
Facility Response:		
WB-WAGE-150	Does the facility comply with legal restrictions regarding payment instead of leave?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Compensatory Leave		
WB-WAGE-151	Does the facility provide workers with compensatory time of f in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Work Stoppages		
WB-WAGE-152	Does the facility pay workers correctly during work stoppages in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Benefits		
WB-WAGE-153	Were all OTHER wage payments in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-154	Cambodia: Which of the following OTHER wage payments were not in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAGE-154-1	Cambodia: Transport home or a place to sleep for workers who finish work between 22:00 and 05:00	
Facility Response:		
WB-WAGE-154-2	Cambodia: Wage supplements (including transportation and housing allowances)	
Facility Response:		
WB-WAGE-154-3	Cambodia: Attendance bonus during leave	
Facility Response:		
WB-WAGE-154-4	Cambodia: Attendance bonus to new workers	
Facility Response:		

WB-WAGE-154-5	Cambodia: Attendance bonus to casual workers	
Facility Response:		
WB-WAGE-154-6	Cambodia: Seniority indemnity for Undetermined Duration Contract (UDC) workers	
Facility Response:		
WB-WAGE-155	Vietnam: Does the facility incorporate all legally required allowances and additional payments into the calculation of wage-based benefits (e.g. social insurance payments, overtime, paid leave, etc.)?	
Facility Response:		
WB-WAGE-156	Pakistan: Does the employer maintain a fair price shop?	
Facility Response:		
Other Legal Requirements		
WB-WAGE-157	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Wages and Benefits?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Per verified, the facility was not failing to comply with any legal requirements not covered elsewhere regarding Wages and Benefits.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-158	Is the facility failing to comply with any legal requirements for Wages and Benefits pertaining to non-production workers and/or onsite sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Comments		
WB-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
WORKER TREATMENT		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	Section Description: The purpose of the Worker Treatment section is to understand how the facility treats workers while they are in the facility. From freedom of movement to harassment, this section seeks to understand if workers are treated in a fair and responsible manner, in line with applicable legal standards. Social and Labor topics within this section include: • Forced Labor • Harassment and Abuse • Discrimination • Discipline • Facility Comments	
Forced Labor		
Sub-Section Instructions		

	Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one’s work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, as long as it is part of a formal educational programme. However, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more vulnerable to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919	
Coercive Tactics		
WT-FOR-1	Does the employer use any other coercive tactics to force workers to work?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility did not use any other coercive tactics to force workers to work. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility did not use any other coercive tactics to force workers to work. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the facility did not use any other coercive tactics to force workers to work, they worked in the facility freely as their own will.		
Validation Method: SLCP Onsite Verification		
Violence or Threats		
WT-FOR-2	Have any cases of violence or threats of violence to intimidate workers and force them to work occurred at the workplace?	No

Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no cases of violence or threats of violence to intimidate workers and force them to work occurred at the workplace had occurred during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility prohibited any violence or threats of violence to intimidate workers and force them to work. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that no cases of violence or threats of violence to intimidate workers and force them to work occurred at the workplace had occurred since they worked in the facility.		
Validation Method: SLCP Onsite Verification		
WT-FOR-3	Are there written records of these cases?	
Facility Response:		
WT-FOR-4	If yes, in how many cases was the victim a male worker?	
Facility Response:		
WT-FOR-5	If yes, in how many cases was the victim a female worker?	
Facility Response:		
WT-FOR-6	Have any cases of threats, such as reporting to authorities, deportation or threats against a worker's family/close associates, or cancelation of visa or other documents (e.g. work permits, residence permits, etc.) occurred in order to force migrant workers to stay at the job?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no cases of threats to force migrant workers to stay at the job. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that no cases of threats occurred in order to force domestic migrant workers to stay at the job. All workers worked in the facility as their own will. No foreign migrant workers were in the facility. Source of information: Worker interview: interview with all 12 randomly selected workers (including 9 domestic migrant workers). Details: all the 12 workers confirmed that they worked in the facility as their own will, no cases to force migrant workers to stay at the job had occurred, all workers could leave freely.		
Validation Method: SLCP Onsite Verification		
Physical Force		
WT-FOR-7	Have workers been forced to work as a disciplinary measure or as punishment for participation in a strike?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, all workers worked in the facility as their own will, no strike happened in the facility during the assessment period and no workers been forced to work as a disciplinary measure or as punishment. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that all workers worked in the facility as their own will, no strikes happen in the facility during the assessment period. The facility did not forced workers to work as a disciplinary measure or as punishment. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that no strike happened in the facility during the assessment period, they were not forced to work as a disciplinary measure or as punishment.		
Validation Method: SLCP Onsite Verification		
WT-FOR-8	Are there written records of these cases?	
Facility Response:		
Freedom of Movement		
WT-FOR-9	Are workers restricted from leaving the workplace in order to force them to work?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no worker was restricted from leaving the workplace in order to force them to work during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that all workers worked in the facility as their own will, no worker was restricted from leaving the workplace in order to force them to work during the assessment period. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that all workers could leave the workplace freely, they were never restricted from leaving the workplace in order to force them to work.		
Validation Method: SLCP Onsite Verification		
WT-FOR-10	Are workers free to come and go from the dormitories and the industrial park or zone in which the facility is located?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, all workers could come and go from the industrial zone in which the facility was located freely. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that all workers were free to come and go from the industrial park or zone in which the facility was located, they never restricted workers' freedom of movement. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that they were free to come and go from the industrial park or zone in which the facility is located, the facility never restricted their freedom of movement.		
Validation Method: SLCP Onsite Verification		

Withholding		
WT-FOR-11	Have workers been denied access to any of their original personal documents (such as birth certificates, passports, work permits and ID cards) when they need them?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, workers kept all of their original personal documents themselves and could get them all the time. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility did not keep workers’ original personal documents such as identification cards, only copies were kept in workers’ personal files according to law. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that they kept all of their original personal documents and could get them all the time, only personal document copies were kept in their personal files.		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
WT-FOR-12	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Forced Labor in Worker Treatment?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Harassment and Abuse		
Sub-Section Instructions		
	Harassment or abuse refers to every worker being treated with respect and dignity. No worker shall be subject to any physical, sexual, psychological or verbal harassment, abuse or threats of abuse. The sub-section below includes questions on items such as disciplinary measures, harassment, discriminatory harassment and use of security personnel.	
Harassment		
WT-HAR-1	Have there been any cases of physical, verbal, psychological harassment, violence or abuse?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no cases of physical, verbal, psychological harassment, violence or abuse had occurred during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility treated workers with dignity, no cases of physical, verbal, psychological harassment, violence or abuse had occurred. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that no cases of physical, verbal, psychological harassment, violence or abuse had occurred in the facility.		
Validation Method: SLCP Onsite Verification		
WT-HAR-2	Are there written records of these cases?	
Facility Response:		
WT-HAR-3	If yes, in how many cases was the victim a male worker?	
Facility Response:		
WT-HAR-4	If yes, in how many cases was the victim a female worker?	
Facility Response:		
Harassment Training		
WT-HAR-5	Vietnam: Has the facility communicated with workers or trained them on laws and regulations on prevention and control of sexual harassment, as legally required?	
Facility Response:		
Discipline		
WT-HAR-6	Does the facility have effective remediation processes in place to address cases of harassment or abuse?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-HAR-6.1	If yes, please describe the processes:	Per verified, according to anti-harassment and anti-abuse management procedure, effective remediation would be taken if harassment or abuse happens. The facility would stop harassment or abuse at once, remedy the sufferer, discipline the executor and train all workers.
Facility Response: Facility will report to local police if supervisors, managers, and workers who engage		
Verification Selection: Inaccurate - Incorrect		

Corrected Response:		
Verification Data: Per verified, according to anti-harassment and anti-abuse management procedure, effective remediation would be taken if harassment or abuse happens. The facility would stop harassment or abuse at once, remedy the sufferer, discipline the executor and train all workers.		
Validation Method: SLCP Onsite Verification		
Security Personnel		
WT-HAR-7	Does the facility employ (or contract services for) security personnel on-site?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-HAR-8	How many cases of worker harassment by security personnel have occurred?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-HAR-9	Do security personnel carry weapons?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-HAR-10	Do security personnel carry weapons on the production floor?	
Facility Response:		
WT-HAR-11	Do security personnel carry weapons in line with legal requirements?	
Facility Response:		
Discrimination		
WT-HAR-12	Have there been any cases of harassment based upon race, ethnicity group, skin color, religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, gender identity, pregnancy/maternity status, marital status, family responsibilities, age, nationality/foreign migrant worker status?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no any cases of harassment had occurred during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility treated workers with dignity, no any cases of harassment had occurred in the facility. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that there was no harassment based upon race, ethnicity group, skin color, religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, gender identity, pregnancy/maternity status, marital status, family responsibilities, age, nationality/foreign migrant worker status, all workers were treated equally.		
Validation Method: SLCP Onsite Verification		
WT-HAR-13	If yes, in how many cases was the victim a male worker?	
Facility Response:		
WT-HAR-14	If yes, in how many cases was the victim a female worker?	
Facility Response:		
WT-HAR-15	Please specify the basis of the harassment: (SELECT all that apply with a "X")	
WT-HAR-15-1	Race / Ethnic Group / Skin Color	
Facility Response:		
WT-HAR-15-2	Religion	
Facility Response:		
WT-HAR-15-3	Political Opinion	
Facility Response:		
WT-HAR-15-4	National Extraction	
Facility Response:		

WT-HAR-15-5	Social Origin	
Facility Response:		
WT-HAR-15-6	Disability	
Facility Response:		
WT-HAR-15-7	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-HAR-15-8	Sexual Orientation	
Facility Response:		
WT-HAR-15-9	Gender Identity	
Facility Response:		
WT-HAR-15-10	Pregnancy / Maternity Status	
Facility Response:		
WT-HAR-15-11	Marital Status	
Facility Response:		
WT-HAR-15-12	Age	
Facility Response:		
WT-HAR-15-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-HAR-15-14	Family responsibilities	
Facility Response:		
WT-HAR-15-15	Other	
Facility Response:		
WT-HAR-15-1	Please describe what "Other" ground of harassment occurred:	
Facility Response:		
Race / Skin Color		
WT-HAR-16	How many cases of harassment based upon race / ethnic group / skin color occurred?	
Facility Response:		
WT-HAR-17	Are there written records of these cases?	
Facility Response:		
Religion		
WT-HAR-18	How many cases of harassment based upon religion occurred?	
Facility Response:		
WT-HAR-19	Are there written records of these cases?	
Facility Response:		
Political Opinion		
WT-HAR-20	How many cases of harassment based upon political opinion occurred?	
Facility Response:		
WT-HAR-21	Are there written records of these cases?	
Facility Response:		
National Extraction		
WT-HAR-22	How many cases of harassment based upon national extraction occurred?	
Facility Response:		

WT-HAR-23	Are there written records of these cases?	
Facility Response:		
Social Origin		
WT-HAR-24	How many cases of harassment based upon social origin occurred?	
Facility Response:		
WT-HAR-25	Are there written records of these cases?	
Facility Response:		
Disability		
WT-HAR-26	How many cases of harassment based upon disability occurred?	
Facility Response:		
WT-HAR-27	Are there written records of these cases?	
Facility Response:		
HIV/AIDS Status		
WT-HAR-28	How many cases of harassment based upon HIV/AIDS status occurred?	
Facility Response:		
WT-HAR-29	Are there written records of these cases?	
Facility Response:		
Sexual Orientation		
WT-HAR-30	How many cases of harassment based upon sexual orientation occurred?	
Facility Response:		
WT-HAR-31	Are there written records of these cases?	
Facility Response:		
Gender Identity		
WT-HAR-32	How many cases of harassment based upon gender identity occurred?	
Facility Response:		
WT-HAR-33	Are there written records of these cases?	
Facility Response:		
Pregnancy Status		
WT-HAR-34	How many cases of harassment based upon pregnancy/maternity status occurred?	
Facility Response:		
WT-HAR-35	Are there written records of these cases?	
Facility Response:		
Marital Status		
WT-HAR-36	How many cases of harassment based upon marital status occurred?	
Facility Response:		
WT-HAR-37	Are there written records of these cases?	
Facility Response:		
Age		
WT-HAR-38	How many cases of harassment based upon age occurred?	
Facility Response:		
WT-HAR-39	Are there written records of these cases?	
Facility Response:		
Nationality / Foreign Migrant Worker Status		
WT-HAR-40	How many cases of harassment based upon nationality/foreign migrant worker status occurred?	
Facility Response:		
WT-HAR-41	Are there written records of these cases?	

Facility Response:		
Other		
WT-HAR-42	How many cases of harassment based upon "Other" occurred?	
Facility Response:		
WT-HAR-43	Are there written records of these cases?	
Facility Response:		
Pakistan Law		
WT-HAR-44	Pakistan: Has the employer adopted a Code of Conduct to protect against harassment at the workplace?	
Facility Response:		
Other Legal Requirements		
WT-HAR-45	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Harassment and Abuse?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Discrimination		
Sub-Section Instructions		
	Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction based on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disability, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact result in unequal treatment of people with certain characteristics. Distinctions are permissible when they are necessary because of the inherent requirements of the particular job, although this is a rare occurrence and such exceptions must be applied restrictively, on a case by case basis. Also, measures to protect certain categories of workers are acceptable when they are provided for under international labor Conventions and Recommendations, such as maternity protection. Distinctions also may be permissible under national laws designed to help groups who need special protection, for example, laws that offer preferential treatment to women in hiring in order to remedy the effects of past discrimination. Applicable legal standards include: ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards on discrimination; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: R90 Equal Remuneration Recommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981; C190 Violence and Harassment Convention, 2019; R206 Violence and Harassment Recommendation, 2019	
Sexual Harassment		
WT-DIS-1	Have there been cases of sexual harassment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no cases of sexual harassment had occurred during the assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that all workers were treated equally with dignity, no cases of sexual harassment had occurred. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that no cases of sexual harassment had occurred in the facility, and the facility management did not harass the opposite sex or the same sex, all workers were treated equally with dignity.		
Validation Method: SLCP Onsite Verification		
WT-DIS-2	How many cases of sexual harassment occurred?	
Facility Response:		
WT-DIS-3	Are there written records of these cases?	

Facility Response:		
WT-DIS-4	Pakistan: Has the employer set up a functioning Inquiry Committee and designated a Competent Authority to handle harassment complaints?	
Facility Response:		
Promotion and Access to Training		
WT-DIS-5	Have race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding promotion or access to training?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-6	Which of the following is a factor in decisions on promotion or access to training? (SELECT all that apply with a "X")	
WT-DIS-6-1	Race / Ethnic Group / Skin Color	
Facility Response:		
WT-DIS-6-2	Sex / Gender	
Facility Response:		
WT-DIS-6-3	Religion	
Facility Response:		
WT-DIS-6-4	Political Opinion	
Facility Response:		
WT-DIS-6-5	National Extraction	
Facility Response:		
WT-DIS-6-6	Social Origin	
Facility Response:		
WT-DIS-6-7	Disability	
Facility Response:		
WT-DIS-6-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-6-9	Sexual Orientation	
Facility Response:		
WT-DIS-6-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-6-11	Marital Status	
Facility Response:		
WT-DIS-6-12	Age	
Facility Response:		
WT-DIS-6-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-6-14	Family responsibilities	
Facility Response:		
WT-DIS-6-15	Other	
Facility Response:		
WT-DIS-6.1	Please describe what "Other" factor is considered in the promotion or access to training process:	
Facility Response:		
Compensation		

WT-DIS-7	Have race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding compensation?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status was not a factor in decisions regarding compensation. Source of information: Documentation review: anti-discrimination policy, payroll records from August 2024 to July 2025. Details: It was observed that the facility prohibited any discrimination in hiring, promotion, compensation, etc. All workers were paid equally for same work. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility treated all workers equally without any discrimination. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the facility provide compensation to them according to law, the above factors were not a decisions for compensation, all workers were treated equally.		
Validation Method: SLCP Onsite Verification		
WT-DIS-8	Which of the following is a factor in decisions on compensation? (SELECT all that apply with a "X")	
WT-DIS-8-1	Race / Ethnic Group / Skin Color	
Facility Response:		
WT-DIS-8-2	Sex / Gender	
Facility Response:		
WT-DIS-8-3	Religion	
Facility Response:		
WT-DIS-8-4	Political Opinion	
Facility Response:		
WT-DIS-8-5	National Extraction	
Facility Response:		
WT-DIS-8-6	Social Origin	
Facility Response:		
WT-DIS-8-7	Disability	
Facility Response:		
WT-DIS-8-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-8-9	Sexual Orientation	
Facility Response:		
WT-DIS-8-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-8-11	Marital Status	
Facility Response:		
WT-DIS-8-12	Age	
Facility Response:		
WT-DIS-8-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-8-14	Family responsibilities	
Facility Response:		
WT-DIS-8-15	Other	
Facility Response:		
WT-DIS-8.1	Please describe what "Other" factor is considered in the compensation process:	
Facility Response:		
Conditions of Work		

WT-DIS-9	Have race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding conditions of work?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status was not a factor in decisions regarding conditions of work. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility treated all workers equally without any discrimination. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the decisions regarding conditions of work were according to law and personal wishes of workers, all workers were treated equally.		
Validation Method: SLCP Onsite Verification		
WT-DIS-10	Which of the following is a factor in decisions on conditions of work? (SELECT all that apply with a "X")	
WT-DIS-10-1	Race / Ethnic Group / Skin Color	
Facility Response:		
WT-DIS-10-2	Sex / Gender	
Facility Response:		
WT-DIS-10-3	Religion	
Facility Response:		
WT-DIS-10-4	Political Opinion	
Facility Response:		
WT-DIS-10-5	National Extraction	
Facility Response:		
WT-DIS-10-6	Social Origin	
Facility Response:		
WT-DIS-10-7	Disability	
Facility Response:		
WT-DIS-10-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-10-9	Sexual Orientation	
Facility Response:		
WT-DIS-10-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-10-11	Marital Status	
Facility Response:		
WT-DIS-10-12	Age	
Facility Response:		
WT-DIS-10-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-10-14	Family responsibilities	
Facility Response:		
WT-DIS-10-15	Other	
Facility Response:		

WT-DIS-10.1	Please describe what "Other" factor is considered in decisions regarding conditions of work:	
Facility Response:		
Pregnancy and Maternity		
WT-DIS-11	Has the facility failed to maintain any of the following for workers during and after maternity leave? (SELECT all that apply with a "X")	
WT-DIS-11-1	Employment status not maintained	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-11-2	Position not maintained	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-11-3	Wages not maintained	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-11-4	Benefits not maintained	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-11-5	Not Applicable	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-11-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-12	Does the facility include all periods of maternity leave in the workers' period of continuous service?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-13	Does the facility follow any of the following practices related to worker pregnancy at any time during employment? (SELECT all that apply with a "X")	
WT-DIS-14	Facility requires pregnancy tests that are not required by applicable legislation	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-14-1	Facility requires the use of contraceptives or other forms of birth control at any time during employment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-14-2	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Disability		

WT-DIS-15	Are the facility's practices around making accommodations for or physically disabled persons in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement on this point.		
Validation Method: SLCP Onsite Verification		
WT-DIS-16	Has the facility made accommodations/arrangements for physically disabled persons, although there are no applicable legal requirements?	No
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: No		
Verification Data: Per verified, the facility did not make accommodations/arrangements for physically disabled persons.		
Validation Method: SLCP Onsite Verification		
WT-DIS-16.1	Please describe any accommodations/arrangements made:	
Facility Response:		
WT-DIS-17	How many workers became disabled (for whatever reason)?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-18	How many workers became disabled for a work-related reason?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Per verified, there was no such thing occurred during the assessment period. Source of information: Documentation review: through review the injury records of the rent 12 months provided by the facility. Details: It was observed that no worker became disabled for a work-related reason during assessment period. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that no worker became disabled for a work-related reason during assessment period. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that no worker became disabled for a work-related reason during assessment period.		
Validation Method: SLCP Onsite Verification		
WT-DIS-19	Has the facility taken legally required steps to enable workers who become disabled (for whatever reason) to retain their work?	
Facility Response:		
WT-DIS-20	Has the facility taken steps to enable workers who become disabled (for whatever reason) to retain their work, although there are no applicable legal requirements?	
Facility Response:		
Infection or Illness		
WT-DIS-21	Is the facility in line with legal requirements when administering HIV / AIDS tests during employment?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-22	Does the facility require HIV/AIDS tests during employment?	
Facility Response:		
WT-DIS-23	Is the facility in line with legal requirements when administering other infection or illness tests (e.g. Hepatitis B) during employment?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Per verified, the facility was administering any HIV / AIDS tests during employment. Source of information: Documentation review: through review the health check records of the rent 12 months provided by the facility. Details: It was observed that the facility is not administering any tests. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The management reported that the facility is not administering any tests. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the facility is not administering any tests.		
Validation Method: SLCP Onsite Verification		

WT-DIS-24	Does the facility require other infection or illness tests (e.g. Hepatitis B) during employment?	
Facility Response:		
WT-DIS-25	Has the facility taken legally required steps to enable workers with HIV/AIDS to retain their work, if they were medically able to?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-26	Although not legally required, has the facility taken steps to enable workers with HIV/AIDS to retain their work if they were medically able to?	
Facility Response:		
WT-DIS-27	Has the facility taken legally required steps to enable workers with infections or illness (other than HIV/AIDS) to retain their work, if they were medically able to?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-28	Although not legally required, has the facility taken steps to enable workers with infections or illness (other than HIV/AIDS) to retain their work if they were medically able to?	
Facility Response:		
Other Legal Requirements		
WT-DIS-29	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Discrimination in Worker Treatment?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Discipline		
Sub-Section Instructions		
	Discipline refers to the actions supervisory personnel take to correct behavior that does not meet established company rules. The sub-section below includes questions on disciplinary measures, communication methods, record keeping and appeals process.	
Measures		
WT-DISC-1	Are disciplinary measures for workers in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Communication		
WT-DISC-2	When a disciplinary action is initiated against a worker, is that worker always informed?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DISC-3	Do workers sign all written records of disciplinary actions taken against them?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Appeal		
WT-DISC-4	Do workers have the right to respond to and/or appeal any disciplinary decisions without any negative repercussions?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DISC-5	Do workers have the right to consult with and be represented either by a trade union or by worker representatives when evaluating and contesting disciplinary decisions?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Records		
WT-DISC-6	Are written records of disciplinary actions maintained in workers' personnel files?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DISC-7	For how many months are records of disciplinary actions maintained in worker personnel files?	12
Facility Response: 12		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
WT-DISC-8	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Discipline?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Worker Treatment		
Court Orders and Similar		
WT-WOR-1	Has the facility failed to implement any applicable court orders, arbitration awards, conciliation agreements and/or settlements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-WOR-2	Which of the following has the facility failed to implement? (SELECT all that apply with a "X")	
WT-WOR-2-1	Court orders not implemented	
Facility Response:		
WT-WOR-2-2	Arbitration awards not implemented	
Facility Response:		
WT-WOR-2-3	Conciliated/mediated agreements not implemented	
Facility Response:		
WT-WOR-2-4	Settlements not implemented	
Facility Response:		
Other Legal Requirements		
WT-WOR-3	Is the facility failing to comply with any legal requirements for or Discipline, Harassment and Abuse pertaining to non-production workers and/or onsite sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Comments		
WT-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	

Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
WORKER INVOLVEMENT		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	Section Description: The purpose of the Worker Involvement section is to understand how the facility involves workers in the improvement process within the facility. From participation in Freedom of Association to Grievance systems, this section seeks to understand the facility's mechanisms in place to facilitate dialogue and action between management and workers. Social and Labor topics within this section include: • Freedom of Association and Collective Bargaining • Worker Representatives • Bipartite committee(s) • Grievance Systems • Worker Feedback • Facility Comments	
FOA & CB		
Sub-Section Instructions		
	Overall International Labor Standard Compliance Guidance: Freedom of association means the right of workers to join together to create organizations (unions) that represent them. It also applies to employer organizations. Collective bargaining is the process of negotiation between unions and employers, usually on working conditions and terms of employment. Both are fundamental rights, and they are linked together. Without freedom of association, collective bargaining cannot work because the views of the workers cannot be properly represented. Workers themselves must be free to choose how they are to be represented, and employers must not interfere in this process. Applicable legal standards include the ILO Core Conventions, C87 Freedom of Association and Protection of the Right to Organize Convention, 1948; C98 Right to Organize and Collective Bargaining Convention 1949, which provide the baseline standards for freedom of association and collective bargaining; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: C135 Workers' Representatives Convention, 1971; C154 Collective Bargaining Convention, 1981; R143 Workers' Representatives Recommendation, 1971; R163 Collective Bargaining Recommendation, 1981	
Freedom to Associate		
WI-FOA-1	Are workers free to form a trade union of their choosing?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: China has not ratified the ILO Conventions C087 - Freedom of Association and Protection of the Right to Organise Convention1948 and C098 - Right to Organise and Collective Bargaining Convention, 1949. There was no union existed in the facility. Source of information: Document review: Union related documents and legal requirements in China. Details: The facility was compliance with Chinese national law. However, they are not in compliance with ILO standards. The facility cannot remediate this situation and cannot comply with the ILO Convention, because China has not ratified the ILO Conventions C087 - Freedom of Association and Protection of the Right to Organise Convention1948 and C098 - Right to Organise and Collective Bargaining Convention, 1949. See reference: https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_INSTRUMENT_SORT,P11200_COUNTRY_ID:2,103404		
Non-Compliance: X		
Legal Reference: In accordance with C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), Article 2: Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.		
Validation Method: SLCP Onsite Verification		
WI-FOA-2	Are workers free to join a trade union of their choosing?	Not applicable. No union presence in the facility during assessment period.
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		

Verification Data: Per verified, there was no union in the facility during assessment period. Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility.. Details: The Administration Manager reported that the facility did not establish union in the facility. The facility respected workers' right to join a trade union of their choosing. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that there was no union in the facility. They had the right to join a trade union of their choosing.

Validation Method: SLCP Onsite Verification

Trade Unions

WI-FOA-3	Does the facility have : i) an established union on-site, and/or ii) workers affiliated to higher-level unions (such as sectoral unions)?	No
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Facility Response: No

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WI-FOA-4	NUMBER of established trade unions in the facility:	
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Facility Response:

WI-FOA-5	PERCENTAGE of workers that are trade union members:	
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Facility Response:

WI-FOA-6	Name of union with the largest membership:	
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Facility Response:

WI-FOA-7	Name of the federation or confederation (or both) with which the largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
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Facility Response:

WI-FOA-8	TOTAL number of union members in the union with the largest membership in the facility	
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Facility Response:

WI-FOA-9	NUMBER of female union members in the union with the largest membership in the facility	
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Facility Response:

WI-FOA-10	TOTAL number of union officials in the union with the largest membership in the facility	
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Facility Response:

WI-FOA-11	NUMBER of female union officials in the union with the largest membership in the facility	
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Facility Response:

WI-FOA-12	Name of union with the 2nd largest membership:	
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Facility Response:

WI-FOA-13	Name of the federation or confederation (or both) with which the 2nd largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
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Facility Response:

WI-FOA-14	TOTAL number of union members in the union with the 2nd largest membership in the facility	
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Facility Response:

WI-FOA-15	NUMBER of female union members in the union with the 2nd largest membership in the facility	
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Facility Response:

WI-FOA-16	TOTAL number of union officials in the union with the 2nd largest membership in the facility	
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Facility Response:

WI-FOA-17	NUMBER of female union officials in the union with the 2nd largest membership in the facility	
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Facility Response:

WI-FOA-18	Name of union with the 3rd largest membership:	
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Facility Response:

WI-FOA-19	Name of the federation or confederation (or both) with which the 3rd largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-20	TOTAL number of union members in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-21	NUMBER of female union members in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-22	TOTAL number of union officials in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-23	NUMBER of female union officials in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-24	Name of union with the 4th largest membership:	
Facility Response:		
WI-FOA-25	Name of the federation or confederation (or both) with which the 4th largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-26	TOTAL number of union members in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-27	NUMBER of female union members in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-28	TOTAL number of union officials in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-29	NUMBER of female union officials in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-30	Name of union with the 5th largest membership:	
Facility Response:		
WI-FOA-31	Name of the federation or confederation (or both) with which the 5th largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-32	TOTAL number of union members in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-33	NUMBER of female union members in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-34	TOTAL number of union officials in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-35	NUMBER of female union officials in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-36	For each additional active trade union that is smaller than the 5th largest unions in the facility, provide: • name of the union • name of the federation or confederation with which the union is affiliated, if applicable • number of total union members • number of female union members • number of total union officials • number of female union officials	
Facility Response:		

WI-FOA-37	Can the trade union(s) freely form and join federations and confederations of their choice without interference?	Not applicable. No union presence in the facility during assessment period.
Facility Response: No		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Per verified, there was no union in the facility.		
Validation Method: SLCP Onsite Verification		
WI-FOA-38	Does the facility require workers to join a trade union?	Not applicable. No union presence in the facility during assessment period.
Facility Response: No		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Per verified, there was no union in the facility.		
Validation Method: SLCP Onsite Verification		
Trade Union Operations		
WI-FOA-39	Do trade union representatives have access to workers in the workplace?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-40	Does the facility deduct trade union dues from wages in line with legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-41	Is the facility's practice around financial or other support of the union in line with legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-42	Does facility management regularly meet with trade unions to proactively address issues of worker concern?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-43	Is the facility consulting with trade unions in line with legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-44	Are legally required mechanisms for dialogue between the employer and the union(s) in place and functioning in line with legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-45	Are workers provided with a private meeting space at the workplace in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement for this point.		
Validation Method: SLCP Onsite Verification		
WI-FOA-46	Does the employer allow workers to carry out trade union activities in accordance with applicable legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		

Verification Data: Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not establish union in the facility. Source of information: Worker interview: Interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that there was no union in the facility.		
Validation Method: SLCP Onsite Verification		
Interference and Discrimination		
WI-FOA-47	Are workers and workers' representatives free to meet without the presence of management?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility respected workers' representatives right to meet without the presence of management, workers were free to meet without the presence of management. Source of information: Worker interview: interview with all 12 randomly selected workers (including 2 workers' representatives). Details: all the 12 workers confirmed that they were free to meet without the presence of management.		
Validation Method: SLCP Onsite Verification		
WI-FOA-48	Does the facility treat all trade unions equally, or as stipulated by applicable legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-49	Has the facility management tried to control, manipulate or interfere with any of the unions in the facility?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Verification Data: Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not establish union in the facility. Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that there was no union in the facility.		
Validation Method: SLCP Onsite Verification		
WI-FOA-50	Is a job applicant's current or previous trade union membership or trade union activities a factor during the hiring process?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-51	Has the facility engaged in any of these actions due to a worker's trade union membership or activities? (SELECT all that apply with a "X")	
WI-FOA-51-1	Threatened intimidated, or harassed	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing and join activities. No workers would be treated differently based on their union membership or join activities. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility respected workers' right of freedom of association, did not engage in any of these actions (threatened intimidated, or harassed) due to a worker's trade union membership or activities. Source of information: Worker interview: interview with all 12 randomly selected workers (including 2 workers' representatives). Details: all the 12 workers confirmed that the facility did not engage in any of these actions (threatened intimidated, or harassed) due to a worker's trade union membership or activities.		
Validation Method: SLCP Onsite Verification		
WI-FOA-51-2	Punished	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing and join activities. No workers would be treated differently based on their union membership or join activities. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility respected workers' right of freedom of association, did not punish workers due to a worker's trade union membership or activities. Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the facility never punished them due to their trade union membership or activities.		
Validation Method: SLCP Onsite Verification		

WI-FOA-51-3	Terminated workers or did not renew their contract	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing and join activities. No workers would be treated differently based on their union membership or join activities. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility respected workers' right of freedom of association, did not engage in any of these actions (terminated workers or did not renew their contract) due to a worker's trade union membership or activities. Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the facility did not engage in any of these actions (terminated workers or did not renew their contract) due to a worker's trade union membership or activities.		
Validation Method: SLCP Onsite Verification		
WI-FOA-51-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-52	Were terminations of trade union official(s) (if any) in line with applicable legal requirements?	Not applicable. No union presence in the facility during assessment period.
Facility Response: Not applicable. No union presence in the facility during assessment period.		
Verification Selection: Accurate		
Verification Data: Source of information: Documentation review: freedom of association policy was checked, no union records were provided for review. Details: through document review, it was observed that there was no union in the facility during assessment period. The facility respected workers' right to join a trade union of their choosing. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility did not establish union in the facility. Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: All the 12 workers confirmed that there was no union in the facility.		
Validation Method: SLCP Onsite Verification		
WI-FOA-53	Do Trade Union representatives have time off to carry out their representative functions?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: 12 out of 12 interviewed workers stated that that no union established, and they can participated in worker committee. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager stated that there was no union established in the facility, and they can participated in worker committee.		
Validation Method: SLCP Onsite Verification		
WI-FOA-54	Do Trade Union representatives have time off to attend relevant trainings or meetings outside the factory?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: 12 out of 12 interviewed workers stated that that no union established, and they can participated in worker committee. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager stated that there was no union established in the facility, and they can participated in worker committee.		
Validation Method: SLCP Onsite Verification		
WI-FOA-55	Are Trade Union Officers from the Federation/External Trade Union granted access to meet with Trade Union members' representatives?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Source of information: Worker interview: Through interview with all 12 randomly selected workers. Details: 12 out of 12 interviewed workers stated that that no union established, and they can participated in worker committee. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager stated that there was no union established in the facility, and they can participated in worker committee.		
Validation Method: SLCP Onsite Verification		
Collective Bargaining		
WI-FOA-56	Does the facility refuse to bargain collectively or refuse to bargain in good faith with the union, worker representatives, union federations or confederations?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

Collective Bargaining Agreement		
WI-FOA-57	How many Collective Bargaining Agreements (CBAs) have there been in effect at the facility during the assessment timeframe?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-58	Parties to the CBA that covers the greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-59	PERCENTAGE of workforce covered by the CBA that covers the greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-60	Duration of the CBA that covers the greatest number of workers in the workplace (provide NUMBER value for duration in months):	
Facility Response:		
WI-FOA-61	Overview of the issues covered in the CBA that covers the greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-62	Parties to the CBA that covers the 2nd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-63	PERCENTAGE of workforce covered by the CBA that covers the 2nd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-64	Duration of the CBA that covers the 2nd greatest number of workers in the workplace (provide NUMBER value for duration in months):	
Facility Response:		
WI-FOA-65	Overview of the issues covered in the CBA that covers the greatest 2nd number of workers in the workplace:	
Facility Response:		
WI-FOA-66	Parties to the CBA that covers the 3rd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-67	PERCENTAGE of workforce covered by the CBA that covers the 3rd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-68	Duration of the CBA that covers the 3rd greatest number of workers in the workplace (provide NUMBER value for duration in months):	
Facility Response:		
WI-FOA-69	Overview of the issues covered in the CBA that covers the greatest 3rd number of workers in the workplace:	
Facility Response:		
WI-FOA-70	For each additional Collective Bargaining Agreement (CBA) not covered above indicate: • the parties to the CBA • the % of the workforce covered by the CBA • the duration of the CBA (provide NUMBER value for duration in months) • an overview of the issues covered in the CBA	
Facility Response:		
WI-FOA-71	Are provisions within the Collective Bargaining Agreements (CBA) at least as favorable for workers as applicable legislation?	
Facility Response:		
WI-FOA-72	Has the facility failed to implement any of the provisions in the CBAs?	
Facility Response:		
WI-FOA-73	Does the facility inform all workers about CBAs and provide copies in line with legal requirements?	

Facility Response:		
WI-FOA-74	Vietnam: Has the collective agreement in force been approved by more than 50% of workers covered, as legally required?	
Facility Response:		
Industrial Action		
WI-FOA-75	Has the facility ever tried to prevent any workers from participating in a strike?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-76	How many industrial actions/strikes have occurred?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-77	How many total days were workers on strike (for all strikes during the assessment period):	
Facility Response:		
WI-FOA-78	How many total person days were workers on strike (for all strikes during the assessment period):	
Facility Response:		
WI-FOA-78.1	For each strike, indicate: ● dates of the strike ● why workers went on strike ● whether the strike complied with legal requirements, and if not, which requirements were not complied with (consult applicable legal requirements) ● whether the strike resulted in violence	
Facility Response:		
WI-FOA-79	Did any of the following occur during or after industrial actions/strikes? (SELECT all that apply with a "X")	
WI-FOA-79-1	New workers were hired to replace striking workers during industrial actions/strikes	
Facility Response:		
WI-FOA-79-2	Workers were punished for participating in industrial actions/strikes	
Facility Response:		
WI-FOA-79-3	Security guards, the police, or armed forces were called by the facility to break up the industrial actions/strikes or arrest participating workers	
Facility Response:		
WI-FOA-79-4	None of the above	
Facility Response:		
Other Legal Requirements		
WI-FOA-80	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Freedom of Association and Collective Bargaining?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Non-Union Representative		
WI-FOA-81	If the facility has no trade union, are workers free to choose their non-union representatives?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Source of information: Worker interview: interview with all 12 randomly selected employees and 2 worker representative. Document review: reviewing worker representative selecting records in 2024 and 2025. Details: through document review and employee interview, workers are free to choose their worker representatives.		
Validation Method: SLCP Onsite Verification		
Workplace Cooperation		

Sub-Section Instructions

Beyond the consultations, dialogue and collective bargaining engaged in between trade unions and employers, other measures may be put in place to promote consultation and co-operation between employers and workers. For example, workers may elect (non-union) representatives to engage in dialogue with the employer, and/or facilities may establish bipartite committees, which include both workers' representatives (union or non-union) and employer representatives. Some jurisdictions legally require these types of measures. The questions in this section look at different types of measures to promote workplace cooperation.

Workers' Representatives

WI-WOR-1

Are legally required workers' representatives (if any) elected and functioning in line with legal requirements?

No applicable legal requirements

Facility Response: Yes

Verification Selection: Inaccurate - Misunderstanding

Corrected Response: No applicable legal requirements

Verification Data: Per verified, there was no applicable legal requirement on this point.

Validation Method: SLCP Onsite Verification

WI-WOR-2

Are workers' representatives in place, although there are no applicable legal requirements?

Yes

Facility Response:

Verification Selection: Not visible to facility during SA/JA

Corrected Response: Yes

Verification Data: Per verified, there were 3 workers' representatives in the facility.

Validation Method: SLCP Onsite Verification

Interference and Discrimination

WI-WOR-3

Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker contracts due to their worker representative role or activities?

No

Facility Response: No

Verification Selection: Accurate

Verification Data: Per verified, the facility did not threaten, intimidate, harass, punish, terminate or not renew worker contracts due to their worker representative role or activities. Source of information: Documentation review: freedom of association policy was checked, labor contracts, payroll records, discipline records. Details: thorough document review, it was observed that the facility did not threaten, intimidate, harass, punish, terminate or not renew worker contracts due to their worker representative role or activities. No workers would be treated differently due to their worker representative role or activities. Source of information: Management interview: Interview with the Administration Manager and CSR Special of the facility. Details: The facility management reported that the facility respected worker representative role or activities, did not threaten, intimidate, harass, punish, terminate or not renew worker contracts due to their worker representative role or activities. Source of information: Worker interview: interview with 2 worker representatives which were selected by the workers. Details: 2 worker representatives confirmed that they were not threatened, intimidated, harassed, punished, terminated or not renewed their contracts due to their worker representative role or activities.

Validation Method: SLCP Onsite Verification

Bipartite Committee(s)

WI-WOR-4

Are bipartite committee(s) established and functioning in line with legal requirements?

No applicable legal requirements

Facility Response: No applicable legal requirements

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WI-WOR-5

Are bipartite committee(s) in place, although there are no applicable legal requirements?

Yes

Facility Response: Yes

Verification Selection: Accurate

Verification Data: Per verified, the facility established bipartite committee onsite. Source of information: Management interview: Interview with the Administration Manager and CSR Special of the facility. Details: The facility management stated the facility established bipartite committee onsite. Source of information: Worker interview: interview with all 12 worker representatives. Details: all workers stated the facility established bipartite committee onsite.

Validation Method: SLCP Onsite Verification

WI-WOR-6

Are workers aware of the committee's role and advantages?

Yes

Facility Response: Yes

Verification Selection: Accurate

Verification Data: Source of information: Management interview: Interview with the Administration Manager and CSR Special of the facility. Details: The facility management stated the facility provided training for workers about committee's role and advantages. Source of information: Worker interview: interview with all 12 worker representatives. Details: all workers stated they were aware of the committee's role and advantages.

Validation Method: SLCP Onsite Verification		
WI-WOR-7	How many members are in the bipartite committee?	8
Facility Response: 8		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-8	How many female members are in the bipartite committee?	4
Facility Response: 4		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-9	How many foreign migrant workers are in the bipartite committee?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-10	How many employer members are in the bipartite committee?	2
Facility Response: 2		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-11	How many worker members are in the bipartite committee?	6
Facility Response: 6		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-12	How many union representatives are in the bipartite committee?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-13	Does the facility observe any of the following practices related to the bipartite committee? (SELECT all that apply with a "X")	
WI-WOR-13-1	Bipartite committee meetings are held on a monthly basis	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-13-2	Bipartite committee meetings are held at least quarterly	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-13-3	Bipartite committee meeting minutes are shared with the workforce	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-13-4	Bipartite committee meeting action items are tracked	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-13-5	Bipartite committee communicates complaints and problems shared by workers to upper management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WI-WOR-13-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-14	Are bipartite committee members released from work duties to prepare for, participate in, and follow up on meetings?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-15	Were at least two-thirds of the meetings attended by 100 % of members?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Source of information: Management interview: Interview with the Administration Manager and CSR Special of the facility. Details: The facility management stated all members would attend the meeting. Source of information: Worker interview: interview with one bipartite committee member. Details: all members would attend the meeting in the facility.		
Validation Method: SLCP Onsite Verification		
Welfare Officer		
WI-WOR-16	Bangladesh: Does the facility have legally required qualified welfare officer/s?	
Facility Response:		
Other Legal Requirements		
WI-WOR-17	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Workplace Cooperation, Grievances and Disputes?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Grievance Systems		
Sub-Section Instructions		
	Grievance systems provide channels for workers to express their concerns, comments, recommendations, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-retaliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutual trust and confidence.	
System		
WI-GRI-1	Does the facility have established grievance handling and dispute resolution procedures?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-1.1	If yes, please describe how workers are able to submit grievances:	Suggestion boxes are provided in the factory
Facility Response: Suggestion boxes are provided in the factory		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-2	Are grievance handling and dispute resolution procedures accessible in different languages? (SELECT answer with a "X")	
WI-GRI-2-1	Grievance handling and dispute resolution procedures are accessible in all languages spoken at the facility	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-2-2	Grievance handling and dispute resolution procedures are accessible in some languages spoken at the facility, but not all	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-2.1	Please describe which languages are not available in grievance handling and dispute resolution procedures:	
Facility Response:		
WI-GRI-3	Was the grievance mechanism developed through social dialogue between both male and female workers, unions and/or worker representative structures and managers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-4	Are workers aware of the processes in place for grievance handling and dispute resolution?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-10	How many times has the grievance mechanism been used in the assessment period?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Per verified, there was no registered complaints within the assessment timeframe. Source of information: Source of information: Documentation review: recent 12 months' grievance records were checked. Details: through document review, it was observed that there was no registered complaint within the assessment timeframe. If there was complaint, the facility would provide improvement measure for workers after investigation. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that there was no complaint was received in the assessment timeframe. If there was complaint, the facility would conduct investigation on each complaint and gave related solution. Source of information: Worker interview: Interview with all 12 workers. Details: All the 12 workers confirmed that they could raise grievance to union representatives or through suggestion boxes, etc. The facility took the grievance seriously and gave proper solution, no retaliation happen. And they did not give any grievance in assessment period.		
Validation Method: SLCP Onsite Verification		
External Assistance		
WI-GRI-5	Do workers have access to external contacts outside of their direct chain of command that help to resolve complaints, grievances, harassment or abuse cases?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6	If yes, please confirm which type(s) of contact(s) workers have access to (SELECT all that apply with a "X")	
WI-GRI-6-1	Non-government organizations (NGOs) / Women's groups	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-2	Health clinics	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-3	Respected community member(s)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-4	Local brand representatives	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-5	Union representatives	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WI-GRI-6-6	Worker representatives	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-7	Local law enforcement or government agency	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-8	Legal services	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6-9	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-6.1	If other, please describe:	
Facility Response:		
Settlement		
WI-GRI-7	Is the facility failing to implement measures for settling complaints and grievances? (SELECT all that apply with a "X")	
WI-GRI-7-1	Complaints and grievances are not settled directly between the worker and their immediate supervisor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-2	Complaints and grievances are not settled with the assistance of additional stakeholders/departments (the Human Resources (HR) department, Unions, Worker Representative, etc.)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-3	There are no options for senior management review if direct settlement with the supervisor or additional stakeholders/departments has failed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-4	Workers cannot respond or appeal the settlement	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-5	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-8	Are grievances and disputes resolved in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Retaliation		
WI-GRI-9	Are managers and supervisors held accountable for ensuring that there are no negative consequences towards workers who report grievances?	Yes

Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Records		
WI-GRI-11	Are written records of complaints and grievances and the management's response maintained for at least 12 months?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-12	If yes, how many complaints and grievances were received by female workers?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-13	If yes, how many complaints and grievances were received by male workers?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	What topics did the grievances cover? (Indicate with a number)	
WI-GRI-14	Pay and benefits	
Facility Response:		
WI-GRI-15	Discrimination	
Facility Response:		
WI-GRI-16	Harassment	
Facility Response:		
WI-GRI-17	Health & Safety	
Facility Response:		
WI-GRI-18	Workload	
Facility Response:		
WI-GRI-19	Other	
Facility Response:		
WI-GRI-19.1	If other, please describe:	
Facility Response:		
	Who submitted the grievance? (Indicate with a number)	
WI-GRI-20	Worker	
Facility Response:		
WI-GRI-21	Agency/contract worker	
Facility Response:		
WI-GRI-22	Contract workers/ workers employed by third party who are not part of the production process	
Facility Response:		
WI-GRI-23	Other	
Facility Response:		
WI-GRI-23.1	If other, please describe:	
Facility Response:		
	What were the grievance outcomes? (Indicate with a number)	
WI-GRI-24	Substantiated - with remedy	
Facility Response:		
WI-GRI-25	Substantiated - without remedy	
Facility Response:		
WI-GRI-26	Substantiated - still working on remedial action	

Facility Response:		
WI-GRI-27	Not substantiated / Rejected	
Facility Response:		
WI-GRI-28	Withdrawal of complaint	
Facility Response:		
WI-GRI-29	Other	
Facility Response:		
WI-GRI-29.1	If other, please describe:	
Facility Response:		
WI-GRI-30	What is the average time in days it takes to reach an outcome on a grievance?	
Facility Response:		
Whistleblower Systems		
System		
WI-WHI-1	Does the facility have a whistleblower system in place?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility established a whistleblower system in place. Source of information: Documentation review: Through reviewing the appeal procedures which were provided by the facility. Details: through document review, it was observed that the facility established whistleblower system including appeal procedures, and set several channels for workers to raise their grievances, suggestions, wrongdoings/ illegal activities, etc such as suggestion box, workers’ representatives, hotline, etc. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that the facility established whistleblower system including appeal procedures and set several channels for workers to raise their grievances, suggestions, wrongdoings/ illegal activities. Source of information: Worker interview: Interview with all 12 workers. Details: All the 12 workers confirmed that they could raise grievances, suggestions, wrongdoings/ illegal activities, etc to facility. No retaliation happen.		
Validation Method: SLCP Onsite Verification		
Worker Feedback		
WI-WORK-1	How does the facility engage with workers to proactively seek suggestions and feedback? (SELECT all that apply with an "X"):	
WI-WORK-1-1	Phone Hotlines	
Facility Response:		
WI-WORK-1-2	Website Forms	
Facility Response:		
WI-WORK-1-3	Surveys (in-person, online, mobile)	
Facility Response:		
WI-WORK-1-4	Team Meetings	
Facility Response:		
WI-WORK-1-5	Company Town Halls	
Facility Response:		
WI-WORK-1-6	Other	
Facility Response:		
WI-WORK-1-7	None of the above	
Facility Response:		
WI-WORK-2	Are written records of suggestions and feedback maintained for at least 12 months?	
Facility Response:		
WI-WORK-3	If yes, how many suggestions and feedback received by the facility addressed topics related to health & safety in the workplace?	
Facility Response:		

WI-WORK-4	If yes, how many suggestions and feedback received by the facility addressed topics related to women's rights in the workplace?	
Facility Response:		
WI-WORK-5	Which topics related to women's rights in the workplace were addressed in the suggestions and feedback received by the facility? (SELECT all that apply with a "X")	
WI-WORK-5-1	Women's Health & Safety	
Facility Response:		
WI-WORK-5-2	Discrimination	
Facility Response:		
WI-WORK-5-3	Harassment	
Facility Response:		
WI-WORK-5-4	Other	
Facility Response:		
WI-WORK-5.1	If other, please describe:	
Facility Response:		
Facility Comments		
WI-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
HEALTH & SAFETY		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	Section Description: The purpose of this section is to understand the facility's social and labor practices with respect to Health and Safety in the facility's operations. Facilities include those involved in production of goods, and also those involved in operations related to the product, e.g. distribution. The term "production" should not be seen as limiting to production of goods only, but rather general operations of the facility. Social and Labor topics within this section include: • General Work Environment • Building Safety • Risk Assessment • HS Policy • HS Committee • HS Worker Engagement • Emergency Preparedness • Flammable/Combustible Materials • Chemicals/Hazardous Substances • Worker Protection • Materials Handling and Storage • Electrical Safety • First Aid/Medical • Contractor Safety • Dormitories • Canteens • Childcare • Children • Facilities • Facility Comments	
Health & Safety		
Sub-Section Instructions		

	Overall International Labor Standard Compliance Guidance: Improvements in occupational safety and health enhance productivity by reducing the number of interruptions in the manufacturing process, by reducing absences, by decreasing the number of accidents and by improving work efficiency. Safety is preventative. The cooperation of workers and employers is essential. While the government has obligations outlined in the ILO Conventions, Protocols, and Recommendations, employers and workers also have responsibilities and rights to ensure occupational safety and health. ILO Conventions and Recommendation on Occupational Health: https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/occupational-health/WCMS_108547/lang--en/index.htm ILO Codes of Practice and Guides on Occupational Health: https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/occupational-health/WCMS_117570/lang--en/index.htm	
Other Legal Requirements		
HS-HEA-1	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Health & Safety?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HEA-2	Is the facility failing to comply with any legal requirements for Health & Safety pertaining to non-production workers and/or onsite sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
General Work Environment		
Airborne Particulates		
HS-GEN-1	Does the facility generate airborne particulates (dust/ fibers/ mists /fumes) through its operations/ production processes?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: The answer was incorrect. Per verified, dust existed in the facility.		
Validation Method: SLCP Onsite Verification		
HS-GEN-1.1	If yes, please describe what airborne particulates (dust/ fibers/ mists /fumes) are present:	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Per verified, there was dust generated from injection process.		
Validation Method: SLCP Onsite Verification		
HS-GEN-2	Does the facility evaluate exposure to concentrations of airborne particulates (dust/ fibers/ mists /fumes) in line with legal requirements?	Yes
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: Yes		
Verification Data: Per verified, the facility conducted dust monitoring and the results were eligible.		
Validation Method: SLCP Onsite Verification		
HS-GEN-3	Are worker exposures to airborne particulates (e.g. dust, fibers, fumes) in line with legal requirements?	Yes
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: Yes		
Verification Data: Per verified, the facility conducted dust monitoring and worker exposures to dust were in line with legal requirement.		
Validation Method: SLCP Onsite Verification		

Temperature and Ventilation		
HS-GEN-4	Are temperature and ventilation systems maintained in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-5	Are facility temperature and ventilation in line with applicable legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-6	Does the facility continuously monitor and maintain a specific regulated indoor temperature?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-7	If yes, what is the indoor temperature in Celsius the facility continuously maintains?	26
Facility Response: 26		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-8	If no, how does the facility ensure the temperature is maintained to provide a healthy and safe working environment?	
Facility Response:		
Air Quality		
HS-GEN-9	Does the facility monitor indoor air quality in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement for this point.		
Validation Method: SLCP Onsite Verification		
Lighting		
HS-GEN-10	Is facility lighting in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Noise Exposure Levels		
HS-GEN-11	Does the facility test noise exposure levels in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-12	Has the facility conducted a risk assessment or noise testing to determine if high noise levels are present, although there are no applicable legal requirements?	
Facility Response:		
HS-GEN-13	Are worker exposures to noise in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Overcrowding		
HS-GEN-14	Bangladesh: Does the facility comply with legal requirements to ensure against overcrowding?	
Facility Response:		

Cleanliness, Sanitation & Waste		
HS-GEN-15	Is the workplace clean and tidy?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-16	Are the facility's sanitation practices in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-17	Are the facility's waste disposal practices in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility's waste disposal practices were in line with legal requirements. Source of information: Facility walkthrough: walkthrough all production workshops, warehouses, canteen and office. Details: through facility tour and checking records onsite, it was verified that the facility's waste were stored properly and the disposal practices were in line with legal requirements. Source of information: Documentation review: the facility provided the contract of hazardous waste recycling with the supplier. Details: Through document review, it was observed that the facility submitted hazardous wastes to supplier to recycle, and the disposal practices in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
HS-GEN-18	Are waste disposal/discharge permits available and up to date?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-19	Does the facility have written procedures for classification, collection, and disposal of waste?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-20	Are there cases where trash, debris, or empty containers have accumulated to the point where they pose a safety hazard or obstruct exits?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Per verified, there was no case where trash, debris, or empty containers have accumulated to the point where they pose a safety hazard or obstruct exits.		
Validation Method: SLCP Onsite Verification		
HS-GEN-21	Does the facility have a current contract with an authorized agency to safely and legally dispose of hazardous waste?	Yes
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Per verified, the facility had signed contract with qualified vendors to collect and dispose hazardous wastes.		
Validation Method: SLCP Onsite Verification		
HS-GEN-22	Did the facility maintain waste disposal records, including documentation of the final destination?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-23	Is burning of waste done on-site?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-23.1	If yes, please describe how burning of waste is controlled:	

Facility Response:		
Toilet / Restroom		
HS-GEN-24	Are toilets in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-25	Are toilets clean, and sanitized on a regular basis?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-26	Are separate toilets provided for males and females?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-27	Does the facility provide hand washing facilities equipped with clean water and soap, along with a sanitary way for drying hands after washing them?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-28	Does the facility have a sufficient number of toilets for the number of workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-29	Are restrooms regularly stocked with necessary supplies?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-30	Are affordable menstrual products available in toilet/restrooms?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Per verified, there was no affordable menstrual products available in toilet/restrooms.		
Validation Method: SLCP Onsite Verification		
Toilet / Restroom Access		
HS-GEN-31	Are workers allowed access to toilets/restrooms at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, workers were all allowed access to toilets/restrooms at any time. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that they were all allowed access to toilets/restrooms at any time. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that workers were all allowed access to toilets/restrooms at any time. The facility never restricted workers' access to toilet restrooms. Source of information: Facility walkthrough: walkthrough all production workshops, warehouses, canteen and office. Details: through facility tour, it was observed that all workers were allowed access to toilets/restrooms at any time.		
Validation Method: SLCP Onsite Verification		
Drinking Water		
HS-GEN-32	Does the facility provide workers with potable drinking water in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-33	Does the facility provide workers with free, potable drinking water, although there are no applicable legal requirements?	
Facility Response:		

Drinking Water Access		
HS-GEN-34	Are workers allowed access to drinking water at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, workers were all allowed access to free drinking water at any time. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that the facility provided free drinking water, they were all allowed access to drinking water at any time. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that drinking water was provided to workers freely and workers were all allowed access to drinking water at any time. Source of information: Facility walkthrough: walkthrough all production workshops, warehouses, canteen and office. Details: through facility tour, it was observed that all workers were allowed access to drinking water at any time.		
Validation Method: SLCP Onsite Verification		
Vietnam Law		
HS-GEN-35	Vietnam: Does the facility regularly inspect and maintain machines, equipment, buildings and stores, as legally required?	
Facility Response:		
HS-GEN-36	Vietnam: Does the facility inspect and measure the environmental conditions in the workplace on an annual basis, as legally required?	
Facility Response:		
Building Safety		
Permits and Certificates		
HS-BUI-1	Are building/construction, structural safety and fire permits and certificates in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility obtained structural safety certificates and fire permits for all buildings used in line with legal requirements. Source of information: Documentation review: facility layout, structural safety certificate and fire permit for all buildings were checked. Details: it was observed that the facility obtained structural safety certificates and fire permits for all buildings used. Source of information: Facility walkthrough: walkthrough production area, warehouse, canteen and office. Details: through facility tour, it was verified that all buildings in the facility compound were used and the facility obtained structural safety certificates and fire permits for all buildings.		
Validation Method: SLCP Onsite Verification		
Structure		
HS-BUI-2	Have there been and/or are there currently cases of concern about the physical integrity and stability of the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, there were no cases of concern about the physical integrity and stability of the facility. Source of information: Facility walkthrough: walkthrough production areas, warehouses, canteen and office. Details: through facility tour, it was observed that there were no cases of concern about the physical integrity and stability of the facility. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked building structural safety regularly and no cases of concern about the physical integrity and stability of the facility happen.		
Validation Method: SLCP Onsite Verification		
HS-BUI-2.1	If yes, please describe what type of concerns were made regarding the physical integrity and stability of the facility:	
Facility Response:		
HS-BUI-3	Are facility doors, exits and stairs in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, facility doors, exits and stairs were in line with legal requirement. Source of information: Facility walkthrough: Facility walkthrough of workshops, warehouse, canteen and office. Details: it was observed that it was observed that facility doors, exits and stairs with required type, width, handrail and etc. were all in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
Floors		
HS-BUI-4	Is the facility failing to implement safety measures for flooring? (SELECT all that apply with a "X")	
HS-BUI-4-1	No measures to prevent workers from slipping on floors at key areas	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
HS-BUI-4-2	No measures are in place to prevent standing water due to inadequate drainage	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-4-3	No measures are in place to prevent floor openings and/or holes missing covers/suitable barriers in areas that workers can access	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-4-4	None of the above - the facility is meeting all measures listed above regarding flooring safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Stairs and Raised Platforms		
HS-BUI-5	Is the facility failing to implement safety measures for stairs and raised platforms? (SELECT all that apply with a "X")	
HS-BUI-5-1	No adequate guardrails and fencing for exposed overhead working surfaces (such as working docks, mezzanine floors, exposed platforms)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-2	No handrail and/or handrailings are not in good condition	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-3	Facility stairway steps are not all even	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-4	Facility step surfaces are not all made from slip resistant materials or have anti-slip protection (i.e. anti-slip stickers or embossed/rough surfaces)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-5	No protection from falling objects underneath graded surfaces	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-6	Not applicable - facility does not have any stairs/ raised platforms	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-7	None of the above - the facility is meeting all measures listed above regarding stairs and raised platforms safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Fall Protection		

HS-BUI-6	Has the facility taken legally required measures to protect workers from falls from heights?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7	Is the facility failing to implement safety measures for fall protection? (SELECT all that apply with a "X")	
HS-BUI-7-1	Workers are not using fall protection when needed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-2	Fall protection equipment is not in good condition	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-3	Fall protection equipment maintenance logs are not kept	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-4	No storage of fall protection equipment in a designated location	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-5	Workers not trained on proper use of fall protection equipment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-6	Workers training logs on proper use of fall protection equipment not kept	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-7	No walls, fences or other barriers along high working areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-8	Workers do not wear fall protection at all times when working in high working areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-9	Not Applicable - no fall protection needed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-7-10	None of the above - the facility is meeting all measures listed above regarding fall protection	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Elevators		
HS-BUI-8	Does the facility have elevators (lifts)?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-9	Is the facility failing to implement safety measures for elevators? (SELECT all that apply with a "X")	
HS-BUI-9-1	No regular inspection of elevators (lifts)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-9-2	No clear display of load capacity (i.e. number of people/kg/lbs.) in all elevators	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-9-3	No warning sign in all elevators (e.g., "Do not use elevator in cases of emergency") against their use in cases of emergency	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-9-4	No safety devices on elevator doors to prevent them from opening unless the elevator is present	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-9-5	Elevators not wired to be inoperable when elevator doors are open	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-9-6	None of the above - the facility is meeting all measures listed above regarding elevator safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10	Are elevators (lifts) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Confined Spaces		
HS-BUI-11	Does the facility have confined spaces?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-12	Does the facility have any confined spaces that legally require a confined spaces permit?	
Facility Response:		
HS-BUI-13	Is the facility failing to implement safety measures for confined spaces? (SELECT all that apply with a "X")	
HS-BUI-13-1	No signs for each confined space indicating they are a confined space	
Facility Response:		
HS-BUI-13-2	No appropriate protections to ensure no accidental entry for each confined space	
Facility Response:		
HS-BUI-13-3	No "authorized entry-only access" for each confined space	
Facility Response:		

HS-BUI-13-4	No assurance that workers/contractors who enter confined spaces do so only when appropriate measures have been taken to protect them from any physical hazards present	
Facility Response:		
HS-BUI-13-5	No assurance that workers/contractors who enter confined spaces do so when the atmosphere is safe and the air has been tested when needed	
Facility Response:		
HS-BUI-13-6	Not all workers/contractors who enter the confined spaces know and understand how to do so safely	
Facility Response:		
HS-BUI-13-7	No rescue equipment ready for use (when a confined space entry occurs)	
Facility Response:		
HS-BUI-13-8	None of the above - the facility is meeting all measures listed above regarding confined spaces safety	
Facility Response:		
PCB		
HS-BUI-14	Has the facility conducted an assessment to identify if equipment contains PCB?	Yes. Equipment does not contain PCB because PCB use is restricted/prohibited/banned in the country
Facility Response: Yes. Equipment does not contain PCB because PCB use is restricted/prohibited/banned in the country		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-15	Since equipment contains PCB, does the facility have all of the following safety measures in place: • Equipment containing PCB is inspected and labeled accordingly • Workers who work with or around equipment containing PCB understand the hazards of PCBs?	
Facility Response:		
Asbestos		
HS-BUI-16	Is the facility failing to implement safety measures for asbestos? (SELECT all that apply with a "X")	
HS-BUI-16-1	Facility has not performed an asbestos exposure assessment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-16-2	Facility has not taken the proper steps to ensure that workers are not exposed to asbestos	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-16-3	No labeling of materials containing asbestos and/or asbestos exposure areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-16-4	None of the above - the facility is meeting all measures listed above regarding asbestos safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
On-site Vehicles		
HS-BUI-17	Is there on-site vehicle traffic at the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18	Is the facility failing to implement safety measures for on-site vehicle traffic? (SELECT all that apply with a "X")	

HS-BUI-18-1	No assurance that only authorized people/vehicles are allowed to drive on-site	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-2	No assurance that vehicles are driven at an appropriate speed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-3	Traffic lanes and walk paths are not clearly marked	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-4	Vehicles not in good working condition	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-5	Vehicles maintenance logs not kept	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-6	No assurance that only authorized, trained, and qualified people drive vehicles	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-7	No assurance that vehicles are only used for purposes for which they are intended and designed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-8	No visual safety management features such as indicators, convex mirrors in dead ends, reflectors, etc., to ensure safe driving practices on facility premises	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-18-9	None of the above - the facility is meeting all measures listed above regarding on-site vehicle traffic safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Risk Assessment		
HS-RIS-1	Has the facility conducted a health and safety risk assessment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility conducted a health and safety risk assessment in line with legal requirements. Source of information: Documentation review: health and safety risk assessment records, occupational hazard factor evaluation reports in December 2024 were checked. Details: through document review, it was observed that the facility conducted a health and safety risk assessment in line with legal requirements, the risk assessment covered the risks on machine, fire, electricity, etc. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that the risk assessment covered the risks on machine, fire, electricity, etc. Proper safety protections were available, such as safety guards were installed on machines, warning signs were posted onsite, personal protective equipment was provided to workers, etc.		
Validation Method: SLCP Onsite Verification		
HS-RIS-2	Has the facility conducted a health and safety risk assessment, although there are no applicable legal requirements?	

Facility Response:		
HS-RIS-3	When was the last risk assessment conducted?	Within the last 6 months
Facility Response: Within the last 6 months		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-RIS-4	Is the risk assessment updated if new machinery, processes, chemicals or construction are introduced to the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS Policy / Plan		
HS-HSP-1	Is there a written occupational health and safety policy in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSP-2	Vietnam: Does the facility develop an occupational health and safety plan annually, as legally required?	
Facility Response:		
Qualified HS Staff		
HS-QUA-1	Does the facility comply with legal requirements regarding qualified OSH staff?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS Committee		
HS-HSC-1	Does the facility have an occupational safety and health (OSH) committee that is formed and functioning in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-2	Does the facility have an occupational safety and health (OSH) committee, although there are no applicable legal requirements?	
Facility Response:		
HS-HSC-3	How many members are in the OSH committee?	
Facility Response:		
HS-HSC-4	How many female members are in the OSH committee?	
Facility Response:		
HS-HSC-5	How many foreign migrant worker members are in the OSH committee?	
Facility Response:		
HS-HSC-6	How many employer members are in the OSH committee?	
Facility Response:		
HS-HSC-7	How many worker members are in the OSH committee?	
Facility Response:		
HS-HSC-8	How many union representatives are in the OSH committee?	
Facility Response:		
HS-HSC-9	Is the facility failing to implement OSH committee practices? (SELECT all that apply with a "X")	
HS-HSC-9-1	Safety committee meetings are not held at least once a month	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
HS-HSC-9-2	Safety committee meetings are not held at least quarterly	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-3	Safety committee meeting minutes are not shared with the workforce	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-4	Safety committee meeting action items are not tracked	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-5	Safety committee does not communicate complaints and problems shared by workers about OHS to upper management	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-6	Upper management does not recognize/ accept the safety committee	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-7	Safety committee does not conduct safety inspections, does not meet to review safety issues, does not track corrective actions and/or does not identify opportunities for further improvement of safety conditions	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-8	None of the above - the facility follows all practices listed above regarding OSH committees	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS Worker Engagement		
HS Cooperation Mechanisms		
HS-HSW-1	Are mechanisms to ensure cooperation between workers and management on occupational safety and health matters formed and functioning in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement on this point.		
Validation Method: SLCP Onsite Verification		
Emergency Preparedness		
Emergency Response Plan		
HS-EME-1	Does the facility have a written Emergency Response Plan?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-2	Is an annual review of the Emergency Response Plan conducted to ensure accurate capture and handling of all possible emergency situations?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Fire Detection and Alarm		
HS-EME-3	Does the facility have a fire detection and alarm system in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, the facility had a fire detection and alarm system in place. The height of all building was below 24 meters, and there was no legal requirement to install fire alarm and smoke detector in the building. Source of information: Facility walkthrough: walkthrough all production areas, warehouses and office. Details: through facility tour, it was observed that the facility had installed a fire detection and alarm system in production areas, warehouses, canteen and office, which was compliance with the legal requirements. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked the fire detection and alarm system in production areas, warehouses, canteen and office at least monthly to ensure all fire detection and alarm system was fully functioning.		
Validation Method: SLCP Onsite Verification		
HS-EME-4	Does the facility have a fire detection and alarm system in place, although there are no applicable legal requirements?	Yes
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: Yes		
Verification Data: Per verified, the facility had a fire detection and alarm system in place. The height of all building was below 24 meters, and there was no legal requirement to install fire alarm and smoke detector in the building. Source of information: Facility walkthrough: walkthrough all production areas, warehouses and office. Details: through facility tour, it was observed that the facility had installed a fire detection and alarm system in production areas, warehouses, canteen and office, which was compliance with the legal requirements. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked the fire detection and alarm system in production areas, warehouses, canteen and office at least monthly to ensure all fire detection and alarm system was fully functioning.		
Validation Method: SLCP Onsite Verification		
Emergency Detection and Alarm		
HS-EME-5	Does the facility have an emergency alarm system (for all types of emergencies other than fire) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, there was emergency alarm system (for all type of emergency other than fire), which was compliance with legal requirement. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that there was emergency alarm system (for all type of emergency other than fire), which was compliance with legal requirement. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility installed emergency alarm system (for all type of emergency other than fire).		
Validation Method: SLCP Onsite Verification		
HS-EME-6	Does the facility have an emergency alarm system (for all types of emergencies other than fire), although there are no applicable legal requirements?	
Facility Response:		
HS-EME-7	Is the facility failing to implement safety measures for the emergency alarm system? (SELECT all that apply with a "X")	
HS-EME-7-1	Not fully functioning emergency alarm system	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-2	No regular maintenance, inspection and/or testing of emergency alarm system	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-3	Emergency alarm system cannot be heard and seen across all facility areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-4	Emergency alarm system buttons/switches/pull stations are not easily identified and accessible	

Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-5	Emergency alarm system is not fitted with a back-up power source (e.g., battery back-up)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-6	No automatic and centralized emergency alarm system	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-7	Emergency alarm is not distinct from other alarms/signals and could be used for other purposes	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-8	None of the above - the facility is meeting all measures listed above regarding the emergency alarm system	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Firefighting Equipment		
HS-EME-8	Does the facility have legally required firefighting equipment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had legally required firefighting equipment across all facility areas. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that the firefighting equipment such as fire extinguishers and fire hydrants were installed in needed areas of the facility. Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility installed firefighting equipment such as fire extinguishers and fire hydrants were installed in needed areas of the facility according to law.		
Validation Method: SLCP Onsite Verification		
HS-EME-8.1	Please describe the types of firefighting equipment used and in which areas of the facility the firefighting equipment is present:	Per verified, fire extinguishers and hydrants were installed in all workshops, warehouses, canteen and office
Facility Response: Fire extinguishers and hydrants are installed in all workshops, warehouses and office		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, fire extinguishers and hydrants were installed in all workshops, warehouses, canteen and office		
Validation Method: SLCP Onsite Verification		
HS-EME-9	Does the facility regularly test and service fire extinguishers and other firefighting equipment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility regularly tested and serviced fire extinguishers and other firefighting equipment in line with legal requirements. Source of information: Documentation review: Inspection records of fire equipment were checked. Details: It was observed that the facility checked the fire extinguishers and other firefighting equipment at least monthly. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked the fire extinguishers and other firefighting equipment at least monthly to ensure all fire equipment was fully functioning. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that the checking records of fire extinguishers and other firefighting equipment was posted on site, which was in line with legal requirement.		
Validation Method: SLCP Onsite Verification		
HS-EME-10	Is the facility failing to implement safety measures for firefighting equipment? (SELECT all that apply with a "X")	
HS-EME-10-1	Firefighting equipment is not clearly marked and not equipped with instructions on how to operate	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
HS-EME-10-2	No certified fire-resistant doors and no fire-resistant walls are in use in production units	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-10-3	Firefighting equipment is not accessible	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-10-4	None of the above - the facility is meeting all measures listed above regarding firefighting equipment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-11	Has the facility trained workers to use fire-fighting equipment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had trained workers to use fire-fighting equipment in line with legal requirements. Source of information: Documentation review: through review the training records were provided by the facility. Details: It was observed that the facility provided training to workers on the usage of fire-fighting equipment at least twice a year. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that at the facility had trained workers to use fire-fighting equipment in line with legal requirements. They knew how to use the fire extinguishers, fire hydrants when an emergency.		
Validation Method: SLCP Onsite Verification		
Evacuation Markings		
HS-EME-12	Does the facility have legally required posted evacuation plans, markings (or plot plans), pathways and emergency lighting?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had installed safety exit signs, emergency lights and evacuation signs as per local law.		
Validation Method: SLCP Onsite Verification		
Emergency Exits		
HS-EME-13	Are there sufficient emergency exits from all work stations and rest areas, and on every floor?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, there were sufficient emergency exits from all work stations and rest areas, and on every floor. All emergency exits were accessible. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that sufficient number of safety exit was available on every floor in workshops, warehouses, canteen and office. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that there were at least two emergency exits in the workshops, warehouses and office. All emergency exits were not locked or blocked during working time.		
Validation Method: SLCP Onsite Verification		
HS-EME-14	Are all emergency exits clearly marked?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, all emergency exits in the facility were clearly marked. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that all emergency exits in the facility were clearly marked. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked the emergency exits at least once a month to ensure all emergency exits were clearly marked. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that all emergency exits were clearly marked.		
Validation Method: SLCP Onsite Verification		
HS-EME-15	Are all emergency exits accessible, unobstructed and unlocked during working hours (including overtime) and lead to a place of safety?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Per verified, all emergency exits were accessible, unobstructed and unlocked during working hours (including overtime) and lead to a place of safety. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that all emergency exits were accessible, unobstructed and unlocked during working hours (including overtime) and lead to a place of safety. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked the emergency exits regularly to ensure all emergency exits were accessible, unobstructed and unlocked during working hours. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that all emergency exits were accessible, unobstructed and unlocked during working hours.		
Validation Method: SLCP Onsite Verification		
HS-EME-16	Is the facility failing to implement additional safety measures for emergency exits? (SELECT all that apply with a "X")	
HS-EME-16-1	No illumination and/ or no visibility of emergency exits when it is dark or there is smoke	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-16-2	Emergency exit doors do not open outwards or are not securely kept open during working hours	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-16-3	No marking of "Not an Exit" for doors that are not exits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-16-4	No back-up battery providing continuous lighting within a timeframe for emergency exit lighting	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-16-5	None of the above - the facility is meeting all measures listed above regarding emergency exits	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-17	Are emergency exits in line with other legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the emergency exit doors were in line with other legal requirements such as distance, etc. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that the emergency exit doors were in line with other legal requirements such as distance, etc. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility checked the emergency exits regularly to ensure all emergency exits were in line with all legal requirements such as number, distance, width, etc.		
Validation Method: SLCP Onsite Verification		
Evacuation Procedures		
HS-EME-18	Does the facility conduct regular emergency drills for all workers and are they in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility conducted regular emergency drills for all workers in the production area, which was in line with legal requirements. Source of information: Documentation review: fire drill plan, fire drill records in last 12 months were checked. Details: through document review, it was observed that the facility conducted emergency drills in production area at least twice a year for all workers and they were in line with legal requirements. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that they participated in fire and evacuation drills at least twice per year, they all knew what to do in an emergency. And the last drill was conducted in August 2025.		
Validation Method: SLCP Onsite Verification		
HS-EME-19	Is the facility failing to implement additional safety measures for emergency drills? (SELECT all that apply with a "X")	
HS-EME-19-1	No unannounced emergency drills	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-2	No assurance that every worker evacuates	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-3	No assurance that all workers with disabilities or special needs are assisted by pre-assigned partners during emergency drill and in case of actual emergency	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-4	Workers do not know their primary evacuation route and their secondary route if the primary route is blocked	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-5	No designated emergency assembly areas/meeting points which are large enough to safely accommodate all workers at the facility	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-6	No assurance that workers meet at assembly/meeting points	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-7	All power is not turned off	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-8	No assurance that doors and windows are closed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-9	No staff monitors/leads are present to listen and watch to ensure all alarms work properly and all workers are evacuated as planned	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-10	No system to account for all workers during an emergency evacuation	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-11	No assessment after the drill to learn how to improve the evacuation process	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-12	No written documentation of emergency drills	

Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-13	None of the above - the facility is meeting all measures listed above regarding emergency drills	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-20	Are emergency evacuation procedures in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Response Team		
HS-EME-21	Does the facility have a legally required Fire Brigade/Emergency Response Team of designated workers with special responsibilities for fire safety?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Verification Data: Per verified, there was no legal requirement on Emergency Response Team. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that there was no legal requirement on Emergency Response Team. Source of information: Documentation review: Through reviewing relevant laws and regulations collected by the facility. Details: It was observed that there was no legal requirement on Emergency Response Team.		
Validation Method: SLCP Onsite Verification		
HS-EME-22	Is the facility failing to implement safety measures for the Fire Brigade/Emergency Response Team? (SELECT all that apply with a "X")	
HS-EME-22-1	Initial and refresher trainings on responsibilities of members of the Fire Brigade/Emergency Response Team are not in place	
Facility Response:		
HS-EME-22-2	No appropriate equipment to fight fires (including the correct PPE, e.g., breathing apparatus) available for members of the Fire Brigade/Emergency Response Team	
Facility Response:		
HS-EME-22-3	None of the above - the facility is meeting all measures listed above regarding the Fire Brigade/Emergency Response Team	
Facility Response:		
HS-EME-23	Is the facility accessible to fire response and emergency response vehicles in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-24	Is the facility accessible to fire response and emergency response vehicles, although there are no applicable legal requirements?	
Facility Response:		
Flammable and Combustible Materials		
HS-FLA-1	Are flammable/combustible materials safely stored?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: The facility response is Incorrect because: Goods piled against wall. Source of information: Facility walkthrough: walkthrough all production area and warehouse. Details: Goods piled against wall. During facility tour, it was verified that partial goods in the warehouses were piled against wall directly.		
Non-Compliance: X		

Legal Reference: In accordance with General Rules for Fire Safety Management of Storage Occupancies XF1131-2014, effective from March 1, 2014, Article 6.8 The following requirements shall be met for goods or materials to be piled up in warehouse: a) The distance between the top of any stacking and the floor or flat roof shall be no less than 0.3m (for any roof truss of herringbone shape, the distance shall be calculated from the crossbeam); c) The distance between the goods or materials and the wall shall be no less than 0.5m; d) The distance between any stacking of goods or materials and any pillar shall be no less than 0.3m; e) The distance between different stacking of goods or materials shall be no less than 1m.

Validation Method: SLCP Onsite Verification

HS-FLA-2	Are possible sources of ignition sufficiently safeguarded?	Yes
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Facility Response: Yes

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

Chemicals and Hazardous Substances

HS-CHE-1	Does the facility use chemicals and/or hazardous substances?	Yes- including hazardous substances
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Facility Response: Yes- not including hazardous substances

Verification Selection: Inaccurate - Incorrect

Corrected Response: Yes- including hazardous substances

Verification Data: Per verified, chemicals and hazardous substances such as oil ink and thinner and etc were used in the facility.

Validation Method: SLCP Onsite Verification

HS-CHE-2	Are workers exposed to hazardous substances in the production process/ in the course of their work?	Yes
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Facility Response:

Verification Selection: Not visible to facility during SA/JA

Corrected Response: Yes

Verification Data: Per verified, workers were exposed to hazardous substances in production processes.

Validation Method: SLCP Onsite Verification

HS-CHE-3	Has all legally required action been taken to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	Yes
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Facility Response: Yes

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

HS-CHE-4	Has all legally required action been taken to assess, monitor and prevent environmental exposure to chemicals and hazardous substances?	Yes
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Facility Response: Yes

Verification Selection: Accurate

Verification Data: Source of information: Facility walkthrough: walkthrough all production area, warehouse, canteen and office. Details: through facility tour, it was verified that all legally required action, such as second container, eye washing station, been taken to assess, monitor and prevent environmental exposure to chemicals and hazardous substances.

Validation Method: SLCP Onsite Verification

HS-CHE-6	Are workers exposed to the following hazardous substances in wet processes (SELECT all that apply with a "X"):	
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HS-CHE-6-1	Potassium Permanganate (PP)	
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Facility Response:

Verification Selection: Not visible to facility during SA/JA

Corrected Response:

Verification Data: Per verified, there was no wet processes in the facility.

Validation Method: SLCP Onsite Verification

HS-CHE-6-2	N,N-Dimethylformamide (DMF)	
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Facility Response:

Verification Selection: Not visible to facility during SA/JA

Corrected Response:

Verification Data: Per verified, there was no wet processes in the facility.

Validation Method: SLCP Onsite Verification

HS-CHE-6-3	Tetrachloroethylene (PERC)	
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Facility Response:

Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Per verified, there was no wet processes in the facility.		
Validation Method: SLCP Onsite Verification		
HS-CHE-6-4	Other hazardous substances in wet processes	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Per verified, there was no wet processes in the facility.		
Validation Method: SLCP Onsite Verification		
HS-CHE-6.1	If other, please describe:	
Facility Response:		
HS-CHE-6-5	No hazardous substances in wet processes being used	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Per verified, there was no wet processes in the facility.		
Validation Method: SLCP Onsite Verification		
License for Acids		
HS-CHE-5	Bangladesh: Does the facility have the legally required license for storage and use of acids?	
Facility Response:		
Storage		
HS-CHE-7	Does the facility maintain an inventory of all chemicals and hazardous substances used in the workplace in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-8	Are GHS compliant Safety Data Sheets ("SDS", formerly MSDS) available for all chemicals used in the workplace in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, MSDSs were available for all chemicals used in the workplace, which was in line with legal requirements. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that oil ink was used and stored in the facility, MSDS was available for all chemicals in line with legal requirements. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that oil ink was used and stored in the facility were used in the facility, the facility asked the chemical suppliers to provide MSDS and posted the MSDS in the workplaces where chemicals were used and stored.		
Validation Method: SLCP Onsite Verification		
HS-CHE-9	Are chemicals and hazardous substances stored in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, second container was provided for all chemicals used in the workplace, which was in line with legal requirements. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that oil ink was used and stored in the facility, second container was provided for all chemicals used in the workplace, which was in line with legal requirements. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that oil ink was used and stored in the facility were used in the facility, the facility had provided second container for all chemicals used in the workplace.		
Validation Method: SLCP Onsite Verification		
HS-CHE-10	Are chemicals and hazardous substances labeled in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11	Is the facility failing to implement additional safety measures for storage of chemicals and hazardous substances? (SELECT all that apply with a "X")	

HS-CHE-11-1	No appropriate design, construction and location of chemical storage areas for the safe storage of chemicals and hazardous substances	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-2	No measures in place to prevent unauthorized entry to chemical storage areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-3	No assurance that all chemical containers are properly capped and stored away when not in use so as to prevent spillage, leakage, and unsafe exposure to workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-4	No automatic fire extinguishing system in chemical storage areas with flammable chemicals	
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, there was flammable chemicals used in the facility and automatic fire extinguishing system was installed in chemical storage area.		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-5	No easy entry(ies) and exit(s) to all chemical storage areas in cases of emergency	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-6	Chemical storage areas do not have any chemical spill detection and alarm system	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-7	None of the above - the facility is meeting all measures listed above regarding safe storage of chemicals and hazardous substances	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Per verified, the facility was meeting all measures listed above regarding safe storage of chemicals and hazardous substances.		
Validation Method: SLCP Onsite Verification		
Handling		
HS-CHE-12	Are workers trained on chemical hazards and safe work practices particular to their job assignment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13	Is the facility failing to implement safety measures for safe handling of chemicals and hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-13-1	Training records on chemical use, handling, disposal and spill cleanup not maintained for at least 12 months	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-CHE-13-2	Inappropriate containers are used for dispensing all chemicals	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-3	No written procedures in place for reporting and responding to chemical spills inside the production area	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-4	No complete spill kit (appropriate for the types and use of chemicals in the facility) available for use	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-5	Chemicals disposed in waste bin containers which are generally used for food and drink	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-6	None of the above - the facility is meeting all measures listed above regarding safe handling of chemicals and hazardous substances	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-14	Does the facility follow all legal requirements on provision and maintenance of showers, eyewash stations or other proper cleansing materials for workers in the event of exposure to hazardous chemicals?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15	Is the facility failing to implement safety measures for eyewash stations and showers? (SELECT all that apply with a "X")	
HS-CHE-15-1	Eyewash stations or showers are not clearly identifiable	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-2	Eyewash stations or showers are not easy to access	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-3	Eyewash stations or showers are not clear of clutter/debris	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-4	Eyewash stations or showers do not use potable water at the right temperature and pressure	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-5	Eyewash stations or showers are not regularly inspected	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-6	Eyewash stations or showers inspection logs are not kept	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-7	None of the above - the facility is meeting all measures listed above regarding eyewash stations and showers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-16	Do worker exposures to chemicals and hazardous substances exceed legal requirements??	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Gas Cylinders		
HS-CHE-17	Does the facility use compressed gas cylinders?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-18	Is the facility failing to implement safety measures for compressed gas cylinders? (SELECT all that apply with a "X")	
HS-CHE-18-1	No measures to prevent accidental tipping/falling of all compressed gas cylinders	
Facility Response:		
HS-CHE-18-2	No assurance that all compressed gas cylinders have closed valves when not in use	
Facility Response:		
HS-CHE-18-3	Unsafe transportation of compressed gas cylinders	
Facility Response:		
HS-CHE-18-4	Compressed gas cylinders are not stored away from heat and other fire sources	
Facility Response:		
HS-CHE-18-5	No assurance that compressed gas cylinders are only used by qualified workers	
Facility Response:		
HS-CHE-18-6	No labeling and/or segregation of compressed gas cylinders	
Facility Response:		
HS-CHE-18-7	Compressed gas cylinders are not stored in an enclosed cage	
Facility Response:		
HS-CHE-18-8	Stationary compressed gas cylinders are not connected with fixed piping	
Facility Response:		
HS-CHE-18-9	None of the above - the facility is meeting all measures listed above regarding compressed gas cylinders safety	
Facility Response:		
Other Legal Requirements		
HS-CHE-19	Cambodia: Has the facility prepared for response, control and cleaning of chemical spills, as legally required?	
Facility Response:		
HS-CHE-20	Cambodia: Are chemical mixing rooms equipped and used in line with legal requirements?	

Facility Response:		
HS-CHE-21	Is the facility failing to comply with other legally required practices regarding Chemicals and Hazardous Substances not already covered in the Tool?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Worker Protection		
Training Vietnam Law		
HS-WOR-1	Vietnam: Has the facility trained workers on general occupational health and safety, as legally required?	
Facility Response:		
Training		
HS-WOR-2	Is required Health and Safety training for workers offered free of charge and does it take place during working hours?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility provided health and safety training for workers free of charge and it was taken place during working hours. Source of information: Documentation review: training plan, training materials and records were checked. Details: through document review, it was observed that the facility provided Health and Safety training includes fire safety, machine safety, electricity safety, chemical safety, etc for workers free of charge and it was taken place during working hours. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that Health and Safety training includes fire safety, machine safety, electricity safety, chemical safety, etc were provided for them free of charge and it was taken place during working hours.		
Validation Method: SLCP Onsite Verification		
Imminent Danger		
HS-WOR-3	Are workers subject to negative consequences if they remove themselves from work situations that they believe present an imminent and serious danger to life or health?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Special Categories		
HS-WOR-4	Are pregnant and nursing workers protected against safety and health risks in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Personal Protective Equipment (PPE)		
HS-WOR-5	Does the facility provide workers with Personal Protective Equipment (PPE) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-6	Do any occupational safety and health measures, including collective measures or personal protective equipment, involve any cost to workers?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, occupational safety and health measures, including collective measures or personal protective equipment, free to workers. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that occupational safety and health measures, including collective measures or personal protective equipment, free to all workers. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility provided occupational safety and health measures, including collective measures and personal protective equipment to workers for free.		
Validation Method: SLCP Onsite Verification		
HS-WOR-7	Are workers trained and required to use personal protective equipment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-WOR-7.1	Please describe how often workers are trained on proper use of personal protective equipment:	Four times a year
Facility Response: Four times a year		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8	Is the facility failing to implement safety measures for Personal Protective Equipment (PPE)? (SELECT all that apply with a "X")	
HS-WOR-8-1	PPE equipment and clothing provided is not in good condition and is not replaced as needed to ensure effectiveness and protect workers from identified hazards	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-2	PPE is not the correct size for workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-3	No provision of PPE equipment (such as hearing protection) where noise levels approach or exceed the equivalent dose of 85 decibels (dB) for 8 hours	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-4	No consistent use of PPE equipment (and clothing provided) by workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-5	No warnings (either through verbal or written communication) are used to ensure that workers use PPE equipment and clothing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-6	Penalties (monetary or otherwise) are used to ensure that workers use PPE equipment and clothing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8.1	Please describe the penalties (monetary or otherwise) used by the facility to ensure that workers use PPE equipment and clothing:	
Facility Response:		
HS-WOR-8-7	No appropriate and safe storage of PPE equipment and clothing on-site ensured by the facility	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-8	None of the above - the facility is meeting all measures listed above regarding Personal Protective Equipment (PPE)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-9	Are workers who handle Potassium Permanganate (PP) provided with required Personal Protection Equipment (PPE)?	
Facility Response:		

HS-WOR-10	Is the PPE related to Potassium Permanganate (PP) in good condition and regularly replaced as per their defined duration of use?	
Facility Response:		
HS-WOR-11	Are workers who handle N,N-Dimethylformamide (DMF) provided with required Personal Protection Equipment (PPE)?	
Facility Response:		
HS-WOR-12	Is the PPE related to N,N-Dimethylformamide (DMF) in good condition and regularly replaced as per their defined duration of use?	
Facility Response:		
HS-WOR-13	Are workers who handle Tetrachloroethylene (PERC) provided with required Personal Protection Equipment (PPE)?	
Facility Response:		
HS-WOR-14	Is the PPE related to Tetrachloroethylene (PERC) in good condition and regularly replaced as per their defined duration of use?	
Facility Response:		
Machinery and Equipment		
HS-WOR-15	Are legally required guards properly installed and maintained on all machinery and equipment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-16	Does the facility have legally required and up to date permits/ certificates/ licenses for the installation/ operation/ maintenance of special machines and equipment (e.g., electrical installations, generator, boiler, other pressure vessels, lifting equipment, elevators and/or welding)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility have legally required and up to date permits/ certificates/ licenses for the installation/ operation/ maintenance of special equipment (lifts and forklift). Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen, and office. Details: through facility tour, it was observed that there were lifts and forklift were used in the facility. Source of information: Documentation review: List of special appliances, registration certificates and inspection records of special appliances were checked. Details: through document review, it was observed that the facility obtained the registration certificates and valid inspection reports of the lifts and forklift used in the facility.		
Validation Method: SLCP Onsite Verification		
HS-WOR-17	Do operators/ technicians for machinery, equipment, electrical installations, boiler, lifting equipment, and/or welding have legally required license/ permit/ certification/ training?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the operators of special appliances, electricians have obtained legally required license and operator certificates. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, it was observed that there were lifts and forklift used in the facility. Source of information: Documentation review: legally required license, training certificates for operators were checked. Details: through document review, it was observed that operators of forklift had obtained valid operator certificates, the electrician obtained valid license. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that all workers operating special appliances or conducting special tasks were trained and obtained related certificates or license.		
Validation Method: SLCP Onsite Verification		
HS-WOR-18	Is the facility failing to implement safety measures for machinery and equipment? (SELECT all that apply with a "X")	
HS-WOR-18-1	No functioning lockout/tagout program for machinery and equipment (if applicable)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-18-2	No maintenance of worker machinery and equipment training records for at least the last 12 months	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-WOR-18-3	No display or posting of machinery and equipment safety instructions in workers' language(s) in the facility	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-18-4	None of the above - the facility is meeting all measures listed above regarding machinery and equipment safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-19	Does the facility use equipment that involves lasers or produces radiation?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-19-1	If yes, please describe what type of laser or radiation equipment is used in the facility:	
Facility Response:		
HS-WOR-20	Is the facility failing to implement safety measures for laser/radiation equipment? (SELECT all that apply with a "X")	
HS-WOR-20-1	No maintenance and/or regular inspection of laser/radiation equipment	
Facility Response:		
HS-WOR-20-2	No appropriate protection in laser/radiation equipment	
Facility Response:		
HS-WOR-20-3	No appropriate signs in laser/radiation equipment	
Facility Response:		
HS-WOR-20-4	No assurance that workers working with radiation sources are protected and not exposed to more than three rems/year	
Facility Response:		
HS-WOR-20-5	Workers that work with laser/radiation-producing equipment do not understand why and how to operate the equipment safely	
Facility Response:		
HS-WOR-20-6	None of the above - the facility is meeting all measures listed above regarding laser/radiation equipment safety	
Facility Response:		
HS-WOR-21	Is laser and radiation producing equipment in line with legal requirements?	
Facility Response:		
Ergonomics		
HS-WOR-22	Does the facility have ergonomic measures in place that consider the requirements of both women and men?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-23	Is the facility failing to implement safety measures for ergonomics? (SELECT all that apply with a "X")	
HS-WOR-23-1	No system for identifying, evaluating and minimizing risks from physically demanding work to prevent work-related injuries and health impacts in the facility	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-23-2	Workers are not rotated between tasks to reduce exposure to repetitive tasks	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-23-3	Workers cannot take short ergonomic breaks during the work day	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-23-4	No adjustable workstations to accommodate individual worker needs provided by the facility	
Facility Response:		
HS-WOR-23-5	No adjustable equipment to accommodate individual worker needs provided by the facility	
Facility Response:		
HS-WOR-23-6	No training on ergonomic factors and good practices to prevent and/or reduce injuries provided by the facility	
Facility Response:		
HS-WOR-23-7	None of the above - the facility is meeting all measures listed above regarding ergonomics	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-24	Are ergonomic measures in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Hot Work		
HS-WOR-25	Does the facility perform any type of "hot work" (i.e. welding, soldering etc.)?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-25.1	If yes, please describe what type of hot work is performed in the facility:	
Facility Response:		
HS-WOR-26	Is the facility failing to implement safety measures for hot work? (SELECT all that apply with a "X")	
HS-WOR-26-1	No approved designated area for hot work	
Facility Response:		
HS-WOR-26-2	No permit for hot work outside of an approved designated area	
Facility Response:		
HS-WOR-26-3	No appropriate distance or other controls (e.g. fire watch) are in place to prevent ignition of combustible materials	
Facility Response:		
HS-WOR-26-4	No appropriate ventilation for areas where hot work is conducted	
Facility Response:		
HS-WOR-26-5	No inspection of hot work equipment prior to use	
Facility Response:		
HS-WOR-26-6	None of the above - the facility is meeting all measures listed above regarding hot work safety	
Facility Response:		
HS-WOR-27	Is hot work performed in line with legal requirements?	
Facility Response:		
Heat/Cold Stress		

HS-WOR-28	Does the facility have any work areas with risk of heat or cold stress (extreme hot or cold temperature areas)?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had no work areas with risk of heat or cold stress. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: it was observed that the facility had no work areas with risk of heat or cold stress (extreme hot temperature areas). Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported the facility had no work areas with risk of heat or cold stress (extreme hot temperature areas).		
Validation Method: SLCP Onsite Verification		
HS-WOR-29	Is the facility failing to implement safety measures for extreme hot or cold environments? (SELECT all that apply with a "X")	
HS-WOR-29-1	No risk assessment of where significant heat or cold exposure is present in the facility	
Facility Response:		
HS-WOR-29-2	No shields to protect workers from radiant heat sources	
Facility Response:		
HS-WOR-29-3	No rest breaks and/or rotations for workers who are exposed to heat/radiation	
Facility Response:		
HS-WOR-29-4	No implementation of basic medical surveillance techniques to monitor workers who are exposed to heat/cold sources	
Facility Response:		
HS-WOR-29-5	None of the above - the facility is meeting all measures listed above regarding safety in extreme hot or cold environments	
Facility Response:		
Materials Handling and Storage		
Storage		
HS-MAT-1	Is the facility failing to implement safety measures for storage areas? (SELECT all that apply with a "X")	
HS-MAT-1-1	Storage racks and shelving not secured to permanent structures	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-1-2	No protected or explosion proof lighting in storage areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-1-3	No adequate strength of storage racks to support existing loads	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-1-4	None of the above - the facility is meeting all measures listed above regarding storage area safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-2	Are fuel storage tanks designed and handled in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Ladders		
HS-MAT-3	Does the facility use portable ladders?	No

Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-4	Is the facility failing to implement safety measures for portable ladders? (SELECT all that apply with a "X")	
HS-MAT-4-1	No regular inspection for damage and maintenance of portable ladders	
Facility Response:		
HS-MAT-4-2	No locking devices on ladders (ladders not secure when open or in use)	
Facility Response:		
HS-MAT-4-3	Workers who use ladders are not trained to place ladders on a stable, even surface when in use	
Facility Response:		
HS-MAT-4-4	No prevention of tying or fastening together ladders to achieve additional height	
Facility Response:		
HS-MAT-4-5	No prevention of placing ladders in front of any doors that are not locked or guarded	
Facility Response:		
HS-MAT-4-6	No prevention of using ladders in the horizontal position as a platform or scaffolding	
Facility Response:		
HS-MAT-4-7	No securing of ladders when not in use	
Facility Response:		
HS-MAT-4-8	None of the above - the facility is meeting all measures listed above regarding portable ladder safety	
Facility Response:		
Forklifts		
HS-MAT-5	Does the facility have forklifts (or other types of lifting equipment)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6	Is the facility failing to implement safety measures for forklifts? (SELECT all that apply with a "X")	
HS-MAT-6-1	No regular inspection and/or maintenance of fork lifts	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-2	No warning lights and audible signals for reverse travel on forklift trucks	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-3	No prevention of overloading materials on forklift trucks	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-4	No prevention of using forklifts to lift workers so that they can perform activities at higher heights	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-MAT-6-5	Battery charging areas for electric forklift trucks are close to storage areas of combustible materials	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-6	Forklift routes are not clearly marked	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-7	No parking of forklifts in designated location(s) when not in use	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-8	None of the above - the facility is meeting all measures listed above regarding forklift safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Safety Warnings		
HS-SAF-1	Are legally required safety warnings posted in the workplace?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Electrical Safety		
Safety Warnings		
HS-ELE-1	Are electrical wires, cables, switches, plugs, panels, distribution boards, and equipment (e.g. transformers, generators, compressors, circuit breakers) installed, grounded (for equipment), maintained and in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, electrical wires, cables, switches, plugs, panels, distribution boards and equipment were installed, grounded and maintained and in line with legal requirements. Source of information: Facility walkthrough: Facility walkthrough of workshops, warehouse, canteen and office. Details: it was observed that the electrical wires, switches, plugs, panels, distribution boards and equipment were installed, grounded, maintained and in line with legal requirements. For example: all electronic boxes were posted with warning signs, locked and away from the flammable materials.		
Validation Method: SLCP Onsite Verification		
Maintenance		
HS-ELE-2	Is electrical equipment inspection and maintenance carried out by a certified, competent and authorized entity (i.e. is the electrician licensed) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the electrical equipment inspection and maintenance was carried out by a certified, competent and authorized entity in line with legal requirements. Source of information: Documentation review: electrician license, electricity safety checking records were checked. Details: through document review, it was observed that the facility arranged qualified electricians to check the electricity safety at least monthly. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that that electrical equipment inspection and maintenance was carried out by a certified, competent and authorized entity in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
HS-ELE-3	Does the facility maintain records of electrical equipment maintenance activities?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-ELE-4	Does the facility conduct maintenance on electrical equipment with electricity flowing through it at the time of maintenance?	No

Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Machinery		
HS-ELE-5	Are electrical outlets used for plugging in corded equipment in wet or damp areas protected with GFCIs (ground-fault circuit-interrupters)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-ELE-6	Are machinery and lighting connected to the appropriate type of power source/industrial connections?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
High Voltage Areas		
HS-ELE-7	Is access to high voltage areas and generator areas restricted to authorized personnel only?	Yes
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Per verified, there was power distribution room, and only authorized personnel could enter the room.		
Validation Method: SLCP Onsite Verification		
HS-ELE-8	Are any materials that are not relevant to the maintenance of the high-voltage area stored in the high-voltage area?	No
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Per verified, there was no material not relevant to the maintenance was stored in power distribution room.		
Validation Method: SLCP Onsite Verification		
Sub-Station		
HS-ELE-9	Is there an electrical power sub-station on-site at the facility?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Per verified, there was one power distribution room in the facility.		
Validation Method: SLCP Onsite Verification		
HS-ELE-10	Is the sub-station in line with legal requirements or fire-rated construction?	Yes
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: Yes		
Verification Data: Per verified, the power distribution room was in line with legal requirement and fire rated construction.		
Validation Method: SLCP Onsite Verification		
Emergency Systems		
HS-ELE-11	Is there a lightning protector/arrestor system in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-ELE-12	Although not legally required, has the facility installed a lightning protector/arrestor system on the building?	
Facility Response:		

HS-ELE-13	Is the back-up emergency power system working and in good condition?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Compressors and Generators		
HS-ELE-14	Are the belt areas of compressors and generators fully enclosed and guarded?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
First Aid and Medical		
First-aid		
HS-FIR-1	Is the facility failing to comply with legal requirements for any of the following related to first aid? (SELECT all that apply with a "X")	
HS-FIR-1-1	First-aid kits are not sufficient in number	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-1-2	First-aid kits are not sufficiently maintained (not fully stocked and contain expired items)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-1-3	First aid kits are not clearly marked and not readily accessible	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-1-4	Facility does not train a sufficient number of workers in first aid	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-1-5	First aid training records are not retained	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-1-6	None of the above - the facility is meeting all legal requirements listed above regarding first-aid	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Health Checks		
HS-FIR-2	Are specialized health checks conducted for workers performing high-risk activities (i.e., involving radiation, chemicals, noise, heat, dust, etc.)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-3	Does the facility comply with legal requirements regarding medical checks for workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-FIR-4	Is documentation of health checks maintained and up to date?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Medical Treatment		
HS-FIR-5	Are arrangements in case of medical emergency, including on-site medical facilities/clinic(s) and staff in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Per verified, the facility did not have arrangements in case of medical emergency, such as on-site medical facilities/clinic(s) and staff and it is not legally required. Source of information: Facility walkthrough: Facility walkthrough of workshops, warehouses and office. Details: through facility tour, it was observed that the facility did not have arrangements in case of medical emergency, including on-site medical facilities/clinic(s) and staff and it was not legally required. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that that there was no medical emergency happen in the facility. The facility did not have arrangements in case of medical emergency, such as on-site medical facilities/clinic(s) and staff currently. If medical emergency happen, they would sent related workers to the nearest hospital. And there were first aid box in each workshop.		
Validation Method: SLCP Onsite Verification		
HS-FIR-6	Is the facility failing to implement measures regarding on-site medical treatment? (SELECT all that apply with a "X")	
HS-FIR-6-1	No provision of medical facilities/clinic(s) with supplies and equipment for the injuries expected	
Facility Response:		
HS-FIR-6-2	Medical facilities/clinics are not kept clean and sanitary	
Facility Response:		
HS-FIR-6-3	Medical facilities/clinics are not in operation during all working hours, including overtime	
Facility Response:		
HS-FIR-6-4	No appointed doctor/nurse for medical facilities/clinic(s)	
Facility Response:		
HS-FIR-6-5	No equipment/ materials for maternal healthcare in medical facilities/clinic(s)	
Facility Response:		
HS-FIR-6-6	Medicines stored in medical facilities/clinics are not kept under lock and key (non-medical personnel can access medicines)	
Facility Response:		
HS-FIR-6-7	None of the above - the facility is meeting all measures listed above regarding on-site medical treatment	
Facility Response:		
Medical Treatment Access		
HS-FIR-7	Are workers allowed access to on-site medical facilities at any time?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Per verified, the facility did not have an on-site medical facility. Source of information: Facility walkthrough: Facility walkthrough of workshops, warehouses and office. Details: through facility tour, it was observed that the facility did not have an on-site medical facility, and it was not legally required. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that there was on-site medical facility in the facility. If medical emergency happen, the related workers would be sent to the nearest hospital. And there were first aid box in each workshop.		
Validation Method: SLCP Onsite Verification		
Contagious Diseases		
HS-FIR-8	Does the facility have a written plan for handling outbreaks of contagious diseases?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9	Is the facility failing to implement safety measures to prevent the spread of contagious diseases? (SELECT all that apply with a "X")	

HS-FIR-9-1	No handwashing/sanitizing stations	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-2	No training for workers on preventing the spread of contagious diseases	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-3	No provision of additional PPE (e.g. masks, gloves) specifically to prevent the spread of contagious diseases to workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-4	Not Applicable	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-5	None of the above - the facility is meeting all measures listed above to prevent the spread of contagious diseases	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Work-related Accidents and Diseases		
HS-FIR-10	Does the facility record work-related accidents and diseases and report them to the competent authority in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, the facility recorded work-related accidents and diseases and report them to the competent authority in line with legal requirements if needed. Source of information: Documentation review: injury management procedure, recent 12 months' work-related accidents and diseases records. Details: through document review, it was observed that the facility would record work-related accidents and diseases and report them to the competent authority in line with legal requirements. No injury happened in the year of 2024 and 2025. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: The facility management reported that the facility would record work-related accidents and diseases and report them to the competent authority in line with legal requirements. But no injury happened in the year of 2024 and 2025. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that no injury happened in the year of 2024 and 2025.		
Validation Method: SLCP Onsite Verification		
HS-FIR-11	Were records of all work-related injuries, fatalities, accidents and incidents retained for at least 12 months?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-12	Number of work-related injuries that resulted in at least three days of absence from work:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-13	Number of work-related injuries that resulted in less than three days of absence from work:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-14	Number of work-related dangerous occurrences in the last 12 months (e.g. collapse, partial collapse, explosions, electrical fire, etc.):	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-FIR-15	Number of work-related fatalities in the last 12 months:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-16	Number of commuting injuries (incl. fatalities) in the last 12 months:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-17	Is the commute service provided by/ organized by the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-18	Number of work-related diseases in the last 12 months:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-19	Does the facility have an established accident investigation procedure to effectively determine root cause(s) and corrective actions?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-20	Does the facility comply with occupational safety and health -related legal requirements on HIV/AIDS?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement on this point.		
Validation Method: SLCP Onsite Verification		
Contractor Safety		
HS-CON-1	Does the facility use contractor personnel to perform maintenance work?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CON-2	Is the facility failing to implement safety measures regarding contractor safety? (SELECT all that apply with a "X")	
HS-CON-2-1	No verification by the facility that contractor personnel have appropriate qualifications and licenses for performing work	
Facility Response:		
HS-CON-2-2	No safety orientation provided to contractor personnel by the facility	
Facility Response:		
HS-CON-2-3	No monitoring of contracted personnel by the facility to ensure they perform work in a safe and legal manner	
Facility Response:		
HS-CON-2-4	No safe use of scaffolding (i.e. secured to a permanent structure, able to carry intended load etc.)	
Facility Response:		
HS-CON-2-5	No safe performance of excavation and/or trenching work (i.e. will damage or disrupt underground utilities, storage tanks, or other facilities)	
Facility Response:		

HS-CON-2-6	No fire extinguisher is provided by the facility when hot works are performed (i.e. if the contractor did not bring their own)	
Facility Response:		
HS-CON-2-7	No assurance that if chemicals are brought into the facility, contractors submit the relevant Safety Data Sheets ("SDS", formerly named MSDS) for review	
Facility Response:		
HS-CON-2-8	None of the above - the facility is meeting all measures listed above regarding contractor safety	
Facility Response:		
Dormitories		
HS-DOR-1	Are building/construction, structural safety and fire permits and certificates for housing/dormitories in line with legal requirements?	
Facility Response:		
HS-DOR-2	Is the facility failing to implement measures regarding housing/dormitories? (SELECT all that apply with a "X")	
HS-DOR-2-1	Housing/dormitories are not separate from the production and warehouse areas (even though they may be in the same compound/industrial park)	
Facility Response:		
HS-DOR-2-2	Housing/dormitories are not clean	
Facility Response:		
HS-DOR-2-3	Housing/dormitories minimum space dimensions are out of line with legal requirements	
Facility Response:		
HS-DOR-2-4	Beds are arranged more than two tiers high	
Facility Response:		
HS-DOR-2-5	Housing/dormitories are not lit in line with legal requirements	
Facility Response:		
HS-DOR-2-6	Housing/dormitories are not ventilated in line with legal requirements	
Facility Response:		
HS-DOR-2-7	Housing/dormitories protection against heat, cold, and dampness is out of line with legal requirements	
Facility Response:		
HS-DOR-2-8	Housing/dormitories noise protection is out of line with legal requirements	
Facility Response:		
HS-DOR-2-9	Housing/dormitories protection against disease carrying animals or insects is out of line with legal requirements	
Facility Response:		
HS-DOR-2-10	Housing/dormitories cooking and storage facilities are out of line with legal requirements	
Facility Response:		
HS-DOR-2-11	Housing/ dormitories do not offer workers adequate privacy	
Facility Response:		
HS-DOR-2-12	Housing/dormitories access to free and potable water is out of line with legal requirements	
Facility Response:		
HS-DOR-2-13	Housing/dormitories do not have legally required toilets, showers, sewage and garbage disposal system	
Facility Response:		
HS-DOR-2-14	Housing/dormitories protection from fire is out of line with legal requirements	
Facility Response:		

HS-DOR-2-1 5	Housing/dormitories emergency preparedness is out of line with legal requirements	
Facility Response:		
HS-DOR-2-1 6	None of the above - the facility is meeting all measures listed above regarding housing/dormitories safety	
Facility Response:		
HS-DOR-3	Does housing/dormitories provide provisions for pregnant and nursing mothers?	
Facility Response:		
HS-DOR-4	Does housing/dormitories have trained security personnel?	
Facility Response:		
HS-DOR-5	Does housing/dormitories offer sufficient storage space for workers?	
Facility Response:		
HS-DOR-6	Are housing/dormitories in line with all other health and safety legal requirements?	
Facility Response:		
HS-DOR-7	Are building/construction, structural safety and fire permits and certificates for off-site housing sites not managed and controlled by the facility in line with legal requirements?	
Facility Response:		
Canteens		
HS-CAN-1	Are onsite canteens and eating areas in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, onsite canteen and eating area was in line with legal requirement. Source of information: Facility walkthrough: Facility walkthrough of canteen. Details: it was observed that the kitchen and canteen were located at 1F of one 2-storey building and the onsite canteen was in line with legal requirements. Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: the facility had provided canteen or kitchen for all employees, which was in line with legal requirement.		
Validation Method: SLCP Onsite Verification		
HS-CAN-2	Are off-site canteens and eating areas managed by the facility in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Verification Data: Per verified, there was no off-site canteen and eating area, which was not required by local law.		
Validation Method: SLCP Onsite Verification		
HS-CAN-3	Is the facility failing to implement safety measures regarding canteen / eating areas? (SELECT all that apply with a "X")	
HS-CAN-3-1	Canteen/ eating areas are not separate from the production areas	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-2	Canteen / eating areas are not protected from the elements and/or have no adequate seating, tables and lighting	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-3	Food preparation, storage, and eating areas are not kept clean, safe, and hygienic (including temperature, ventilation, light, noise etc.)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-4	When preparing food no measures to prevent/decrease potential of foodborne illness	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-5	No annual medical examinations done on food service workers to ensure they are healthy and free from communicable diseases	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-6	No training on food safety and proper hygiene rules for food service workers handling food	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-7	None of the above - the facility is meeting all measures listed above regarding canteen / eating areas safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-4	Do food service workers have valid health/sanitation certificates/permits, as legally required?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, 2 food service workers have valid health certificates as legally required. Source of information: Documentation review: health certificates. Details: It was observed that the facility provided health certificates of all kitchen staff for review, which was in line with legal requirements. Source of information: Management interview: Interview with the Administration Manager and EHS Specialist of the facility. Details: the facility had arranged all food service workers to have health check annually.		
Validation Method: SLCP Onsite Verification		
Childcare		
HS-CHI-1	Are on-site childcare facilities in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Verification Data: Per verified, there was no on-site childcare facilities provided in the facility and there was no legal requirement for this point. Source of information: Facility walkthrough: walkthrough all production areas, warehouses, canteen and office. Details: through facility tour, there was no on-site childcare facilities provided in the facility. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that there was no on-site childcare facilities provided in the facility. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that there was no on-site childcare facilities provided in the facility.		
Validation Method: SLCP Onsite Verification		
HS-CHI-2	Is the facility failing to implement the following measures regarding on-site childcare facilities? (SELECT all that apply with a "X")	
HS-CHI-2-1	Childcare facilities are not on the ground floor	
Facility Response:		
HS-CHI-2-2	Childcare facilities are not kept clean, safe, and hygienic (including temperature, ventilation, light, noise, etc.)	
Facility Response:		
HS-CHI-2-3	Childcare facilities are not provided with adequate supplies and infrastructure (i.e., food, recreational items, washroom, feeding area, etc.)	
Facility Response:		
HS-CHI-2-4	Childcare staff do not go through an appropriate pre-work screening process	
Facility Response:		
HS-CHI-2-5	No sufficient numbers of childcare staff to ensure the safety and well-being of the number of children present	
Facility Response:		
HS-CHI-2-6	Capacity of the childcare facility is not sufficient to cover the need of all workers	
Facility Response:		

HS-CHI-2-7	No assurance that children are only released to parents or other authorized adult/guardians	
Facility Response:		
HS-CHI-2-8	None of the above - the facility is meeting all measures listed above regarding on-site childcare facilities safety	
Facility Response:		
Children		
Presence on Work Floor		
HS-CHIL-1	Are children below the legal minimum age for employment allowed in the production area, even if they are not working?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, there was no children below the legal minimum age for employment allowed in the production area, even if they were not working. Source of information: Facility walkthrough: walkthrough all production area, warehouse, canteen and office. Details: through facility tour, it was observed that there was no children below the legal minimum age for employment in the production area, even if they were not working. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that the facility did not hire workers below 16 years old and the facility did not allow children to entry the facility site. Source of information: Worker interview: interview with all 12 randomly selected workers. Details: all the 12 workers confirmed that there were no workers below 16 years old in the facility, and the facility did not allow children to entry the facility site.		
Validation Method: SLCP Onsite Verification		
Facilities		
HS-FAC-1	Does the facility provide all legally required facilities?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No applicable legal requirements		
Verification Data: Per verified, there was no applicable legal requirement on this point.		
Validation Method: SLCP Onsite Verification		
Facility Comments		
HS-FACI-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
TERMINATION		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	Section Description: The purpose of the Termination section is to understand the facility's social and labor practices in the final stages of employment. Termination is the voluntary or involuntary ending of the employment relationship. Termination is typically voluntary in cases of resignation or retirement and involuntary in cases of dismissal or layoffs. Social and Labor topics within this section include: • Forced Labor • Employment Practices • Discrimination • Facility Comments	
Forced Labor		
Sub-Section Instructions		

Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one's work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, as long as it is part of a formal educational programme. However, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more vulnerable to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919		
Notice		
TER-FOR-1	For workers seeking to end their employment, how many days of notice are required by the facility?	30
Facility Response: 27		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 30		
Verification Data: Per verified, workers needed to notice 30 days to the facility in advance if they wanted to end their employment.		
Validation Method: SLCP Onsite Verification		
Debts		
TER-FOR-2	Does any worker owe debts related to their work to the facility and/or a third party?	No
Facility Response: No		

Verification Selection: Accurate		
Verification Data: Per verified, no worker owed debts to the facility. Source of information: Worker interview: interview with all 12 workers. Details: all the 12 workers confirmed that they did not owe debts to the facility. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that the facility did not require workers to owe debts to the facility. Source of information: Documentation review: personal files, labor contracts, written agreements, and payroll records were checked. Details: through document review, it was observed that there was no worker owed debts to the facility.		
Validation Method: SLCP Onsite Verification		
TER-FOR-3	Can workers who owe debts to the facility and/or a third party freely leave their jobs?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, no worker owed debts to the facility and they could freely leave their job. Source of information: Worker interview: Interview with all 12 workers. Details: All the 12 workers confirmed that they did not owe debts to the facility and they could freely leave their job. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that no worker owed debts to the facility and they could freely leave their job. Source of information: Documentation review: employee manual, personal files, labor contracts, written agreements, resignation records and payroll records were checked. Details: through document review, it was observed that no worker owed debts to the facility, and workers could freely leave their job.		
Validation Method: SLCP Onsite Verification		
Withholding		
TER-FOR-4	Has the facility ever withheld - or threatened to withhold - or delayed wage payments in order to keep workers at the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility had never withheld - or threatened to withhold - or delayed wage payments in order to keep workers at the facility. Source of information: Worker interview: Interview with all 12 workers. Details: All the 12 workers confirmed that the facility had never withheld - or threatened to withhold - or delayed wage payments in order to keep workers at the facility, all workers were fully paid in time. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The Administration Manager reported that the facility had never withheld - or threatened to withhold - or delayed wage payments in order to keep workers at the facility, all workers were fully paid in time. Source of information: Documentation review: employee manual, resignation records and payroll records were checked. Details: through document review, it was observed that wages of all workers were paid within 30 days after the working period, which in line with the legal requirements. There was no any withhold or deposit to keep workers at the facility.		
Validation Method: SLCP Onsite Verification		
Leaving		
TER-FOR-5	Are workers free to terminate their employment after their notice period and/or contract expiry?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Per verified, all workers were free to terminate their employment after their notice period and contract expiry. Source of information: Worker interview: Interview with all 12 workers. Details: All the 12 workers confirmed that they were free to terminate their employment after their notice period and contract expiry. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that workers were free to terminate their employment after their notice period and contract expiry. Source of information: Documentation review: personal file and resignation records were checked. Details: through document review, it was observed that workers were free to terminate their employment after their notice period and contract expiry.		
Validation Method: SLCP Onsite Verification		
Employment Practices		
Unjust Termination		
TER-EMP-1	Is the facility failing to comply with legal requirements regarding worker resignation or termination related to: • prior notice, • workers' opportunity to defend, • valid reasons for termination, • outstanding wages, • termination payments, • termination payments all paid on time, • compensation for unused annual leave, and/or • reinstatement/ compensation orders?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
TER-EMP-2	Please specify which of the items below apply (SELECT all that apply with a "X")	
Notice		
TER-EMP-2-1	Workers were not given notice prior to termination in line with applicable legal requirements	
Facility Response:		
Opportunity to Defend		

TER-EMP-2-2	Workers did not have an opportunity to defend themselves before they were terminated based on their conduct or performance	
Facility Response:		
Invalid Reasons		
TER-EMP-2-3	Workers were terminated for invalid reasons	
Facility Response:		
Outstanding Wages		
TER-EMP-2-4	Workers were not paid correctly for outstanding wages	
Facility Response:		
Severance Payment		
TER-EMP-2-5	Workers were not paid correct severance payments	
Facility Response:		
Timely Termination Payment		
TER-EMP-2-6	Termination payments were not paid on time	
Facility Response:		
Unused Annual Leave		
TER-EMP-2-7	Workers were not compensated correctly for unused annual leave	
Facility Response:		
Other Termination Benefits		
TER-EMP-2-8	Workers were not paid other termination benefits in line with legal requirements	
Facility Response:		
Reinstatement/ Compensation Orders		
TER-EMP-2-9	The facility did not comply with any order(s) to reinstate or compensate workers who were found to be unjustly terminated	
Facility Response:		
Suspension / Reduction Workforce		
TER-EMP-3	Does the facility comply with legal requirements before suspending workers or reducing the size of the workforce due to economic, technological, structural, operational or other similar changes?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
TER-EMP-4	Did the facility consult with worker representatives and/or trade union representatives to develop alternatives to suspension or reduction in workforce that was due to economic, technological, structural, operational or other similar changes?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Discrimination		
Sub-Section Instructions		

	Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction based on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disability, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact result in unequal treatment of people with certain characteristics. Distinctions are permissible when they are necessary because of the inherent requirements of the particular job, although this is a rare occurrence and such exceptions must be applied restrictively, on a case by case basis. Also, measures to protect certain categories of workers are acceptable when they are provided for under international labor Conventions and Recommendations, such as maternity protection. Distinctions also may be permissible under national laws designed to help groups who need special protection, for example, laws that offer preferential treatment to women in hiring in order to remedy the effects of past discrimination. Applicable legal standards include: ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards on discrimination; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: R90 Equal Remuneration Recommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981; C190 Violence and Harassment Convention, 2019; R206 Violence and Harassment Recommendation, 2019	
Termination		
TER-DIS-1	Have race, ethnic group, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding termination, forced resignation, retrenchment or retirement?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no such status was considered as a factor in decisions regarding termination, forced resignation, retrenchment or retirement. Source of information: Worker interview: interview with all 12 workers. Details: all the 12 workers confirmed that no such status was considered as a factor in decisions regarding termination, forced resignation, retrenchment or retirement. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist. Details: The Administration Manager reported that the facility did not restrict workers' resignation, all workers could resign freely. Source of information: Documentation review: personal file and resignation records were checked. Details: through document review, it was observed that no such status was considered as a factor in decisions regarding termination, forced resignation, retrenchment or retirement. All workers resigned freely.		
Validation Method: SLCP Onsite Verification		
TER-DIS-2	Which of the following is a factor in decisions on termination, forced resignation, retrenchment or retirement? (SELECT all that apply with a "X")	
TER-DIS-2-1	Race / Ethnic Group / Skin Color	
Facility Response:		
TER-DIS-2-2	Sex / Gender	
Facility Response:		
TER-DIS-2-3	Religion	
Facility Response:		
TER-DIS-2-4	Political Opinion	
Facility Response:		
TER-DIS-2-5	National Extraction	
Facility Response:		
TER-DIS-2-6	Social Origin	
Facility Response:		
TER-DIS-2-7	Disability	
Facility Response:		
TER-DIS-2-8	HIV / AIDS Status (real or perceived)	

Facility Response:		
TER-DIS-2-9	Sexual Orientation	
Facility Response:		
TER-DIS-2-10	Pregnancy / Maternity Status	
Facility Response:		
TER-DIS-2-11	Marital Status	
Facility Response:		
TER-DIS-2-12	Age	
Facility Response:		
TER-DIS-2-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
TER-DIS-2-14	Family responsibilities	
Facility Response:		
TER-DIS-2-15	Other	
Facility Response:		
TER-DIS-2.1	Please describe what "Other" factor is considered in decisions regarding termination, forced resignation, retrenchment or retirement:	
Facility Response:		
Absence due to Illness		
TER-DIS-3	Have decisions of termination, forced resignation, retrenchment or retirement been dependent upon a worker's absence due to illness?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Complaints / Proceedings		
TER-DIS-4	Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filing a complaint or taking part in proceedings against the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, no termination, forced resignation, retrenchment or retirement occurred due to a worker filing a complaint or taking part in proceedings against the facility. Source of information: Worker interview: interview with all 12 workers. Details: all the 12 workers confirmed that they could raise suggestions or complaints to facility when needed, no termination, forced resignation, retrenchment or retirement occurred due to a worker filing a complaint or taking part in proceedings against the facility. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that the facility encouraged employees to raise suggestions or complaints when they needed, the facility did not terminate, force resignation, retrenchment or retirement workers due to a worker filing a complaint or taking part in proceedings against the facility.		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
TER-DIS-5	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Discrimination in Termination?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Per verified, the facility complied with legal requirements not covered elsewhere regarding Discrimination in Termination. Source of information: Management interview: Interview with the Administration Manager and CSR Specialist of the facility. Details: The facility management reported that the facility was comply with all legal requirements regarding Discrimination in Termination. All workers worked in the facility or resigned from the facility were treated equally without any discrimination. Source of information: Worker interview: Interview with all 12 workers. Details: All the 12 workers confirmed that they were treated equally in termination management, no any discrimination happened in the facility. Source of information: Documentation review: resignation management procedure and resignation records were checked. Details: through document review, it was observed that no any discrimination practices in the resignation procedure or process.		
Validation Method: SLCP Onsite Verification		
Termination		
Other Legal Requirements		

TER-TER-1	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Termination Practices?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
TER-TER-2	Is the facility failing to comply with any legal requirements for Termination pertaining to non-production workers and/or onsite sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Comments		
TER-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
MANAGEMENT SYSTEMS		
Number	Question	Final Verified Response
Section Instructions		
	This information related to Step 2 of the SLCP report provides more context/ explanation concerning the Accredited Host/ Platform used to complete this assessment/ verification:	
Section Instructions		
	Section Description: Management Systems related to Social and Labor practices are very facility dependent. They can take many forms depending upon a facility's size, worker demographics, production process and organizational maturity. However, despite their general differences, common themes can be found within most social management systems. With this in mind, the questions below represent an information gathering exercise on possible Social and Labor elements the facility might have based on a Plan, Do Check, Act "PDCA" structure. PDCA is framework for managing processes and systems and within this tool, covers the following items: "Plan" - Policies and Procedures / Strategy and Goals "Do" - Roles and Responsibility / Communication and Training "Check" - Self-Assessment "Act" - Continuous Improvement The questions listed below are simply a starting point to better understand the various aspects that might make up a facility's management system. Having - or not having - certain items in place is not in and of itself a direct reflection of the overall quality of the management system. As with other sections within this tool, answers simply offer an opportunity to further understand the facility's processes so that additional discussions outside of the tool with interested parties can take place. A note to the respondent: Many of the same social and labor topics mentioned in "Step 1" are also included in the questions below. "Step 1" questions primarily ask about whether certain items "exist" or certain actions "are a taking place". While "Step 2" will determine if more formal management systems exist.	
Plan		
Policies & Procedures		
MS-PLA-1	Does the facility have written policies and/or formal procedures for social and labor practices? (SELECT answer with a "X")	
MS-PLA-1-1	Written Policies / Procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-1-2	No written policies or procedures in place (but informal procedures exist)	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-1.1	Please describe these informal procedures:	
Facility Response:		
MS-PLA-2	Are policies and/or procedures endorsed by Senior Management?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-3	Do these policies and/or procedures have a reference to national law and/or international requirements? (SELECT all that apply with a "X")	
MS-PLA-3-1	Reference to national law	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-3-2	Reference to international law/ILO conventions	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-3.1	Please describe which international laws/ILO conventions are referenced:	The answer was incorrect. Per verified, international laws/ILO conventions on child labor, forced labor and discrimination were referenced.
Facility Response: Child Labor , Forced Labor, Discrimination		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: The answer was incorrect. Per verified, international laws/ILO conventions on child labor, forced labor and discrimination were referenced.		
Validation Method: SLCP Onsite Verification		
MS-PLA-3-3	Reference to other national or international requirements/declarations/goals/guiding principles etc.	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: The answer was incorrect. Per verified, policies and procedures did not have a reference to other national or international requirements/declarations/goals/guiding principles.		
Validation Method: SLCP Onsite Verification		
MS-PLA-3.2	Please describe which other national or international requirements / declarations / goals / guiding principles are referenced:	
Facility Response: ILO Core Conventions related to Child Labor , Forced Labor		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
MS-PLA-3-4	No references to any of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4	Does the facility have written policies or procedures on the following topics? (SELECT all that apply with a "X")	
MS-PLA-4-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1	Please write the document titles of all policies and procedures referencing recruitment and hiring:	Per verified, the document titles of all policies and procedures referencing recruitment and hiring was recruitment and hiring procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		

Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing recruitment and hiring was recruitment and hiring procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.2	Please write the document titles of all policies and procedures referencing termination and retrenchment:	Per verified, the document titles of all policies and procedures referencing termination and retrenchment was termination procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing termination and retrenchment was termination procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.3	Please write the document titles of all policies and procedures referencing facility workplace rules:	Per verified, the document titles of all policies and procedures referencing facility workplace rules was employee manual.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing facility workplace rules was employee manual.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-4	Child labor and/or young workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.4	Please write the document titles of all policies and procedures referencing child labor and/or young workers:	Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti- child labor and young labor protective procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti- child labor and young labor protective procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.5	Please write the document titles of all policies and procedures referencing prohibition of forced labor:	Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti-forced labor procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing child labor and young workers was anti-forced labor procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-4.6	Please write the document titles of all policies and procedures referencing anti-harassment and abuse:	Per verified, the document titles of all policies and procedures referencing anti-harassment and abuse was anti-harassment and abuse procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing anti-harassment and abuse was anti-harassment and abuse procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.7	Please write the document titles of all policies and procedures referencing anti-discrimination:	Per verified, the document titles of all policies and procedures referencing anti-discrimination was anti-discrimination procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing anti-discrimination was anti-discrimination procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-8	Working hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.8	Please write the document titles of all policies and procedures referencing working hours:	Per verified, the document titles of all policies and procedures referencing working hours was working hours procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing working hours was working hours procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-9	Wages and benefits	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.9	Please write the document titles of all policies and procedures referencing wages and benefits:	Per verified, the document titles of all policies and procedures referencing wage and benefits was wage and benefits procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing wage and benefits was wage and benefits procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-10	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.10	Please write the document titles of all policies and procedures referencing discipline:	Per verified, the document titles of all policies and procedures referencing discipline was disciplinary management procedure
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing discipline was disciplinary management procedure		
Validation Method: SLCP Onsite Verification		

MS-PLA-4-1 1	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.11	Please write the document titles of all policies and procedures referencing freedom of association and collective bargaining:	Per verified, the document titles of all policies and procedures referencing freedom of association and collective bargaining was freedom of association and collective bargaining procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing freedom of association and collective bargaining was freedom of association and collective bargaining procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-1 2	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 2	Please write the document titles of all policies and procedures referencing grievance systems:	Per verified, the document titles of all policies and procedures referencing grievance systems was grievance systems.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing grievance systems was grievance systems.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-1 3	Worker Feedback	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 3	Please write the document titles of all policies and procedures referencing worker feedback:	
Facility Response:		
MS-PLA-4-1 4	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 4	Please write the document titles of all policies and procedures referencing health and safety:	Per verified, the document titles of all policies and procedures referencing health and safety was health and safety management system.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing health and safety was health and safety management system.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-1 5	Foreign migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 5	Please write the document titles of all policies and procedures referencing foreign migrant workers:	
Facility Response:		
MS-PLA-4-1 6	Domestic migrant workers	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 6	Please write the document titles of all policies and procedures referencing domestic migrant workers:	Per verified, the document titles of all policies and procedures referencing domestic migrant workers was employment and hiring procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing domestic migrant workers was employment and hiring procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 7	Homeworkers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 7	Please write the document titles of all policies and procedures referencing homeworkers:	Per verified, the document titles of all policies and procedures referencing homeworkers management procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing homeworkers management procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 8	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 8	Please write the document titles of all policies and procedures referencing suppliers/subcontractors:	Per verified, the document titles of all policies and procedures referencing suppliers/subcontractors was supplier management procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing suppliers/subcontractors was supplier management procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 9	Raw materials sourcing	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 9	Please write the document titles of all policies and procedures referencing raw materials sourcing:	Per verified, the document titles of all policies and procedures referencing raw materials sourcing was raw materials sourcing procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Per verified, the document titles of all policies and procedures referencing raw materials sourcing was raw materials sourcing procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.2 0	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.2 0	Please write the document titles of all policies and procedures referencing bribery and anti-corruption:	Per verified, the document titles of all policies and procedures referencing bribery and anti-corruption was bribery and anti-corruption procedure.
Facility Response: Corporation social responsibility document list		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		

Verification Data: Per verified, the document titles of all policies and procedures referencing bribery and anti-corruption was bribery and anti-corruption procedure.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-21	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.21	If other, please write the document titles of all relevant written policies and procedures:	
Facility Response:		
MS-PLA-5	Which of the following topics are included within the facility's written policies and procedures for child labor and young workers? (SELECT all that apply with a "X")	
MS-PLA-5-1	Facility minimum age requirement	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-2	Facility minimum age requirements for certain types of workers (if applicable)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-3	Age Verification Process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-4	Remediation for child labor (for when children under the legal minimum working age are found to be working for the facility)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-5	Children visiting facility production areas (i.e. for when those under the legal working are visiting the production floor)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-6	Work restrictions for young workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-7	Work restrictions for apprentices/interns/trainees	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5-8	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-5.1	If other, please describe:	
Facility Response:		
MS-PLA-6	Which of the following topics are included within the facility's written policies and procedures for the prohibition of forced labor? (SELECT all that apply with a "X")	
MS-PLA-6-1	Prohibition of forced labor	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-2	Prohibition of bonded labor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-3	Prohibition of indentured labor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-4	Prohibition of prison labor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-5	Prohibition of human trafficking	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-6	Voluntary employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-7	Voluntary overtime	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-8	Freedom of movement	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-9	Voluntary end of employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-10	Ethical recruitment/ use of employment agencies, recruiters, and/or labor agents	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-11	State-imposed forced labor/ Government-mandated forced labor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-12	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6.1	If other, please describe:	

Facility Response:		
MS-PLA-7	Which of the following topics are included within the facility's written policies and procedures for anti-harassment and abuse? (SELECT all that apply with a "X")	
MS-PLA-7-1	Appropriate behavior among/between workers, management, supervisors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-7-2	Appropriate behavior by security guards (if applicable)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-7-3	Violence and harassment in the workplace	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-7-4	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-7-5	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-7.1	If other, please describe:	
Facility Response:		
MS-PLA-8	Which of the following topics are included within the facility's written policies and procedures for anti-discrimination? (SELECT all that apply with a "X")	
MS-PLA-8-1	Non-discrimination based on race / ethnic group / skin color	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-2	Non-discrimination based on sex / gender	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-3	Non-discrimination based on religion	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-4	Non-discrimination based on political opinion	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-5	Non-discrimination based on national extraction	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-6	Non-discrimination based on social origin	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-7	Non-discrimination based on disability	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-8	Non-discrimination based on HIV/AIDS status (real or perceived)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-9	Non-discrimination based on sexual orientation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-10	Non-discrimination based on pregnancy/maternity status	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-11	Non-discrimination based on marital status	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-12	Non-discrimination based on age	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-13	Non-discrimination based on membership in worker organizations	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-14	Non-discrimination based on Nationality/foreign migrant worker status	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-15	Non-discrimination based on family responsibilities	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-16	Non-discrimination in recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-17	Non-discrimination in compensation and promotion	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-8-18	Non-discrimination in working conditions	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-19	Non-discrimination in discipline	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-20	Non-discrimination in termination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-21	Unconscious bias	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-22	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8.1	If other, please describe:	
Facility Response:		
MS-PLA-9	Which of the following topics are included within the facility's written policies and procedures for working hours? (SELECT all that apply with a "X")	
MS-PLA-9-1	Regular hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-9-2	Overtime - Including maximum hours possible	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-9-3	Premium rates	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-9-4	Overtime applicability and corresponding rates of pay	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-9-5	Overtime accessibility for all workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-9-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-9.1	If other, please describe:	
Facility Response:		
MS-PLA-10	Which of the following topics are included within the facility's written policies and procedures for wages and benefits? (SELECT all that apply with a "X")	
MS-PLA-10-1	Wage payments	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-2	Wage calculations	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-3	Rates by unit	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-4	Overtime pay	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-5	Paid leave	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-6	Annual leave	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-7	Sick leave	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-8	Maternity leave	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-9	Paternity leave	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-10	Emergency family leave	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-11	Benefits	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-12	Deductions	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-13	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10.1	If other, please describe:	
Facility Response:		
MS-PLA-11	Which of the following topics are included within the facility's written policies and procedures for discipline? (SELECT all that apply with a "X")	
MS-PLA-11-1	Facility rules concerning discipline	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-11-2	Worker appeals process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-11-3	Worker grievance process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-11-4	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-11.1	If other, please describe:	
Facility Response:		
MS-PLA-12	Which of the following topics are included within the facility's written policies and procedures for freedom of association and collective bargaining? (SELECT all that apply with a "X")	
MS-PLA-12-1	Right to freedom of association / Right to form or join a trade union	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-2	Rights to freely choose worker representatives (or facility commitments to not obstruct this)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-3	Rights to bargain collectively	X
Facility Response: X		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
MS-PLA-12-4	Non-discrimination and non-retaliation of workers on basis of trade union membership/non-membership or activities	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-5	Non-discrimination and non-retaliation of workers on basis of their worker representative role or activities	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-6	Democratic election and engagement of worker representatives	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-7	Communications and consultation process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-8	Right to participate in strikes / industrial action	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-9	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12.1	If other, please describe:	
Facility Response:		
MS-PLA-13	Which of the following topics are included within the facility's written policies and procedures for grievance systems? (SELECT all that apply with a "X")	
MS-PLA-13-1	Grievance system and process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-2	Non-reprisal for workers filing a grievance/complaint	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-3	Equal access to grievance systems for female and male workers and workers who neither identify as male or female	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-4	Worker Feedback	
Facility Response:		
MS-PLA-13-5	Equal importance given to all concerns and grievances	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-6	Commitment to confidentiality throughout the entire grievance process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-7	Providing time off (including monetary compensation) during a grievance process	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13-8	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-13.1	If other, please describe:	
Facility Response:		
MS-PLA-14	Which of the following topics are included within the facility's written policies and procedures for health and safety? (SELECT all that apply with a "X")	
MS-PLA-14-1	Occupational health and safety laws	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-2	General work environment (i.e. ventilation, cleanliness, noise, etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-3	Building safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-4	Powered Motor Vehicles (PMV) procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-5	Emergency preparedness	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-6	Chemicals/Hazardous substances	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-7	Nanomaterials	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
MS-PLA-14-8	Worker Protection (personal protective equipment, machinery and equipment etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-9	Pressure vessels safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-10	Materials handling and storage	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-11	Above Ground Storage Tanks & Underground Storage Tanks	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-12	Electrical safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-13	First aid/Medical	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-14	Bloodborne pathogens procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-15	Contractor safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-16	Dormitories	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-17	Canteens	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-18	Childcare	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-14-19	Standard operating procedures (SOPs) for how to perform each job safely	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-20	Steps for workers to raise health and safety concerns	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-21	Protection against retaliation for workers who raise health and safety concerns	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-22	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14.1	If other, please describe:	
Facility Response:		
MS-PLA-15	Which of the following topics are included within the facility's written policies and procedures for foreign migrant workers? (SELECT all that apply with a "X")	
MS-PLA-15-1	Reference to following all local laws for recruitment in both the sending and receiving countries	
Facility Response:		
MS-PLA-15-2	Recruitment fees and expenses	
Facility Response:		
MS-PLA-15-3	Employment contracts	
Facility Response:		
MS-PLA-15-4	Deposits	
Facility Response:		
MS-PLA-15-5	Bank accounts	
Facility Response:		
MS-PLA-15-6	Handling of government-issued identification documents	
Facility Response:		
MS-PLA-15-7	Accommodations	
Facility Response:		
MS-PLA-15-8	Arrival orientation	
Facility Response:		
MS-PLA-15-9	Freedom of movement	
Facility Response:		
MS-PLA-15-10	Non-discrimination in employment	
Facility Response:		
MS-PLA-15-11	Harassment and abuse in employment	
Facility Response:		

MS-PLA-15-12	Discipline in employment	
Facility Response:		
MS-PLA-15-13	Repatriation / end of employment	
Facility Response:		
MS-PLA-15-14	Early termination of contract by migrant worker	
Facility Response:		
MS-PLA-15-15	Involuntary termination of contract by employer	
Facility Response:		
MS-PLA-15-16	Requirements for labor agents/brokers	
Facility Response:		
MS-PLA-15-17	Other	
Facility Response:		
MS-PLA-15.1	If other, please describe:	
Facility Response:		
MS-PLA-16	Which of the following topics are included within the facility's written policies and procedures for domestic migrant workers? (SELECT all that apply with a "X")	
MS-PLA-16-1	Recruitment fees and expenses	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-2	Employment contracts	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-3	Deposits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-4	Wages and benefits	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-5	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-6	Accommodations	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-7	Freedom of movement	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-16-8	Non-discrimination in employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-9	Harassment and abuse in employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-10	Discipline in employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-11	End of employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-12	Requirements for labor agents/brokers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16-13	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-16.1	If other, please describe:	
Facility Response:		
MS-PLA-17	Which of the following topics are included within the facility's written policies and procedures for suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-PLA-17-1	Definition of supplier which includes service providers and raw materials suppliers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-17-2	NEW and EXISTING suppliers/subcontractors - Risk assessment to differentiate high risk suppliers/subcontractors within the supply chain	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-17-3	NEW suppliers/subcontractors - Initial screening based on social and labor practices / conducting social and labor due diligence	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-17-4	EXISTING suppliers/subcontractors - Training and communication of the facility's social and labor procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-17-5	EXISTING suppliers/subcontractors - Monitoring system of social and labor performance/ continued social and labor due diligence	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-17-6	Requiring suppliers to conduct social and labor due diligence of their supply chains	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-17-7	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-17.1	If other, please describe:	
Facility Response:		
MS-PLA-18	Which of the following topics are included within the facility's written policies and procedures for raw materials sourcing? (SELECT all that apply with a "X")	
MS-PLA-18-1	Customer and/or legal requirements for raw materials identification, reporting and/or due diligence	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-18-2	Raw material supply chain policy applicable to suppliers/subcontractors through facility's sourcing agreements with its suppliers/subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-18-3	Risk assessment to differentiate high risk materials within the supply chain	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-18-4	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-18.1	If other, please describe:	
Facility Response:		
Strategy and Goals		
MS-PLA-19	Does the facility have a written strategy / goals document(s) for social and labor practices addressing the following points? (SELECT all that apply with a "X")	
MS-PLA-19-1	Reference to overall goals in terms of social and labor outcomes	
Facility Response:		
MS-PLA-19.1	Please provide the name of document(s) referencing overall goals in terms of social and labor outcomes:	
Facility Response:		
MS-PLA-19-2	Reference to national law	
Facility Response:		

MS-PLA-19-3	Reference to international law/ILO conventions	
Facility Response:		
MS-PLA-19-4	Reference to other national or international requirements/declarations/goals/guiding principles etc.	
Facility Response:		
MS-PLA-19-5	Reference to a risk assessment process, specifically a strategy for responsible sourcing from high-risk suppliers or high-risk raw material origins	
Facility Response:		
MS-PLA-19-6	Reference to integration with business objectives	
Facility Response:		
MS-PLA-19-7	Reference to suppliers/subcontractors social and labor due diligence	
Facility Response:		
MS-PLA-19-8	Reference to gender equality and women's empowerment	
Facility Response:		
MS-PLA-19-9	Key stakeholders are involved in strategy development (i.e. customers, etc.)	
Facility Response:		
MS-PLA-19-2	Please describe the key stakeholders involved:	
Facility Response:		
MS-PLA-19-10	No written strategy/goals document exists (but informal strategies/goals may exist)	
Facility Response:		
MS-PLA-20	Has the facility set targets for social and labor performance addressing the following points? (SELECT all that apply with a "X")	
MS-PLA-20-1	Child labor and/or young workers	
Facility Response:		
MS-PLA-20.1	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-2	Prohibition of forced labor	
Facility Response:		
MS-PLA-20.2	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-3	Anti-harassment and abuse	
Facility Response:		
MS-PLA-20.3	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-4	Anti-discrimination	
Facility Response:		
MS-PLA-20.4	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-5	Working hours	
Facility Response:		
MS-PLA-20.5	Please briefly describe any associated targets/KPIs:	

Facility Response:		
MS-PLA-20-6	Wages and benefits	
Facility Response:		
MS-PLA-20.6	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-7	Discipline	
Facility Response:		
MS-PLA-20.7	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-8	Freedom of association and collective bargaining	
Facility Response:		
MS-PLA-20.8	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-9	Worker Feedback	
Facility Response:		
MS-PLA-20.9	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-10	Grievance systems	
Facility Response:		
MS-PLA-20.10	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-11	Health and safety	
Facility Response:		
MS-PLA-20.11	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-12	Foreign migrant workers	
Facility Response:		
MS-PLA-20.12	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-13	Domestic migrant workers	
Facility Response:		
MS-PLA-20.13	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-14	Homeworkers	
Facility Response:		
MS-PLA-20.14	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-15	Gender equality and women's rights in the workplace	
Facility Response:		

MS-PLA-20.15	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-16	Bribery and anti-corruption	
Facility Response:		
MS-PLA-20.16	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-17	Suppliers/Subcontractors	
Facility Response:		
MS-PLA-20.17	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-18	Other	
Facility Response:		
MS-PLA-20.18	If other, please describe:	
Facility Response:		
MS-PLA-20-19	The facility does not set targets / key performance indicators	
Facility Response:		
Do		
Roles and Responsibilities		
MS-DO-1	Has the facility defined the person(s) responsible for the implementation and management of social and labor practices? (SELECT answer with a "X")	
MS-DO-1-1	Responsible person(s) have been defined and are accountable for written policies and/or procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-1-2	Responsible person(s) have been defined and are accountable for informal (not written) procedures	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-1-3	The facility has not defined responsible person(s)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2	Which of the following topics have been assigned to a responsible person(s)? (SELECT all that apply with a "X")	
MS-DO-2-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-DO-2-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-8	Working hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-9	Wages and benefits	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-10	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-11	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-12	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-13	Worker Feedback	
Facility Response:		
MS-DO-2-14	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-15	Foreign migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-16	Domestic migrant workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-17	Homeworkers	X

Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Per verified, topic of homeworkers had been assigned to a responsible person.		
Validation Method: SLCP Onsite Verification		
MS-DO-2-18	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-19	Raw materials sourcing	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-21	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2.1	If Other, please describe:	
Facility Response:		
MS-DO-3	Does the facility have a written chart showing the individuals responsible for social and labor topics (i.e. a "social compliance team" chart)?	
Facility Response:		
MS-DO-3.1	Please provide the name of the document(s) here:	
Facility Response:		
Communication and Training		
MS-DO-4	Does the facility provide communication and training on social and labor practices? (SELECT answer with a "X")	
MS-DO-4-1	Communication and training based upon written policies and/or procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-4-2	Communication and training based upon informal (not written) procedures	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-4-3	The facility does not provide communication and training on social and labor practices	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5	Who receives communication and training? (SELECT all that apply with a "X")	
MS-DO-5-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-DO-5-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5-3	NEW Production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5-4	EXISTING Production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5-5	Security guards	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5-6	Subcontractors / Suppliers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	This section covers the type of communication and training the facility provides. Answers are by type of communication AND type of workforce/ entity associated with the facility.	
MS-DO-6	Verbal communication (SELECT all that apply with a "X")	
MS-DO-6-1	Senior Management	
Facility Response:		
MS-DO-6-2	Individuals responsible for implementation	
Facility Response:		
MS-DO-6-3	NEW production workers	
Facility Response:		
MS-DO-6-4	EXISTING production workers	
Facility Response:		
MS-DO-6-5	Security guards	
Facility Response:		
MS-DO-6-6	Suppliers/Subcontractors	
Facility Response:		
MS-DO-6-7	None of the above listed receive verbal communication from the facility	
Facility Response:		
MS-DO-7	Written communication (SELECT all that apply with a "X")	
MS-DO-7-1	Senior Management	
Facility Response:		
MS-DO-7-2	Individuals responsible for implementation	
Facility Response:		
MS-DO-7-3	NEW production workers	
Facility Response:		
MS-DO-7-4	EXISTING production workers	
Facility Response:		
MS-DO-7-5	Security guards	
Facility Response:		
MS-DO-7-6	Suppliers/Subcontractors	
Facility Response:		
MS-DO-7-7	None of the above listed receive written communication from the facility	

Facility Response:		
MS-DO-8	Posted communication - displaying postings around the facility (SELECT all that apply with a "X")	
MS-DO-8-1	NEW production workers	
Facility Response:		
MS-DO-8-2	EXISTING production workers	
Facility Response:		
MS-DO-8-3	Security guards	
Facility Response:		
MS-DO-8-4	NEW production workers, EXISTING production workers, Security guards do NOT receive posted communication from the facility	
Facility Response:		
MS-DO-9	Multi-media communication - video, online learning, etc. (SELECT all that apply with a "X")	
MS-DO-9-1	NEW production workers	
Facility Response:		
MS-DO-9-2	EXISTING production workers	
Facility Response:		
MS-DO-9-3	Security guards	
Facility Response:		
MS-DO-9-4	Suppliers/Subcontractors	
Facility Response:		
MS-DO-9-5	NEW production workers, EXISTING production workers, Security guards, Suppliers/Subcontractors do NOT receive multi-media communication from the facility	
Facility Response:		
MS-DO-10	Formal ONBOARDING training in classroom or at work station (SELECT all that apply with a "X")	
MS-DO-10-1	Senior Management	
Facility Response:		
MS-DO-10-2	Individuals responsible for implementation	
Facility Response:		
MS-DO-10-3	NEW production workers	
Facility Response:		
MS-DO-10-4	Security guards	
Facility Response:		
MS-DO-10-5	Suppliers/Subcontractors	
Facility Response:		
MS-DO-10-6	Senior Management, Individuals responsible for implementation, NEW production workers, Security guards, Suppliers/Subcontractors do NOT receive formal ONBOARDING training from the facility	
Facility Response:		
MS-DO-11	Formal ONGOING training in classroom or at work station (SELECT all that apply with a "X")	
MS-DO-11-1	Senior Management	
Facility Response:		
MS-DO-11-2	Individuals responsible for implementation	
Facility Response:		
MS-DO-11-3	EXISTING production workers	
Facility Response:		
MS-DO-11-4	Security guards	
Facility Response:		

MS-DO-11-5	Suppliers/Subcontractors	
Facility Response:		
MS-DO-11-6	Senior Management, Individuals responsible for implementation, EXISTING production workers, Security guards, Suppliers/Subcontractors do NOT receive formal ONGOING training from the facility	
Facility Response:		
MS-DO-12	Communication and training are provided in a language understood by workers (SELECT all that apply with a "X")	
MS-DO-12-1	NEW production workers	
Facility Response:		
MS-DO-12-2	EXISTING production workers	
Facility Response:		
MS-DO-12-3	NEW production workers, EXISTING production workers do NOT receive communication and training in a language they understand	
Facility Response:		
	This section covers the topics the facility provides communication and training on. Answers are by topic of communication and type of workforce/ entity associated with facility.	
MS-DO-13	Recruitment and hiring (SELECT all that apply with a "X")	
MS-DO-13-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-13-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-13-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-13-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-13-5	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers do NOT receive communication/training on recruitment and hiring	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-14	Termination and retrenchment (SELECT all that apply with a "X")	
MS-DO-14-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-14-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-14-3	NEW production workers	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-14-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-14-5	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers do NOT receive communication/training on termination and retrenchment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-15	Facility workplace rules (SELECT all that apply with a "X")	
MS-DO-15-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-15-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-15-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-15-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-15-5	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers do NOT receive communication/training on facility workplace rules	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-16	Child labor and young workers (SELECT all that apply with a "X")	
MS-DO-16-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-16-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-16-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-16-4	EXISTING production workers	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-16-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-16-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on child labor and young workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17	Prohibition of forced labor (SELECT all that apply with a "X")	
MS-DO-17-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-5	Security guards	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-6	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-17-7	None of the above listed receive communication/training on prohibition of forced labor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-18	Anti-harassment and abuse (SELECT all that apply with a "X")	
MS-DO-18-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-18-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-DO-18-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-18-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-18-5	Security guards	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-18-6	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-18-7	None of the above listed receive communication/training on anti-harassment and abuse	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19	Anti-discrimination (SELECT all that apply with a "X")	
MS-DO-19-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19-5	Security guards	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19-6	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-19-7	None of the above listed receive communication/training on anti-discrimination	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
MS-DO-20	Non-bias in promotion and recruitment of pregnant and married workers (SELECT all that apply with a "X")	
MS-DO-20-1	Senior Management	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Per verified, senior Management had received communication/training on non-bias in promotion and recruitment of pregnant and married workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-20-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-20-3	Senior Management, Individuals responsible for implementation do NOT receive communication/training on non-bias in promotion and recruitment of pregnant and married workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-21	Working Hours (SELECT all that apply with a "X")	
MS-DO-21-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-21-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-21-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-21-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-21-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-21-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on working hours	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-22	Wages and Benefits (SELECT all that apply with a "X")	
MS-DO-22-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-DO-22-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-22-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-22-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-22-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-22-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on wages and benefits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-23	Discipline (SELECT all that apply with a "X")	
MS-DO-23-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-23-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-23-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-23-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-23-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-23-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on discipline	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-24	Freedom of association and collective bargaining (SELECT all that apply with a "X")	
MS-DO-24-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-24-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-24-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-24-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-24-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-24-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on Freedom of association and collective bargaining	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-25	Grievance systems (SELECT all that apply with a "X")	
MS-DO-25-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-25-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-25-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-25-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-DO-25-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-25-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on grievance systems	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-26	Worker Feedback (SELECT all that apply with a "X")	
MS-DO-26-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-26-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-26-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-26-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-26-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-26-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on worker feedback	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27	Health and safety (SELECT all that apply with a "X")	
MS-DO-27-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27.1	Please provide a list of all trainings offered to individuals responsible for implementation of health and safety in the facility	EHS training list includes PPE safety, machine safety, electrical safety, fire safety

Facility Response: EHS training list includes PPE safety, machine safety, electrical safety, fire safety		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27.2	Please provide a list of all health and safety trainings offered to NEW production workers in the facility	EHS training list includes PPE safety, machine safety, electrical safety, fire safety
Facility Response: EHS training list includes PPE safety, machine safety, electrical safety, fire safety		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27.3	Please provide a list of all health and safety trainings offered to EXISTING production workers in the facility	EHS training list includes PPE safety, machine safety, electrical safety, fire safety
Facility Response: EHS training list includes PPE safety, machine safety, electrical safety, fire safety		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-27-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on health and safety	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-28	Migrant workers (SELECT all that apply with a "X")	
MS-DO-28-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-28-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-28-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-28-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-DO-28-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-28-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-29	Homeworkers (SELECT all that apply with a "X")	
MS-DO-29-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-29-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-29-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-29-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-29-5	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-29-6	Senior Management, Individuals responsible for implementation, NEW production workers, EXISTING production workers, Suppliers/Subcontractors do NOT receive communication/training on homeworkers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-30	Suppliers/Subcontractors (SELECT all that apply with a "X")	
MS-DO-30-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-30-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-30-3	NEW production workers	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-30-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-30-5	None of the above listed groups receive communication/training on suppliers/subcontractors	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-31	Suppliers/Subcontractors due diligence requirements (SELECT answer with a "X")	
MS-DO-31-1	Supplier / subcontractor receives training/ communication on due diligence requirements	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-31-2	No training/ communication on due diligence requirements for supplier / subcontractor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-32	Raw materials sourcing (SELECT all that apply with a "X")	
MS-DO-32-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-32-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-32-3	Senior Management, Individuals responsible for implementation do NOT receive communication/training on raw materials sourcing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-33	Raw materials sourcing due diligence requirements (SELECT answer with a "X")	
MS-DO-33-1	Supplier / subcontractor receives training/ communication on raw materials due diligence requirements	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-33-2	No training/ communication on raw materials due diligence requirements for supplier / subcontractor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-34	Bribery and anti-corruption (SELECT all that apply with a "X")	
MS-DO-34-1	Senior Management	X
Facility Response: X		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
MS-DO-34-2	Individuals responsible for implementation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-34-3	NEW production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-34-4	EXISTING production workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-34-5	Security guards	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-34-6	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-34-7	None of the above listed receive communication/training on bribery and anti-corruption	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Check		
Monitoring		
MS-CHE-1	Does the facility conduct regular reviews and/or assessments of social and labor practices? (SELECT all that apply with a "X")	
MS-CHE-1-1	Facility conducts regular internal reviews and/or assessments of all social and labor policies and procedures that the facility has implemented	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-1-2	Facility conducts regular reviews and/or assessments of social and labor practices within their supply chain, i.e. of suppliers and subcontractors, including raw materials suppliers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-1-3	Facility keeps records of these assessments and any violations that were uncovered	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-1-4	Results are reported to senior management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-CHE-1-5	Facility does not perform regular reviews and/or assessments on social and labor practices within the facility and/or within their supply chain	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Self Assessment		
MS-CHE-2	Does the facility have a system for reviewing policies and procedures (written or informal) for changes/updates to existing requirements (legal or other)? (SELECT all that apply with a "X")	
MS-CHE-2-1	Government websites	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-2	Government offices /communications	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-3	Consultants	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-4	Internet	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-5	Customer briefing	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-6	Health and safety executive	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-7	Corporate Social Responsibility or "CSR" team established in facility	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-8	Management team briefs the workforce	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-9	Appointed worker / team	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-10	Magazine subscription(s)	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-1 1	Industry body briefings	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-1 2	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-1	If other, please describe:	
Facility Response:		
MS-CHE-2-1 3	Facility does not use any methods and is not aware of changes/updates	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3	Does the facility review/update policies and procedures (written or informal)? (SELECT all that apply with a "X")	
MS-CHE-3-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.2	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.3	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-CHE-3.4	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.5	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.6	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.7	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-8	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.8	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-9	Wages and Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.9	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-10	Discipline	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.10	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.11	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.11	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.12	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.12	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.13	Worker Feedback	
Facility Response:		
MS-CHE-3.13	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3.14	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.14	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.15	Foreign migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.15	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3.16	Domestic migrant workers	X
Facility Response: X		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 6	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 7	Homeworkers	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Per verified, the facility reviewed/updated homeworkers policy and procedure.		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 7	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Per verified, the facility updated the policy every year or while the new law updated.		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 8	Suppliers/Subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 8	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 9	Raw materials sourcing	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.1 9	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3- 20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3.2 0	Please describe how often (or when) the policies and procedures are reviewed/updated:	factory updated the policy every year or while the new law updated
Facility Response: factory updated the policy every year or while the new law updated		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3- 21	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-CHE-3.2 1	If other, please describe:	
Facility Response:		
MS-CHE-3-22	Facility does not review/update policies and procedures (written or informal)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Act		
Continuous Improvement		
MS-ACT-1	Does the facility create improvement plans based on social and labor practices? (SELECT all that apply with a "X")	
MS-ACT-1-1	Plans are created based on issues uncovered through monitoring and evaluation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-1-2	Plans include root cause analysis (RCA)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-1-3	Plans include grievances and suggestions raised by workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-1-4	Plans are completed and the related issues resolved	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-1-5	Written records are maintained	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-1-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-1.1	If other, please describe:	
Facility Response:		
MS-ACT-1-7	The facility does not create improvement plans	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-2	Does the facility communicate improvement plans to interested stakeholders? (SELECT all that apply with a "X")	
MS-ACT-2-1	Senior Management	
Facility Response:		
MS-ACT-2-2	Workers	
Facility Response:		
MS-ACT-2-3	Customers	
Facility Response:		
MS-ACT-2-4	Other	

Facility Response:		
MS-ACT-2.1	If other, please describe:	
Facility Response:		
Facility Comments		
MS-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
ABOVE & BEYOND		
Number	Question	Final Verified Response
Section Instructions		
	This information related to Step 3 of the SLCP report provides more context/ explanation concerning the Accredited Host/ Platform used to complete this assessment/ verification:	
Section Instructions		
	Section Description: The purpose of the "Above and Beyond" section is to gather information on facility practices that go above and beyond social responsibility industry standards, are not required by national or international law, and that seek to elevate workplace well-being and community impact. Topics within this section include: • Workplace Well-being • Community Impact	
Workplace Well-Being		
Sub-Section Instructions		
	The International Labour Organization (ILO) defines "Workplace Well-being" as relating "to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. The aim of measures for workplace well-being is to complement OSH measures to make sure workers are safe, healthy, satisfied and engaged at work." The sub-section below seeks to understand what type of above and beyond practices are taking place to promote workplace well-being "within the facility walls".	
Developmental Programs		
AB-WOR-1	Are all workers offered any of the following types of developmental programs by the facility? (SELECT all that apply with a "X"):	
AB-WOR-1.1	Health Education	
Facility Response:		
AB-WOR-1.1	Please describe:	
Facility Response:		
AB-WOR-1.2	Gender Equality	
Facility Response:		
AB-WOR-1.2	Please describe:	
Facility Response:		
AB-WOR-1.3	Gender Empowerment	
Facility Response:		
AB-WOR-1.3	Please describe:	
Facility Response:		
AB-WOR-1.4	Career Development	
Facility Response:		
AB-WOR-1.4	Please describe:	
Facility Response:		

AB-WOR-1-5	Other	
Facility Response:		
AB-WOR-1.5	If other, please describe:	
Facility Response:		
AB-WOR-1-6	None of the above	
Facility Response:		
AB-WOR-2	Are all workers offered any of the following programs by the facility to promote health? (SELECT all that apply with a "X"):	
AB-WOR-2-1	Nutrition	
Facility Response:		
AB-WOR-2.1	Please describe:	
Facility Response:		
AB-WOR-2-2	Exercise	
Facility Response:		
AB-WOR-2.2	Please describe:	
Facility Response:		
AB-WOR-2-3	Drug and Alcohol Abuse	
Facility Response:		
AB-WOR-2.3	Please describe:	
Facility Response:		
AB-WOR-2-4	Smoking	
Facility Response:		
AB-WOR-2.4	Please describe:	
Facility Response:		
AB-WOR-2-5	Sexual Health	
Facility Response:		
AB-WOR-2.5	Please describe:	
Facility Response:		
AB-WOR-2-6	Pre- and post-natal	
Facility Response:		
AB-WOR-2.6	Please describe:	
Facility Response:		
AB-WOR-2-7	Mental Well-being	
Facility Response:		
AB-WOR-2.7	Please describe:	
Facility Response:		
AB-WOR-2-8	Access to clean drinking water	
Facility Response:		
AB-WOR-2.8	Please describe:	
Facility Response:		
AB-WOR-2-9	Other	

Facility Response:		
AB-WOR-2-9	If other, please describe:	
Facility Response:		
AB-WOR-2-10	None of the above	
Facility Response:		
Market Access		
AB-WOR-3	Are all workers offered any of the following types of market access programs by the facility? (SELECT all that apply with a "X"):	
AB-WOR-3-1	Financial Literacy Programs	
Facility Response:		
AB-WOR-3.1	Please describe:	
Facility Response:		
AB-WOR-3-2	Digital Payment Assistance	
Facility Response:		
AB-WOR-3.2	Please describe:	
Facility Response:		
AB-WOR-3.3	Home Financing Program	
Facility Response:		
AB-WOR-3.3	Please describe:	
Facility Response:		
AB-WOR-3.4	Other	
Facility Response:		
AB-WOR-3.4	If other, please describe:	
Facility Response:		
AB-WOR-3-5	None of the above	
Facility Response:		
Economic Empowerment Programs		
AB-WOR-4	Did the facility participate in any type of economic empowerment programs that collect facility contributions into a separate account (or fund) that can be used for worker well-being? (SELECT all that apply with a "X"):	
AB-WOR-4-1	Facility's own program	
Facility Response:		
AB-WOR-4.1	Please describe:	
Facility Response:		
AB-WOR-4-2	External program	
Facility Response:		
AB-WOR-4.2	Please describe:	
Facility Response:		
AB-WOR-4-3	Other	
Facility Response:		
AB-WOR-4.3	If other, please describe:	
Facility Response:		

AB-WOR-4-4	None of the above	
Facility Response:		
Wage Aspirations		
AB-WOR-5	Did the facility actively seek to provide (or attain) any of the following types of wage aspirations for workers? (SELECT all that apply with a "X"):	
AB-WOR-5-1	"Living Wage"	
Facility Response:		
AB-WOR-5.1	Please describe:	
Facility Response:		
AB-WOR-5-2	"Prevailing Wage"	
Facility Response:		
AB-WOR-5.2	Please describe:	
Facility Response:		
AB-WOR-5-3	System to secure that annual wage increase (excluding OT-hours) is at or above the inflation rate	
Facility Response:		
AB-WOR-5-4	Skill Matrix - including all worker skill levels	
Facility Response:		
AB-WOR-5.3	Please describe:	
Facility Response:		
AB-WOR-5-5	Other	
Facility Response:		
AB-WOR-5.4	If other, please describe:	
Facility Response:		
AB-WOR-5-6	None of the above	
Facility Response:		
HS Recognition		
AB-WOR-6	Has the facility received recognition (award) from a PUBLICLY KNOWN institution for their achievement on Health and Safety?	
Facility Response:		
AB-WOR-6.1	If yes, please describe:	
Facility Response:		
Other		
AB-WOR-7	Has the facility implemented any other projects that have sought to improve social well-being of workers in the facility that they would like to share?	
Facility Response:		
AB-WOR-7.1	If yes, please describe:	
Facility Response:		
Community Impact		
Sub-Section Instructions		
	The sub-section below seeks to understand what type of above and beyond practices are taking place to promote positive community impact "outside the facility walls".	
Supplier Engagement		

AB-COM-1	Does the facility offer female workers in the supply chain (i.e. female workers at suppliers/subcontractors to the facility) any of the following types of professional developmental opportunities? (SELECT all that apply with a "X"):	
AB-COM-1-1	Professional Training	
Facility Response:		
AB-COM-1-1	Please describe:	
Facility Response:		
AB-COM-1-2	Mentoring/ sponsorship program	
Facility Response:		
AB-COM-1-2	Please describe:	
Facility Response:		
AB-COM-1-3	Educational opportunities	
Facility Response:		
AB-COM-1-3	Please describe:	
Facility Response:		
AB-COM-1-4	Other	
Facility Response:		
AB-COM-1-4	If other, please describe:	
Facility Response:		
AB-COM-1-5	None of the above	
Facility Response:		
Community Service		
AB-COM-2	Did the facility participate in any of the following activities related to community service? (SELECT all that apply with an "X"):	
AB-COM-2-1	The facility sponsored (paid for and/or organized) a community service event	
Facility Response:		
AB-COM-2-1	Please describe:	
Facility Response:		
AB-COM-2-2	Workers were encouraged to voluntarily engage in community service	
Facility Response:		
AB-COM-2-2	Please describe:	
Facility Response:		
AB-COM-2-3	Workers were permitted certain hours to voluntarily engage in community service during working hours and were not penalized for the hours served	
Facility Response:		
AB-COM-2-3	Please describe:	
Facility Response:		
AB-COM-2-4	Blood Donation Programs	
Facility Response:		
AB-COM-2-4	Please describe:	
Facility Response:		
AB-COM-2-5	Gender equality and empowerment programs	
Facility Response:		
AB-COM-2-5	Please describe:	

Facility Response:		
AB-COM-2-6	Other	
Facility Response:		
AB-COM-2-6	If other, please describe:	
Facility Response:		
AB-COM-2-7	None of the above	
Facility Response:		
Charitable Contributions		
AB-COM-3	Did the facility participate in any of the following activities related to charitable contributions? (SELECT all that apply with an "X"):	
AB-COM-3-1	The facility made regular donations to charitable (non-profit/non-governmental) organizations or projects	
Facility Response:		
AB-COM-3.1	Please describe:	
Facility Response:		
AB-COM-3-2	Facility conducted a needs analysis of charitable programs to address the critical needs in the community	
Facility Response:		
AB-COM-3-2	Please describe:	
Facility Response:		
AB-COM-3-3	Other	
Facility Response:		
AB-COM-3-3	If other, please describe:	
Facility Response:		
AB-COM-3-4	None of the above	
Facility Response:		
Community Investment		
AB-COM-4	Did the facility participate in any of the following activities related to community investment? (SELECT all that apply with a "X"):	
AB-COM-4-1	The facility drafted (or maintained an existing) strategy/policy for community investment that includes assessment of root causes of social issues in community related to its workforce	
Facility Response:		
AB-COM-4.1	Please describe:	
Facility Response:		
AB-COM-4-2	Facility workers and local civil society groups were engaged in identifying, implementing, and evaluating community investment initiatives	
Facility Response:		
AB-COM-4-2	Please describe:	
Facility Response:		
AB-COM-4-3	The facility was involved directly or through partnerships in efforts on the ground that address root causes of social issues in the local community	
Facility Response:		
AB-COM-4-3	Please describe:	
Facility Response:		

AB-COM-4-4	Other	
Facility Response:		
AB-COM-4-4	If other, please describe:	
Facility Response:		
AB-COM-4-5	None of the above	
Facility Response:		
External Engagement & Collaboration		
AB-COM-5	Did the facility participate in any of the following activities related to engagement with external organizations and other facilities? (SELECT all that apply with a "X"):	
AB-COM-5-1	Facility collaborates with other facilities on the development of shared/joint training efforts	
Facility Response:		
AB-COM-5.1	Please describe some of these training efforts:	
Facility Response:		
AB-COM-5-2	Facility participates in multi-stakeholder or industry forums to develop full understanding of risks and challenges in the value chain	
Facility Response:		
AB-COM-5-2	Please describe the forums the facility is participating in, and in what capacity (passive vs. active, voting, chair, etc.)	
Facility Response:		
AB-COM-5-3	Facility engages with key locally impacted stakeholders to improve social and labor conditions in the value chain	
Facility Response:		
AB-COM-5-3	Please describe by providing the stakeholder names and the nature and frequency of the dialogue:	
Facility Response:		
AB-COM-5-4	Facility engages with key regional / international stakeholders to improve social and labor conditions in the value chain	
Facility Response:		
AB-COM-5-4	Please describe by providing the stakeholder names and the nature and frequency of the dialogue:	
Facility Response:		
AB-COM-5-5	Facility engages (either directly or via industrial trade association or tripartite initiatives) with local & district level Trade Unions to proactively address issues of concern to the industry	
Facility Response:		
AB-COM-5-6	Other	
Facility Response:		
AB-COM-5-5	If other, please describe:	
Facility Response:		
AB-COM-5-7	None of the above	
Facility Response:		
AB-COM-6	If the facility engaged (either directly or via industrial trade association or tripartite initiatives) with local & district level trade unions to proactively address issues of concern to the industry, how was the facility involved? (SELECT all that apply with a "X"):	
AB-COM-6-1	Facility actively participates in the initiative	
Facility Response:		
AB-COM-6.1	Please describe:	
Facility Response:		

AB-COM-6-2	Facility actively leads the initiative	
Facility Response:		
AB-COM-6-2	Please describe:	
Facility Response:		
AB-COM-6-3	Facility has been actively engaged with the initiative over the past 3 years	
Facility Response:		
AB-COM-6-3	Please describe:	
Facility Response:		
AB-COM-6-4	Other	
Facility Response:		
AB-COM-6-4	If other, please describe:	
Facility Response:		
AB-COM-6-5	None of the above	
Facility Response:		
Goals / Targets		
AB-COM-7	Has the facility set specific goals/targets for improvement on social issues in local communities and tracked the progress against those goals/targets?	
Facility Response:		
AB-COM-7.1	If yes, please describe:	
Facility Response:		
Sourcing Practices		
AB-COM-8	Has the facility encouraged sourcing practices that resulted in the facility sourcing from Small and Medium Enterprises and manufacturers that are owned by underrepresented minorities/protected groups, including women-owned businesses?	
Facility Response:		
AB-COM-8.1	If yes, please describe:	
Facility Response:		
Land Grabbing		
AB-COM-9	Does the facility have a formalized process of reviewing documentation of the land rights for the property they are renting/leasing by a person who is qualified to do so?	
Facility Response:		
AB-COM-9.1	If yes, please describe:	
Facility Response:		
AB-COM-10	Does the facility engage proactively with relevant stakeholders before an investment is made in a new land?	
Facility Response:		
AB-COM-10.1	If yes, please describe:	
Facility Response:		
Climate Adaptation		
AB-COM-11	Does the facility have a climate adaptation action plan?	
Facility Response:		
AB-COM-11.1	If yes, please describe what the facility is undertaking to adapt to extreme climate related hazards:	
Facility Response:		
Public Disclosure & Transparency		
AB-COM-12	Does the facility communicate publicly on social and labor performance?	

Facility Response:		
AB-COM-13	Did the facility communication include any of the following? (SELECT all that apply with a "X"):	
AB-COM-13-1	Engagement with NGOs and other external stakeholders	
Facility Response:		
AB-COM-13-2	Social/labor policies and procedures	
Facility Response:		
AB-COM-13-3	Results of social compliance monitoring	
Facility Response:		
AB-COM-13-4	Issues identified, actions taken, and results achieved in response to results of social compliance monitoring	
Facility Response:		
AB-COM-13-5	Indirect supplier list	
Facility Response:		
AB-COM-13-6	Facility/company/group reporting externally on progress against social compliance goals and objectives per Global Reporting Initiative (GRI) requirements	
Facility Response:		
AB-COM-13-7	Facility/company/group reporting externally on progress against social compliance goals and objectives per International Sustainability Standards Board (ISSB, formerly SASB Standards) requirements	
Facility Response:		
AB-COM-13-8	None of the above	
Facility Response:		
AB-COM-14	Does the facility publish a report (at least every 2 years) regarding its own progress towards social compliance goals and objectives set by the facility?	
Facility Response:		
Other		
AB-COM-15	Has the facility implemented any other community impact projects that improve the social well-being of workers and their families that they would like to share?	
Facility Response:		
AB-COM-15.1	If yes, please describe:	
Facility Response:		
Facility Comments		
AB-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response:		
VERIFICATION/ASSESSMENT DETAILS		
Number	Question	Final Verified Response
Verification/Assessment Details		
Validation Method		
VD-VERI-1	How was this assessment validated?	SLCP Onsite Verification
Facility Response: SLCP Onsite Verification		
Verification/Assessment Dates		
VD-VERI-2	Verification/Assessment Start Date (YYYY-MM-DD):	2025-09-09
Facility Response: 2025-09-09		
VD-VERI-3	Verification/Assessment End Date (YYYY-MM-DD):	2025-09-10
Facility Response: 2025-09-10		

Verification/Assessment Duration		
VD-VERI-4	Verification/Assessment Duration:	1.5 Person Days
Facility Response: 1.5 Person Days		
VD-VERI-4.1	If "More than 10 Days", please describe:	
Facility Response:		
VD-VERI-5	Did the verification/assessment take place over consecutive days?	Yes
Facility Response: Yes		
VD-VERI-5.1	If no, please describe which days Verifier(s)/Assessor(s) were on site and why the verification did not take place over consecutive days:	
Facility Response:		
Verification/Assessment Window		
VD-VERI-6	Verification/Assessment Window:	Announced
Facility Response: Announced		
Verifier/Assessor Information		
VD-VERI-7	Verifier Body Type:	3rd Party (Service Provider)
Facility Response: 3rd Party (Service Provider)		
VD-VERI-8	Verifier Body Name/ Country Programme:	Intertek
Facility Response: Intertek		
VD-VERI-9	Verifier Name(s) (First and Last Name)/ Assessor ID(s):	Charles Huang / VE291759
Facility Response: Charles Huang / VE291759		
APSCA ID		
VD-VERI-10	Verifier(s) APSCA ID(s)	CSCA 21700228
Facility Response: CSCA 21700228		
Verification/Assessment Participants		
VD-VERI-11	Were any interpreters present during verification/assessment?	No
Facility Response: No		
VD-VERI-12	Identification details (First and Last Name and Organization) of all parties present for verification/assessment activity:	Not applicable
Facility Response: Not applicable		
Exception Requests		
VD-VERI-13	Were any exception requests granted by the Verification Oversight Organization for this verification?	Yes
Facility Response: Yes		
VD-VERI-13.1	If yes, please describe:	The verification started within 10 days from the self-assessment VB received the verification request from supplier on August 21, 2025 self-assessment posted on September 3, 2025 and scheduled the verification on September 9-10, 2025.
Facility Response: The verification started within 10 days from the self-assessment VB received the verification request from supplier on August 21, 2025 self-assessment posted on September 3, 2025 and scheduled the verification on September 9-10, 2025.		
Worker Interviews		
VD-VERI-14	What is the total number of worker interviews conducted?	12
Facility Response: 12		
VD-VERI-15	What is the total number of interviews conducted with contract workers/ workers employed by third party who are not part of the production process?	0
Facility Response: 0		
VD-VERI-16	Provide details about number and type of workers interviewed:	Total 12 workers (including 3 males and 9 females, 3 workers were local, 9 workers were domestic migrant) were interviewed. 8 workers were interviewed individually, and 4 workers were interviewed in 1 group. Details as: all 12 directly recruited workers, all hourly rate / 3 males and 9 females. 0 Part time. 9 domestic migrants (7 female domestic migrant workers, 2 male domestic migrant workers), 1 permanent workers and 11 temporary worker. 0 Foreign migrant. 0 Young work. Extra interview: Non-production wo
Facility Response: Total 12 workers (including 3 males and 9 females, 3 workers were local, 9 workers were domestic migrant) were interviewed. 8 workers were interviewed individually, and 4 workers were interviewed in 1 group. Details as: all 12 directly recruited workers, all hourly rate / 3 males and 9 females. 0 Part time. 9 domestic migrants (7 female domestic migrant workers, 2 male domestic migrant workers), 1 permanent workers and 11 temporary worker. 0 Foreign migrant. 0 Young work. Extra interview: Non-production wo		

Management Interviews		
VD-VERI-17	Provide the titles of the management staff interviewed, as well as the titles of senior management who attended the opening and/or closing meetings:	The facility management showed a positive attitude to this verification during the whole process. All documentation requested for the review was provided timely. All areas were allowed to conduct a facility tour. At the end of the verification, all the verification data were accepted by the facility management.
Facility Response: The facility management showed a positive attitude to this verification during the whole process. All documentation requested for the review was provided timely. All areas were allowed to conduct a facility tour. At the end of the verification, all the verification data were accepted by the facility management.		
Physical Scope Covered		
VD-VERI-18	How many onsite dormitories were visited? (provide total)	0
Facility Response: 0		
VD-VERI-18.1	Please describe onsite dormitories visited:	
Facility Response:		
VD-VERI-19	How many off-site dormitories were visited? (provide total)	0
Facility Response: 0		
VD-VERI-19.1	Please describe off-site dormitories visited:	
Facility Response:		
VD-VERI-20	Did the Assessor/ Verifier visit all applicable canteens (onsite and off-site managed by the facility) in the assessment/ verification scope?	Yes
Facility Response: Yes		
Facility Cooperativeness		
VD-VERI-21	1. Cooperativeness of facility	1. The facility management showed a positive attitude during the whole process. All documentation requested was provided timely. All areas were allowed to conduct a facility tour. At the end, all verification data were accepted. 2. Remark: Due to the facility privacy policy, all documents and workplace were not allowed to be taken pictures. 3. One non-onsite manday is arranged for this assessment. 4. Remark: Received self- verification within 10 days of verification date.
Facility Response: 1. The facility management showed a positive attitude during the whole process. All documentation requested was provided timely. All areas were allowed to conduct a facility tour. At the end, all verification data were accepted. 2. Remark: Due to the facility privacy policy, all documents and workplace were not allowed to be taken pictures. 3. One non-onsite manday is arranged for this assessment. 4. Remark: Received self- verification within 10 days of verification date.		
Integrity / Honest Data		
VD-VERI-22	Which of the following behaviors impacting integrity/ honest data did the facility engage in? (SELECT all that apply with an "X"):	
VD-VERI-22-1	Bribery	
Facility Response:		
VD-VERI-22-2	Coaching of workers	
Facility Response:		
VD-VERI-22-3	Falsification of payroll records	
Facility Response:		
VD-VERI-22-4	Falsification of pay slips	
Facility Response:		
VD-VERI-22-5	Falsification of working hours records	
Facility Response:		
VD-VERI-22-6	Falsification of age records	
Facility Response:		
VD-VERI-22-7	Falsification of personnel files	
Facility Response:		
VD-VERI-22-8	Falsification of other records (not incl. payroll, pay slips, working hours, age, personnel records)	
Facility Response:		

VD-VERI-22-9	Denied access to workers	
Facility Response:		
VD-VERI-22-10	Denied access to trade union representative (if applicable)	
Facility Response:		
VD-VERI-22-11	Denied access to worker representative (if applicable)	
Facility Response:		
VD-VERI-22-12	Denied access to documentation	
Facility Response:		
VD-VERI-22-13	Denied access to facility areas	
Facility Response:		
VD-VERI-22-14	Other behavior impacting process integrity	
Facility Response:		
VD-VERI-22.1	If other, please describe:	
Facility Response:		
VD-VERI-22-15	Facility did not engage in any behavior that impacted processes integrity/ the sharing of honest data	X
Facility Response: X		
Management Practices		
VD-VERI-23	2. Strengths of management practices	1. Generally the facility had some management practices for social and labor system. The health and safety control onsite was good, even though there were still some points could be improved. 2. The facility gave everybody equal opportunity and salary.
Facility Response: 1. Generally the facility had some management practices for social and labor system. The health and safety control onsite was good, even though there were still some points could be improved. 2. The facility gave everybody equal opportunity and salary.		
Other Comments		
VD-VERI-24	3. Any other comment	1. Out of total 59 workers, 15 employees were local from Jiangsu Province. 44 workers are domestic migrant workers from Hebei Province, Shanxi Province, Heilongjiang Province, Jiangxi Province, Sichuan Province, Gansu Province, Anhui Province, Shandong Province, Shaanxi Province, Henan Province of China. No foreign migrant employee worked in the facility. 2. Due to the facility privacy policy, all documents and workplace were not allowed to be taken pictures. 3. This audit includes elements beyond the scope
Facility Response: 1. Out of total 59 workers, 15 employees were local from Jiangsu Province. 44 workers are domestic migrant workers from Hebei Province, Shanxi Province, Heilongjiang Province, Jiangxi Province, Sichuan Province, Gansu Province, Anhui Province, Shandong Province, Shaanxi Province, Henan Province of China. No foreign migrant employee worked in the facility. 2. Due to the facility privacy policy, all documents and workplace were not allowed to be taken pictures. 3. This audit includes elements beyond the scope		
Photos		
VD-VERI-25	4. Are there any photos you would like to add to the verification that did not directly correspond to a question?	None
Facility Response: None		
Documentation Review		
VD-VERI-26	Which of the following documentation for verification did the facility fail to provide access to? (SELECT all that apply with an "X"):	
VD-VERI-26-1	Age records not provided	
Facility Response:		
VD-VERI-26-2	Payroll (Wage records) not provided	
Facility Response:		
VD-VERI-26-3	Working Hours records not provided	
Facility Response:		
VD-VERI-26-4	Receipts of Social Security remittance / payments to appropriate public agencies not provided	
Facility Response:		

VD-VERI-26-5	None of the above (all listed documentation was provided and none of the provided documentation was falsified)	X
Facility Response: X		
VD-VERI-27	Payroll: How many workers were sampled?	
Facility Response:		
VD-VERI-28	Payroll: Of the workers sampled, how many workers received less than the minimum wage?	
Facility Response:		
VD-VERI-29	Payroll: What percentage of the sampled workforce was impacted?	
Facility Response:		
VD-VERI-30	Working Hours Records: How many weeks were sampled?	
Facility Response:		
VD-VERI-31	Working Hours Records: Of the weeks sampled, in how many weeks did workers work >60 hours per week?	
Facility Response:		
VD-VERI-32	Working Hours Records: For each week when >60 hours occurred, what percentage of the sampled workforce was impacted?	
Facility Response:		
Quality/Report Review Information		
VD-VERI-33	QA/Report Reviewer Name (First Initial and Last Name):	Nancy Jiang
Facility Response: Nancy Jiang		

Alibaba.com verified Supplier

Verified

Assessment Report Presented to

Young Sporting Goods (suzhou) Co., Ltd.
扬洋体育用品（苏州）有限公司

Assessment Report

Report number	486456665_P+T
Report date	2026-01-30
The validity Period of Report	2026-01-31 - 2027-01-30
Report Verification Address	https://auditedsupplier.sgsgroup.com.cn

Assessment Type	Production Trading Assessment
Assessor's Name	Easy Ding
Reviewed by	Sam Wang

Important Notes

SGS Disclaimer:

This report reflects our findings for the particularly concerned company on the date of our service only. This report does not discharge or release the factory/sellers/suppliers from their commercial, legal or contractual obligations with buyers in respect of products provided by the factory/sellers/suppliers. Any reader other than the party for whom this report has been specifically issued is hereby informed that the general conditions of service of SGS contain liability limitation provisions.

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Company Name

扬洋体育用品（苏州）有限公司

Company Name (English)

Young Sporting Goods (suzhou) Co., Ltd.

Gold Supplier & Assessed Company Relationship

Self Owned

Company address

No. 498, Chang'an Road, Wujiang District, Suzhou City, Jiangsu Province, China

Registered address

Chang'an Road, Wujiang Economic and Technological Development Zone, Suzhou City, Jiangsu Province, China

Business type

Combined

Company website (URL)

<http://eyeline.en.alibaba.com>

Contact person

Ms. Liu

Telephone number

0086-15962447794

Email

echo@eyeline.cn

certification authority

SGS

Consigner of Assessment

Alibaba

Report number

486456665_P+T

Report date

2026-01-30

The validity Period of Report

2026-01-31 - 2027-01-30

Assessor's Name

Easy Ding

Reviewed by

Sam Wang

Report Verification Address

<https://auditedsupplier.sgsgroup.com.cn>



Business License



Date of Incorporation

2012-08-29

The validity Period of Business License

2012-08-29

Company License expiration date

2062-08-28

Annual review conducted by the Industrial & Commercial Bureau?

Yes

Registered capital

22800000 USD

Business license number

91320509598594156M

Unified Social Credit Code

91320509598594156M

Customs registration No.

Confidential

Corporate representative

Mr. RATTRAY CHARLES GORDON YUNGMING

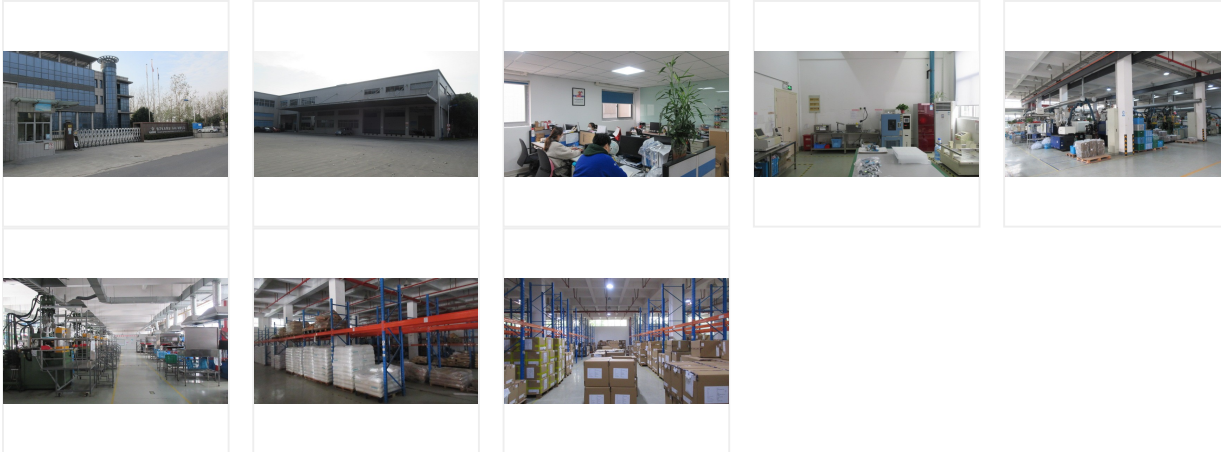
Is it a publicly listed company?

No

Type of site evidential material

Real Estate Certification

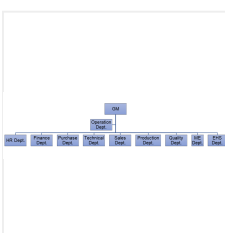
Company Environment



Floor space (square meters)

37944

Organizational structure



Employees distribution

Department	Full-time employees	Part-Time Employee(s)	Total
GM	1	0	1
Operation Dept.	1	0	1
HR Dept.	6	0	6
Finance Dept.	9	0	9
Purchase Dept.	19	0	19
Technical Dept.	3	0	3
Sales Dept.	7	0	7
Production Dept.	43	0	43
Quality Dept.	8	0	8
ME Dept.	14	0	14
EHS Dept.	1	0	1

Number of Full Time Employee

115

Number of Part-time Employees

0

Number of All Employees

115



Main products

Main product categories

Category	Product category
Sports & Entertainment>>Water Sports	Swimming Goggles
Sports & Entertainment>>Water Sports	Swimming Caps
Sports & Entertainment>>Water Sports	Swimming Accessories

Products sold in the last 12 months

Product category	Quantity	Revenue (USD)
Confidential	Confidential	Confidential

Annual output (previous year)

Product category	Production line capacity (monthly)	Actual units produced (previous year)
Swimming Goggles/Swimming Caps/Swimming Accessories	1000000 pcs	Confidential

Total output (annually)

Confidential

Competitive Advantage of Product Line

Confidential

Number of product categories

3

Number of models

800



Foreign trade experience

Import and export license



Import and Export Enterprise Code

0640709

Export experience (years)

14

Industry experience (years)

14

Number of foreign trade employees

6

Trade employee work experience

Over 30 Years

0

21-30 Years

0

11-20 Years

1

6-10 Years

3

2-5 Years

2

Less than 2 years

0

Total revenue (previous year in USD)

N/A

Total export revenue (previous year in USD)

N/A

Number of foreign sales agents

N/A

Nearest port

Shanghai Port

Payment terms

FOB, EXW, CIF, CFR, FCA, FAS, CPT, CIP, DAF, DES

Payment methods

L/C, TT, Credit Card, Cash, West Union, MoneyGram, Paypal, Moneybookers

Average lead time (order confirmation to delivery)

Product Category	Num	Unit
Swimming Goggles/Swimming Caps/Swimming Accessories	30	days

The Shortest Sample Time

Product Category	Num	Unit
Swimming Goggles/Swimming Caps/Swimming Accessories	15	days

Market distribution

Market	Revenue (USD)	Total revenue (%)	Product category(s)
North America	Confidential	1	Swimming Goggles/Swimming Caps/Swimming Accessories
South America	Confidential	1	Swimming Goggles/Swimming Caps/Swimming Accessories
Eastern Europe	Confidential	10	Swimming Goggles/Swimming Caps/Swimming Accessories
Southeast Asia	Confidential	2	Swimming Goggles/Swimming Caps/Swimming Accessories
Oceania	Confidential	1	Swimming Goggles/Swimming Caps/Swimming Accessories
Eastern Asia	Confidential	1	Swimming Goggles/Swimming Caps/Swimming Accessories
Western Europe	Confidential	60	Swimming Goggles/Swimming Caps/Swimming Accessories
Northern Europe	Confidential	2	Swimming Goggles/Swimming Caps/Swimming Accessories

Market	Revenue (USD)	Total revenue (%)	Product category(s)
Southern Europe	Confidential	20	Swimming Goggles/Swimming Caps/Swimming Accessories
Domestic Market	Confidential	2	Swimming Goggles/Swimming Caps/Swimming Accessories

Main clients

Clients name	Product category(s)	Total revenue(%)
Adidas	Confidential	Confidential

Main clients types

Brand business, Retailer, Wholesaler, For Private use

Supported languages

Language	Listening & speaking	Reading & writing
English	yes	yes
Chinese	yes	yes



There is/are ___R&D engineer(s) in the company.

3

R&D engineer education

Doctorate

0

Post-Graduate

1

Graduate

2

Junior college

0

Technical school

0

High school

0

R&D engineer work experience

Over 30 Years

1

21-30 Years

0

11-20 Years

1

6-10 Years

1

2-5 Years

0

Less than 2 years

0

Quantity of new products (yearly)

Product category	Quantity
Swimming Goggles/Swimming Caps/Swimming Accessories	20 sets

Shortest time for new products to be launched

Product category	Quantity	Unit
Swimming Goggles/Swimming Caps/Swimming Accessories	6	months

What design services are provided?

light customization, Customization, Customization based on sample, Customization based on graphic design

What simple customization services are provided?

Logo customization, Material customization, Label customization, Packaging customization, Color customization, Size customization, Graphics customization

Design Process

Description	Image

What are the equipments that R & D employees are using?

Please list the equipments below	Image

Please list the main softwares that are used:

Confidential

Have the designed products been tested by a third-party inspection body?

YES, All designed products have been tested

Does the company has qualification requirements for designers?

YES, with written Job Description



Production capacities

Self-owned Production Line

N o.	Production Line	Quantity	Number of Supervisors	Number of operators	Quality control inspectors
1	Swimming Goggles/Swimming Caps/Swimming Accessories	4	1	42	11

Production Capacity

Production Line No.	Product Category	Product	Max. Production Capacity(daily)
1	Sports & Entertainment>>Water Sports	Swimming Goggles/Swimming Caps/Swimming Accessories	Confidential

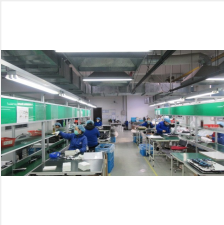
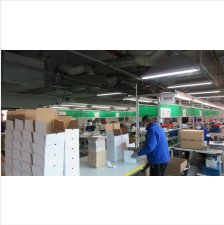
Production Machinery

N o.	Machine Name	Brand & Model No.	Quantity	Number of years used	Condition	Image
1	Injection Molding Machine	Confidential	107	8	Good	
2	Silicon Rubber Refining Machine	Confidential	10	8	Good	
3	Transfer Printing Machine	Confidential	8	8	Good	
4	Heating Machine	Confidential	18	8	Good	

N o.	Machine Name	Brand & Model No.	Quantity	Number of years used	Condition	Image
5	Assembly Line	Confidential	3	8	Good	

Production Flow

Production Line No.	Process description	Image	Machine No.
1	Raw Materials		N/A
1	Injection Molding		N/A
1	Secondary Injection Molding		N/A
1	Silicon Strap/Cap Injection		N/A
1	Printing		N/A

Production Line No.	Process description	Image	Machine No.
1	Assembly		N/A
1	Packing		N/A

Subcontractors

Outsourcing Unnecessary

Equipment number

145

Production line number

4

Work Instruction

Yes

Clear Production Process

Yes

Production management system

Yes



How many QA or QC inspectors in total?

11

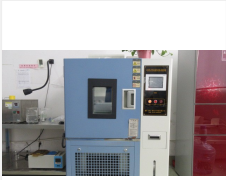
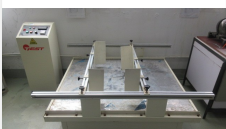
Are all production lines have quality control?

Yes

How are finished products inspected?

Inspection of all products, Random inspection, According to client's requirement

Testing Machine

Machine Name	Brand & model No.	Quantity	Number of years used	Condition	Image
Constant temperature and humidity test chamber	Confidential	1	7	Good	
UVA tester	Confidential	1	7	Good	
Fog meter	Confidential	1	7	Good	
Simulated transport test machine	Confidential	1	7	Good	
Tensile testing machine	Confidential	1	7	Good	

Machine Name	Brand & model No.	Quantity	Number of years used	Condition	Image
Friction testing machine	Confidential	1	7	Good	
Anti fog Tester	Confidential	1	7	Good	

Quality Management Process

Process description	Image

Are written instructions available for onsite material inspection/testing? Are the relevant records maintained?

Yes, with clear written instructions and records

Does the enterprise perform inspection on finished products and keep records

Yes

Does the company have any supplier assessment procedure and management?

Yes



Service capabilities

Collaboration with Fortune 500 list of companies

No

Self owned after-sales service countries

N/A

Provide expatriate engineer to provide after-sales service?

N/A

The content of overseas services provided

Confidential

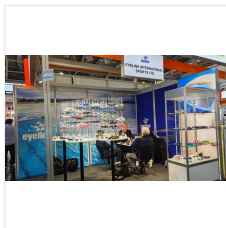
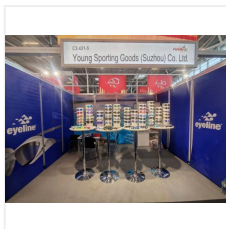
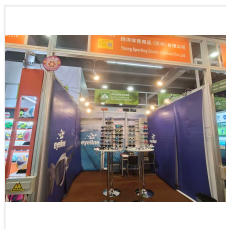
Is it possible to provide expatriate engineer services?

Confidential

Do you have an overseas showroom?

Confidential

Have you participated in offline trade shows?

Trade show name	Date attended:	Country/Region:	Images taken at the Trade show
ISPO	2024-12-3	Germany	
ISPO	2025-11-29	Germany	
Canton Fair	2025-10-31	China	

Does the merchant have the ability to provide buyers with material packages ?

Yes

Product category

Sports & Entertainment>>Water Sports>>Swim Clothing & Accessories>>Swimming Goggles

Do you have Project capability ?

No

Do you have flexible customization capability ?

Yes

**Supply chain capabilities**

Cooperation suppliers (total)

Confidential

Suppliers (cooperations more than twice)

Confidential

MOQ for each item

More than 300

Small MOQ cases

Product category	MOQ (in the last 12 months)	Shortest lead time
Swimming Goggles/Swimming Caps/Swimming Accessories	300 pcs	20 days

Do you have an overseas warehouse?

Confidential

Large brand agent processing

Product category	Big brand name
Sports & Entertainment>>Water Sports>>Swim Clothing & Accessories>>Swimming Goggles	Confidential

Does the merchant support delivery to the buyer's designated Amazon warehouse?

No



After- Sales Guarantee

Do you have a complete after sales service capability?

Yes

Does the enterprise record and follow up customer complaints and feedback

Yes, with a standard feedback form and records

Are there any clear procedures to handle customer complaints?

Yes, with clear procedures and written records

Is there a closed-loop corrective action system in place?

Yes

Can finished/packaged products be traced by lot identification to the appropriate raw material?

Yes, with procedures to trace raw material

Is there a product alert and recall procedure?

Yes

Warranty period

Product category	Average Guarantee Number	Average warranty unit
Confidential	Confidential	Confidential



Industry capabilities

what are the main categories of suppliers in the alibaba international station?

Sports & Entertainment

Supplier's ability to cooperate in assembling goods or self produced group capacity

HS code (10 digit code)	Declaration product name	Export amout (USD)
3923100090	Swimming goggles box	13371.33
9004909000	Swimming goggles	35615.99
9506290000	Rowing board	857.28

Product categories covered in upstream supplier Purchase contract or the Production order (<=20)

Sports & Entertainment>>Water Sports>>Water Sports Equipment Related

交易编号:N02125040005080969



绿色电力证书交易凭证

GREEN ELECTRICITY CERTIFICATE TRANSACTION VOUCHERS

购买方

单位/个人：扬洋体育用品（苏州）有限公司

购买绿证数量：320个

3 2 0 兆瓦时

生产方

项目名称：禹州市花石镇20MWP光伏发电项目

项目代码：WPC1512411081001R

项目类型：太阳能发电

项目所在地：河南省许昌市禹州市

电量生产日期：2024年12月

交易平台：广州电力交易中心



详细信息请扫描二维码



交易编号:N0212504000508116a



绿色电力证书交易凭证

GREEN ELECTRICITY CERTIFICATE TRANSACTION VOUCHERS

购买方

单位/个人：扬洋体育用品（苏州）有限公司

购买绿证数量：2680个

2680兆瓦时

生产方

项目名称：森源禹州120MWP光伏发电项目

项目代码：WPC1603411081001S

项目类型：太阳能发电

项目所在地：河南省许昌市禹州市

电量生产日期：2024年12月

交易平台：广州电力交易中心



详细信息请扫描二维码

