

Workplace Conditions Assessment Report

Measured Results —Improved Performance



MEDITEX INDUSTRIES LTD.

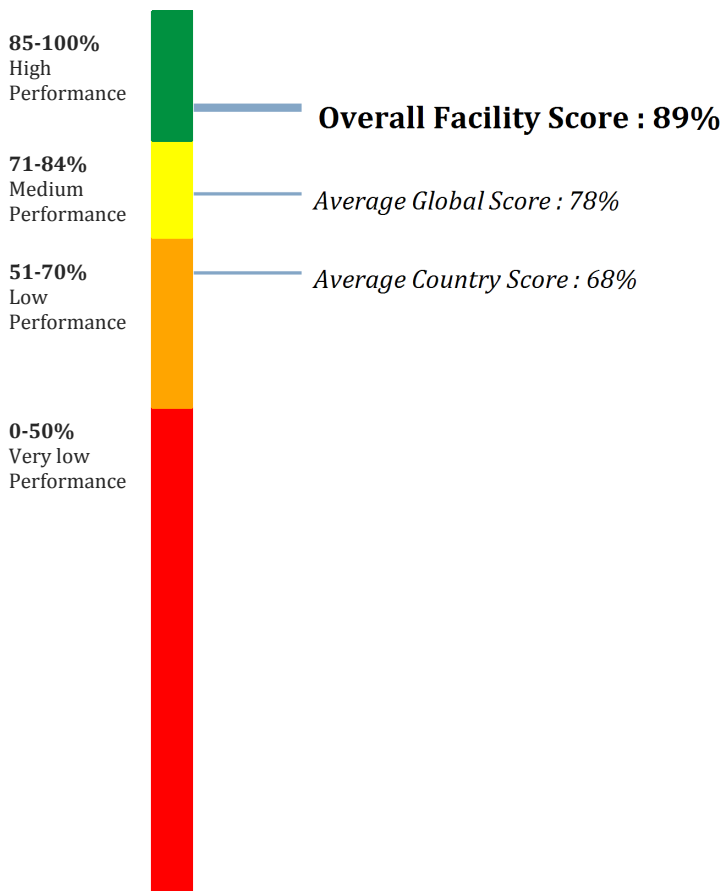
GENERAL INFORMATION

Overall Facility Score : **89%**

Report No :	F_IAR_16391	City :	Gazipur
Audit Date :	Mar 05, 2015	Country :	Bangladesh
Last Audit :	Oct 22, 2014 (57%)	Auditors :	Primary: Arafat Bin Yusuf
Assessment Stage :	Follow up		Secondary: None
Schedule Type :	Semi-Announced	Service Provider:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 15620



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
Overall	89%	-	-	4	4	-
Labor	100%	-	-	-	-	-
Wages & Hours	86%	-	-	1	-	-
Health & Safety	84%	-	-	3	-	-
Management Systems	87%	-	-	-	4	-
Environment	100%	-	-	-	-	-

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Meditex Industries Ltd.	Facility Legal Status:	Privately owned
Facility Legal Name:	Meditex Industries Ltd.	Year facility began operations:	1994
Audit Location:	Konabari, Nilnagar, Joydebpur, Gazipur.	Located in special economic zone:	No
City:	Gazipur	Person responsible for overall social compliance issues:	Mr. S. M. Salahuddin - Manager - HR, Admin & Compliance
Country:	Bangladesh	Valid certificate for social compliance certification program:	None
Contact Name:	Mr. Md. Saifullah	Vendor Name:	Zaastex Ltd.
Contact Title:	Compliance Manager	Security systems in place:	<i>Yes The premises have a perimeter wall around the compound. Guards are posted at entrance and back side of the premises. However all security system have been controlled by CCTV.</i>
Industry:	Apparel		

Building Description: There are 3 buildings and 2 sheds in the premises. Details floor layout plan mentioned here - Building 1 (6 storey which is interconnected by 4 blocks): Ground floor - Washing section, mending section, yarn store, finished goods store, jacquard section, accessories store, doctor room, child care and office; 1st floor: Sewing section, finishing section, PQC, light check, packing section & office; 2nd floor: Linking section, over lock, trimming section, mending section, bar tack and office; 3rd floor: Design section, knitting section, collar section, zipper & office; 4th floor: Knitting section; 5th floor: Knitting section and dining area. Building 2 (1 storey): Chemical store. Building 3 (1 storey): Generator room. Shed 1 - Boiler room. Shed 2 - Maintenance room.

Special building type: None
NA

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	Sweater	Time record system(s) used:	Manual / written record
Production process/ Service elements:	Knitting, linking, over lock, trimming, mending, washing, sewing, PQC, finishing and packing	Chemicals or hazardous materials on-site:	Yes <i>Silicon, softner, acetone, detergent and spot lifter.</i>
Production capacity a week:	52500 pieces	Current production/ Services for client:	No
Total number of machines:	1733		
Main machine types:	Jacquard, automatic neck, knitting, linking, over lock, sewing, button hole, button stitch, flat lock, washing, dryer, metal detector.		
Shifts and Operating hours:	General working hour of the facility is 08:00 am to 05:00 pm with 1 hour lunch break in from 1:00 pm to 2:00 pm and 01:00 pm to 02:00 pm. Friday is the weekly holiday for employees.		

A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	1001-5000 employees	Female Employees:	635
Union name:	None	Male Employees:	1480
Employs juvenile workers:	None	Mgmt Employees:	160
Hires through employment agent:	<i>No Facility did not hire any employee through employment agent.</i>	Production (Non- Management) Employees:	1955
Employee nationalities/ provinces:	Not Applicable	Local Employees:	2115
		Foreign/Migrant Employees:	0
		Languages spoken in the facility:	Bengali as local language and English as official language.
		Management and employees speak same language :	Yes

A4. SUBCONTRACTOR INFORMATION

No subcontractor information given

A5. GENERAL INFORMATION

This is a follow up audit for Meditex Industries Ltd. The facility is situated at Konabari, Nilnagar, Joydebpur, Gazipur. Facility has started its operation in 1994 in the existing building. Facility is not located in any special economic zone but some other facilities were found around the facility. Total land area of the facility is about 29145 square feet and production floor is about 133000 square feet. The facility produces swaters. Building structure type and floor details have already been described under building description section. Currently, 2115 employees are working in the facility, where 635 employees are female employees and 1480 employees are male employees including 160 non-production employees. General working hour of the facility employee is 8:00 am to 5:00 pm with 1 hour break in from 01:00PM to 02:00PM. The facility remains open Saturday to Thursday in a week and Friday is the weekly holiday for employees. Employee's wages are calculated on a monthly basis (for both fixed and piece rated employees). Time recording system of the facility is manual. Facility peak seasons are from April to September. During audit, client production was not found in the facility. Facility management showed a positive attitude to this audit during the whole process. Facility management allowed conducting employee's interview and given permission for taking pictures of the facility process and buildings. At the end of the audit, all findings and recommended corrective actions were accepted by the facility management.

Emergency Preparedness Summary

Based on plant tour, documents review and management interview, overall emergency preparedness of the facility found as: Facility has 4 stairways from ground floor to top floor. Each room had 2 exits. At the time of facility visit all the doors were found open and these are kept open as per interviewed employees. Industrial emergency light, IPS supported battery backup (LED & CFL) light were found in the exit point and production floor. Evacuation plan, emergency numbers were found posted in facility production floor and premises. Fire alarm switch were found beside the exits of the floor. Facility has a valid hospital contract with Haque General Hospital for the emergency treatment of the employees. Facility has a designated Fire & Safety – Assistant Manager Mr. Masud Alam to look after the fire safety of the facility and conduct fire safety training. Facility assembly point was located at the front and back side of the facility building. Facility has installed fire hydrant system and the water capacity of the underground water reservoir was 150000 gallons. Beside these, facility has a health and safety committee including 15 members who sits to discuss the safety issues of the facility including emergency preparedness system of the facility. Last meeting was held on 29 January 2015. Facility conducts fire drill in every month. Last fire drill was taken place on 17 February 2015 with 2009 participants and took 2:55 minutes to evacuate all the employees. Facility has 5 electricians who inspect the electrical wiring, db board, bus bar in daily, weekly and monthly basis. Facility has 650 trained fire fighters assigned floor-wise; among which 280 fire fighters are trained by Fire Service and Civil Defense Authority and 80 fire fighters are trained by BGMEA. Facility has automatic fire alarm system with interconnected smoke detectors to detect fire. Facility has sufficient fire detecting and fire fighting equipments such as – 77 CO2 type fire extinguishers, 245 ABC type fire extinguishers, 17 ABC type sprinkler, 12 hose reel, 11 hose pipe, 2 hydrant pillar, 288 smoke detector, 36 manual call point, 34 water bucket, 12 water drum, 66 gas mask, 44 fire hook, 44 fire bitter, 44 fire blanket, 11 torch light, 4 manila rope, 25 helmet, 12 gum boot, 11 stretcher, 11 fire suit, 6 fire resistance door and 108 emergency light. There was an improvement issue in emergency preparedness section which is – there was mismatch in the evacuation plan of ground floor of building 1 with the actual floor.

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
4 Months Payroll	01-10-2014	31-01-2015
4 Months Attendance	01-10-2014	31-01-2015
Special Comments	Follow up Audit	

Employee interview sampling

Individual	10 employees
Group	0
Total interviewed	10 employees

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-01-2015	31-01-2015	No	10
Period 1	01-12-2014	31-12-2014	No	3
Period 2	01-10-2014	31-10-2014	No	3
Total				16

Other records reviewed

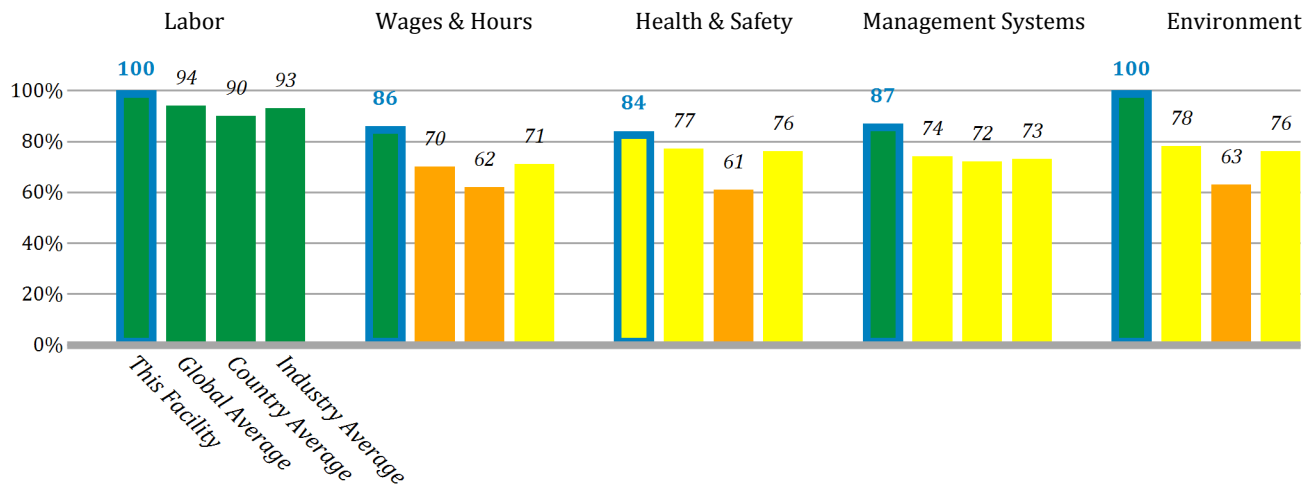
Personnel records
Production records
Employment contracts
Social insurance documentation
Infirmary logs
Other : All training and policies.

Security log book
Non-Production records
Legal Permits
Employee leave register
Machine maintenance records

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Bangladesh average, Apparel average

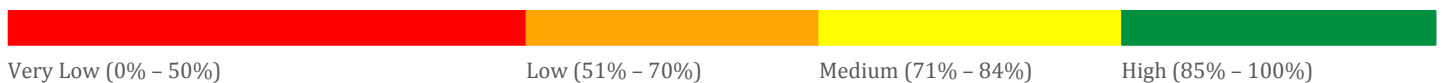


B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (05-Mar-2015)	Last (22-Oct-2014)	First (29-May-2013)	Change (Current-Last)	Change (Current-First)
Labor	100	100	100	0 % ■	0 % ■
Wages & Hours	86	15	100	473 % ▲	-14 % ▼
Health & Safety	84	68	61	23 % ▲	37 % ▲
Management Systems	87	80	96	8 % ▲	-9 % ▼
Environment	100	100	100	0 % ■	0 % ■
Overall Score	89	57	90	56 % ▲	-1 % ▼

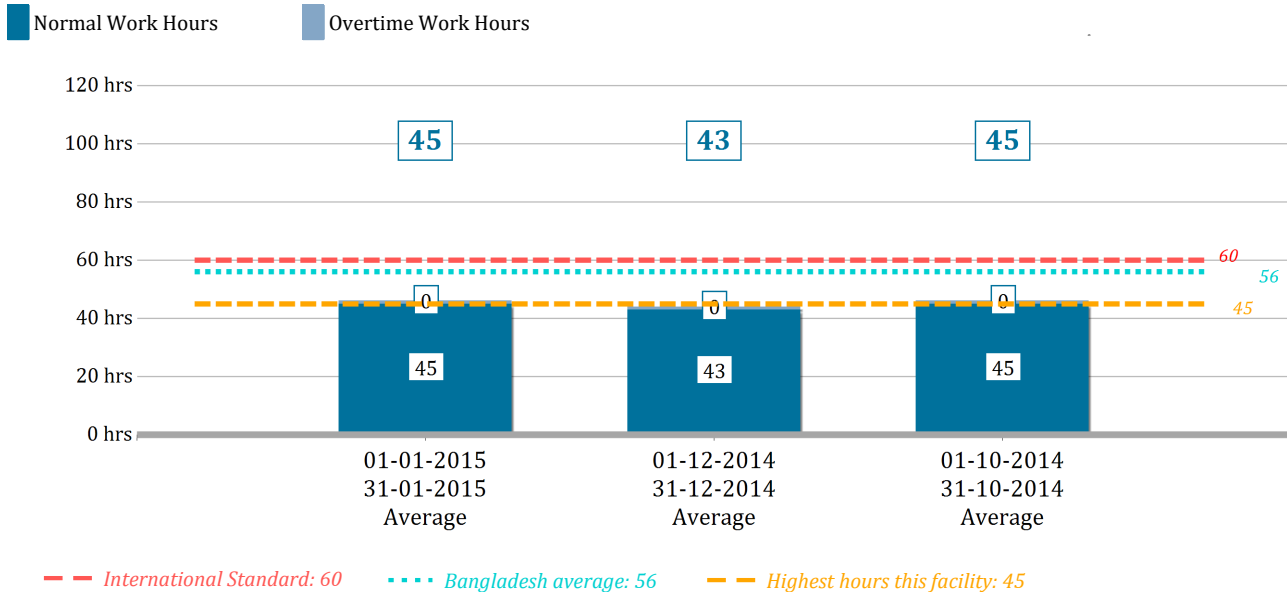
▲ Advancers
 ■ Constant
 ▼ Decliner

PERFORMANCE RATING

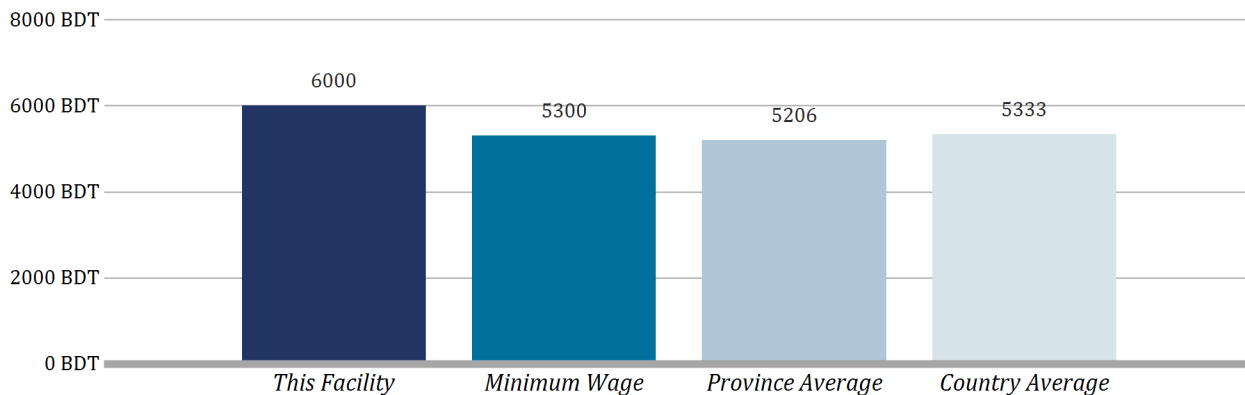


B3. WORKING HOURS AND WAGES

Average total hours worked weekly



Average wages paid in local currency (BDT)



Special wage circumstances:



- Wages and hours summary:**
- (1) Facility remains open from Saturday to Thursday in a week and Friday is the weekly holidays for the employees. General working hour of the facility employee is 8:00 am to 5:00 pm with 1 hour break from 01:00PM to 02:00PM
 - (2) Manual time card is used for time recording system.
 - (3) Facility has working hour policy and social benefits policy where facility mentioned working hours should be maintain as per local law. Note as per government gazette notification regarding working hours a facility can do 4 hours overtime in a day and 24 hours overtime in a week with the consent of employees which is valid till 16 April 2015. Based on the facility employee's time card review and employees & management interview it was noted that, working hour's details in random 3 months did not cross the normal limit prescribed by local law.
 - (4) Employees one day rest after 6 days work was ensured in the sample month (January 2015, December 2014 and October 2014).
 - (5) Weekly average working hour including regular + overtime hours of the facility mentioned here by sample month. In the month of January 2015: $44.5+0 = 44.5$ hours, in the month of December 2014: $43.2+0 = 43.2$ hours, in the month of March 2014: $45.4+0 = 45.4$ Hours.
 - (6) No overtime work was observed in the sample months.
 - (7) Facility provided 11 days festival leave in a year with full payment.
 - (8) All employees were getting their wages in a timely manner within 7 working days after completion of the month.
 - (9) Based on the facility document (salary sheet, employee appointment letter) review, facility ensured minimum wages to all employees as per their grade/job designation.
 - (10) Facility deducts only for unauthorized absent from their basic wages.
 - (11) Based on the facility employees salary sheet review, employee and management interview, facility have some best practice which are facility provided to all employees beyond the local law. Such as – facility provided attendance bonus to all employees as per company policy, festival bonus provided 2 times in a year and facility arrange annual picnic for all employees.

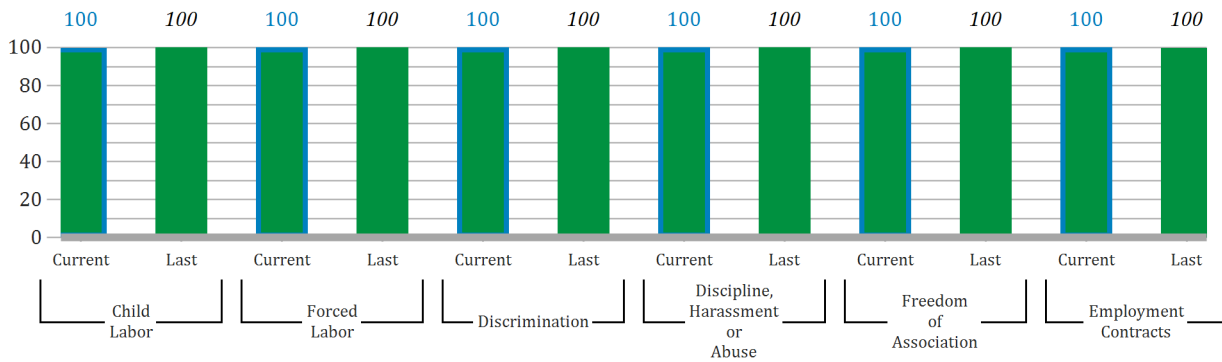


C. PERFORMANCE DETAILS

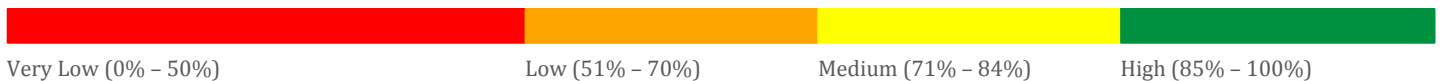
Current (05-Mar-2015) Last (22-Oct-2014)

C1. Labor

100%

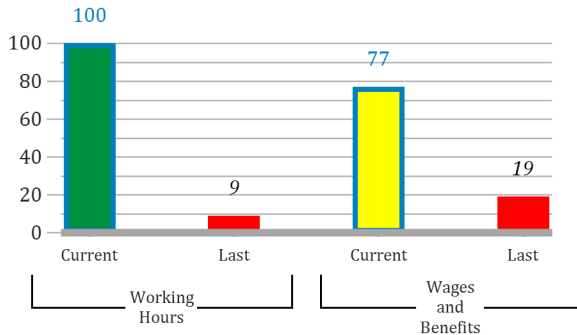


PERFORMANCE RATING



C2. Wages & Hours

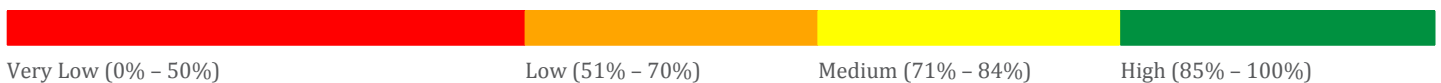
86%



Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Corrected	116.00 : <i>Previous Non-Compliance</i> : The provided time records are inaccurate and discrepancies are noted.	88%
● Corrected	117.00 : <i>Previous Non-Compliance</i> : The provided attendance records are insufficient to demonstrate compliance	94%
● Corrected	120.02 : <i>Previous Non-Compliance</i> : Auditor was unable to verify if the total working hours during the period specified by the waiver exceeds allowable limits under the waiver.	53%
● Corrected	121.00 : <i>Previous Non-Compliance</i> : Auditor was unable to verify if the total normal working hours are within allowable limit under applicable law or agreement.	82%
● Corrected	122.00 : <i>Previous Non-Compliance</i> : Auditor was unable to verify if the total overtime hours exceeds allowance limits under applicable law or agreement.	54%
● Corrected	123.00 : <i>Previous Non-Compliance</i> : Auditor was unable to verify if the total working hours (normal & overtime) are above the international industry average of 60 hours or higher.	71%
● Corrected	125.00 : <i>Previous Non-Compliance</i> : The auditor was unable to verify if employees themselves record or acknowledge the recording of real working hours on regular basis	83%
● Corrected	127.00 : <i>Previous Non-Compliance</i> : The auditor was unable to verify that employees are provided with at least one day off in seven (7) in accordance with local law.	74%

PERFORMANCE RATING



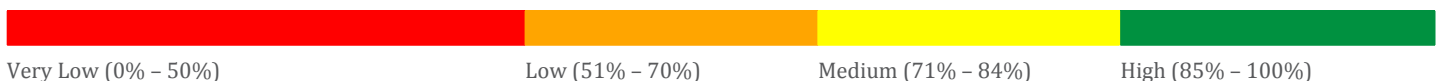
Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Corrected	128.00 : <i>Previous Non-Compliance</i> : The auditor was unable to verify that employees are provided with at least one day off following six consecutive days worked.	73%

Sub Section: Wages and Benefits

Status	Findings	% Global freq of compliance
● Corrected	135.00 : <i>Previous Non-Compliance</i> : The provided payroll records are inaccurate and discrepancies are noted.	88%
● Corrected	136.00 : <i>Previous Non-Compliance</i> : The provided payroll records are insufficient to demonstrate compliance.	94%
● Corrected	143.00 : <i>Previous Non-Compliance</i> : The auditor was unable to verify if regular hourly work paid to all employees meets at least the minimum wage/ agreed wage.	81%
● Moderate	<p>144.00 : All hours worked are not compensated correctly- wage calculation method is not correct</p> <p>Auditor's comment Follow up audit conducted on 5 March 2015: New Finding - Based on the facility employees salary sheet review, management & employees interview it was noted that, the facility management did not provide salary increment to piece rate employees who have completed 1 year in the month of December 2014. If any employee's production income becomes less than his/her minimum salary facility provides subsidiary to meet his/her minimum wage. But as facility did not complete the increment for that employee who has completed 1 year in the month of December 2014 the wage calculation for those employee were not accurate. For an example an employee was getting 6805 gross salary (Basic = 4075 + House Rent = 1630 + Medical = 250 + Conveyance allowance = 200 + Food allowance = 650) with subsidiary payment, when his/her production income is less than his gross wage. But after the increment in December 2014 that employee should get 7091 BDT gross salary (Basic = 4279 + House Rent = 1712 + Medical = 250 + Conveyance allowance = 200 + Food allowance = 650); and facility is should consider 7091 BDT (gross salary) for that particular employee while providing subsidiary. Note that, facility has 60% piece rate employees & 40% fixed rate employees. Facility has provided increment for the fixed rate employees.</p> <p>Bangladesh Government Gazette published on 2013, December, 5 with SRO. 369-Law/2013 and re fixation on minimum wage published on 24 December 2013 <i>Outside EPZ area: Annual increment will rise by 5% of basic wage. Inside EPZ area: The rate of yearly increment will be 10% on basic wage.</i></p>	82%
● Corrected	147.00 : <i>Previous Non-Compliance</i> : The auditor was unable to verify if overtime wage is calculated and paid at the premium rate as legally required	76%

PERFORMANCE RATING

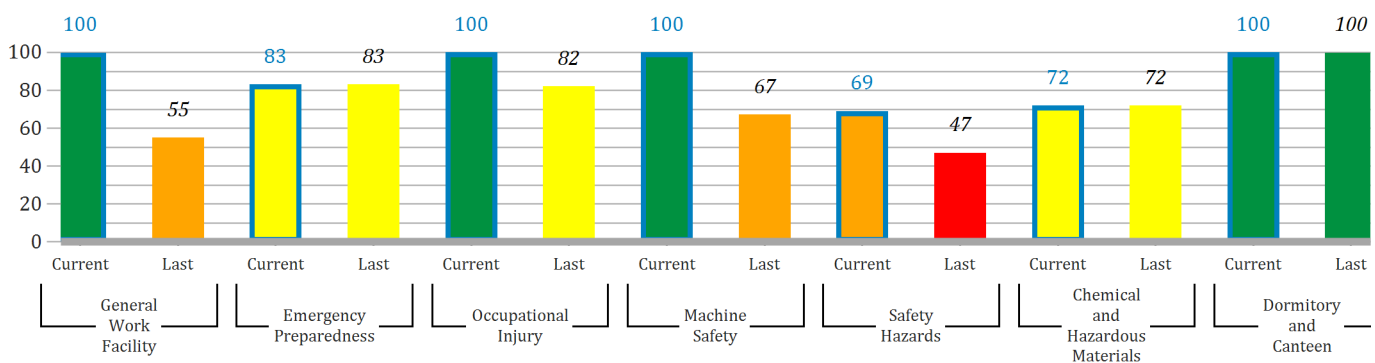


Sub Section: Wages and Benefits

Status	Findings	% Global freq of compliance
● Corrected	148.00 : <i>Previous Non-Compliance</i> : Although a waiver was obtained for extending working hours/comprehensive working hours, the auditor was unable to verify if the wages for the working hours were calculated and paid correctly	88%

C3. Health & Safety

84%



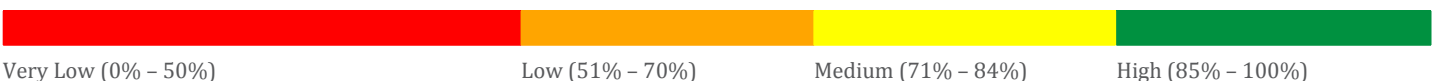
Sub Section: General Work Facility

Status	Findings	% Global freq of compliance
● Corrected	173.00 : <i>Previous Non-Compliance</i> : Toilets at the facility are not clean and properly stocked with supplies Auditor's comment Previous audit was conducted on 22 October 2014: Based on facility visit it was noted that soap was not found at randomly checked two toilet in 4th floor of the facility. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility visit soap was found in randomly checked employees toilet.	97%
● Corrected	175.00 : <i>Previous Non-Compliance</i> : There are no special programs/ measures for pregnant women. Auditor's comment Previous audit was conducted on 22 October 2014: Based on the facility management interview it was noted that the facility did not have special program for pregnant women. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility policy review and employees interview it was noted that, facility has developed a special program for pregnant women.	95%

Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	192.00 : There are no and/or missing evacuation plans posted throughout the facility Auditor's comment Follow up audit conducted on 5 March 2015: New Finding - Based on the facility visit it was noted that, there was mismatch in the evacuation plan of ground floor of building 1 with the actual floor. Facility had winding section and auto placket section at a portion in ground floor, which is right now used as jacquard section. Aisle and floor layout of jacquard	88%

PERFORMANCE RATING



	<p>section is not mentioned in the existing evacuation plan.</p> <p>The Factories Rules, 1979, Section-52 (11) The Manager of the factory shall prepare a detailed 'Fire Safety Plan' for proper enforcement of fire safety rules and for actions to be taken, in proper sequence, in the case of a fire in the factory.</p>	
● Corrected	<p>193.00 : <i>Previous Non-Compliance</i> : Access to aisles, stairs and passageways are not kept clear at all times</p> <p>Auditor's comment Previous audit was conducted on 22 October 2014: Based on facility visit it was noted that 3 out of 16 aisles respectively at 3rd and 4th floor were found partially blocked by metal edge of knitting machine. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility visit, all the aisles were found free from blockage.</p>	93%

Sub Section: Occupational Injury

Status	Findings	% Global freq of compliance
● Corrected	<p>212.00 : <i>Previous Non-Compliance</i> : The facility has not implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries</p> <p>Auditor's comment Previous audit was conducted on 22 October 2014: Based on facility management and employees interview it was noted that facility did not implemented a mechanism/program to identify, evaluate and control about physical demanding work. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility employees interview, policy and training records review it was noted that, facility has developed a program to identify, evaluate and control about physical demanding work. Facility provides such kind of training to relevant employees. Last training was conducted on 15 February 2015.</p>	80%

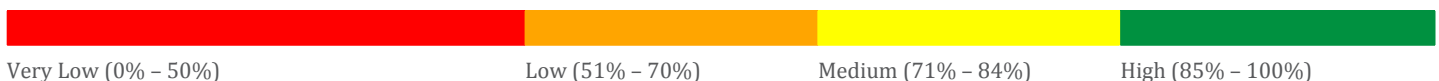
Sub Section: Machine Safety

Status	Findings	% Global freq of compliance
● Corrected	<p>226.00 : <i>Previous Non-Compliance</i> : The facility does not monitor the employees to ensure personal protective equipment (PPE) required to control machine safety hazards is correctly used</p> <p>Auditor's comment Previous audit was conducted on 22 October 2014: Based on plant tour it was noted that, pulley guard of around 10% linking machine was found displaced from its position at 2nd floor of the facility. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility visit pulley guards were found in proper place in linking machines.</p>	91%

Sub Section: Safety Hazards

Status	Findings	% Global freq of compliance
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PERFORMANCE RATING





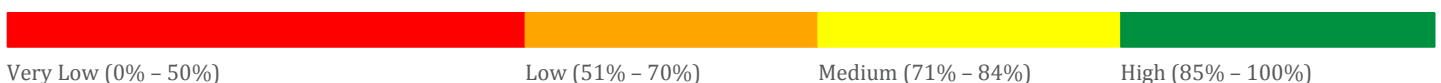
Sub Section: Safety Hazards

Status	Findings	% Global freq of compliance
● Moderate	<p>239.00 : The facility does not operate in a building matched to its authorized purpose</p> <p>Auditor's comment Follow up audit conducted on 5 March 2015: New Finding - Based on the facility visit and layout approval plan review, mismatch found in the layout approval plan with the actual floor. Note that, facility was using a portion of ground floor of building 1 as Jacquard Section whereas that portion is approved for Winding Section and Auto Placket Section.</p> <p>Bangladesh Labour Law Amendment 2013, Section: 326 (1), The Government may- (a) require that previous permission in writing be obtained in the prescribed manner from the chief Inspector for the construction or extension of any factory or class of factories; "Provided that in that case no deviation or change shall be made between the factory layout plan and structural design approved by the authority;"</p>	94%
● Corrected	<p>240.00 : <i>Previous Non-Compliance</i> : The facility (including construction projects) does not have all of the building permits and/or fire safety permits as per the legal requirements</p> <p>Auditor's comment Previous audit was conducted on 22 October 2014 Based on building approval plan review noted that facility management did not include generator building and boiler & maintenance shed in their building approval plan. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility building construction approval plan review it was noted that, facility has taken building construction approval from concern authority for generator building and boiler & maintenance shed.</p>	72%

Sub Section: Chemical and Hazardous Materials

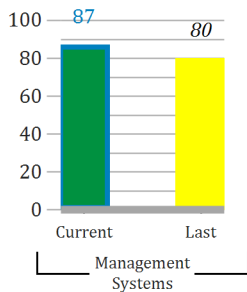
Status	Findings	% Global freq of compliance
● Moderate	<p>259.00 : The facility does not conduct regular emergency drills (e.g. chemical leakage, accident drill) for all employees who work with chemicals or hazardous materials</p> <p>Auditor's comment Previous audit was conducted on 22 October 2014: Based on facility management and employees interview it was noted that facility did not conducted emergency response drill. Follow up audit conducted on 5 March 2015: Corrective action was not taken – Based on the facility management & employee interview it was noted that, the facility did not conduct any emergency drills (e.g. chemical leakage, accident drill) for those employees who work with chemicals or hazardous materials.</p>	83%

PERFORMANCE RATING



C4. Management Systems

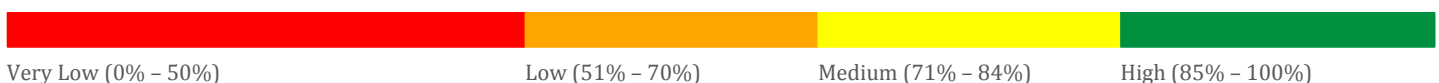
87%



Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	<p>296.04 : The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment Based on document review, facility visit, employee and management interview, the facility has comprehensive processes and procedures in a written manual to support the implementation of wage management procedures but they are not all being properly implemented as facility did not complete the increment for the piece rated employees who had completed 1 year in the month of December 2014.</p>	75%
● Corrected	<p>296.05 : <i>Previous Non-Compliance</i> : The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement but they are not all being properly implemented.</p>	83%
● Minor	<p>296.06 : The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment Based on document review, facility visit, employee and management interview, the facility has comprehensive processes and procedures in a written manual to support the implementation of the emergency preparedness procedures but they are not all being properly implemented as there was mismatch in the evacuation plan of ground floor of building 1 with the actual floor.</p>	80%
● Minor	<p>296.07 : The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment Based on document review, facility visit and management interview, the facility has comprehensive processes and procedures in a written manual to support the implementation of the employee safety procedure like occupational injury, machine safety and safety hazards but they are not all being properly implemented as mismatch found in the layout approval plan with the actual floor</p>	77%

PERFORMANCE RATING

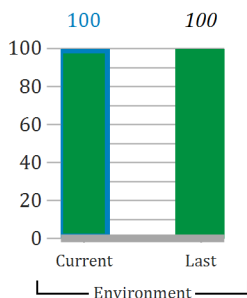


Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	<p>296.09 : The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment Based on document review, facility visit and management interview, the facility has comprehensive processes and procedures in a written manual to support the implementation of the chemical safety procedure but they are not all being properly implemented as facility did not conduct any emergency drills (e.g. chemical leakage, accident drill) for those employees who work with chemicals or hazardous materials.</p>	83%
● Corrected	<p>301.00 : <i>Previous Non-Compliance</i> : The facility does not take appropriate and preventative action to stop a recurrence of the same or similar labor or health & safety problem</p> <p>Auditor's comment Previous audit was conducted on 22 October 2014: Based on facility management interview it was noted that facility did not take any initiative to stop a recurrence of the same social compliance problem. Follow up audit conducted on 5 March 2015: Corrective action was taken – Based on the facility management interview and meeting records review it was noted that facility has taken initiative to stop a recurrence of the same social compliance problem.</p>	79%

C5. Environment

100%



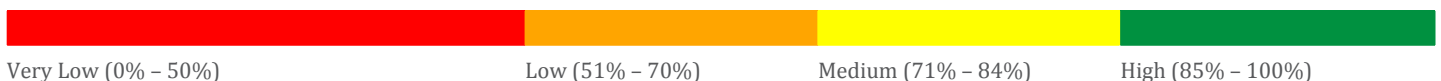
% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

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

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

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

PERFORMANCE RATING





D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
Total working hours during the period specified by the waiver are within allowable limits under the waiver.	Moderate	53%
Total overtime hours are within allowable limits under applicable law or agreement.	Moderate	54%
There are written records (correspondence, report, meeting minutes, etc) of a regular management review of the social compliance system	Minor	59%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
The facility does not operate in a building matched to its authorized purpose	Moderate	94%
There are no and/or missing evacuation plans posted throughout the facility	Moderate	88%
The facility does not conduct regular emergency drills (e.g. chemical leakage, accident drill) for all employees who work with chemicals or hazardous materials	Moderate	83%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	83%
All hours worked are not compensated correctly- wage calculation method is not correct	Moderate	82%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	80%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	77%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	75%



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