

ASSESSMENT INFORMATION							
Assessment ID	PRJ872900						
Initiated	July 16, 2024 6:53 AM						
Status last updated	September 3, 2024 11:41 AM						
Status	VRF - Verification Finalized						
Facility Name	AKKUS TEKSTIL SAN. TIC. A.S.-İSTANBUL						
Facility ID	FA669238						
Facility Geolocation	40.99052, 28.6936						
Accredited Host / Platform	Worldly (FFC)						
Verifier Body	Eurofins CPA						
Verifiers	<table border="1"> <tr> <td>Name</td> <td>Sari Ozgun</td> </tr> <tr> <td>Date Assigned</td> <td>July 23, 2024 7:45 AM</td> </tr> <tr> <td>Gender</td> <td>M</td> </tr> </table>	Name	Sari Ozgun	Date Assigned	July 23, 2024 7:45 AM	Gender	M
Name	Sari Ozgun						
Date Assigned	July 23, 2024 7:45 AM						
Gender	M						
Tool Version	1.6.0						

VERIFICATION SUMMARY (OVERVIEW OF "INACCURATE" AND "NON-COMPLIANCE" SELECTIONS)											
Facility Name		AKKUS TEKSTIL SAN. TIC. A.S.-İSTANBUL						Completion		98.4%	
Verification Start Date		2024-08-12						Accuracy Index		92.3%	
Section	Sub-Section	Category	Number	Question	Facility Response	Verification Selection	Verification Data	Final Verified Response	Non-Compliance	Legal Reference	
FACILITY PROFILE	Basic Information	Facility	FP-BAS-1	Facility Name (as per business license):	AKKUS TEKSTIL SAN TIC AS	Inaccurate - Incorrect	Based on document review, the facility name on the Business License is not in English language.	Not Applicable			
FACILITY PROFILE	Basic Information	Assessment Submission	FP-BAS-26	Date of self/ or joint-assessment submission (YYYY-MM-DD):	2024-07-15	Inaccurate - Incorrect	Based on document review and management interview, Date of self/ or joint-assessment submission is 23.07.2024.	2024-07-23			
FACILITY PROFILE	Building Structures	Additional Comments	FP-BUI-20	Which floor(s) does facility occupy in a multi-floor or shared building?	ALL	Inaccurate - Incorrect	Based on document review, site tour and management interview, the building is not shared building.	0			

FACILITY PROFILE	Operating Licenses		FP-OPE-1	Operating license/ registration is available and up to date:	Yes	Accurate	Based on document review, site tour and management interview, it was noted that the facility was operating in a 10167 sqm building however, the facility has business licenses for 7210 sqm., the business licenses did not cover all areas.	Yes		X	<p>Turkish Regulation on Workplace Opening and Operating Permit (10.08.2005 # 25902) Article 4: n) Establishment and operation license: Permission issued by competent authorities for the opening and operation of workplaces within the scope of this Regulation.</p> <p>Article 6: The workplace can not be opened and operated without obtaining a workplace opening and working license in accordance with the procedure from competent administrations. The permits, registration and similar transactions granted by the professional bodies other than the competent administrations specified in this Regulation to the establishments in accordance with the special legislation shall not remove the license obligation to obtain licenses according to the provisions of this Regulation. Workplaces opened without opening a workplace and without a working license are closed by competent authorities.</p> <p>Article 7- Examples of licenses for opening and working places provided by the competent authorities shall be sent monthly to the insurance provincial directorate and, if relevant, to the trade registry. An example of opening and working permits for open-air recreation and entertainment places is sent to the army by the competent authority within seven days at the latest.</p> <p>Operator change and transfer of workplace Article 8- In the event that the place of business is transferred with the condition that the address and activity field specified in the registration is not changed, the license of the transferee shall be renewed on behalf of the new operator on the basis of the information and documents in the file. No new license is issued in the case of acquiring new partners or leaving one of the partners. If your workplace is transferred to another address, it is the master again. No new license is issued.</p>
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issued for the same workplace due to the change of the names or numbers of the neighborhood, street, street and so on. The information in the license is updated. In the case of the death of the business owner, the old license is adjusted on behalf of the legal heirs without issuing a new license. Where renewal or adjustment of the license is required, the competent authority must apply within three months at the latest. This period shall be six months for the heirs. In case of failure to file an application within the time limit, a period of fifteen days from the date of detection shall be granted. If the license is not renewed or not adapted at the end of this period, the license is canceled. Conditions requiring license change Article 28- In case of change of the activity area of the operator in non-governmental institutions, it is obligatory to obtain a license again. If the owner of the non-governmental organization changes, a license is issued in the name of the new owner based on the existing information and documents in the file. In case of reclassification of non-natural establishments or a change in the establishment, it is not necessary to re-obtain the plants that have a sub-class. However, as a result of the change in the reclassification of non-governmental establishments, it is obligatory for the facilities that have passed the upper class to obtain the opening license according to the new class within one year.

FACILITY PROFILE	Operating Licenses		FP-OPE-2	Operating License/Registration #:	22.03.2013-21	Inaccurate - Incorrect	Based on document review, site tour and management interview, there are 2 Operating License documents.	1st 22.03.2013-21, 2nd 12.08.2014-48		
FACILITY PROFILE	Certifications	Social Audits and Certifications	FP-CER-5	Last Audit Date (YYYY-MM-DD)	2024-11-20	Inaccurate - Incorrect	Based on document review, Last audit date is 2023-11-20.	2023-11-20		
FACILITY PROFILE	Certifications	Social Audits and Certifications	FP-CER-11	Last Audit Date (YYYY-MM-DD)	2024-11-20	Inaccurate - Incorrect	Based on document review, Last audit date is 2023-11-20.	2023-11-20		

FACILITY PROFILE	Certifications	Social Audits and Certifications	FP-CER-17	Last Audit Date (YYYY-MM-DD)	2024-12-26	Inaccurate - Incorrect	Based on document review, Last audit date is 2023-12-26.	2023-12-26		
FACILITY PROFILE	Certifications	Social Audits and Certifications	FP-CER-20	Certification # (if applicable)	ZC: 40250732	Inaccurate - Incorrect	Based on document review, SMETA audit does not have certification.	Not Applicable		
FACILITY PROFILE	Production / Operation Information	Planning	FP-PRO-16	What is the facility's definition of lead time?	Time until the product is delivered to the customer (4-6 weeks)	Inaccurate - Incorrect	Based on management interview, Time from receiving the order to delivery of the product to the customer (4-6 weeks)	Time from receiving the order to delivery of the product to the customer (4-6 weeks)		
RECRUITMENT & HIRING	Child Labor	Age Documentation	RH-CHI-11	If yes, please describe what legal documentation or other proof of age are reviewed to verify minimum age requirements and whether copies are maintained:	Identity card	Inaccurate - Incorrect	Based on management interview, document review and worker interview, Ages of all employees are verified through ID cards. Copies of ID cards are kept in the employee's personnel file.	Based on management interview, document review and worker interview, Ages of all employees are verified through ID cards. Copies of ID cards are kept in the employee's personnel file.		
RECRUITMENT & HIRING	Child Labor	Minimum Age	RH-CHI-3	If other, please describe:	19	Inaccurate - Incorrect	The facility response is inaccurate because the age of the youngest worker was 21 years old as per personnel list,	21		
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-125-7	Not applicable - worker and facility contributions cannot be separated and/or broken down	X	Inaccurate - Incorrect	The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAGE-125-8	None of the above (facility calculates all types of legally required social insurance contributions in line with legal requirements)		Inaccurate - Incorrect	The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.	X		
WAGES & BENEFITS	Wages and Benefits	In-kind Benefits	WB-WAGE-141	Does the facility charge for in-kind benefits at or below cost?	No	Inaccurate - Incorrect	Based on document review, management interview, and worker interview, the facility no costs are charged at all for in-kind benefits.	Yes		

WAGES & BENEFITS	Wages and Benefits	Work Stoppages	WB-WAGE-148	Does the facility pay workers correctly during work stoppages in line with legal requirements?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there were no work stoppages.	No applicable legal requirements		
WORKER INVOLVEMENT	FOA & CB	Freedom to Associate	WI-FOA-2	Are workers free to join a trade union of their choosing?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-37	Can the trade union(s) freely form and join federations and confederations of their choice without interference?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-38	Does the facility require workers to join a trade union?	No	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-39	Do trade union representatives have access to workers in the workplace?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-42	Does facility management regularly meet with trade unions to proactively address issues of worker concern?	No	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-43	Is the facility consulting with trade unions in line with legal requirements?	No	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-45	Are workers provided with a private meeting space at the workplace in line with legal requirements?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	No applicable legal requirements		

WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-46	Does the employer allow workers to carry out trade union activities in accordance with applicable legal requirements?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Interference and Discrimination	WI-FOA-48	Does the facility treat all trade unions equally, or as stipulated by applicable legal requirements?	Yes	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
WORKER INVOLVEMENT	FOA & CB	Interference and Discrimination	WI-FOA-49	Has the facility management tried to control, manipulate or interfere with any of the unions in the facility?	No	Inaccurate - Incorrect	Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period	Not applicable. No union presence in the facility during assessment period.		
HEALTH & SAFETY	General Work Environment	Toilet / Restroom	HS-GEN-27	Are affordable menstrual products available in the workplace?	Yes	Inaccurate - Incorrect	The facility response is accurate because there was no menstrual products in the facility as per site tour, document review, worker interview and management interview but, it is not a legal requirement as per local law.	No		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-11	Please provide a list of all relevant written policies:	List is attached.	Inaccurate - Incorrect	Based on document review, there are "SOCIAL RESPONSIBILITY POLICY, QUALITY POLICY, FAIR WAGE IMPROVEMENT POLICY, LONG-TERM GOALS POLICY FOR THE PROTECTION OF EMPLOYEES, ENVIRONMENT POLICY, UNIVERSAL RIGHTS POLICY, OCCUPATIONAL HEALTH AND SAFETY POLICY, PERSONAL DATA PRIVACY POLICY, KVKK POLICY, COMPLAINT AND SUGGESTION POLICY, SOCIAL SECURITY POLICY, ZERO TOLERANCE FOR VIOLENCE POLICY, GENDER POLICY"	Based on document review, there are "SOCIAL RESPONSIBILITY POLICY, QUALITY POLICY, FAIR WAGE IMPROVEMENT POLICY, LONG-TERM GOALS POLICY FOR THE PROTECTION OF EMPLOYEES, ENVIRONMENT POLICY, UNIVERSAL RIGHTS POLICY, OCCUPATIONAL HEALTH AND SAFETY POLICY, PERSONAL DATA PRIVACY POLICY, KVKK POLICY, COMPLAINT AND SUGGESTION POLICY, SOCIAL SECURITY POLICY, ZERO TOLERANCE FOR VIOLENCE POLICY, GENDER POLICY"		

MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-12	Please provide a list of all relevant written procedures:	List is attached.	Inaccurate - Incorrect	Based on document review, there are "BRIBERY AND CORRUPTION (ETHICAL BUSINESS CONDUCT) PROCEDURE, REQUEST, SUGGESTION AND COMPLAINT MANAGEMENT PROCEDURE, DISCRIMINATION PROCEDURE, LEAVE PROCEDURE, OVERTIME PROCEDURE, PREVENTION OF CHILD LABOR, PREVENTION OF CHILD ABUSE, PREVENTION OF HARASSMENT AND BULLYING POLICY, MOBING PROCEDURE, COLLECTION AND VALUE OF EMPLOYEES' OPINIONS, WORK ACCIDENT PROCEDURE, EMERGENCY PROCEDURE, ENVIRONMENTAL MANAGEMENT IMPLEMENTATION PROCEDURE, DISABLED EMPLOYMENT PROCEDURE, PREGNANT AND LACTATING WOMEN EMPLOYMENT PROCEDURE, YOUNG AND CHILD WORKER EMPLOYMENT PROCEDURE, WORKING WITH CUTTERS PROCEDURE, BROKEN NEEDLE PROCEDURE, FOREIGN WORKER EMPLOYMENT PROCEDURE, NON-COMPLIANCE MANAGEMENT CAF PROCEDURE, INTERNAL AUDIT PROCEDURE, CONTRACTING PROCEDURE, EMPLOYEES REQUIRING SPECIAL POLICY PROCEDURE, BOARD PROCEDURE, LAND USE AND DEFORESTATION PROCEDURE, INFORMATION DATA PRIVACY PROCEDURE, PRODUCTION AND PLANNING PROCEDURE, CHEMICAL MANAGEMENT PROCEDURE, AGE VERIFICATION PROCEDURE, UNIVERSAL RIGHTS PROCEDURE, WORKER IMPACT PROCEDURE, COMMUNICABLE DISEASE PROCEDURE, PURCHASING PROCEDURE, LEGAL INSTRUCTIONS UPDATE PROCEDURE, MANAGEMENT REVIEW MEETING PROCEDURE, COMMUNICATION PROCEDURE, ENERGY USE-SUSTAINABLE PRODUCTION TARGETS PROCEDURE, EXTERNAL COMPLAINT PROCEDURE, UNION ESTABLISHMENT-COLLECTIVE BARGAINING FREEDOM PROCEDURE, EX-CONVICTS PROCEDURE, ADVANCE PROCEDURE, SERIOUS INJURY PROCEDURE, UNIVERSAL DECLARATION OF HUMAN RIGHTS-PROCEDURE, METAL DETECTOR PROCEDURE, RCS PRODUCTION PROCEDURE, GOTS PRODUCTION PROCEDURE, OCS PRODUCTION PROCEDURE, GRS PRODUCTION PROCEDURE, QUALITY CONTROL PROCEDURE,	Based on document review, there are "BRIBERY AND CORRUPTION (ETHICAL BUSINESS CONDUCT) PROCEDURE, REQUEST, SUGGESTION AND COMPLAINT MANAGEMENT PROCEDURE, DISCRIMINATION PROCEDURE, LEAVE PROCEDURE, OVERTIME PROCEDURE, PREVENTION OF CHILD LABOR, PREVENTION OF CHILD ABUSE, PREVENTION OF HARASSMENT AND BULLYING POLICY, MOBING PROCEDURE, COLLECTION AND VALUE OF EMPLOYEES' OPINIONS, WORK ACCIDENT PROCEDURE, EMERGENCY PROCEDURE, ENVIRONMENTAL MANAGEMENT IMPLEMENTATION PROCEDURE, DISABLED EMPLOYMENT PROCEDURE, PREGNANT AND LACTATING WOMEN EMPLOYMENT PROCEDURE, YOUNG AND CHILD WORKER EMPLOYMENT PROCEDURE, WORKING WITH CUTTERS PROCEDURE, BROKEN NEEDLE PROCEDURE, FOREIGN WORKER EMPLOYMENT PROCEDURE, NON-COMPLIANCE MANAGEMENT CAF PROCEDURE, INTERNAL AUDIT PROCEDURE, CONTRACTING PROCEDURE, EMPLOYEES REQUIRING SPECIAL POLICY PROCEDURE, BOARD PROCEDURE, LAND USE AND DEFORESTATION PROCEDURE, INFORMATION DATA PRIVACY PROCEDURE, PRODUCTION AND PLANNING PROCEDURE, CHEMICAL MANAGEMENT PROCEDURE, AGE VERIFICATION PROCEDURE, UNIVERSAL RIGHTS PROCEDURE, WORKER IMPACT PROCEDURE, COMMUNICABLE DISEASE PROCEDURE, PURCHASING PROCEDURE, LEGAL INSTRUCTIONS UPDATE PROCEDURE, MANAGEMENT REVIEW MEETING PROCEDURE, COMMUNICATION PROCEDURE, ENERGY USE-SUSTAINABLE PRODUCTION TARGETS PROCEDURE, EXTERNAL COMPLAINT PROCEDURE, UNION ESTABLISHMENT-COLLECTIVE BARGAINING FREEDOM PROCEDURE, EX-CONVICTS PROCEDURE, ADVANCE PROCEDURE, SERIOUS INJURY PROCEDURE, UNIVERSAL DECLARATION OF HUMAN RIGHTS-PROCEDURE, METAL DETECTOR PROCEDURE, RCS PRODUCTION PROCEDURE,
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						<p>RE, BABY ORDER PROCEDURE, RUBBLING FASTNESS AND NON-CONFORMITY PROCEDURE, ORGANIC PRODUCTION WASHING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION IRON PACKAGE CLEANING PROCEDURE, ORGANIC PRODUCTION CUTTING-SPREADING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION ENVIRONMENT CLEANING PROCEDURE, PRODUCT SAFETY AND RECALL PROCEDURE, CUSTOMER COMPLAINT EVALUATION PROCEDURE, SUPPLIER EVALUATION PROCEDURE, CLEANING AND HYGIENE (COVID) PROCEDURE, SLAUGHTERHOUSE PROCEDURE, DOCUMENT AND RECORD-DATA CONTROL PROCEDURE, BUTTON AND CLICK TEST PROCEDURE, INTERNAL AUDIT PROCEDURE, INTERNAL AUDIT PROCEDURE, SECOND QUALITY PRODUCTION SURPLUS PROCEDURE, TEST ANALYSIS PROCEDURE, PREVIOUS PRODUCTION AND PREPRODUCTION MEETING PROCEDURE, GLASSWARE FREE AND CONTROL PROCEDURE, PEST DISINFESTATION AND CONTROL PROCEDURE, FOREIGN SUBSTANCE CONTAMINATION PROCEDURE, INTERMEDIATE CONTROL (INLINE) PROCEDURE, TRAINING PROCEDURE, MAINTENANCE AND REPAIR PROCEDURE, TRACEABILITY PROCEDURE, CUTTING PANEL CONTROL PROCEDURE, ACCESSORY PROCEDURE, MEASUREMENT CONTROL PROCEDURE, TAPE MEASURE PROCEDURE, NICKEL TEST PROCEDURE, FORCED LABOR PROCEDURE, SOCIAL PERFORMANCE AND WORKFORCE TARGETS, COMPANY PROFILE, PROCEDURE FOR DETERMINING EMPLOYEES' SALARY, PROCEDURE FOR PROHIBITED CHEMICALS (MRSL), FABRIC REST PROCEDURE, ORGANIZATION CHART GENERAL RESPONSIBILITIES PROCEDURE, FABRIC CONTROL PROCEDURE"</p>	<p>DURE, GOTS PRODUCTION PROCEDURE, OCS PRODUCTION PROCEDURE, GRS PRODUCTION PROCEDURE, QUALITY CONTROL PROCEDURE, BABY ORDER PROCEDURE, RUBBLING FASTNESS AND NON-CONFORMITY PROCEDURE, ORGANIC PRODUCTION WASHING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION IRON PACKAGE CLEANING PROCEDURE, ORGANIC PRODUCTION CUTTING-SPREADING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION ENVIRONMENT CLEANING PROCEDURE, PRODUCT SAFETY AND RECALL PROCEDURE, CUSTOMER COMPLAINT EVALUATION PROCEDURE, SUPPLIER EVALUATION PROCEDURE, CLEANING AND HYGIENE (COVID) PROCEDURE, SLAUGHTERHOUSE PROCEDURE, DOCUMENT AND RECORD-DATA CONTROL PROCEDURE, BUTTON AND CLICK TEST PROCEDURE, INTERNAL AUDIT PROCEDURE, INTERNAL AUDIT PROCEDURE, SECOND QUALITY PRODUCTION SURPLUS PROCEDURE, TEST ANALYSIS PROCEDURE, PREVIOUS PRODUCTION AND PREPRODUCTION MEETING PROCEDURE, GLASSWARE FREE AND CONTROL PROCEDURE, PEST DISINFESTATION AND CONTROL PROCEDURE, FOREIGN SUBSTANCE CONTAMINATION PROCEDURE, INTERMEDIATE CONTROL (INLINE) PROCEDURE, TRAINING PROCEDURE, MAINTENANCE AND REPAIR PROCEDURE, TRACEABILITY PROCEDURE, CUTTING PANEL CONTROL PROCEDURE, ACCESSORY PROCEDURE, MEASUREMENT CONTROL PROCEDURE, TAPE MEASURE PROCEDURE, NICKEL TEST PROCEDURE, FORCED LABOR PROCEDURE, SOCIAL PERFORMANCE AND WORKFORCE TARGETS, COMPANY PROFILE, PROCEDURE FOR DETERMINING EMPLOYEES' SALARY, PROCEDURE FOR PROHIBITED CHEMICALS (MRSL), FABRIC REST PROCEDURE, ORGANIZATION CHART GENERAL RESPONSIBILITIES PROCEDURE, FABRIC CONTROL PROCEDURE"</p>
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MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.1	Please provide a list of all written policies and procedures referencing recruitment and hiring:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Workplace Internal Regulations" is referencing recruitment and hiring.	Based on the document review, "Workplace Internal Regulations" is referencing recruitment and hiring.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.2	Please provide a list of all written policies and procedures referencing termination and retrenchment:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.3	Please provide a list of all written policies and procedures referencing facility workplace rules:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Workplace Internal Regulations, Disciplinary Regulations" are referencing facility workplace rules.	Based on the document review, "Workplace Internal Regulations, Disciplinary Regulations" are referencing facility workplace rules.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.4	Please provide a list of all written policies and procedures referencing child labor and/or young workers:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Employing Young and Child Workers Procedure" is referencing child labor and/or young workers.	Based on the document review, "Employing Young and Child Workers Procedure" is referencing child labor and/or young workers.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.5	Please provide a list of all written policies and procedures referencing prohibition of forced labor:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Prevention of Forced Labor and Voluntary Overtime Policy and Procedure" is referencing prohibition of forced labor.	Based on the document review, "Prevention of Forced Labor and Voluntary Overtime Policy and Procedure" is referencing prohibition of forced labor.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.6	Please provide a list of all written policies and procedures referencing anti-harassment and abuse:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Harassment and Bullying Prevention Procedure" is referencing anti-harassment and abuse.	Based on the document review, "Harassment and Bullying Prevention Procedure" is referencing anti-harassment and abuse.		
MANAGEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.7	Please provide a list of all written policies and procedures referencing anti-discrimination:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Discrimination Procedure" is referencing anti-discrimination.	Based on the document review, "Discrimination Procedure" is referencing anti-discrimination.		

MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.8	Please provide a list of all written policies and procedures referencing working hours:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.9	Please provide a list of all written policies and procedures referencing wages and benefits:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.10	Please provide a list of all written policies and procedures referencing discipline:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Disciplinary Regulation" is referencing discipline.	Based on the document review, "Disciplinary Regulation" is referencing discipline.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.11	Please provide a list of all written policies and procedures referencing freedom of association and collective bargaining:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Union Establishment-Collective Bargaining Freedom Procedure" is referencing freedom of association and collective bargaining.	Based on the document review, "Union Establishment-Collective Bargaining Freedom Procedure" is referencing freedom of association and collective bargaining.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.12	Please provide a list of all written policies and procedures referencing grievance systems:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.	Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.13	Please provide a list of all written policies and procedures referencing worker feedback:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.	Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.14	Please provide a list of all written policies and procedures referencing health and safety:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Occupational Health And Safety Policy, Occupational Health And Occupational Safety Internal Regulation" is referencing health and safety.	Based on the document review, "Occupational Health And Safety Policy, Occupational Health And Occupational Safety Internal Regulation" is referencing health and safety.		

MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.15	Please provide a list of all written policies and procedures referencing for foreign migrant workers:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Foreign Worker Employment Procedure" is referencing foreign migrant workers.	Based on the document review, "Foreign Worker Employment Procedure" is referencing foreign migrant workers.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.18	Please provide a list of all written policies and procedures referencing suppliers/subcontractors:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Contractor-Supplier Audit Procedure" is referencing suppliers/subcontractors.	Based on the document review, "Contractor-Supplier Audit Procedure" is referencing suppliers/subcontractors.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-4.20	Please provide a list of all written policies and procedures referencing Bribery and anti-corruption:	List is attached.	Inaccurate - Incorrect	Based on the document review, "Bribery And Corruption (Ethical Business Conduct) Procedure" is referencing Bribery and anti-corruption.	Based on the document review, "Bribery And Corruption (Ethical Business Conduct) Procedure" is referencing Bribery and anti-corruption.		
MANA GEMENT SYSTEMS	Plan	Policies & Procedures	MS-PLA-12-8	Right to participate in strikes / industrial action		Inaccurate - Incorrect	Based on document review and management interview, Right to participate in strikes / industrial action is included within the facility's written procedures for freedom of association and collective bargaining.	X		
MANA GEMENT SYSTEMS	Do	Roles and Responsibilities	MS-DO-2-9	Wages and benefits		Inaccurate - Incorrect	Based on document review and management interview, there is assigned person to implementation and management of wages and benefits practices.	X		
MANA GEMENT SYSTEMS	Do	Communication and Training	MS-DO-5-3	NEW Production workers		Inaccurate - Incorrect	Based on document review, management interview and worker interview, the facility provide communication and training on social and labor practice to NEW Production workers.	X		
MANA GEMENT SYSTEMS	Do	Communication and Training	MS-DO-5-4	EXISTING Production workers		Inaccurate - Incorrect	Based on document review, management interview and worker interview, the facility provide communication and training on social and labor practice to EXISTING Production workers.	X		

TABLE OF CONTENTS

FACILITY PROFILE

[Step Selection](#)

[Section Instructions](#)

[Section Instructions](#)

[Accuracy Index](#)

[OAR / OS ID](#)

[Facility](#)

[Basic Information](#)

[Facility](#)

[Hours of Operation](#)

[Peak Months](#)

[Assessment Submission](#)

[Worker Engagement](#)

[Building Structures](#)

[Total](#)

[Production](#)

[Warehouse](#)

[On-site Housing](#)

[Off-site Housing](#)

[On-site Canteen](#)

[Off-site Canteen](#)

[On-site Childcare](#)

[Building Types](#)

[Facility Area](#)

[Facility Ownership](#)

[Building Floors](#)

[Shared Building](#)

[Residential](#)

[Additional Comments](#)

[Worker Demographics](#)

[Workers](#)

[Supervisors](#)

[Managers](#)

[Government programs](#)

[Nationalities](#)

[Languages](#)

[Operating Licenses](#)

[Labor Inspection Book](#)

[Certifications](#)

[Social Audits and Certifications](#)

[Production / Operation Information](#)

[Industry Sector](#)

[Industrial Activities](#)

[Facility Processes](#)

[Volume](#)

[Capacity](#)

[Planning](#)

[Subcontractors Used for Production / Operation](#)

[Subcontractors](#)

[Facility Comments](#)

RECRUITMENT & HIRING

[Section Instructions](#)

[Section Instructions](#)

[Child Labor](#)

[Sub-Section Instructions](#)

[Age Documentation](#)

[Minimum Age](#)

[Remediation](#)

[Workers under 18](#)

[Hazardous Work and other Worst Forms](#)

[Other Legal Requirements](#)

[Apprenticeship / Trainee / Internship Programs](#)

[Forced Labor](#)

[Sub-Section Instructions](#)

[Prison Labor](#)
[Forced Labor by Governments](#)

[Recruitment Practices](#)

[Deposits](#)
[Recruiters](#)
[Foreign Migrant Workers](#)
[Recruitment Fees](#)

[Discrimination](#)

[Sub-Section Instructions](#)
[Recruitment](#)
[Hiring](#)
[Pregnancy and Maternity](#)
[Disability](#)
[Infection or Illness](#)
[Other Legal Requirements](#)

[Employment Practices](#)

[Sub-Section Instructions](#)
[Workplace Rules](#)
[Record-keeping](#)
[Contracts / T&Cs](#)
[Foreign Migrant Workers](#)
[Dispatched Workers](#)
[Outsourced Workers](#)
[Probationary Periods](#)
[Benefits Avoidance](#)
[Other Legal Requirements](#)

[Homeworkers](#)

[Facility Comments](#)

WORKING HOURS

[Section Instructions](#)

[Section Instructions](#)

[Working Hours](#)

[Sub-Section Instructions](#)
[Records](#)
[Regular Hours](#)
[Overtime Hours](#)
[Total Working Hours](#)
[Breaks](#)
[Rest Days](#)
[Leave](#)
[Other Legal Requirements](#)

[Forced Labor](#)

[Sub-Section Instructions](#)
[Forced Overtime](#)

[Overtime](#)

[Voluntary Overtime](#)
[Exceptional Circumstances](#)

[Facility Comments](#)

WAGES & BENEFITS

[Section Instructions](#)

[Section Instructions](#)

[Wages and Benefits](#)

[Sub-Section Instructions](#)
[Minimum Wage](#)
[Facility Information](#)
[Records](#)
[Overtime Wage](#)
[Other Premium Pay](#)
[Piece Rate Workers](#)
[Work-related Activities](#)
[Overtime Allowances](#)

[Wage Grades / Levels](#)
[Wage Data Lowest](#)
[Wage Data Most Representative](#)
[Wage Review](#)
[Basic Wage Factors](#)
[Wage Structure / Scale](#)
[Performance Evaluations](#)
[Wage Increase](#)
[Bonus](#)
[Profit-based Bonus](#)
[Participation Fund/ Welfare Fund](#)
[Wage Payment](#)
[Loans & Advances](#)
[Legal Withholdings](#)
[Deductions](#)
[Social Insurance / Social Security](#)
[In-kind Benefits](#)
[Break](#)
[Leave](#)
[Compensatory Leave](#)
[Work Stoppages](#)
[Other Benefits](#)
[Other Legal Requirements](#)

[Facility Comments](#)

WORKER TREATMENT

[Section Instructions](#)

[Section Instructions](#)

[Forced Labor](#)

[Sub-Section Instructions](#)

[Coercive Tactics](#)

[Violence or Threats](#)

[Physical Force](#)

[Freedom of Movement](#)

[Withholding](#)

[Other Legal Requirements](#)

[Harassment and Abuse](#)

[Sub-Section Instructions](#)

[Harassment](#)

[Harassment Training](#)

[Discipline](#)

[Security Personnel](#)

[Discrimination](#)

[Race / Skin Color](#)

[Religion](#)

[Political Opinion](#)

[National Extraction](#)

[Social Origin](#)

[Disability](#)

[HIV/AIDS Status](#)

[Sexual Orientation](#)

[Gender Identity](#)

[Pregnancy Status](#)

[Marital Status](#)

[Age](#)

[Nationality / Foreign Migrant Worker Status](#)

[Other](#)

[Other Legal Requirements](#)

[Discrimination](#)

[Sub-Section Instructions](#)

[Sexual Harassment](#)

[Promotion and Access to Training](#)

[Compensation](#)

[Conditions of Work](#)

[Pregnancy and Maternity](#)

[Disability](#)
[Infection or Illness](#)
[Other Legal Requirements](#)

[Discipline](#)

[Sub-Section Instructions](#)
[Measures](#)
[Communication](#)
[Appeal](#)
[Records](#)
[Other Legal Requirements](#)

[Worker Treatment](#)

[Court Orders and Similar](#)
[Other Legal Requirements](#)

[Facility Comments](#)

WORKER INVOLVEMENT

[Section Instructions](#)

[Section Instructions](#)

[FOA & CB](#)

[Sub-Section Instructions](#)
[Freedom to Associate](#)
[Trade Unions](#)
[Trade Union Operations](#)
[Interference and Discrimination](#)
[Collective Bargaining](#)
[Collective Bargaining Agreement](#)
[Industrial Action](#)
[Other Legal Requirements](#)
[Non-Union Representative](#)

[Workplace Cooperation](#)

[Sub-Section Instructions](#)
[Workers' Representatives](#)
[Interference and Discrimination](#)
[Bipartite Committee\(s\)](#)
[Welfare Officer](#)
[Other Legal Requirements](#)

[Grievance Systems](#)

[Sub-Section Instructions](#)
[System](#)
[External Assistance](#)
[Settlement](#)
[Retaliation](#)
[Records](#)

[Whistleblower Systems](#)

[System](#)

[Worker Feedback](#)

[Facility Comments](#)

HEALTH & SAFETY

[Section Instructions](#)

[Section Instructions](#)

[Health & Safety](#)

[Sub-Section Instructions](#)
[Other Legal Requirements](#)

[General Work Environment](#)

[Airborne Particulates](#)
[Temperature and Ventilation](#)
[Air Quality](#)
[Lighting](#)
[Noise Exposure Levels](#)
[Overcrowding](#)
[Cleanliness, Sanitation & Waste](#)

[Toilet / Restroom](#)
[Toilet / Restroom Access](#)
[Drinking Water](#)
[Drinking Water Access](#)
[Vietnam Law](#)

[Building Safety](#)

[Permits and Certificates](#)
[Structure](#)
[Floors](#)
[Stairs and Raised Platforms](#)
[Fall Protection](#)
[Elevators](#)
[Confined Spaces](#)
[PCB](#)
[Asbestos](#)
[On-site Vehicles](#)

[Risk Assessment](#)

[HS Policy / Plan](#)

[Qualified HS Staff](#)

[HS Committee](#)

[HS Worker Engagement](#)

[HS Cooperation Mechanisms](#)

[Emergency Preparedness](#)

[Emergency Response Plan](#)
[Fire Detection and Alarm](#)
[Emergency Detection and Alarm](#)
[Fire-fighting Equipment](#)
[Evacuation Markings](#)
[Emergency Exits](#)
[Evacuation Procedures](#)
[Response Team](#)

[Flammable and Combustible Materials](#)

[Chemicals and Hazardous Substances](#)

[License for Acids](#)
[Storage](#)
[Handling](#)
[Gas Cylinders](#)
[Other Legal Requirements](#)

[Worker Protection](#)

[Training Vietnam Law](#)
[Training](#)
[Imminent Danger](#)
[Special Categories](#)
[Personal Protective Equipment \(PPE\)](#)
[Machinery and Equipment](#)
[Ergonomics](#)
[Hot Work](#)
[Heat/Cold Stress](#)

[Materials Handling and Storage](#)

[Storage](#)
[Ladders](#)
[Forklifts](#)

[Safety Warnings](#)

[Electrical Safety](#)

[Safety Warnings](#)
[Maintenance](#)
[Machinery](#)
[High Voltage Areas](#)
[Sub-Station](#)
[Emergency Systems](#)
[Compressors and Generators](#)

[First Aid and Medical](#)

[First-aid](#)

[Health Checks](#)

[Medical Treatment](#)

[Medical Treatment Access](#)

[Contagious Diseases](#)

[Work-related Accidents and Diseases](#)

[Contractor Safety](#)

[Dormitories](#)

[Canteens](#)

[Childcare](#)

[Children](#)

[Presence on Work Floor](#)

[Facilities](#)

[Facility Comments](#)

TERMINATION

[Section Instructions](#)

[Section Instructions](#)

[Forced Labor](#)

[Sub-Section Instructions](#)

[Notice](#)

[Debts](#)

[Withholding](#)

[Leaving](#)

[Employment Practices](#)

[Unjust Termination](#)

[Notice](#)

[Opportunity to Defend](#)

[Invalid Reasons](#)

[Outstanding Wages](#)

[Severance Payment](#)

[Timely Termination Payment](#)

[Unused Annual Leave](#)

[Other Termination Benefits](#)

[Reinstatement/ Compensation Orders](#)

[Suspension / Reduction Workforce](#)

[Discrimination](#)

[Sub-Section Instructions](#)

[Termination](#)

[Absence due to Illness](#)

[Complaints / Proceedings](#)

[Other Legal Requirements](#)

[Termination](#)

[Other Legal Requirements](#)

[Facility Comments](#)

MANAGEMENT SYSTEMS

[Section Instructions](#)

[Section Instructions](#)

[Plan](#)

[Policies & Procedures](#)

[Strategy and Goals](#)

[Do](#)

[Roles and Responsibilities](#)

[Communication and Training](#)

[Check](#)

[Monitoring](#)

[Self Assessment](#)

[Act](#)

[Continuous Improvement](#)

[Facility Comments](#)

ABOVE & BEYOND

[Section Instructions](#)

[Section Instructions](#)

[Workplace Well-Being](#)

[Sub-Section Instructions](#)

[Developmental Programs](#)

[Market Access](#)

[Economic Empowerment Programs](#)

[Wage Aspirations](#)

[HS Recognition](#)

[Other](#)

[Community Impact](#)

[Sub-Section Instructions](#)

[Supplier Engagement](#)

[Community Service](#)

[Charitable Contributions](#)

[Community Investment](#)

[External Engagement & Collaboration](#)

[Goals / Targets](#)

[Sourcing Practices](#)

[Land Grabbing](#)

[Climate Adaptation](#)

[Public Disclosure & Transparency](#)

[Other](#)

[Facility Comments](#)

VERIFICATION/ASSESSMENT DETAILS

[Verification/Assessment Details](#)

[Validation Method](#)

[Verification/Assessment Dates](#)

[Verification/Assessment Duration](#)

[Verification/Assessment Window](#)

[Verifier/Assessor Information](#)

[APSCA ID](#)

[Verification/Assessment Participants](#)

[Exception Requests](#)

[Worker Interviews](#)

[Management Interviews](#)

[Physical Scope Covered](#)

[Facility Cooperativeness](#)

[Integrity / Honest Data](#)

[Management Practices](#)

[Other Comments](#)

[Photos](#)

[Documentation Review](#)

[Quality/Report Review Information](#)

FACILITY PROFILE

Number	Question	Final Verified Response
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 3		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
FP-STE-2	Overall Completion Percentage (based on Step Selection):	

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.

Accuracy Index

FP-ACC-1 Accuracy Index

OAR / OS ID**Facility**

FP-OAR-1 OS ID (Open Supply Hub ID) Number: TR2020301KC3KWZ

Facility Response: TR2020301KC3KWZ

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

Basic Information**Facility**

FP-BAS-1 Facility Name (as per business license): Not Applicable

Facility Response: AKKUS TEKSTIL SAN TIC AS

Verification Selection: Inaccurate - Incorrect

Corrected Response: Not Applicable

Verification Data: Based on document review, the facility name on the Business License is not in English language.

Validation Method: SLCP Onsite Verification

FP-BAS-2 Facility Street Address (as per business license): SHT P ER YAVUZ BAHAR SOK

Facility Response: SHT P ER YAVUZ BAHAR SOK

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

FP-BAS-3 Facility City Address (as per business license): ISTANBUL

Facility Response: ISTANBUL

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

FP-BAS-4 Facility State/Province Address (as per business license): CIHANGIR MAH AVCILAR

Facility Response: CIHANGIR MAH AVCILAR

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

FP-BAS-5 Facility Zip Code/Postal Code Address (as per business license): 34310

Facility Response: 34310

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification		
FP-BAS-6	Facility Name (in local language as per business license):	AKKUS TEKSTIL SAN TIC A.S.
Facility Response: AKKUS TEKSTIL SAN TIC A.S.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-7	Facility Address (in local language as per business license):	CIHANGIR MAH SHT P ER YAVUZ BAHAR SOK NO:19 AVCILAR-ISTANBUL
Facility Response: CIHANGIR MAH SHT P ER YAVUZ BAHAR SOK NO:19 AVCILAR-ISTANBUL		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-8	Facility Country:	Türkiye
Facility Response: Türkiye		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-9	Facility Geolocation Latitude:	40.99052
Facility Response: 40.99052		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-10	Facility Geolocation Longitude:	28.6936
Facility Response: 28.6936		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-11	Facility Contact Name:	KORAY ARSLAN
Facility Response: KORAY ARSLAN		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-12	Facility Contact Title:	SOCIAL COMPLIANCE EXPERT
Facility Response: SOCIAL COMPLIANCE EXPERT		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-13	Facility Contact Phone #:	5362877500
Facility Response: 5362877500		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-14	Facility Phone #:	02124200800
Facility Response: 02124200800		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-15	Facility Email:	isg@akkustextile.com
Facility Response: isg@akkustextile.com		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Hours of Operation		
FP-BAS-16	Normal Hours of Operation per day:	08:00-18:15
Facility Response: 08:00-18:15		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-17	Number of Shifts and Hours of Operation for each (Normal Operations):	1st shift: 08:00-18:15
Facility Response: 1st shift: 08:00-18:15		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-18	Number of Shifts and Hours of Operation for each (Peak Operations):	1st shift: 08:00-18:15

Facility Response: 1st shift: 08:00-18:15		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Peak Months		
FP-BAS-19	Peak Operation Months:	NOVEMBER, DECEMBER, MAY
Facility Response: NOVEMBER, DECEMBER, MAY		
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:	KORAY ARSLAN
Facility Response: KORAY ARSLAN		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-25	Facility Contact Email(s) of who is submitting the self/ or joint-assessment:	isg@akkustextile.com
Facility Response: isg@akkustextile.com		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BAS-26	Date of self/ or joint-assessment submission (YYYY-MM-DD):	2024-07-23
Facility Response: 2024-07-15		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 2024-07-23		
Verification Data: Based on document review and management interview, Date of self/ or joint-assessment submission is 23.07.2024.		
Validation Method: SLCP Onsite Verification		
Worker Engagement		
FP-BAS-27	Were workers' representatives and/or workers involved in the self/joint-assessment process?	No
Facility Response: No		
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:	
Facility Response:		
Building Structures		

Total		
FP-BUI-1	Total number of buildings on-site:	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Production		
FP-BUI-2	Number of production buildings on-site:	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Warehouse		
FP-BUI-3	Number of warehouses on-site:	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-4	Are warehouses within or separate from production buildings?	Warehouses are within production buildings
Facility Response: Warehouses are within production 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. Onsite eating area only.
Facility Response: Yes. Onsite eating area only.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Off-site Canteen		
FP-BUI-9	Is there an off-site canteen managed by the facility?	No
Facility Response: No		
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:	none
Facility Response: none		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Area		
FP-BUI-12	Total Facility Area (m2) - only built premises:	10167
Facility Response: 10167		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Ownership		
FP-BUI-13	Is this facility owned and/or managed by a woman?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Building Floors		
FP-BUI-14	Facility is in a multi-floor building:	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-15	Number of all floors:	5
Facility Response: 5		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-16	Floors have been added since original construction:	No
Facility Response: No		
Verification Selection: Accurate		
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?	0
Facility Response: ALL		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 0		
Verification Data: Based on document review, site tour and management interview, the building is not shared building.		

Validation Method: SLCP Onsite Verification		
FP-BUI-21	List the business names of the other occupants of the building:	
Facility Response:		
FP-BUI-22	Has any new (past 3 years) construction been added to the building?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-23	What is the reason for the new construction?	
Facility Response:		
FP-BUI-24	What is the construction date of the oldest building the facility occupies?	2014-03-12
Facility Response: 2014-03-12		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-BUI-25	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:	43
Facility Response: 69		
Verification Selection: Updated during Verification		
Corrected Response: 43		
Verification Data: Based on the document review, management and worker interviews, total number of workers is 43.		
Validation Method: SLCP Onsite Verification		
FP-WOR-2	What percentage of the normal workforce does the Total number of workers reflect?	100
Facility Response: 100		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-3	Number of male workers:	38
Facility Response: 63		
Verification Selection: Updated during Verification		
Corrected Response: 38		
Verification Data: Based on the document review, management and worker interviews, total number of male workers is 38.		
Validation Method: SLCP Onsite Verification		
FP-WOR-4	Number of full-time workers:	43
Facility Response: 69		
Verification Selection: Updated during Verification		
Corrected Response: 43		
Verification Data: Based on the document review, management and worker interviews, total number of full-time workers is 43.		
Validation Method: SLCP Onsite Verification		
FP-WOR-5	Number of male full-time workers:	38
Facility Response: 63		
Verification Selection: Updated during Verification		
Corrected Response: 38		
Verification Data: Based on the document review, management and worker interviews, total number of male full-time workers is 38.		
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:	43
Facility Response: 69		
Verification Selection: Updated during Verification		
Corrected Response: 43		
Verification Data: Based on the document review, management and worker interviews, total number of permanent workers is 43.		
Validation Method: SLCP Onsite Verification		
FP-WOR-9	Number of male permanent workers:	38
Facility Response: 63		
Verification Selection: Updated during Verification		
Corrected Response: 38		
Verification Data: Based on the document review, management and worker interviews, total number of male permanent workers is 38.		
Validation Method: SLCP Onsite Verification		
FP-WOR-10	Number of temporary workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-11	Number of male temporary workers:	
Facility Response:		
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:	3
Facility Response: 3		
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 or cleaning services):	
Facility Response: SECURITY		
Verification Selection: Verification not required		
Corrected Response:		
Verification Data: TR Master Koruma Guvenlik A.S - Security Service		
Validation Method: SLCP Onsite Verification		
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:	0
Facility Response: 0		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-18	Number of male domestic migrant workers:	
Facility Response:		
FP-WOR-18.1	Where in the country are the domestic migrant workers from?	
Facility Response:		
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:	10
Facility Response: 0		
Verification Selection: Updated during Verification		
Corrected Response: 10		
Verification Data: Based on the document review, management and worker interviews, total number of workers under probation is 10.		
Validation Method: SLCP Onsite Verification		
FP-WOR-22	Number of male workers under probation:	4
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: 4		
Verification Data: Based on the document review, management and worker interviews, total number of male workers under probation is 4.		
Validation Method: SLCP Onsite Verification		
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: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

FP-WOR-31	Number of workers who have returned to work from maternity leave	1
Facility Response: 1		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-32	Number of workers with disclosed disabilities:	4
Facility Response: 4		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-33	Number of male workers with disclosed disabilities:	4
Facility Response: 4		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:	8
Facility Response: 8		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-39	Number of male supervisors:	7
Facility Response: 7		
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:	14
Facility Response: 14		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-WOR-43	Number of male managers:	9

Facility Response: 9		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Government programs		
FP-WOR-44	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-4.1	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	Türkiye
Facility Response: Türkiye		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-3	Approximate % of workers	100
Facility Response: 100		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-4	Approximate % of supervisors	100
Facility Response: 100		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-NAT-5	Nationality #2	
Facility Response:		
FP-NAT-6	Approximate % of workers	
Facility Response:		
FP-NAT-7	Approximate % of supervisors	
Facility Response:		
FP-NAT-8	Nationality #3	
Facility Response:		
FP-NAT-9	Approximate % of workers	
Facility Response:		
FP-NAT-10	Approximate % of supervisors	
Facility Response:		
FP-NAT-11	Nationality #4	
Facility Response:		
FP-NAT-12	Approximate % of workers	
Facility Response:		
FP-NAT-13	Approximate % 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:	Turkish
Facility Response: Turkish		
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:	100
Facility Response: 100		
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:	100
Facility Response: 100		
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:	Turkish
Facility Response: Turkish		
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		
Verification Data: Based on document review, site tour and management interview, it was noted that the facility was operating in a 10167 sqm building however, the facility has business licenses for 7210 sqm., the business licenses did not cover all areas.		
Non-Compliance: X		

Legal Reference: Turkish Regulation on Workplace Opening and Operating Permit (10.08.2005 # 25902) Article 4: n) Establishment and operation license: Permission issued by competent authorities for the opening and operation of workplaces within the scope of this Regulation. Article 6: The workplace can not be opened and operated without obtaining a workplace opening and working license in accordance with the procedure from competent administrations. The permits, registration and similar transactions granted by the professional bodies other than the competent administrations specified in this Regulation to the establishments in accordance with the special legislation shall not remove the license obligation to obtain licenses according to the provisions of this Regulation. Workplaces opened without opening a workplace and without a working license are closed by competent authorities. Article 7- Examples of licenses for opening and working places provided by the competent authorities shall be sent monthly to the insurance provincial directorate and, if relevant, to the trade registry. An example of opening and working permits for open-air recreation and entertainment places is sent to the army by the competent authority within seven days at the latest. Operator change and transfer of workplace Article 8- In the event that the place of business is transferred with the condition that the address and activity field specified in the registration is not changed, the license of the transferee shall be renewed on behalf of the new operator on the basis of the information and documents in the file. No new license is issued in the case of acquiring new partners or leaving one of the partners. If your workplace is transferred to another address, it is the master again. No new license is issued for the same workplace due to the change of the names or numbers of the neighborhood, street, street and so on. The information in the license is updated. In the case of the death of the business owner, the old license is adjusted on behalf of the legal heirs without issuing a new license. Where renewal or adjustment of the license is required, the competent authority must apply within three months at the latest. This period shall be six months for the heirs. In case of failure to file an application within the time limit, a period of fifteen days from the date of detection shall be granted. If the license is not renewed or not adapted at the end of this period, the license is canceled. Conditions requiring license change Article 28- In case of change of the activity area of the operator in non-governmental institutions, it is obligatory to obtain a license again. If the owner of the non-governmental organization changes, a license is issued in the name of the new owner based on the existing information and documents in the file. In case of reclassification of non-natural establishments or a change in the establishment, it is not necessary to re-obtain the plants that have a sub-class. However, as a result of the change in the reclassification of non-governmental establishments, it is obligatory for the facilities that have passed the upper class to obtain the opening license according to the new class within one year.

Validation Method: SLCP Onsite Verification

FP-OPE-2	Operating License/Registration #:	1st 22.03.2013-21, 2nd 12.08.2014-48
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Facility Response: 22.03.2013-21

Verification Selection: Inaccurate - Incorrect

Corrected Response: 1st 22.03.2013-21, 2nd 12.08.2014-48

Verification Data: Based on document review, site tour and management interview, there are 2 Operating License documents.

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
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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?	4
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Facility Response: 4

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

FP-CER-2	How many still valid independent certification/standard audits has the facility participated in?	3
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Facility Response: 4

Verification Selection: Inaccurate - Misunderstanding

Corrected Response: 3

Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit. The facility misunderstood SLCP as a verification.

Validation Method: SLCP Onsite Verification

	Please provide information on the still valid independent certification/standard audits:	
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	Certification / Standard Audit #1	
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FP-CER-3	Type	GOTS - Global Organic Textile Standard
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Facility Response: GOTS - Global Organic Textile Standard

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

FP-CER-3.1	If other, please describe:	
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Facility Response:

FP-CER-4	First Audit Date (YYYY-MM-DD)	2023-11-20
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Facility Response: 2023-11-20

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

FP-CER-5	Last Audit Date (YYYY-MM-DD)	2023-11-20
Facility Response: 2024-11-20		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 2023-11-20		
Verification Data: Based on document review, Last audit date is 2023-11-20.		
Validation Method: SLCP Onsite Verification		
FP-CER-6	Audit Firm	CONTROL UNION
Facility Response: CONTROL UNION		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-7	Audit Result (if applicable)	PASSED INSPECTION
Facility Response: PASSED INSPECTION		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-8	Certification # (if applicable)	CU861450GOTS-2024-00059638
Facility Response: CU861450GOTS-2024-00059638		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	Certification / Standard Audit #2	
FP-CER-9	Type	GRS - Global Recycling Standard
Facility Response: GRS - Global Recycling Standard		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-9.1	If other, please describe:	
Facility Response:		
FP-CER-10	First Audit Date (YYYY-MM-DD)	2023-11-20
Facility Response: 2023-11-20		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-11	Last Audit Date (YYYY-MM-DD)	2023-11-20
Facility Response: 2024-11-20		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 2023-11-20		
Verification Data: Based on document review, Last audit date is 2023-11-20.		
Validation Method: SLCP Onsite Verification		
FP-CER-12	Audit Firm	CONTROL UNION
Facility Response: CONTROL UNION		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-13	Audit Result (if applicable)	PASSED INSPECTION
Facility Response: PASSED INSPECTION		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-14	Certification # (if applicable)	CU861450MUL-2024-00059639
Facility Response: CU861450MUL-2024-00059639		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	Certification / Standard Audit #3	
FP-CER-15	Type	SMETA - Sedex Members Ethical Trade Audit
Facility Response: SMETA - Sedex Members Ethical Trade Audit		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

FP-CER-15.1	If other, please describe:	
Facility Response:		
FP-CER-16	First Audit Date (YYYY-MM-DD)	2023-12-26
Facility Response: 2023-12-26		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-17	Last Audit Date (YYYY-MM-DD)	2023-12-26
Facility Response: 2024-12-26		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 2023-12-26		
Verification Data: Based on document review, Last audit date is 2023-12-26.		
Validation Method: SLCP Onsite Verification		
FP-CER-18	Audit Firm	Bureau Veritas Consumer Products Services
Facility Response: Bureau Veritas Consumer Products Services		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-19	Audit Result (if applicable)	NO INSPECTION RESULTS
Facility Response: NO INSPECTION RESULTS		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-CER-20	Certification # (if applicable)	Not Applicable
Facility Response: ZC: 402500732		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not Applicable		
Verification Data: Based on document review, SMETA audit does not have certification.		
Validation Method: SLCP Onsite Verification		
	Certification / Standard Audit #4	
FP-CER-21	Type	
Facility Response: Other		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		
FP-CER-21.1	If other, please describe:	Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.
Facility Response: WORDLY FSLM-SLCP		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		
FP-CER-22	First Audit Date (YYYY-MM-DD)	
Facility Response: 2023-09-11		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		
FP-CER-23	Last Audit Date (YYYY-MM-DD)	
Facility Response: 2024-09-11		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		

FP-CER-24	Audit Firm	
Facility Response: ELEVATE		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		
FP-CER-25	Audit Result (if applicable)	
Facility Response: 76,6		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		
FP-CER-26	Certification # (if applicable)	
Facility Response: 132211		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: Based on management interview, the facility also evaluated the SLCP verification that took place before as an audit.		
Validation Method: SLCP Onsite Verification		
	Certification / Standard Audit #5	
FP-CER-27	Type	
Facility Response:		
FP-CER-27.1	If other, please describe:	
Facility Response:		
FP-CER-28	First Audit Date (YYYY-MM-DD)	
Facility Response:		
FP-CER-29	Last Audit Date (YYYY-MM-DD)	
Facility Response:		
FP-CER-30	Audit Firm	
Facility Response:		
FP-CER-31	Audit Result (if applicable)	
Facility Response:		
FP-CER-32	Certification # (if applicable)	
Facility Response:		
	Certification / Standard Audit #6	
FP-CER-33	Type	
Facility Response:		
FP-CER-33.1	If other, please describe:	
Facility Response:		
FP-CER-34	First Audit Date (YYYY-MM-DD)	
Facility Response:		
FP-CER-35	Last Audit Date (YYYY-MM-DD)	
Facility Response:		
FP-CER-36	Audit Firm	
Facility Response:		
FP-CER-37	Audit Result (if applicable)	
Facility Response:		
FP-CER-38	Certification # (if applicable)	
Facility Response:		
Production / Operation Information		
Industry Sector		
FP-PRO-1	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-1-1	Apparel	X

Facility Response: X	
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
Facility Response:	
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-1-1 4	Personal Care and Beauty Products	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-1 5	Toys	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-1 6	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-1-1 8	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-1-1	If other, please describe:	
Facility Response:		
Industrial Activities		
FP-PRO-2	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-2-1	Manufacture of wearing apparel	X
Facility Response: X		
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	
Facility Response:		
Verification Selection: Accurate		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-2-1	If other, please describe:	
Facility Response:		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-2	Cutting	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-3	Embossing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-4	Priming	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-5	Heat Press / Heating and Cooling	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-6	Labeling	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-7	Lasting	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-8	Molding	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-9	No sew	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-10	Packaging	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility decided to move the ironing and packaging processes to its branch in Mardin, but has not yet moved the machines. The department was not active.		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-11	Gluing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-12	Seam Taping	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

FP-PRO-5-1 3	Sewing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-1 4	Sundries Application	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-1 5	Washing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility decided to move the washing, whiskering, laser and hand sanding, processes to its branch in Mardin, but has not yet moved the machines. The department was not active. On-site washing is only done for model production.		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-1 6	Welding	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-1 7	Printing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-PRO-5-1 8	Embroidery	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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-6-1 1	Lasting	
Facility Response:		
FP-PRO-6-1 2	Finishing	
Facility Response:		
FP-PRO-6-1 3	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):	70000
Facility Response: 100000		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: 70000		
Verification Data: Based on management interview, the facility misunderstood the volume and capacity terms. Facility's average monthly volume is 70000 piece.		
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):	100000
Facility Response: 70000		
Verification Selection: Updated during Verification		

Corrected Response: 100000		
Verification Data: Based on management interview, the facility misunderstood the volume and capacity terms. Facility's monthly capacity is 100000 piece.		
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: taking into account overtime		
Verification Selection: Verification not required		
Corrected Response:		
Verification Data: Based on document review and management interview, the monthly capacity is calculated with base on regular working hours and include 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?	Time from receiving the order to delivery of the product to the customer (4-6 weeks)
Facility Response: Time until the product is delivered to the customer (4-6 weeks)		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Time from receiving the order to delivery of the product to the customer (4-6 weeks)		
Verification Data: Based on management interview, Time from receiving the order to delivery of the product to the customer (4-6 weeks)		
Validation Method: SLCP Onsite Verification		
FP-PRO-17	What is the facility's maximum lead time (weeks as unit of measurement)?	8
Facility Response: 8		
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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-2	If yes, how many subcontractors?	4
Facility Response: 4		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-3	Additional Comments: If you have additional comments regarding facility's use/non-use of subcontractors, please communicate them here:	none
Facility Response: none		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

	Subcontractor #1	
FP-SUB-4	Name	DINAMIK RAUS TEKSTIL SANAYI VE DIS TIC.LTD.STI.
Facility Response: DINAMIK RAUS TEKSTIL SANAYI VE DIS TIC.LTD.STI.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-5	Address	Cihangir Mah. Sehit Kom.Cavus Murat Altindas Sok. 17/2, Avclar İstanbul –Türkiye
Facility Response: Cihangir Mah. Sehit Kom.Cavus Murat Altindas Sok. 17/2, Avclar İstanbul –Türkiye		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-6	Contact Name	Habibe AKDEMİR
Facility Response: Habibe AKDEMİR		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-7	Contact Number	5305808175
Facility Response: 5305808175		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-8	Email	info@dinamikraus.com
Facility Response: info@dinamikraus.com		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-9	Types of Processes Subcontracted:	Garment dyeing
Facility Response: Garment dyeing		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	Subcontractor #2	
FP-SUB-10	Name	BERAT DENIM TEKS. INS. NAK SAN TIC LTD STI
Facility Response: BERAT DENIM TEKS. INS. NAK SAN TIC LTD STI		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-11	Address	YAYTAS MAH. ORGANIZE SAN. 18 CAD NO 9 IC KAPI NO 2 YENISEHIR - 21120 DIYARBAKIR
Facility Response: YAYTAS MAH. ORGANIZE SAN. 18 CAD NO 9 IC KAPI NO 2 YENISEHIR - 21120 DIYARBAKIR		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-12	Contact Name	AYTEKIN KARATAS
Facility Response: AYTEKIN KARATAS		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-13	Contact Number	0090 537 526 64 21
Facility Response: 0090 537 526 64 21		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-14	Email	beratdenimtekstil@hotmail.com
Facility Response: beratdenimtekstil@hotmail.com		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-15	Types of Processes Subcontracted:	SEWING-CUTTING-IRONING
Facility Response: SEWING-CUTTING-IRONING		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	Subcontractor #3	
FP-SUB-16	Name	ÖZER DIKIM GIYIM SANAYI VE TIC LTD ŞTI

Facility Response: ÖZER DİKİM GİYİM SANAYİ VE TİC LTD ŞTİ		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-17	Address	UĞUR MUMCU MAH. ATATÜRK BULVARI NO:46 D:4 SULTANGAZİ - İSTANBUL
Facility Response: UĞUR MUMCU MAH. ATATÜRK BULVARI NO:46 D:4 SULTANGAZİ - İSTANBUL		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-18	Contact Name	Mustafa Özer
Facility Response: Mustafa Özer		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-19	Contact Number	536497116
Facility Response: 536497116		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-20	Email	ozertekstil@hotmail.com
Facility Response: ozertekstil@hotmail.com		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-21	Types of Processes Subcontracted:	SEWING
Facility Response: SEWING		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	Subcontractor #4	
FP-SUB-22	Name	OZN TEKSTİL SANAYİ TİCARET LİMİTED SİRKETİ
Facility Response: OZN TEKSTİL SANAYİ TİCARET LİMİTED SİRKETİ		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-23	Address	DKMETA MAH. TEKSTİL HTSAS OSB 7 CADDE NO:50 Z1 DYARBAKIR/YENEHR 21020 TR
Facility Response: DKMETA MAH. TEKSTİL HTSAS OSB 7 CADDE NO:50 Z1 DYARBAKIR/YENEHR 21020 TR		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-24	Contact Name	HASAN ASLAN
Facility Response: HASAN ASLAN		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-25	Contact Number	05050252121
Facility Response: 05050252121		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-26	Email	ozntekstil@outlook.com
Facility Response: ozntekstil@outlook.com		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
FP-SUB-27	Types of Processes Subcontracted:	SEWING
Facility Response: SEWING		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
	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

FP-FAC-1	Please describe any concerns or difficulties with questions listed in this section:
Facility Response: NONE	
Verification Selection: Verification not required	
Corrected Response:	
Validation Method: SLCP Onsite Verification	

RECRUITMENT & HIRING

Number	Question	Final Verified Response
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Section Instructions

Section Instructions

	<p>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:</p> <ul style="list-style-type: none"> • Child Labor • Apprenticeship / Trainee / Internship Programs • Forced Labor • Recruitment Practices • Discrimination • Employment Practices • Homeworkers • Facility Comments 	
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Child Labor

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
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Facility Response: Yes

Verification Selection: Accurate

Verification Data: The facility response is accurate because per management interview, document review and worker interview, minimum age was checked and verified with job application form, driving license, graduation document and ID copy of candidate worker by the facility management prior the hiring as per recruitment and hiring policy and procedure of the facility.

Validation Method: SLCP Onsite Verification

RH-CHI-11	If yes, please describe what legal documentation or other proof of age are reviewed to verify minimum age requirements and whether copies are maintained:	Based on management interview, document review and worker interview, Ages of all employees are verified through ID cards. Copies of ID cards are kept in the employee's personnel file.
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Facility Response: Identity card

Verification Selection: Inaccurate - Incorrect

Corrected Response:

Verification Data: Based on management interview, document review and worker interview, Ages of all employees are verified through ID cards. Copies of ID cards are kept in the employee's personnel file.

Validation Method: SLCP Onsite Verification

Minimum Age

RH-CHI-2	What is the age of the youngest worker in the facility?	Other
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Facility Response: Other

Verification Selection: Accurate

Verification Data: The facility response is accurate because the age of the youngest worker was 21 years old as per personnel list, personnel files, job application form, social security records, ID copy of the workers, management interview and worker interview.

Validation Method: SLCP Onsite Verification

RH-CHI-3	If other, please describe:	21
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Facility Response: 19

Verification Selection: Inaccurate - Incorrect

Corrected Response: 21

Verification Data: The facility response is inaccurate because the age of the youngest worker was 21 years old as per personnel list,

Validation Method: SLCP Onsite Verification

RH-CHI-4	Were any workers under the legal minimum working age when hired?	No
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Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that any worker was under the legal minimum working age when hired as per personnel list, personnel files, job application form, social security records, ID copy of the workers, management interview and worker interview.		
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:	As per the policy, the found child will be moved away from the production area to a safer place. The facility contacts with the child's family and encourage them to educate the child. If needed, the facility could provide an aid.
Facility Response: As per the policy, the found child will be moved away from the production area to a safer place. The facility contacts with the child's family and encourage them to educate the child. If needed, the facility could provide an aid.		
Verification Selection: Accurate		
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-20.1	Please describe the type of hazardous work performed by both female and by male workers (if different):	
Facility Response:		
RH-CHI-20-2	Night Work	
Facility Response:		
RH-CHI-20.2	Please describe the type of night work and hours worked by both female and male workers (if different):	
Facility Response:		
RH-CHI-20-3	More hours than permitted by law	
Facility Response:		
RH-CHI-20.3	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different):	
Facility Response:		
RH-CHI-20-4	Other	
Facility Response:		
RH-CHI-20.4	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	Are facility practices 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-2-1	Please describe your apprenticeship program:	
Facility Response:		
RH-APP-2-2	Trainee program	
Facility Response:		
RH-APP-2-2	Please describe your trainee program:	
Facility Response:		
RH-APP-2-3	Internship program	
Facility Response:		
RH-APP-2-3	Please describe your internship program:	
Facility Response:		
RH-APP-3	What is the maximum length of time (in days) that the facility considers workers as apprentices / interns / workers in training?	
Facility Response:		
RH-APP-4	Can apprentices / trainees / interns choose a position in the facility that is related to their area of study (or skill/trade)?	
Facility Response:		
RH-APP-5	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: The facility response is accurate because the facility is not used prison labor as per document review, worker interview and management interview.		
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 any monetary deposits required of workers?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because no monetary deposits are required of workers in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-REC-2	Are monetary deposits out of line with legal requirements?	
Facility Response:		
Recruiters		
RH-REC-3	Are labor recruiters / employment agencies ever responsible for the recruitment of workers to the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Foreign Migrant Workers		
RH-REC-4	Is the facility's recruitment process for foreign migrant workers in line with applicable legal requirements?	
Facility Response:		
Recruitment Fees		
RH-REC-5	Who is responsible for paying recruitment fees and related costs, the worker or the facility?	Facility
Facility Response: Facility		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there is only health examination cost during the recruitment in the county and the facility is responsible for related cost as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-REC-6	Which of the following recruitment fees or related costs does the worker pay for? (SELECT all that apply with a "X")	
RH-REC-6-1	Skills and qualification tests	
Facility Response:		
RH-REC-6-2	Medical costs	
Facility Response:		
RH-REC-6-3	Training and orientation	
Facility Response:		
RH-REC-6-4	Administrative costs	
Facility Response:		
RH-REC-6-5	Travel and lodging	

Facility Response:		
RH-REC-6-6	Equipment costs	
Facility Response:		
RH-REC-6-7	Insurance costs	
Facility Response:		
RH-REC-6-8	Other	
Facility Response:		
RH-REC-6.1	If other, please describe:	
Facility Response:		
RH-REC-7	Are workers reimbursed for recruitment fees and related costs paid?	
Facility Response:		
RH-REC-7.1	If yes, please provide: • type of recruitment fees • amount reimbursed (percentage) • the reimbursing (facility or other) • timing of reimbursement	
Facility Response:		
RH-REC-8	Are recruitment fees and related costs paid by workers in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there is only health examination cost during the recruitment in the county and the facility is responsible for related cost and no recruitment fee or related costs are paid by the workers in the facility as per document review, worker interview and management interview. Therefore, the correct response is "Not Applicable".		
Validation Method: SLCP Onsite Verification		
Discrimination		
Sub-Section Instructions		
	<p>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</p>	
Recruitment		
RH-DIS-1	During the recruitment process, do materials such as job description or job application forms ever 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?	No

Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because 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 were not a recruitment criteria in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-DIS-2	Which of the following elements are referenced in written job descriptions or job applications? (SELECT all that apply with a "X")	
RH-DIS-2-1	Race / Ethnic Group / Skin Color	
Facility Response:		
RH-DIS-3	Are written job descriptions or job application forms that reference an applicant's race / ethnic group / skin color in line with applicable legal requirements?	
Facility Response:		
RH-DIS-3-1	Sex / Gender	
Facility Response:		
RH-DIS-4	Are written job descriptions or job application forms that reference an applicant's sex or gender in line with legal requirements?	
Facility Response:		
RH-DIS-4-1	Religion	
Facility Response:		
RH-DIS-5	Are written job description or job application forms that reference an applicant's religion in line with legal requirements?	
Facility Response:		
RH-DIS-5-1	Political Opinion	
Facility Response:		
RH-DIS-6	Are written job description or job application forms that reference an applicant's political opinion in line with legal requirements?	
Facility Response:		
RH-DIS-6-1	National Extraction	
Facility Response:		
RH-DIS-7	Are written job description or job application forms that reference an applicant's national extraction in line with legal requirements?	
Facility Response:		
RH-DIS-7-1	Social Origin	
Facility Response:		
RH-DIS-8	Are written job description or job application forms that reference an applicant's social origin in line with legal requirements?	
Facility Response:		
RH-DIS-8-1	Disability	
Facility Response:		
RH-DIS-9	Are written job description or job application forms that reference an applicant's disability in line with legal requirements?	
Facility Response:		
RH-DIS-9-1	HIV / AIDS Status (real or perceived)	
Facility Response:		
RH-DIS-10	Are written job description or job application forms that reference an applicant's HIV / AIDS status in line with legal requirements?	
Facility Response:		
RH-DIS-10-1	Sexual Orientation	
Facility Response:		

RH-DIS-11	Are written job description or job application forms that reference an applicant's sexual orientation in line with legal requirements?	
Facility Response:		
RH-DIS-11-1	Pregnancy / Maternity Status	
Facility Response:		
RH-DIS-12	Are written job description or job application forms that reference an applicant's pregnancy / maternity status in line with legal requirements?	
Facility Response:		
RH-DIS-12-1	Marital Status	
Facility Response:		
RH-DIS-13	Are written job description or job application forms that reference an applicant's marital status in line with legal requirements?	
Facility Response:		
RH-DIS-13-1	Age	
Facility Response:		
RH-DIS-14	Are written job description or job application forms that reference an applicant's age in line with legal requirements?	
Facility Response:		
RH-DIS-14-1	Nationality / Foreign Migrant Worker Status	
Facility Response:		
RH-DIS-15	Are written job description or job application forms that reference an applicant's nationality/foreign migrant status in line with legal requirements?	
Facility Response:		
RH-DIS-15-1	Family responsibilities	
Facility Response:		
RH-DIS-16	Are written job descriptions or job application forms that reference an applicant's family responsibilities in line with legal requirements?	
Facility Response:		
RH-DIS-16-1	Other	
Facility Response:		
RH-DIS-16.1	If other, please describe:	
Facility Response:		
RH-DIS-17	Are written job description or job application forms that reference other discriminatory factors in line with legal requirements?	
Facility Response:		
Hiring		
RH-DIS-18	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?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because 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 were not a factor in decisions regarding hiring in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-DIS-19	Which of the following is a factor in decisions on hiring? (SELECT all that apply with a "X")	
RH-DIS-19-1	Race / Ethnic Group / Skin Color	
Facility Response:		
RH-DIS-20	Is an applicant's race / ethnic group / skin color factored into hiring decisions in line with legal requirements?	

Facility Response:		
RH-DIS-20-1	Sex / Gender	
Facility Response:		
RH-DIS-21	Is an applicant's sex / gender factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-21-1	Religion	
Facility Response:		
RH-DIS-22	Is an applicant's religion factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-22-1	Political Opinion	
Facility Response:		
RH-DIS-23	Is an applicant's political opinion factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-23-1	National Extraction	
Facility Response:		
RH-DIS-24	Is an applicant's national extraction factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-24-1	Social Origin	
Facility Response:		
RH-DIS-25	Is an applicant's social origin factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-25-1	HIV / AIDS Status (real or perceived)	
Facility Response:		
RH-DIS-26	Is an applicant's HIV / AIDS status factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-26-1	Sexual Orientation	
Facility Response:		
RH-DIS-27	Is an applicant's sexual orientation factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-27-1	Pregnancy / Maternity Status	
Facility Response:		
RH-DIS-28	Is an applicant's pregnancy / maternity status factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-28-1	Marital Status	
Facility Response:		
RH-DIS-29	Is an applicant's marital status factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-29-1	Age	
Facility Response:		
RH-DIS-30	Is an applicant's age factored into hiring decisions in line with legal requirements?	
Facility Response:		

RH-DIS-30-1	Nationality / Foreign Migrant Worker Status	
Facility Response:		
RH-DIS-31	Is an applicant's nationality/foreign migrant status factored in to hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-31-1	Family responsibilities	
Facility Response:		
RH-DIS-32	Are an applicant's family responsibilities factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-32-1	Other	
Facility Response:		
RH-DIS-32.1	If other, please describe:	
Facility Response:		
RH-DIS-33	Is the Other ground(s) identified factored into hiring decisions in line with legal requirements?	
Facility Response:		
Pregnancy and Maternity		
RH-DIS-34	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-34-1	Facility requires pregnancy test before or at hiring	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because pregnancy test was not a requirement in the facility before or at hiring as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-DIS-35	Facility requires pregnancy tests that are not required by applicable legislation	
Facility Response:		
RH-DIS-35-1	Facility requires virginity test before or at hiring	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because virginity test was not a requirement in the facility before or at hiring as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-DIS-35-2	Facility requires worker to provide commitments (verbally or in writing) that they will not become pregnant	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that the facility requires worker to provide commitments (verbally or in writing) that they will not become pregnant as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-DIS-35-3	Facility requires the use of contraceptives or other forms of birth control at hiring	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-35-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Disability		

RH-DIS-36	Does the facility hire disabled persons in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Infection or Illness		
RH-DIS-37	Does the facility require HIV / AIDS testing during the hiring process?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-38	If yes, are these HIV / AIDS tests administered in line with legal requirements?	
Facility Response:		
RH-DIS-39	Does the facility require other infection or illness tests (e.g. Hepatitis B) during the hiring process?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-DIS-40	If yes, are these infection or illness tests administered in line with legal requirements?	
Facility Response:		
Other Legal Requirements		
RH-DIS-41	Are facility practices 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?	No
Facility Response: No		
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		

Validation Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-5	Does the facility keep all worker health information confidential?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-6	Are personnel files maintained in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-7	Bangladesh: Do all workers (other than apprentices, substitute/badli or casual workers) have a service book as legally required?	
Facility Response:		
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: The facility response is accurate because no worker was performed on offsite in the facility and all workers had to a contract in the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because no worker was performed on offsite in the facility and all workers had to a contract in the facility and contracts are in line with legal requirement as per document review, worker interview and management interview.		
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	When making changes to contracts, the facility does not seek the written agreement of the affected worker	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because no changing was made to contracts during the assessment period as per worker interview, document review and management interview.		
Validation Method: SLCP Onsite Verification		
RH-EMP-11-2	Signed copies of contracts between the facility and each worker are not maintained on file	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because the signed copies of contracts were maintained on personnel files of the workers in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-EMP-11-3	Contracts do not clearly and accurately state the terms and conditions of employment	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because the contracts clearly and accurately state the terms and conditions of employment in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		

RH-EMP-11-4	Copies of contracts are not provided to workers, in line with applicable legal requirements	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because copies of contracts were provided to workers in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-EMP-11-5	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-12	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-13	Does the facility follow any of the following practices related to other types of written terms and conditions documents? (SELECT all that apply with a "X")	
RH-EMP-13-1	Signed copies of terms and conditions documents between the facility and each worker are maintained on file	
Facility Response:		
RH-EMP-13-2	Terms and conditions documents are up to date	
Facility Response:		
RH-EMP-13-3	Terms and conditions documents clearly and accurately state the terms and conditions of employment	
Facility Response:		
RH-EMP-13-4	Copies of terms and conditions documents are provided to workers	
Facility Response:		
RH-EMP-13-5	None of the above	
Facility Response:		
RH-EMP-14	Do workers understand the information included within their written terms and conditions documents?	
Facility Response:		
RH-EMP-15	Does the facility use fixed-term contracts?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
RH-EMP-16	Does the facility limit the use of fixed-term contracts?	
Facility Response:		
RH-EMP-17	Is the facility's practice around limits on the use of fixed-term contracts in line with legal requirements?	
Facility Response:		
RH-EMP-18	Indonesia: Does the facility comply with legal requirements concerning premium compensation for non-permanent workers?	
Facility Response:		
RH-EMP-19	Are the facility's employment contracts for foreign migrants in line with legal requirements?	
Facility Response:		
Foreign Migrant Workers		
RH-EMP-20	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-21	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-22	If yes, are the terms and conditions the same?	
Facility Response:		
Dispatched Workers		
RH-EMP-23	Vietnam: Does the facility comply with legal requirements concerning dispatched workers at the workplace?	
Facility Response:		
Outsourced Workers		
RH-EMP-24	Indonesia: Does the facility comply with legal requirements concerning outsourced workers at the workplace?	
Facility Response:		
Probationary Periods		
RH-EMP-25	Are probationary (time) periods in line with legal requirements?	Yes
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: Yes		
Verification Data: Based on document review, management interview and worker interview, probationary (time) periods is 2 months in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
Benefits Avoidance		
RH-EMP-26	Has the facility acted against legal requirements by hiring temporary/probationary/trainee/fixed-term contract workers to avoid legal obligations?	No
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: No		
Verification Data: Based on document review, management interview and worker interview, there was no temporary/trainee/fixed-term contract worker in the facility however there were workers in probation period and there was no evidence that the facility acted against legal requirements by hiring the workers in probation period to avoid legal obligations as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
RH-EMP-27	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-28	Are facility practices 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-29	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: NONE		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		

WORKING HOURS

Number	Question	Final Verified Response
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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	
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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.	
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Records

WH-WOR-1	How are hours of work recorded for workers? (SELECT all that apply with a "X")	
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WH-WOR-1-1	Manually (i.e. written record)	
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Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-1-2	Mechanically (i.e. punch card)	
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Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-1-3	Electronically (i.e. swipe card)	
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Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-1-4	Biometrically (i.e. fingerprint/face scan)	X
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Facility Response: X

Verification Selection: Accurate

Verification Data: The facility response is accurate because fingerprint/face scanning activated computer database system is used for the workers in the facility as per document review, management interview and worker interview.

Validation Method: SLCP Onsite Verification

WH-WOR-1-5	None of the above	
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Facility Response:

Verification Selection: Accurate

Validation Method: SLCP Onsite Verification

WH-WOR-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 hour records?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because only one and accurate time record were maintained in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-WOR-4	Does the facility follow any of the following practices regarding working hour records? (SELECT all that apply with a "X")	
WH-WOR-4-1	Working hour records for each worker are maintained for at least the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-4-2	Working hour records for each worker's regular and overtime hours are maintained	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-4-3	Start and finish times are recorded for all periods of work	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WH-WOR-4 -4	Start and finish times in the payroll system match exact time in/out in time records.	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-4 -5	Working hour records are consistent with payroll and other records	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because working hour records are consistent with payroll and all other records such as production records in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-WOR-4 -6	Workers have unrestricted access to verify the accuracy of working hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-4 -7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Regular Hours		
WH-WOR-5	Number of regular weekly hours worked at the facility:	45
Facility Response: 45		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because per local law, regular weekly working hours is limited 45 hours per week.		
Validation Method: SLCP Onsite Verification		
WH-WOR-6	Number of regular daily hours worked at the facility:	9
Facility Response: 9		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because per local law, regular daily working hours is limited 11 hours per day.		
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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Based on document review and interviews, lowest and highest overtime hours are 0 - 22,5 hours in June 2024, 0 - 23 hours in February 2024, 0 - 22 hours in November 2023.		

Validation Method: SLCP Onsite Verification		
WH-WOR-1 2	Which legal overtime limits are not being complied with? (SELECT all that apply with a "X")	
WH-WOR-1 2-1	Daily limits on overtime hours worked	
Facility Response:		
WH-WOR-1 2-2	Weekly limits on overtime hours worked	
Facility Response:		
WH-WOR-1 2-3	Monthly limits on overtime hours worked	
Facility Response:		
WH-WOR-1 2-4	Yearly limits on overtime hours worked	
Facility Response:		
WH-WOR-1 2-5	Other	
Facility Response:		
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 exemption terms accurate, current, valid and followed b y the facility?	
Facility Response:		
WH-WOR-1 5	Are work targets for production (e.g. quota or piece work) in l ine 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 6	Did any workers work more than 60 hours in total (regular + o vertime) within any given week?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: No		
Verification Data: The facility misunderstood the question because it used a translator when answering the questions and due to no one worked more than 60 hours p er week selected "Yes". Based on document review, management interview and worker interview, it was observed that there was no working practices exceeding 60 hours per week in the sampled month.		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 7	Did any workers work more than 72 hours in total (regular + o vertime) within any given week?	
Facility Response: Yes		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		
Verification Data: The facility misunderstood the question because it used a translator when answering the questions and due to no one worked more than 72 hours p er week selected "Yes". Based on document review, management interview and worker interview, it was observed that there was no working practices exceeding 60 hours per week in the sampled month.		
Validation Method: SLCP Onsite Verification		
WH-WOR-1 8	Did any workers work more than 80 hours in total (regular + o vertime) within any given week?	
Facility Response: Yes		
Verification Selection: No longer applicable due to assessment/verification		
Corrected Response:		

<p>Verification Data: The facility misunderstood the question because it used a translator when answering the questions and due to no one worked more than 80 hours per week selected "Yes". Based on document review, management interview and worker interview, it was observed that there was no working practices exceeding 60 hours per week in the sampled month.</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
WH-WOR-19	Did any workers work more than 90 hours in total (regular + overtime) within any given week?	
<p>Facility Response: Yes</p>		
<p>Verification Selection: No longer applicable due to assessment/verification</p>		
<p>Corrected Response:</p>		
<p>Verification Data: The facility misunderstood the question because it used a translator when answering the questions and due to no one worked more than 90 hours per week selected "Yes". Based on document review, management interview and worker interview, it was observed that there was no working practices exceeding 60 hours per week in the sampled month.</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
<p>Breaks</p>		
WH-WOR-20	Does the facility provide breaks during the workday in line with legal requirements?	Yes
<p>Facility Response: Yes</p>		
<p>Verification Selection: Accurate</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
WH-WOR-21	Does the facility provide time off for breastfeeding in line with legal requirements?	Not Applicable
<p>Facility Response: Not Applicable</p>		
<p>Verification Selection: Accurate</p>		
<p>Verification Data: The facility response is accurate because no workers gave birth and returned to work during the assessment period as per document review, worker interview and management interview.</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
WH-WOR-22	Vietnam: Does the facility comply with legal requirements concerning breaks for shift work?	
<p>Facility Response:</p>		
<p>Rest Days</p>		
WH-WOR-23	Number of weekly rest days (at least 24 consecutive hours long) provided by the facility:	2
<p>Facility Response: 2</p>		
<p>Verification Selection: Accurate</p>		
<p>Verification Data: The facility response is accurate because Saturdays and Sundays were granted to workers as weekly rest day for regular working hours per week in the facility as per document review, worker interview and management interview.</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
WH-WOR-24	Are the weekly rest days provided by the facility in line with legal requirements?	Yes
<p>Facility Response: Yes</p>		
<p>Verification Selection: Accurate</p>		
<p>Verification Data: The facility response is accurate because Saturdays and Sundays were granted to workers as weekly rest day for regular working hours per week in the facility and it is in line with legal requirement as per document review, worker interview and management interview.</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
<p>Leave</p>		
WH-WOR-25	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
<p>Facility Response: No</p>		
<p>Verification Selection: Accurate</p>		
<p>Verification Data: The facility response is accurate because time off for all types of leave were provided in line with legal requirement as per document review, worker interview and management interview.</p>		
<p>Validation Method: SLCP Onsite Verification</p>		
WH-WOR-26	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-26-1	All public holidays	

Facility Response:		
WH-WOR-2 6-2	Annual leave	
Facility Response:		
WH-WOR-2 6-3	Sick leave	
Facility Response:		
WH-WOR-2 6-4	Maternity leave	
Facility Response:		
WH-WOR-2 6-5	Paternity leave	
Facility Response:		
WH-WOR-2 6-6	Personal leave	
Facility Response:		
WH-WOR-2 6-7	Vietnam: Provide 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
WH-WOR-2 6-8	Ethiopia: Provide legally required time off for prenatal visits	
Facility Response:		
WH-WOR-2 6-9	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 6-10	Other types of required leave	
Facility Response:		
WH-WOR-2 6.1	If other, please describe the TYPE of required leave that is not provided:	
Facility Response:		
WH-WOR-2 7	Are there any restrictions to workers applying for or taking leave?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-WOR-2 8	Are workers free to take leave once given approval?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
WH-WOR-2 9	Are facility practices 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-3 0	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: The facility response is accurate because the facility had a working hour procedure which is included voluntary overtime practices by the workers and there was no evidence that workers were forced to work overtime under threat of penalty as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Overtime		
Voluntary Overtime		
WH-OVE-1	Are workers able to refuse overtime for ANY REASON?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: The facility response is accurate because workers were able to refuse overtime for any reason as per worker interview, management interview and document review.		
Validation Method: SLCP Onsite Verification		
WH-OVE-2	Is overtime voluntary, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because overtime were voluntary by the workers as per document review, worker interview and management interview and it is in line with legal requirement.		
Validation Method: SLCP Onsite Verification		
Exceptional Circumstances		
WH-OVE-3	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-4	Does the facility consult with workers and/or provide a minimum notice period for overtime work and/or changes in rest days?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WH-OVE-5	Is the facility's practice of consulting with workers and/or notifying 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-6	When production/volume is lower than expected, how are workers impacted? (SELECT all that apply with a "X")	
WH-OVE-6-1	No impact to workers (workers receive their regular pay and come to work)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no impact to workers when production is lower than expected in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-OVE-6-2	Workers must stay at home and are required to use vacation time/paid time off	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that workers must stay at home and are required to use vacation time/paid time off in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-OVE-6-3	Worker's hours are reduced	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that worker's hours are reduced in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-OVE-6-4	Workers must stay at home and are paid legal minimum wage	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that workers must stay at home and are paid legal minimum wage in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		

WH-OVE-6 -5	Workers must stay at home and are paid less than legal minimum wage	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that workers must stay at home and are paid less than legal minimum wage in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-OVE-6 -6	Workers must stay at home and are not paid	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that workers must stay at home and are not paid in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-OVE-6 -7	Other action impacting workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that other action impacting workers in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WH-OVE-6. 1	If other, please describe:	
Facility Response:		
WH-OVE-7	Is the facility's practice of requiring 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 the facility's social and labor practices with respect to Wages and Benefits. Social and Labor topics within this section include: <ul style="list-style-type: none"> • Wages and Benefits • Facility Comments 	
Wages and Benefits		
Sub-Section Instructions		
	Wages and Benefits refer to the compensation a worker receives - or should be receiving - 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: The facility response is accurate because per document review, worker interview and management interview, at least legal minimum wage was paid to all workers in the facility according to the decision of The Minimum Wage Determination Commission, the minimum wage net 8,506.80 TL per month and gross 10,008.00 TL per month from January 2023 and net 11,402.32 TL per month and gross 13,414.50 TL per month from July 2023, net 17,002.12 TL per month and gross 20,002.50 TL per month from January 2024.		
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 process	
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: The facility response is accurate because per document review, worker interview and management interview, at least the basic wage required under workers' employment contract was paid to the workers in the facility for regular working hours.		
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: The facility response is accurate because per document review, worker interview and management interview, 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:	TRY
Facility Response: TRY		
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: The facility response is accurate because only one and accurate payroll record was maintained in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3	Does the facility follow any of the following practices related to maintaining payroll records: (SELECT all that apply with a "X")	
WB-WAGE-3-1	Payroll records for each worker are maintained for at least the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3-2	Payroll records are consistent with attendance records and other records	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because payroll records were consistent with attendance records and other records such as production records in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3-3	Payroll records do not show all the types of social insurance that the workers are paid	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all the types of social insurance were shown on payroll records in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-3-4	None of the above	
Facility Response:		
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: The facility response is accurate because according to local law, work beyond 45 hours per week is accepted as overtime, and overtime work were compensated with a premium rate of 1.5 times the base rate in line with legal requirement in the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because according to local law, work beyond 45 hours per week is accepted as overtime, and all types of overtime work were compensated with a premium rate of 1.5 times the base rate in line with legal requirement in the facility as per document review, worker interview and management interview.		
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 125 times the base rate?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because according to local law, work beyond 45 hours per week is accepted as overtime, and overtime work were compensated with a premium rate of 1.5 times the base rate in the facility as per document review, worker interview and management interview.		
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
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all types of regular working hours were paid correct premium rate in line with legal requirement in the facility as per document review, worker interview and management interview.		
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 applicable legal requirements		
Verification Selection: Accurate		
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). Grade 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 Grade 1 (lowest wage grade level)	
Facility Response:		
WB-WAGE-22	Number of FEMALE workers in wage level Grade 1 (lowest wage grade level)	
Facility Response:		
WB-WAGE-23	TOTAL number of workers in wage level Grade 2	
Facility Response:		
WB-WAGE-24	Number of FEMALE workers in wage level Grade 2	
Facility Response:		
WB-WAGE-25	TOTAL number of workers in wage level Grade 3	
Facility Response:		
WB-WAGE-26	Number of FEMALE workers in wage level Grade 3	
Facility Response:		
WB-WAGE-27	TOTAL number of workers in wage level Grade 4	
Facility Response:		
WB-WAGE-28	Number of FEMALE workers in wage level Grade 4	
Facility Response:		
WB-WAGE-29	TOTAL number of workers in wage level Grade 5	

Facility Response:		
WB-WAGE-30	Number of FEMALE workers in wage level Grade 5	
Facility Response:		
WB-WAGE-31	TOTAL number of workers in wage level Grade 6	
Facility Response:		
WB-WAGE-32	Number of FEMALE workers in wage level Grade 6	
Facility Response:		
WB-WAGE-33	TOTAL number of workers in wage level Grade 7	
Facility Response:		
WB-WAGE-34	Number of FEMALE workers in wage level Grade 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	17002.12
Facility Response: 17002.12		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-63	Lowest wage grade / level: Average monthly basic wage - female	17550
Facility Response: 17550		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-64	Lowest wage grade / level: Average monthly overtime earnings - male	1700.11
Facility Response: 1700.11		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-65	Lowest wage grade / level: Average monthly overtime earnings - female	1755
Facility Response: 1755		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-66	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - male	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-67	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - female	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-68	Lowest wage grade / level: Average monthly take-home pay - male	22748
Facility Response: 22748		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-69	Lowest wage grade / level: Average monthly take-home pay - female	18700
Facility Response: 18700		
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	22750
Facility Response: 22750		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-71	Wage grade / level most represented in the facility: Average monthly basic wage - female	18700
Facility Response: 18700		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-72	Wage grade / level most represented in the facility: Average monthly overtime earnings - male	2275
Facility Response: 2275		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-73	Wage grade / level most represented in the facility: Average monthly overtime earnings - female	1870
Facility Response: 1870		
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	0
Facility Response: 0		
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	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Wage Review		
WB-WAGE-76	Are worker's basic wages ever reviewed and adjusted for the entire facility (or portion of the facility)?	Yes

Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-3	Skills	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-4	Experience	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-5	Length of Employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-77-6	Performance	X
Facility Response: X		
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?	No

Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:	model sewing
Facility Response: model sewing		
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:	0
Facility Response: 0		
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:	0
Facility Response: 0		
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	No- not legally required
Facility Response: No- not legally required		
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 Housing, Transportation and/or Meal Allowances	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-89	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-90	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-90.1	If other, please describe:	
Facility Response:		
Profit-based Bonus		
WB-WAGE-91	Pakistan: Does the facility pay workers the legally required yearly profit-based bonus?	
Facility Response:		
Participation Fund/ Welfare Fund		
WB-WAGE-92	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-93	Bangladesh: Are the Workers' Participation and Welfare Funds used and distributed as legally required?	
Facility Response:		
Wage Payment		
WB-WAGE-94	Are wage payments made regularly and on time and in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because wage payments were paid regularly and on time on 10th day of each month in line with legal requirements in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-95	Are workers paid their full wages in the legally required manner?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because workers' full wages were paid in the legally required manner in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-96	How are workers paid? (SELECT all that apply with a "X")	
WB-WAGE-96-1	Cash	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-97	What approximate percentage of workers are paid by cash?	
Facility Response:		
WB-WAGE-97-1	Check	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-98	What approximate percentage of workers are paid by check?	
Facility Response:		
WB-WAGE-98-1	Direct deposit into a bank account	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-99	What approximate percentage of workers are paid by direct deposit into bank accounts?	100
Facility Response: 100		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-99-1	Mobile money	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-100	What approximate percentage of workers are paid by mobile money?	
Facility Response:		
WB-WAGE-100-1	Card (with a stored value)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-101	What approximate percentage of workers are paid by card (with a stored value)?	
Facility Response:		
WB-WAGE-101-1	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-101.1	If other, please describe:	
Facility Response:		
WB-WAGE-102	What approximate percentage of workers are paid by these other means?	
Facility Response:		
WB-WAGE-103	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-104	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-104.1	If other, please describe:	
Facility Response:		
WB-WAGE-105	If workers are paid through 3rd party agents, have workers authorized this in writing?	
Facility Response:		
WB-WAGE-106	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: The facility response is accurate because workers were informed about their individual wages and deductions through pay slips in line with legal requirement in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-107	Are pay slips in a language all workers can understand?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-108	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-109	Is the receipt of wage payment confirmed in writing by workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-110	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: The facility response is accurate because workers were had the ability to dispute and correct wage payments in the event of an error in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Loans & Advances		
WB-WAGE-111	Does the facility loan and/or advance money to workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-111.1	If yes, please describe the circumstances:	30-40 % OF THE SALARY
Facility Response: 30-40 % OF THE SALARY		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview, and worker interview, employees may receive an advance of 30% to 40% of their salary.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-112	Are all loans and/or advances in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-113	Are workers informed of the terms and conditions surrounding the granting and repayment of advances and loans?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-113.1	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:	WE DONT HAVE A INTEREST SYSTEM. THE AMOUNT OF ADVANCE IS DUE TO THE SALARY.
Facility Response: WE DONT HAVE A INTEREST SYSTEM. THE AMOUNT OF ADVANCE IS DUE TO THE SALARY.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-114	Is there written documentation surrounding the terms and conditions of the granting and repayment of advances and loans?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-115	If yes, do workers confirm the accuracy of payouts and repayments in writing?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
Legal Withholdings		
WB-WAGE-116	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: The facility response is accurate because all deductions from wages were in line with legal requirements in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-117	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-118	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-118.1	If yes, please describe the type of deductions of wages made (besides legally required withholdings and social security):	
Facility Response:		
WB-WAGE-119	If yes, does the facility follow any of the following practices regarding deductions: (SELECT all that apply with a "X")	
WB-WAGE-119-1	Deductions are voluntarily accepted by workers	
Facility Response:		
WB-WAGE-119-2	Workers sign a document (in a language they understand) giving consent for monies to be deducted	
Facility Response:		
WB-WAGE-119-3	Deductions to wages are explained to workers	
Facility Response:		
WB-WAGE-119-4	Workers have access to the account status of all wage deductions (i.e. history of payments, current account balances etc.)	
Facility Response:		
WB-WAGE-119-5	None of the above	
Facility Response:		
WB-WAGE-120	Are workers ever responsible for the cost of any of the following? (SELECT all that apply with a "X")	
WB-WAGE-120-1	IDs/Badges/Swipe Cards	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-120-2	Uniforms	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-120-3	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-120.1	If other, please describe:	
Facility Response:		
WB-WAGE-120-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Social Insurance / Social Security		
WB-WAGE-121	Is the facility failing to collect and forward social insurance or social security contributions for workers in line with legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that the facility is failing to collect and forward social security contributions for workers in the facility and they were in line with legal requirements as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122	Does the facility fail to collect and forward workers' contributions 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-122-1	Pension/ Provident fund	
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-2	Medical	
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-3	Work-related injury/ illness/ death	
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-4	Unemployment	
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-5	Maternity	
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response:		

Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122.1	If other, please describe:	
Facility Response:		
WB-WAGE-122-7	Not applicable - worker and facility contributions cannot be separated and/or broken down	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-8	None of the above (facility collects and forwards all legally required contributions in line with legal requirements)	X
Facility Response:		
Verification Selection: Inaccurate - Misunderstanding		
Corrected Response: X		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-122-9	Total worker contribution amount (no breakdown possible) collected and forwarded is in line with legal requirements	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-123	Does the facility register their workers with social security institutions, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all workers were registered to social security institutions in line with legal requirement in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-124	Is the facility failing to contribute the legally required amount for all legally required types of social insurance/social security?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because the legally required amount for all legally required types of the workers' social security were contributed to social security institution in line with legal requirement in the facility as per document review, worker interview and management interview.		
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		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-2	Medical	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-125-3	Work-related injury/ illness/ death	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-4	Unemployment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-5	Maternity	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125.1	If other, please describe:	
Facility Response:		
WB-WAGE-125-7	Not applicable - worker and facility contributions cannot be separated and/or broken down	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-8	None of the above (facility calculates all types of legally required social insurance contributions in line with legal requirements)	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: The facility misunderstood the question due to the English level is not good enough and used a translator for filling the assessment. Based on document review, management interview and worker interview, facility collects and forwards all legally required contributions in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-125-9	Total facility contribution amount (no breakdown possible) is in line with legal requirements	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-128	If yes, how many workers are covered by this other insurance?	

Facility Response:		
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)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because legally required compensations/benefits such as accident and illness related to social protection were provided to workers in the facility as per document review, worker interview and management interview.		
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	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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no overdue social insurance debt of the facility as per document review and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-136	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: The facility response is accurate because there was no evidence that the any fines or sanctions related to social security was subjected to facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
In-kind Benefits		
WB-WAGE-137	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-138	Does the facility provide in-kind benefits, even if not legally required?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139	Which types of in-kind benefits does the facility provide? (SELECT all that apply with a "X")	
WB-WAGE-139-1	Child Care	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.1	Please describe:	
Facility Response:		
WB-WAGE-139-2	Transportation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.2	Please describe:	TRANSPORTATION PAYMENT, MEALS, SHUTTLE
Facility Response: TRANSPORTATION PAYMENT, MEALS, SHUTTLE		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139-3	Housing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.3	Please describe:	
Facility Response:		
WB-WAGE-139-4	Food	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.4	Please describe:	Meal is provided free of charge.
Facility Response: Meal is provided free of charge.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139-5	Medical Services	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WB-WAGE-139.5	Please describe:	WORKPLACE DOCTOR
Facility Response: WORKPLACE DOCTOR		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139-6	Energy (i.e. fuel, coal, electricity, gas etc.)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.6	Please describe:	
Facility Response:		
WB-WAGE-139-7	Footwear / Clothing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.7	Please describe:	
Facility Response:		
WB-WAGE-139-8	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-139.8	If other, please describe:	
Facility Response:		
WB-WAGE-140	Are all in-kind benefits voluntary?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-141	Does the facility charge for in-kind benefits at or below cost?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Based on document review, management interview, and worker interview, the facility no costs are charged at all for in-kind benefits.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-142	Are workers informed of the existence of in-kind benefits?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Break		
WB-WAGE-143	Are workers paid during breastfeeding breaks in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because based on document review, management interview, and worker interview, workers paid during breastfeeding breaks in line with legal requirements.		
Validation Method: SLCP Onsite Verification		
Leave		

WB-WAGE-144	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: The facility response is accurate because all types of leave were provided to workers correctly and in line with legal requirement in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WB-WAGE-145	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-145-1	All public holidays	
Facility Response:		
WB-WAGE-145-2	Annual leave	
Facility Response:		
WB-WAGE-145-3	Sick leave	
Facility Response:		
WB-WAGE-145-4	Maternity leave	
Facility Response:		
WB-WAGE-145-5	Paternity leave	
Facility Response:		
WB-WAGE-145-6	Personal leave	
Facility Response:		
WB-WAGE-145-7	Vietnam: Pay 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
WB-WAGE-145-8	Ethiopia: Pay workers correctly during prenatal visits	
Facility Response:		
WB-WAGE-145-9	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-145-10	Other types of required leave	
Facility Response:		
WB-WAGE-145.1	If other, please describe the TYPE of required leave that is not paid for:	
Facility Response:		
WB-WAGE-146	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-147	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-148	Does the facility pay workers correctly during work stoppages in line with legal requirements?	No applicable legal requirements

Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Based on document review, management interview and worker interview, there were no work stoppages.		
Validation Method: SLCP Onsite Verification		
Other Benefits		
WB-WAGE-149	Were all OTHER wage payments in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-150	Cambodia: Which of the following OTHER wage payments were not in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAGE-150-1	Cambodia: Transport home or a place to sleep for workers who finish work between 22:00 and 05:00	
Facility Response:		
WB-WAGE-150-2	Cambodia: Wage supplements (including transportation and housing allowances)	
Facility Response:		
WB-WAGE-150-3	Cambodia: Attendance bonus during leave	
Facility Response:		
WB-WAGE-150-4	Cambodia: Attendance bonus to new workers	
Facility Response:		
WB-WAGE-150-5	Cambodia: Attendance bonus to casual workers	
Facility Response:		
WB-WAGE-150-6	Cambodia: Seniority indemnity for Undetermined Duration Contract (UDC) workers	
Facility Response:		
WB-WAGE-151	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:		
Other Legal Requirements		
WB-WAGE-152	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Wages and Benefits?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WB-WAGE-153	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		

Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	<p>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:</p> <ul style="list-style-type: none"> • Forced Labor • Harassment and Abuse • Discrimination • Discipline • Facility Comments 	
Forced Labor		
Sub-Section Instructions		
	<p>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</p>	
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: The facility response is accurate because there was no evidence that the employer uses any other coercive tactics to force workers to work in the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because there was no evidence that any cases of violence or threats of violence to intimidate workers and force them to work have occurred in the facility as per document review, worker interview and management interview.		
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?	
Facility Response:		
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: The facility response is accurate because there was no evidence that the workers have been forced to work as a disciplinary measure or as punishment for participation in a strike in the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because there was no evidence that workers are restricted from leaving the facility in order to force them to work in the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because there was no dormitory in the facility and there was no evidence that workers are not free to come and go from the industrial park or zone in which the facility is located as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Withholding		
WT-FOR-11	Do workers keep all of their original personal documents (such as birth certificates, passports, work permits and ID cards)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: The facility response is accurate because all of the workers' original personal documents such as birth certificates, passports and ID cards were kept by the workers and only copies of them were kept in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WT-FOR-12	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: The facility response is accurate because only the copies of workers's original documents were kept in the facility and there was no evidence that workers have been denied access to any of their original personal documents such as birth certificates, passports and ID cards) when they need them as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
WT-FOR-13	Are facility practices failing to comply with any legal requirements not covered elsewhere regarding Forced Labor in Worker Treatment?	No applicable legal requirements
Facility Response: No applicable legal requirements		
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: The facility response is accurate because there was no evidence that there have been any cases of physical, verbal, psychological harassment, violence or abuse in the facility as per document review, worker interview and management interview.		
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:	According to the written procedure, the facility keeps all provided data confidential and manages the process secretly. After the all investigations, they implement necessary action in accordance with law and disciplinary procedure.
Facility Response: According to the written procedure, the facility keeps all provided data confidential and manages the process secretly. After the all investigations, they implement necessary action in accordance with law and disciplinary procedure.		
Verification Selection: Accurate		
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		
Verification Data: The facility response is accurate because there were 3 security staff in the facility as per document review, worker interview and management interview.		
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, ethnic 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: The facility response is accurate because there was no evidence that there have been any cases of harassment based upon race, ethnic 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 in the facility as per document review, worker interview and management interview.		
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:		

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:		
Other Legal Requirements		
WT-HAR-44	Are facility practices 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		
	<p>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</p>	
Sexual Harassment		
WT-DIS-1	Have there been cases of sexual harassment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that there have been cases of sexual harassment in the facility as per document review, worker interview and management interview.		
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:		
Promotion and Access to Training		
WT-DIS-4	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-5	Which of the following is a factor in decisions on promotion or access to training? (SELECT all that apply with a "X")	
WT-DIS-5-1	Race / Ethnic Group / Skin Color	
Facility Response:		
WT-DIS-5-2	Sex / Gender	
Facility Response:		
WT-DIS-5-3	Religion	
Facility Response:		
WT-DIS-5-4	Political Opinion	
Facility Response:		
WT-DIS-5-5	National Extraction	
Facility Response:		
WT-DIS-5-6	Social Origin	
Facility Response:		
WT-DIS-5-7	Disability	
Facility Response:		
WT-DIS-5-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-5-9	Sexual Orientation	
Facility Response:		
WT-DIS-5-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-5-11	Marital Status	
Facility Response:		
WT-DIS-5-12	Age	
Facility Response:		
WT-DIS-5-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-5-14	Family responsibilities	
Facility Response:		
WT-DIS-5-15	Other	
Facility Response:		
WT-DIS-5.1	Please describe what "Other" factor is considered in the promotion or access to training process:	
Facility Response:		
Compensation		
WT-DIS-6	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: The facility response is accurate because there was no evidence that 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 have been a factor in decisions regarding compensation in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		

WT-DIS-7	Which of the following is a factor in decisions on compensation? (SELECT all that apply with a "X")	
WT-DIS-7-1	Race / Ethnic Group / Skin Color	
Facility Response:		
WT-DIS-7-2	Sex / Gender	
Facility Response:		
WT-DIS-7-3	Religion	
Facility Response:		
WT-DIS-7-4	Political Opinion	
Facility Response:		
WT-DIS-7-5	National Extraction	
Facility Response:		
WT-DIS-7-6	Social Origin	
Facility Response:		
WT-DIS-7-7	Disability	
Facility Response:		
WT-DIS-7-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-7-9	Sexual Orientation	
Facility Response:		
WT-DIS-7-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-7-11	Marital Status	
Facility Response:		
WT-DIS-7-12	Age	
Facility Response:		
WT-DIS-7-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-7-14	Family responsibilities	
Facility Response:		
WT-DIS-7-15	Other	
Facility Response:		
WT-DIS-7.1	Please describe what "Other" factor is considered in the compensation process:	
Facility Response:		
Conditions of Work		
WT-DIS-8	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: The facility response is accurate because there was no evidence that 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 have been a factor in decisions regarding conditions of work in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WT-DIS-9	Which of the following is a factor in decisions on conditions of work? (SELECT all that apply with a "X")	
WT-DIS-9-1	Race / Ethnic Group / Skin Color	
Facility Response:		

WT-DIS-9-2	Sex / Gender	
Facility Response:		
WT-DIS-9-3	Religion	
Facility Response:		
WT-DIS-9-4	Political Opinion	
Facility Response:		
WT-DIS-9-5	National Extraction	
Facility Response:		
WT-DIS-9-6	Social Origin	
Facility Response:		
WT-DIS-9-7	Disability	
Facility Response:		
WT-DIS-9-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-9-9	Sexual Orientation	
Facility Response:		
WT-DIS-9-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-9-11	Marital Status	
Facility Response:		
WT-DIS-9-12	Age	
Facility Response:		
WT-DIS-9-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-9-14	Family responsibilities	
Facility Response:		
WT-DIS-9-15	Other	
Facility Response:		
WT-DIS-9.1	Please describe what "Other" factor is considered in decisions regarding conditions of work:	
Facility Response:		
Pregnancy and Maternity		
WT-DIS-10	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-10-1	Employment status	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-10-2	Position	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-10-3	Wages	

Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-10-4	Benefits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-10-5	Not Applicable	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-10-6	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-11	Does the facility include all periods of maternity leave in the workers' period of continuous service?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-12	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-12-1	Facility requires pregnancy test at any time during employment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-13	Are the tests required by applicable legislation regarding (i) work that is legally prohibited or restricted for pregnant or nursing women, or (ii) work that presents a recognized or significant risk to the health of the woman and child?	
Facility Response:		
WT-DIS-13-1	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-13-2	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Disability		
WT-DIS-14	Has the facility made accommodations/arrangements for physically disabled persons?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-14.1	Please describe any accommodations/arrangements made:	Visual fire alarm and buddy appointment.
Facility Response: Visual fire alarm and buddy appointment.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WT-DIS-15	Are the facility's practices around making accommodations for physically disabled persons in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-16	How many workers became disabled (for whatever reason)?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-17	How many workers became disabled for a work-related reason?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that any worker became disabled for a work-related reason in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WT-DIS-18	Has the facility taken steps to enable workers who become disabled (for whatever reason) to retain their work?	
Facility Response:		
Infection or Illness		
WT-DIS-19	Does the facility require HIV / AIDS testing at any time during employment?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-20	If yes, are these HIV / AIDS tests administered in line with legal requirements?	
Facility Response:		
WT-DIS-21	Does the facility require other infection or illness tests (e.g. Hepatitis B) at any time during employment?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WT-DIS-22	If yes, are these infection or illness tests administered in line with legal requirements?	
Facility Response:		
WT-DIS-23	Has the facility taken 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		
Verification Data: The facility response is accurate because no worker were affected by HIV / AIDS during the assessment period as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WT-DIS-24	Are these steps to help workers with HIV / AIDS in line with legal requirements?	
Facility Response:		
WT-DIS-25	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?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because no worker were affected by by infections or illnesses such as Hepatitis B during the assessment period as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WT-DIS-26	Are these steps to help workers with infections or illnesses (other than HIV / AIDS) in line with legal requirements?	
Facility Response:		

Other Legal Requirements		
WT-DIS-27	Are facility practices 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?	36
Facility Response: 36		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
WT-DISC-8	Are facility practices 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?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were mediated agreements awarding compensation for some employees who have left their jobs during the assessment period and, the facility has implemented correctly applicable mediated agreements as per document review and management interview.		
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	
Facility Response:		
WT-WOR-2-2	Arbitration awards	
Facility Response:		
WT-WOR-2-3	Conciliated/mediated agreements	
Facility Response:		
WT-WOR-2-4	Settlements	
Facility Response:		
Other Legal Requirements		
WT-WOR-3	Is the facility failing to comply with any legal requirements for 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: NONE		
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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because workers were free to form a trade union of their choosing in the facility as per document review, worker interview and management interview.		
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: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-FOA-4	NUMBER of established trade unions in the facility:	
Facility Response:		
WI-FOA-5	PERCENTAGE of workers that are trade union members:	
Facility Response:		
WI-FOA-6	Name of union with the largest membership:	
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):	
Facility Response:		
WI-FOA-8	TOTAL number of union members in the union with the largest membership in the facility	
Facility Response:		
WI-FOA-9	NUMBER of female union members in the union with the largest membership in the facility	
Facility Response:		
WI-FOA-10	TOTAL number of union officials in the union with the largest membership in the facility	
Facility Response:		

WI-FOA-11	NUMBER of female union officials in the union with the largest membership in the facility	
Facility Response:		
WI-FOA-12	Name of union with the 2nd largest membership:	
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):	
Facility Response:		
WI-FOA-14	TOTAL number of union members in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-15	NUMBER of female union members in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-16	TOTAL number of union officials in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-17	NUMBER of female union officials in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-18	Name of union with the 3rd largest membership:	
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: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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 - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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 - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable. No union presence in the facility during assessment period.		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period.		
Validation Method: SLCP Onsite Verification		
WI-FOA-51-2	Punished	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period.		
Validation Method: SLCP Onsite Verification		
WI-FOA-51-3	Terminated workers or did not renew their contract	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period.		
Validation Method: SLCP Onsite Verification		
WI-FOA-51-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period.		
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: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period		
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: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period.		
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: Based on document review, management interview and worker interview, there was no union presence in the facility during the assessment period.		
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	Are facility practices 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: The facility response is accurate because there was no evidence that the facility has threatened, intimidated, harassed, punished, terminated or not renewed worker contracts due to their worker representative role or activities as per document review, worker interview and management interview.		
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 cooperation 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: No applicable legal requirements		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Interference and Discrimination		
WI-WOR-2	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: Based on document review, management interview and worker interview, the facility has a policy in place to prevent retaliation against workers because of their representative roles or activities.		
Validation Method: SLCP Onsite Verification		
Bipartite Committee(s)		
WI-WOR-3	Are there any bipartite committee(s) in place at the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WOR-4	Are bipartite committee(s) established and functioning in line with legal requirements?	
Facility Response:		
WI-WOR-5	Are workers aware of the committee's role and advantages?	
Facility Response:		
WI-WOR-6	How many members are in the bipartite committee?	
Facility Response:		
WI-WOR-7	How many female members are in the bipartite committee?	
Facility Response:		
WI-WOR-8	How many foreign migrant workers are in the bipartite committee?	
Facility Response:		

WI-WOR-9	How many employer members are in the bipartite committee?	
Facility Response:		
WI-WOR-10	How many worker members are in the bipartite committee?	
Facility Response:		
WI-WOR-11	How many union representatives are in the bipartite committee?	
Facility Response:		
WI-WOR-12	Does the facility observe any of the following practices related to the bipartite committee? (SELECT all that apply with a "X")	
WI-WOR-12-1	Bipartite committee meetings are held on a monthly basis	
Facility Response:		
WI-WOR-12-2	Bipartite committee meetings are held at least quarterly	
Facility Response:		
WI-WOR-12-3	Bipartite committee meeting minutes are shared with the workforce	
Facility Response:		
WI-WOR-12-4	Bipartite committee meeting action items are tracked	
Facility Response:		
WI-WOR-12-5	Bipartite committee communicates complaints and problems shared by workers to upper management	
Facility Response:		
WI-WOR-12-6	None of the above	
Facility Response:		
WI-WOR-13	Are bipartite committee members released from work duties to prepare for, participate in, and follow up on meetings?	
Facility Response:		
WI-WOR-14	Were at least two-thirds of the meetings attended by 100 % of members?	
Facility Response:		
Welfare Officer		
WI-WOR-15	Bangladesh: Does the facility have legally required qualified welfare officer/s?	
Facility Response:		
Other Legal Requirements		
WI-WOR-16	Are facility practices 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-11	If yes, please describe how workers are able to submit grievances:	An open door policy that allows direct communication with management-employee access to a suggestion box
Facility Response: An open door policy that allows direct communication with management-employee access to a suggestion box		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-2	How often has the grievance mechanism been used in the assessment period?	6
Facility Response: 6		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because grievance mechanism were used 6 times by the workers in the facility in the assessment period as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
WI-GRI-3	Are grievance handling and dispute resolution procedures accessible in different languages? (SELECT all that apply with a "X")	
WI-GRI-3-1	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-3-2	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-3.1	Please describe which languages are not available in grievance handling and dispute resolution procedures:	
Facility Response:		
WI-GRI-4	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-5	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		
External Assistance		
WI-GRI-6	Do workers have access to external contacts outside of management that aid in resolving complaints, grievances, harassment or abuse cases?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7	If yes, please confirm which type(s) of contact(s) workers have access to (SELECT all that apply with a "X")	
WI-GRI-7-1	Non-government organizations (NGOs) / Women's groups	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-2	Health clinics	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WI-GRI-7-3	Respected community member(s)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-4	Local brand representatives	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-5	Union representatives	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-6	Worker representatives	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-7	Local law enforcement or government agency	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-8	Legal services	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7-9	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-7.1	If other, please describe:	
Facility Response:		
Settlement		
WI-GRI-8	How are complaints and grievances settled? (SELECT all that apply with a "X")	
WI-GRI-8-1	Settled directly between the worker and their immediate supervisor	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-8-2	Settled with the assistance of additional stakeholders/departments (i.e. the Human Resources (HR) department, Unions, Worker Representative, etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-8.1	Please describe which stakeholders/departments assist with the settlement:	Human Resources
Facility Response: Human Resources		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-8-3	There are options for senior management review if direct settlement with the supervisor or additional stakeholders/departments has failed	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

WI-GRI-8-4	Workers have the right to respond to and/or appeal the settlement	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-8-5	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-GRI-9	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-10	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		
Whistleblower Systems		
System		
WI-WHI-1	Does the facility have a whistleblower system in place?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, the facility response is accurate because there was no whistleblower systems in the facility such as ethic grievance and environmental grievance hotlines		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-1-2	Website Forms	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-1-3	Surveys (in-person or online)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-1-4	Team Meetings	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-1-5	Company Town Halls	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-1-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-1-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-2	Are written records of suggestions and feedback maintained for at least 12 months?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
WI-WORK-3	If yes, how many suggestions and feedback received by the facility addressed topics related to women's rights in the work place?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Facility Comments		
WI-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	
Facility Response: none		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
HEALTH & SAFETY		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		

	<p>Section Description: The purpose of this section is to understand and 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:</p> <ul style="list-style-type: none"> • 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 	
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Health & Safety

Sub-Section Instructions

	<p>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</p>	
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Other Legal Requirements

HS-HEA-1	<p>Are facility practices failing to comply with any legal requirements not covered elsewhere regarding Health & Safety?</p>	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-HEA-2	<p>Is the facility failing to comply with any legal requirements for Health & Safety pertaining to non-production workers and/or onsite sub-contracted workers?</p>	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

General Work Environment

Airborne Particulates

HS-GEN-1	<p>Does the facility generate airborne particulates (dust/ fibers/ mists /fumes) through its operations/ production processes?</p>	No
Facility Response: No		
Verification Selection: Accurate		
<p>Verification Data: The facility response is accurate because airborne fabric and textile dust are available due to production process of the facility however the value of the airborne particulates are in line with the legal limit as per the internal measurement test report and correct PPE is provided to workers as per site tour, management interview, worker interview and document review.</p>		
Validation Method: SLCP Onsite Verification		

HS-GEN-1.1	<p>If yes, please describe what airborne particulates (dust/ fibers/ mists /fumes) are present:</p>	
Facility Response:		
HS-GEN-2	<p>Does the facility evaluate exposure to concentrations of airborne particulates (dust/ fibers/ mists /fumes) in line with legal requirements?</p>	
Facility Response:		
HS-GEN-3	<p>Are worker exposures to airborne particulates (e.g. dust, fibers, fumes) in line with legal requirements?</p>	
Facility Response:		

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		
Air Quality		
HS-GEN-6	Does the facility monitor indoor air quality in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Lighting		
HS-GEN-7	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-8	Has the facility conducted a risk assessment or testing to determine if high noise levels are present?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-9	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-10	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-11	Bangladesh: Does the facility comply with legal requirements to ensure against overcrowding?	
Facility Response:		
Cleanliness, Sanitation & Waste		
HS-GEN-12	Is the workplace clean and tidy?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-13	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-14	Are the facility's waste disposal practices in line with legal requirements?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were waste agreements with authorized bodies, compulsory financial liability insurance for hazardous substances and hazardous waste and official waste declaration forms were available in the facility and the facility's waste disposal practices were in line with legal requirement as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-GEN-15	Are waste disposal/discharge permits available and up to date?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-16	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-17	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: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-18	Does the facility have a current contract with an authorized agency to safely and legally dispose of hazardous waste?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-19	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-20	Is burning of waste done on-site?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-20.1	If yes, please describe how burning of waste is controlled:	
Facility Response:		
Toilet / Restroom		
HS-GEN-21	Are toilets in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-22	Are toilets clean, and sanitized on a regular basis?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-23	Are separate toilets provided for males and females?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-24	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-25	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-26	Are restrooms regularly stocked with necessary supplies?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-27	Are affordable menstrual products available in the workplace?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: The facility response is accurate because there was no menstrual products in the facility as per site tour, document review, worker interview and management interview but, it is not a legal requirement as per local law.		
Validation Method: SLCP Onsite Verification		
Toilet / Restroom Access		
HS-GEN-28	Are workers allowed access to toilets/restrooms at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no restriction to access to toilets/restrooms at any time and it is allowed by the facility at any time as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Drinking Water		
HS-GEN-29	Does the facility provide workers with free, potable drinking water?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-GEN-30	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		
Drinking Water Access		
HS-GEN-31	Are workers allowed access to drinking water at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were water dispensers in production area of the facility, there was no restriction to access to drinking water at any time and it is allowed by the facility at any time as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Vietnam Law		
HS-GEN-32	Vietnam: Does the facility regularly inspect and maintain machines, equipment, buildings and stores, as legally required?	
Facility Response:		
HS-GEN-33	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: The facility response is accurate because there were all legally required building/construction, structural safety and fire permits and certificates in the facility such as business license, building occupancy permit and fire brigade report as per site tour, document review and management interview.		
Validation Method: SLCP Onsite Verification		
Structure		
HS-BUI-2	Do approved building plans reflect the current building's structure and use?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that approved building plans do not reflect the current building's structure and use in the facility as per site tour, document review and management interview. Attachment: Attached document show that approved building plan reflects the current building's structure and use.		
Validation Method: SLCP Onsite Verification		
HS-BUI-3	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: The facility response is accurate because there was no evidence that there have been and/or there are currently cases of concern about the physical integrity and stability of the facility as per site tour, document review and management interview.		
Validation Method: SLCP Onsite Verification		
HS-BUI-3.1	If yes, please describe what type of concerns were made regarding the physical integrity and stability of the facility:	
Facility Response:		
HS-BUI-4	Are facility doors, exits and stairs in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because the facility doors, exits and stairs were in line with legal requirement as per site tour, document review and management interview.		
Validation Method: SLCP Onsite Verification		
Floors		
HS-BUI-5	Does the facility have any of the following safety measures in place for flooring? (SELECT all that apply with a "X")	
HS-BUI-5-1	Measures are in place to prevent workers from slipping on floors due to poor construction or lack of maintenance	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-2	Measures are in place to prevent standing water due to inadequate drainage	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-3	Measures are in place to prevent floor openings and/or holes missing covers/suitable barriers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-5-4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Stairs and Raised Platforms		
HS-BUI-6	Does the facility have any of the following safety measures in place for stairs and raised platforms? (SELECT all that apply with a "X")	

HS-BUI-6-1	Exposed overhead working surfaces (such as working docks, mezzanine floors, exposed platforms) have adequate guardrails and fencing	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-6-2	All stairways are equipped with hand railings in good condition	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-6-3	All facility stairway steps are even	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-6-4	All facility step surfaces are made from slip resistant materials or have anti-slip protection (i.e. anti-slip stickers or embossed/rough surfaces)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-6-5	Protection from falling objects underneath graded surfaces	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-6-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Fall Protection		
HS-BUI-7	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-8	Does the facility have any of the following safety measures in place for fall protection? (SELECT all that apply with a "X")	
HS-BUI-8-1	Workers use fall protection when needed	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-8-2	Fall protection equipment is in good condition	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-8-3	Fall protection equipment is stored properly in a designated location	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-8-4	Workers are trained on the proper use of fall protection equipment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-BUI-8-5	High working areas have walls, fences, or other barriers (or workers wear fall protection at all times when working in these areas)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-8-6	Not Applicable	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-8-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Elevators		
HS-BUI-9	Does the facility have elevators (lifts)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10	Does the facility have any of the following safety measures in place for elevators? (SELECT all that apply with a "X")	
HS-BUI-10-1	Elevators (lifts) are inspected regularly	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10-2	Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10-3	All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency")	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10-4	Safety devices have been fitted on elevator doors to prevent them from opening unless the elevator is present	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10-5	Elevators are wired to be inoperable when elevator doors are open	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-10-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-11	Are elevators (lifts) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Confined Spaces		

HS-BUI-12	Does the facility have confined spaces?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-13	In line with legal requirements, are any of the confined spaces permit required?	
Facility Response:		
HS-BUI-14	Does the facility have any of the following safety measures in place for confined spaces? (SELECT all that apply with a "X")	
HS-BUI-14-1	Each confined space has signs indicating they are a confined space	
Facility Response:		
HS-BUI-14-2	Each confined space has the appropriate protections to ensure no accidental entry	
Facility Response:		
HS-BUI-14-3	Each confined space has authorized entry-only access	
Facility Response:		
HS-BUI-14-4	Workers/Contractors that enter confined spaces do so only when appropriate measures have been taken to protect them from any physical hazards present	
Facility Response:		
HS-BUI-14-5	Workers/Contractors that enter confined spaces do so when the atmosphere is safe and the air has been tested when needed	
Facility Response:		
HS-BUI-14-6	Workers/Contractors who enter the confined spaces know and understand how to do so safely	
Facility Response:		
HS-BUI-14-7	Rescue equipment ready for use (when a confined space entry occurs).	
Facility Response:		
HS-BUI-14-8	None of the above	
Facility Response:		
PCB		
HS-BUI-15	Has the facility conducted an assessment to identify if equipment contains PCB?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-16	If 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?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Asbestos		
HS-BUI-17	Does the facility have safety measures in place regarding asbestos? (SELECT all that apply with a "X")	
HS-BUI-17-1	Facility has performed an asbestos exposure assessment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-17-2	Facility has 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-17-3	Materials containing asbestos/asbestos exposure areas are labeled as such	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-17-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
On-site Vehicles		
HS-BUI-18	Is there on-site vehicle traffic at the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19	Does the facility have safety measures in place regarding on-site vehicle traffic (SELECT all that apply with a "X")	
HS-BUI-19-1	Only authorized people/vehicles are allowed to drive on-site	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19-2	Vehicles are driven at an appropriate speed	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19-3	Traffic lanes and walk paths are clearly marked	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19-4	Vehicles are in good working condition	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19-5	Only authorized, trained, and qualified people drive vehicles	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19-6	Vehicles are used for purposes for which they are intended and designed	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-BUI-19-7	Facility provides visual management 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-19-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

Risk Assessment

HS-RIS-1	Has the facility conducted a health and safety risk assessment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-RIS-2	Has the facility conducted a health and safety risk assessment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because the health and safety risk assessment was conducted in line with legal requirements in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-RIS-3	When was the last risk assessment conducted?	Within the last 12 months
Facility Response: Within the last 12 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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-2	Is the OSH Committee formed and functioning in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-3	How many members are in the OSH committee?	7
Facility Response: 7		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, there are 7 members in the OSH committee including 2 employee representatives, 1 employer representative, and 4 managers.		
Validation Method: SLCP Onsite Verification		

HS-HSC-4	How many female members are in the OSH committee?	2
Facility Response: 2		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, there are 7 members in the OSH committee including 2 employee representatives, 1 employer representative, and 4 managers.		
Validation Method: SLCP Onsite Verification		
HS-HSC-7	How many worker members are in the OSH committee?	2
Facility Response: 2		
Verification Selection: Accurate		
Verification Data: Based on document review, management interview and worker interview, there are 7 members in the OSH committee including 2 employee representatives, 1 employer representative, and 4 managers.		
Validation Method: SLCP Onsite Verification		
HS-HSC-8	How many union representatives are in the OSH committee?	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9	Does the facility observe any of the following practices related to the OSH committee? (SELECT all that apply with a "X")	
HS-HSC-9-1	Safety committee meetings are held on a monthly basis	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-2	Safety committee meetings are held at least quarterly	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-3	Safety committee meeting minutes are shared with the workforce	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-4	Safety committee meeting action items are tracked	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-5	Safety committee communicates complaints and problems shared by workers about OHS to upper management	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-6	Upper management recognizes/ accepts the safety committee	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-HSC-9-7	Safety committee meets to review safety issues, track corrective actions and identify opportunities for further improvement of safety conditions	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-HSC-9-8	None of the above	
Facility Response:		
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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
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		
Verification Data: The facility response is accurate because the last emergency preparedness plan was performed on 22th May 2024 as per document review and management interview.		
Validation Method: SLCP Onsite Verification		
Fire Detection and Alarm		
HS-EME-3	Does the facility have a fire detection and alarm system in place?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were fire detection and alarm system in the facility and they were integrated and centralized in the facility as per site tour, document review and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-4	Is the fire detection and alarm system in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because fire detection and alarm system were in line with legal requirement as per management interview and the periodical inspection report of fire alarm and detection system which performed in 22.05.2024		
Validation Method: SLCP Onsite Verification		
HS-EME-7	Does the facility have any of the following safety measures in place related to the emergency alarm system? (SELECT all that apply with a "X")	
HS-EME-7-1	Emergency alarm system is fully functioning	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because fire alarm system was fully functioning in the facility as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		

HS-EME-7-2	Emergency alarm system is regularly maintained and inspected/ tested	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because the fire alarm system was regularly maintained and inspected at least once a year in the facility as per management interview, worker interview, document review and the periodical inspection report of fire alarm and detection system which performed in 22.05.2024.		
Validation Method: SLCP Onsite Verification		
HS-EME-7-3	Emergency alarm system can be heard and seen across all facility areas	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-4	Emergency alarm system buttons/switches/pull stations are easily identified and accessible	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-5	Emergency alarm system is fitted with a back-up power source (e.g., battery back-up)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-6	Emergency alarm system is automatic and centralized	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-7	Emergency alarm is distinct from other alarms/signals and is not used for any other purpose	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-7-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Emergency Detection and Alarm		
HS-EME-5	Is there a manual or automatic emergency alarm system (for all types of emergencies other than fire)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were emergency alarm system in the cold storages in the kitchen of the facility as per site tour and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-6	Is the emergency alarm system (for all types of emergencies other than fire) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Fire-fighting Equipment		
HS-EME-8	Does the facility have legally required firefighting equipment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were legally required firefighting equipment in the facility as per site tour, document review, worker interview and management interview.		

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:	There are 120 fire extinguishers throughout the company. Besides these, 17 automated extinguisher are available on electricity panels and kitchen's range hood. There are 26 fire hoses also in all production areas and offices.
Facility Response: There are 120 fire extinguishers throughout the company. Besides these, 17 automated extinguisher are available on electricity panels and kitchen's range hood. There are 26 fire hoses also in all production areas and offices.		
Verification Selection: Accurate		
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: The facility response is accurate because the facility regularly test and service fire extinguishers and other firefighting equipment in line with legal requirement as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-10	Does the facility have any of the following safety measures in place related to firefighting equipment? (SELECT all that apply with a "X")	
HS-EME-10-1	Firefighting equipment is clearly marked and equipped with instructions on how to operate	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-10-2	Certified fire-resistant doors and fire-resistant walls are in use in production units	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no fire-resistant certificate of doors and walls in the facility as per document review and management interview but, it is not a legal requirement as per local law.		
Validation Method: SLCP Onsite Verification		
HS-EME-10-3	Fire Fighting equipment is accessible	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all firefighting equipment were accessible in the facility as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-10-4	None of the above	
Facility Response:		
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: The facility response is accurate because the facility were provided a training to workers to use firefighting equipment at least once a six months by an authorized body in line with legal requirement as per document review, worker interview and management interview.		
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		
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: The facility response is accurate because there were sufficient emergency exits from all work stations and rest areas and on every floor in the facility as per site tour, document review and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-14	Are all emergency exits clearly marked?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all emergency exits were marked clearly in the facility as per site tour, worker interview and management interview.		
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: The facility response is accurate because all emergency exits were accessible, open, unblocked, unobstructed and unlocked during working hours including overtime and lead to a emergency assembly point of the facility as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-16	Does the facility have any of the following additional safety measures in place related to emergency exits? (SELECT all that apply with a "X")	
HS-EME-16-1	Emergency exits are illuminated and visible when it is dark or there is smoke	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all emergency exits are illuminated and visible with emergency light when it is dark or there is smoke in the facility as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-16-2	Emergency exit doors open outwards or are securely kept open during working hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because emergency exit doors were open outward direction in the facility as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-16-3	Doors that are not exits are clearly marked as "Not an Exit"	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-16-4	Emergency exit lighting has a back-up battery providing continuous lighting within a timeframe	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-16-5	None of the above	
Facility Response:		
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: The facility response is accurate because all emergency exits were in line with other legal requirement as per site tour, document review, worker interview and management interview.		

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: The facility response is accurate because regular emergency drills for all workers were performed periodically once in years in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-19	Does the facility have any of these additional measures in place related to emergency drills? (SELECT all that apply with a "X")	
HS-EME-19-1	Emergency drills are unannounced	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-2	Every worker evacuates	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-3	All workers with disabilities or special needs are assisted by pre-assigned partners during emergency drill and in case of actual emergency	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because assigned partners of disabled workers were available in the facility and disabled workers were assisted during emergency drill and in case of actual emergency by assigned partners in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-19-4	All workers know their primary evacuation route and their secondary route if the primary route is blocked	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-5	Facility has designated emergency assembly areas/meeting points which are large enough to safely accommodate all workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-6	Workers meet at assembly/meeting points	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-7	All power is turned off	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-8	Doors and windows are closed	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-EME-19-9	Staff monitors/leads are present to listen and watch to ensure all alarms work properly and all workers are evacuated as planned	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-10	There is a system in place to account for all workers during an emergency evacuation	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-11	There is an 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	Emergency drills are documented in a written log	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-19-13	None of the above	
Facility Response:		
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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there were emergency response team of designated workers with special responsibilities for fire safety in line with legal requirement in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-EME-22	Does the facility have any of the following measures in place related to a Fire Brigade/Emergency Response Team? (SELECT all that apply with a "X")	
HS-EME-22-1	Members of the Fire Brigade/Emergency Response Team undergo both initial and refresher trainings on their responsibilities	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-22.1	Please describe when and how often members of the Fire Brigade/Emergency Response Team undergo both initial and refresher trainings on their responsibilities:	every 6 months
Facility Response: every 6 months		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-22-2	Members of the Fire Brigade/Emergency Response Team have the appropriate equipment to fight fires (including the correct PPE, e.g., breathing apparatus)	
Facility Response:		

Verification Selection: Accurate		
Verification Data: The facility response is accurate because PPE such as breathing apparatus was not provided to emergency response team in the facility as per site to ur, document review, worker interview and management interview but It is not a legal requirement as per local law		
Validation Method: SLCP Onsite Verification		
HS-EME-22-3	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-EME-23	Is the facility accessible to fire response and emergency response vehicles?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Flammable and Combustible Materials		
HS-FLA-1	Are flammable/combustible materials safely stored?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FLA-2	Are possible sources of ignition sufficiently safeguarded?	Yes
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
Facility Response: Yes- including hazardous substances		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-2	Are workers exposed to hazardous substances in the production process/ in the course of their work?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-3	Which hazardous substances are workers exposed to?	
Facility Response:		
HS-CHE-4	Has all legally required action been taken to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-5	Has all legally required action been taken to assess, monitor and prevent environmental exposure to chemicals and hazardous substances?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because all legally required actions were taken to assess, monitor and prevent environmental exposure to chemicals and hazardous substances in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
License for Acids		
HS-CHE-6	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 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: The facility response is accurate because safety data sheets were available for all chemicals used in the facility in line with legal requirement as per site tour, document review, worker interview and management interview.		
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: The facility response is accurate because all chemicals and all hazardous substances were stored in a chemical and hazardous material storage in the facility in line with legal requirement as per site tour, document review, worker interview and management interview		
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	Does the facility have any additional safety measures in place related to the storage of chemicals and hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-11-1	Chemical storage areas are appropriately designed, constructed and located for the safe storage of chemicals and hazardous substances	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-2	Chemical storage areas have measures in place to prevent unauthorized entry	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-3	When not in use, all chemical containers are properly capped and stored away so as to prevent spillage, leakage, and unsafe exposure to workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-4	Chemical storage areas with flammable chemicals are equipped with an automatic fire extinguishing system	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-5	In cases of emergency, there are easy entry(ies) and exit(s) to all chemical storage areas	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-6	Chemical storage areas have an alarm notification system	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-11-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
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	Does the facility have any of the following measures in place to ensure the safe handling of chemicals and hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-13-1	Training records on chemical use and handling and disposal and spill cleanup are maintained for the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-2	Appropriate containers are used for dispensing all chemicals	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-3	Written procedures are in place for reporting and responding to chemical spills inside the production area	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-4	A complete spill kit (appropriate for the types and use of chemicals in the facility) is available for use	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-5	Chemicals are not disposed of in waste bin containers which are generally used for food and drink	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-13-6	None of the above	
Facility Response:		
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	Does the facility have any of the following safety measures in place regarding eyewash stations and showers? (SELECT all that apply with a "X")	

HS-CHE-15-1	Eyewash stations and showers are clearly identifiable	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-2	Eyewash stations and showers are easy to access	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-3	Eyewash stations and showers are clear of clutter/debris	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-4	Eyewash stations and showers use potable water at the right temp and pressure	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-5	Eyewash stations and showers are regularly inspected	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CHE-15-6	None of the above	
Facility Response:		
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		
Verification Data: The facility response is accurate because it is in line with legal requirement as per result of VOC measurement test report.		
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	Does the facility have any of the following safety measures in place related to compressed gas cylinders? (SELECT all that apply with a "X")	
HS-CHE-18-1	All compressed gas cylinders are secure from accidental tipping/falling	
Facility Response:		
HS-CHE-18-2	All compressed gas cylinders have closed valves when not in use	
Facility Response:		
HS-CHE-18-3	Compressed gas cylinders are transported safely	
Facility Response:		
HS-CHE-18-4	Compressed gas cylinders are stored away from heat and other fire sources	
Facility Response:		

HS-CHE-18-5	Compressed gas cylinders are only used by qualified workers	
Facility Response:		
HS-CHE-18-6	Compressed gas cylinders are labeled and segregated	
Facility Response:		
HS-CHE-18-7	Compressed gas cylinders are stored in an enclosed cage	
Facility Response:		
HS-CHE-18-8	Stationary compressed gas cylinders are connected with fixed piping	
Facility Response:		
HS-CHE-18-9	None of the above	
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	Are facility practices failing to comply with any legal requirements not covered elsewhere regarding Chemicals and Hazardous Substances?	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: The facility response is accurate because required health and safety training was provided to workers regularly by the external occupational health and safety expert of the facility free of charge during the working hours in the facility as per document review, worker interview and management interview.		
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?	Yes
Facility Response: Yes		
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: The facility response is accurate because there was no evidence that occupational health and safety measures including collective measures or personal protective equipment was involved any cost to workers in the facility as per document review, worker interview and management interview.		
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:	with regular periods
Facility Response: with regular periods		
Verification Selection: Accurate		
Verification Data: The workers are trained on proper use of personal protective equipment annually.		
Validation Method: SLCP Onsite Verification		
HS-WOR-8	Does the facility have any of the following measures in place related to Personal Protective Equipment (PPE)? (SELECT all that apply with a "X")	
HS-WOR-8-1	PPE equipment and clothing provided is in good condition and replaced as needed to ensure effectiveness and protect workers from identified hazards	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-2	PPE is the correct size for workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-3	PPE equipment (such as hearing protection) is provided where noise levels approach or exceed the equivalent dose of 85 decibels (dB) for 8 hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-4	PPE equipment and clothing provided is consistently and effectively used by workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-5	Warnings (either through verbal or written communication) are used to ensure that workers use PPE equipment and clothing	X
Facility Response: X		
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	The facility ensures the appropriate and safe storage of PPE equipment and clothing on-site	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-8-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Machinery and Equipment		
HS-WOR-9	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-10	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: The facility response is accurate because the facility had all legally required and up date permits/certificates/license for the installation/operation/maintenance of special machines and equipment such as electrical installations, generator, boiler, lifting equipment, elevators and etc. in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-WOR-11	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: The facility response is accurate because operators/technicians for machinery, equipment, electrical installations, boiler, lifting equipment and etc. had legally required license/permit/certification/training in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-WOR-12	Does the facility have any of the following safety measures in place related to machinery and equipment? (SELECT all that apply with a "X")	
HS-WOR-12-1	Machinery and equipment have a functioning lockout/tagout program, if applicable	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-12-2	Worker machinery and equipment training records are maintained for at least the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-12-3	Machinery and equipment have safety instructions displayed or posted in the facility in workers' language(s)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-12-4	None of the above	

Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-13	Does the facility use laser or radiation producing equipment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-13-1	If yes, please describe what type of laser or radiation equipment is used in the facility:	There are laser machines in the washing section.
Facility Response: There are laser machines in the washing section.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-14	Does the facility have any of the following safety measures in place related to laser/radiation equipment? (SELECT all that apply with a "X")	
HS-WOR-14-1	Laser/radiation equipment is maintained and regularly inspected	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-14-2	Laser/radiation equipment have the appropriate protection	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-14-3	Laser/radiation equipment has the appropriate signs	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-14-4	Workers working with radiation sources are protected and not exposed to more than three rems/year	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-14-5	Workers that work with laser/radiation-producing equipment understand why and how to operate the equipment safely	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-14-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-15	Is laser and radiation producing equipment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Ergonomics		
HS-WOR-16	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-17	Does the facility have any of the following safety measures in place related to ergonomics? (SELECT all that apply with a "X")	
HS-WOR-17-1	Facility has a system for identifying, evaluating and minimizing risks from physically demanding work to prevent work-related injuries and health impacts	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-17-2	Workers are rotated to reduce exposure to repetitive tasks	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-17-3	Workers can take short ergonomic breaks during the work day	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-17-4	Facility provides adjustable workstations to accommodate individual worker needs	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-17-5	Facility provides adjustable equipment to accommodate individual worker needs	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-17-6	Facility provides training on ergonomic factors and good practices to prevent and/or reduce injuries	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-17-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-WOR-18	Are ergonomic measures in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Hot Work		
HS-WOR-19	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-19.1	If yes, please describe what type of hot work is performed in the facility:	
Facility Response:		
HS-WOR-20	Does the facility have any of the following safety measures in place related to hot work? (SELECT all that apply with a "X")	
HS-WOR-20-1	Hot work is performed in an approved designated area when possible	

Facility Response:		
HS-WOR-2 0-2	Hot work outside of an approved designated area requires a permit	
Facility Response:		
HS-WOR-2 0-3	Appropriate distance or other controls (e.g. fire watch) are in place to prevent ignition of combustible materials	
Facility Response:		
HS-WOR-2 0-4	Areas where hot work is conducted is appropriately ventilated	
Facility Response:		
HS-WOR-2 0-5	Hot work equipment is inspected prior to use	
Facility Response:		
HS-WOR-2 0-6	None of the above	
Facility Response:		
HS-WOR-21	Is hot work performed in line with legal requirements?	
Facility Response:		
Heat/Cold Stress		
HS-WOR-22	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: The facility response is accurate because there was no work area with risk of heat or cold stress in the facility as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-WOR-23	Does the facility have any of the following safety measures in place related to extreme hot or cold environments? (SELECT all that apply with a "X")	
HS-WOR-23 -1	The facility has performed a risk assessment of where heat or cold exposure may be significant	
Facility Response:		
HS-WOR-23 -2	Shields are in place to protect workers from radiant heat sources	
Facility Response:		
HS-WOR-23 -3	Workers who are exposed to heat/radiation are given rest breaks and/or rotations	
Facility Response:		
HS-WOR-23 -4	Facility has implemented basic medical surveillance techniques to monitor workers who are exposed to heat/cold sources	
Facility Response:		
HS-WOR-23 -5	None of the above	
Facility Response:		
Materials Handling and Storage		
Storage		
HS-MAT-1	Does the facility have any of the following safety measures in place related to storage areas? (SELECT all that apply with a "X")	
HS-MAT-1-1	Storage racks and shelving has been secured to permanent structures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-1-2	Lighting in storage areas is protected or explosion proof	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

HS-MAT-1-3	Facility storage racks have adequate strength to support existing loads	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-1-4	None of the above	
Facility Response:		
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	Does the facility have any of the following safety measures in place related to portable ladders? (SELECT all that apply with a "X")	
HS-MAT-4-1	Portable ladders have been inspected for damage and maintenance	
Facility Response:		
HS-MAT-4-2	Ladders have locking devices so that they are secure when open or in use	
Facility Response:		
HS-MAT-4-3	Workers are trained to place ladders on a secure, even surface when in use	
Facility Response:		
HS-MAT-4-4	The facility prohibits tying or fastening together ladders to achieve additional height	
Facility Response:		
HS-MAT-4-5	The facility prohibits placing ladders in front of any doors that may or may not be locked or guarded	
Facility Response:		
HS-MAT-4-6	The facility prohibits using ladders in the horizontal position as a platform or scaffolding	
Facility Response:		
HS-MAT-4-7	Ladders are secured when not in use	
Facility Response:		
HS-MAT-4-8	None of the above	
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	Does the facility have any of the following safety measures in place related to forklifts (and other types of lifting equipment)? (SELECT all that apply with a "X")	
HS-MAT-6-1	Fork lifts are inspected and maintained on a regular basis	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-2	Forklift trucks have warning lights and audible signals for reverse travel	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-3	Facility prohibits overloading materials on forklift trucks	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-4	The facility prohibits using forklifts to lift workers so that they can perform activities at higher heights	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-5	The facility prohibits locating battery charging areas for electric forklift trucks close to storage areas of combustible materials	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-6	Forklift routes are clearly marked	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-7	Forklifts are parked in designated location(s) when not in use	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-MAT-6-8	None of the above	
Facility Response:		
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: The facility response is accurate because all electrical wires, cables, switches, plugs, panels, distribution boards, and equipment such as transformers, generators, compressors and etc. were installed, grounded (for equipment, maintained in line with legal requirement as per site tour, document review, worker interview and management interview.		

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: The facility response is accurate because electrical inspection and maintenance were carried out by a certified, competent and authorized entity in the facility in line with legal requirement as per document review, worker interview and management interview.		
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: Yes		
Verification Selection: Accurate		
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: No		
Verification Selection: Accurate		
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: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-ELE-10	Is the sub-station in line with legal requirements or fire-rated construction?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Emergency Systems		

HS-ELE-11	Is a lightning protector/arrestor system installed on the building?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-ELE-12	Is the lightning protector/arrestor system in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	Yes
Facility Response: Yes		
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	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?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because medical facility (infirmary) were arranged in the facility in line with legal requirements as per site tour, document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
HS-FIR-6	Does the facility have any of the following measures in place related to on-site medical treatment? (SELECT all that apply with a "X")	
HS-FIR-6-1	Medical facilities/clinic(s) are provided with supplies and equipment for the injuries expected	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-6-2	Medical facilities/clinics are kept clean and sanitary	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-6-3	Medical facilities/clinics are in operation during all working hours, including overtime	
Facility Response:		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because medical facility (infirmary) were not in operation during all working hours including overtime in the facility as per site tour, document review, worker interview and management interview but, it is not a legal requirement as per local law.		
Validation Method: SLCP Onsite Verification		
HS-FIR-6-4	Medical facilities/clinic(s) have an appointed doctor/nurse	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-6-5	Medical facilities/clinic(s) are equipped for maternal healthcare	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-6-6	Medicines stored in medical facilities/clinics are kept under lock and key and only accessible by medical personnel	X
Facility Response: X		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
HS-FIR-6-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Medical Treatment Access		
HS-FIR-7	Are workers allowed access to on-site medical facilities at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that workers were not allowed access to on-site medical facility (infirmary at any time as per site tour, document review, worker interview and management interview.		
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	What health and safety measures does the facility have to prevent the spread of contagious diseases? (SELECT all that apply with a "X")	
HS-FIR-9-1	Handwashing/sanitizing stations	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-2	Workstations are more than 6ft apart	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-3	Physical barriers between workstations	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-4	Temperature checks or other health scans as workers enter the workplace	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-5	Training for workers on preventing the spread of contagious diseases	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-6	Providing workers with additional PPE (e.g. masks, gloves) specifically to prevent the spread of contagious diseases	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-7	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9.1	If other, please describe:	
Facility Response:		

HS-FIR-9-8	Not Applicable	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-9-9	None of the above	
Facility Response:		
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: The facility response is accurate because work-related accidents and diseases were recorded in the facility and they were reported to the competent authority in line with legal requirement as per document review, worker interview and management interview.		
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 fatalities and injuries that resulted in at least three days of absence from work:	1
Facility Response: 1		
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 commuting injuries (incl. fatalities) in the last 12 months:	0
Facility Response: 0		
Verification Selection: Not assessed/verified		
Corrected Response: 0		
Validation Method: SLCP Onsite Verification		
HS-FIR-16	Is the commute service provided by/ organized by the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-17	Number of work-related diseases in the last 12 months:	0
Facility Response: 0		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-FIR-18	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-19	Does the facility comply with occupational safety and health -related legal requirements on HIV/AIDS?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
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	Does the facility have any of the following safety measures in place, when appropriate, regarding contractor safety? (SELECT all that apply with a "X")	
HS-CON-2-1	Facility verifies that contractor personnel have appropriate qualifications and licenses for work being performed	
Facility Response:		
HS-CON-2-2	Facility provides contractor personnel with a safety orientation	
Facility Response:		
HS-CON-2-3	Facility monitors contracted personnel to ensure they perform work in a safe and legal manner	
Facility Response:		
HS-CON-2-4	Scaffolding is used in a safe way (i.e. secured to a permanent structure, able to carry intended load etc.)	
Facility Response:		
HS-CON-2-5	Excavation and/or trenching work is performed in a safe way (i.e. will not damage or disrupt underground utilities, storage tanks, or other facilities)	
Facility Response:		
HS-CON-2-6	A 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	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	
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-2-15	Housing/dormitories emergency preparedness is out of line with legal requirements	
Facility Response:		
HS-DOR-2-16	None of the above (the facility is meeting all measures listed regarding housing/dormitories)	
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 in line with legal requirements?	
Facility Response:		

HS-CAN-2	Are off-site canteens managed by the facility in line with legal requirements?	
Facility Response:		
HS-CAN-3	Does the facility have any of the following safety measures in place regarding canteen / eating areas? (SELECT all that apply with a "X")	
HS-CAN-3-1	Canteen/ eating areas are separate from the production areas (even though they may be in the same compound/ industrial park)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-2	Canteen / eating areas are protected from the elements and provide adequate seating, tables and lighting	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-3	Food preparation, storage, and eating areas are kept clean, safe, and hygienic (including temperature, ventilation, light, noise etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS-CAN-3-4	Food is prepared in a manner that reduces the potential for foodborne illnesses	
Facility Response:		
HS-CAN-3-5	Food service workers receive annual medical examinations to ensure they are healthy and free from communicable diseases	
Facility Response:		
HS-CAN-3-6	Food service workers handling food are trained about and follow food safety and proper hygiene rules	
Facility Response:		
HS-CAN-3-7	None of the above	
Facility Response:		
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: The facility response is accurate because there were 2 kitchen staff in the facility and the hygiene certificates were available for the kitchen staff and service staff in the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Childcare		
HS-CHI-1	Are on-site childcare facilities in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no on-site childcare facility in the facility as per site tour, document review, worker interview and management interview. However there was an agreement between the facility and an external childcare facility and children of the workers could be used to attend external childcare facility with free transportation by the facility.		
Validation Method: SLCP Onsite Verification		
HS-CHI-2	Does the facility have any of the following measures in place regarding on-site childcare facilities? (SELECT all that apply with a "X")	
HS-CHI-2-1	Childcare facilities are on the ground floor	
Facility Response:		

HS-CHI-2-2	Childcare facilities are kept clean, safe, and hygienic (including temperature, ventilation, light, noise etc.)	
Facility Response:		
HS-CHI-2-3	Childcare facilities are provided with adequate supplies and infrastructure (i.e. food, recreational items, washroom, feeding area etc.)	
Facility Response:		
HS-CHI-2-4	Childcare staff go through an appropriate pre-work screening process	
Facility Response:		
HS-CHI-2-5	Childcare staff are present in sufficient numbers 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 sufficient to cover the need of all workers	
Facility Response:		
HS-CHI-2-7	A system is in place to ensure that children are only released to parents or other authorized adult/guardians	
Facility Response:		
HS-CHI-2-8	None of the above	
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: The facility response is accurate because there was no evidence that children below the legal minimum age for employment allowed in the production area even if they are not working in the facility as per site tour, document review, worker interview and management interview. Moreover, the facility had a detailed no child labor procedure and related procedure were implemented meticulously in the facility.		
Validation Method: SLCP Onsite Verification		

Facilities

HS-FAC-1	Does the facility provide all legally required facilities?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
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?	56
Facility Response: 56		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Debts		
TER-FOR-2	Does any worker owe debts to the facility and/or a third party?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that any workers owes debts to the facility and/or a third party in the facility as per document review, worker interview and management interview.		

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: The facility response is accurate because there was no evidence that workers who owe debts to facility and/or a third party can not freely leave their jobs in the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because all wage payments were paid on time and accurately in line with legal requirement in the facility and there was no evidence that the facility has withheld - or threatened to withhold - or delayed wage payments in order to keep workers at the facility as per document review, worker interview and management interview.		
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: The facility response is accurate because there was no evidence that the workers are not free to terminate their employment after their notice period and/or contract expiry in the facility as per document review, worker interview and management interview.		
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		

	<p>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</p>	
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Termination		
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TER-DIS-1	<p>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?</p>	No
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Facility Response: No		
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Verification Selection: Accurate		
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<p>Verification Data: The facility response is accurate because there was no evidence that 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 have been a factor in decisions regarding termination, forced resignation, retrenchment or retirement in the facility as per document review, worker interview and management interview.</p>		
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Validation Method: SLCP Onsite Verification		
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TER-DIS-2	<p>Which of the following is a factor in decisions on termination, forced resignation, retrenchment or retirement? (SELECT all that apply with a "X")</p>	
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TER-DIS-2-1	Race / Ethnic Group / Skin Color	
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Facility Response:		
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TER-DIS-2-2	Sex / Gender	
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Facility Response:		
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TER-DIS-2-3	Religion	
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Facility Response:		
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TER-DIS-2-4	Political Opinion	
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Facility Response:		
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TER-DIS-2-5	National Extraction	
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Facility Response:		
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TER-DIS-2-6	Social Origin	
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Facility Response:		
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TER-DIS-2-7	Disability	
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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: The facility response is accurate because there was no evidence that termination, forced resignation, retrenchment or retirement has occurred due to a worker filing a complaint or taking part in proceedings against the facility as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Other Legal Requirements		
TER-DIS-5	Are facility practices failing to comply with any legal requirements not covered elsewhere regarding Discrimination in Termination?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: The facility response is accurate because there was no evidence that the facility practices are failing to comply with any legal requirements not covered elsewhere regarding discrimination in termination as per document review, worker interview and management interview.		
Validation Method: SLCP Onsite Verification		
Termination		
Other Legal Requirements		
TER-TER-1	Are facility practices 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 all that apply with a "X")	
MS-PLA-1-1	Written Policies	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-11	Please provide a list of all relevant written policies:	Based on document review, there are "SOCIAL RESPONSIBILITY POLICY, QUALITY POLICY, FAIR WAGE IMPROVEMENT POLICY, LONG-TERM GOALS POLICY FOR THE PROTECTION OF EMPLOYEES, ENVIRONMENT POLICY, UNIVERSAL RIGHTS POLICY, OCCUPATIONAL HEALTH AND SAFETY POLICY, PERSONAL DATA PRIVACY POLICY, KVKK POLICY, COMPLAINT AND SUGGESTION POLICY, SOCIAL SECURITY POLICY, ZERO TOLERANCE FOR VIOLENCE POLICY, GENDER POLICY"
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on document review, there are "SOCIAL RESPONSIBILITY POLICY, QUALITY POLICY, FAIR WAGE IMPROVEMENT POLICY, LONG-TERM GOALS POLICY FOR THE PROTECTION OF EMPLOYEES, ENVIRONMENT POLICY, UNIVERSAL RIGHTS POLICY, OCCUPATIONAL HEALTH AND SAFETY POLICY, PERSONAL DATA PRIVACY POLICY, KVKK POLICY, COMPLAINT AND SUGGESTION POLICY, SOCIAL SECURITY POLICY, ZERO TOLERANCE FOR VIOLENCE POLICY, GENDER POLICY"		
Validation Method: SLCP Onsite Verification		
MS-PLA-12	Written Procedures	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12	Please provide a list of all relevant written procedures:	Based on document review, there are "BRIBERY AND CORRUPTION (ETHICAL BUSINESS CONDUCT) PROCEDURE, REQUEST, SUGGESTION AND COMPLAINT MANAGEMENT PROCEDURE, DISCRIMINATION PROCEDURE, LEAVE PROCEDURE, OVERTIME PROCEDURE, PREVENTION OF CHILD LABOR, PREVENTION OF CHILD ABUSE, PREVENTION OF HARASSMENT AND BULLYING POLICY, MOBING PROCEDURE, COLLECTION AND VALUE OF EMPLOYEES' OPINIONS, WORK ACCIDENT PROCEDURE, EMERGENCY PROCEDURE, ENVIRONMENTAL MANAGEMENT IMPLEMENTATION PROCEDURE, DISABLED EMPLOYMENT PROCEDURE, PREGNANT AND LACTATING WOMEN EMPLOYMENT PROCEDURE, YOUNG AND CHILD WORKER EMPLOYMENT PROCEDURE, WORKING WITH CUTTERS PROCEDURE, BROKEN NEEDLE PROCEDURE, FOREIGN WORKER EMPLOYMENT PROCEDURE, NON-COMPLIANCE MANAGEMENT CASE PROCEDURE, INTERNAL AUDIT PROCEDURE, CONTRACTING PROCEDURE, EMPLOYEES REQUIRING SPECIAL POLICY PROCEDURE, BOARD PROCEDURE, LAND USE AND DEFORESTATION PROCEDURE, INFORMATION DATA PRIVACY PROCEDURE, PRODUCTION AND PLANNING PROCEDURE, CHEMICAL MANAGEMENT PROCEDURE, AGE VERIFICATION PROCEDURE, UNIVERSAL RIGHTS PROCEDURE, WORKER IMPACT PROCEDURE, COMMUNICABLE DISEASE PROCEDURE, PURCHASING PROCEDURE, LEGAL INSTRUCTIONS UPDATE PROCEDURE, MANAGEMENT REVIEW MEETING PROCEDURE, COMMUNICATION PROCEDURE, ENERGY USE-SUSTAINABLE PRODUCTION TARGETS PROCEDURE, EXTERNAL COMPLAINT PROCEDURE, UNION ESTABLISHMENT-COLLECTIVE BARGAINING FREEDOM PROCEDURE, EX-CONVICTS PROCEDURE, ADVANCE PROCEDURE, SERIOUS INJURY PROCEDURE, UNIVERSAL DECLARATION OF HUMAN RIGHTS-PROCEDURE, METAL DETECTOR PROCEDURE, RCS PRODUCTION PROCEDURE, GOTS PRODUCTION PROCEDURE, OCS PRODUCTION PROCEDURE, GRS PRODUCTION PROCEDURE, QUALITY CONTROL PROCEDURE, BABY ORDER PROCEDURE, RUBBLING FITNESS AND NON-CONFORMITY PROCEDURE, ORGANIC PRODUCTION WASHING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION IRON PACKAGE CLEANING PROCEDURE, ORGANIC PRODUCTION CUTTING-SPREADING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION ENVIRONMENT CLEANING PROCEDURE, PRODUCT SAFETY AND RECALL PROCEDURE, CUSTOMER COMPLAINT EVALUATION PROCEDURE, SUPPLIER EVALUATION PROCEDURE, CLEANING AND HYGIENE (COVID) PROCEDURE, SLAUGHTERHOUSE PROCEDURE, DOCUMENT AND RECORD-DATA CONTROL PROCEDURE, BUTTON AND CLICK TEST PROCEDURE, INTERNAL AUDIT PROCEDURE, INTERNAL AUDIT PROCEDURE, SECOND QUALITY PRODUCTION SURPLUS PROCEDURE, TEST ANALYSIS PROCEDURE, PREVIOUS PRODUCTION AND PREPRODUCTION MEETING PROCEDURE, GLASSWARE FREE AND CONTROL PROCEDURE, PEST DISINFESTATION AND CONTROL PROCEDURE, FOREIGN SUBSTANCE CONTAMINATION PROCEDURE, INTERMEDIATE CONTROL (INLINE) PROCEDURE, TRAINING PROCEDURE, MAINTENANCE AND REPAIR PROCEDURE, TRACEABILITY PROCEDURE, CUTTING PANEL CONTROL PROCEDURE, ACCESSORY PROCEDURE, MEASUREMENT CONTROL PROCEDURE, TAPE MEASURE PROCEDURE, NICKEL TEST PROCEDURE, FORCED LABOR PROCEDURE, SOCIAL PERFORMANCE AND WORKFORCE TARGETS, COMPANY PROFILE, PROCEDURE FOR DETERMINING EMPLOYEES' SALARY, PROCEDURE FOR PROHIBITED CHEMICALS (MRSL), FABRIC REST PROCEDURE, ORGANIZATION CHART GENERAL RESPONSIBILITIES PROCEDURE, FABRIC CONTROL PROCEDURE"
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		

<p>Verification Data: Based on document review, there are "BRIBERY AND CORRUPTION (ETHICAL BUSINESS CONDUCT) PROCEDURE, REQUEST, SUGGESTION AND COMPLAINT MANAGEMENT PROCEDURE, DISCRIMINATION PROCEDURE, LEAVE PROCEDURE, OVERTIME PROCEDURE, PREVENTION OF CHILD LABOR, PREVENTION OF CHILD ABUSE, PREVENTION OF HARASSMENT AND BULLYING POLICY, MOBING PROCEDURE, COLLECTION AND VALUE OF EMPLOYEES' OPINIONS, WORK ACCIDENT PROCEDURE, EMERGENCY PROCEDURE, ENVIRONMENTAL MANAGEMENT IMPLEMENTATION PROCEDURE, DISABLED EMPLOYMENT PROCEDURE, PREGNANT AND LACTATING WOMEN EMPLOYMENT PROCEDURE, YOUNG AND CHILD WORKER EMPLOYMENT PROCEDURE, WORKING WITH CUTTERS PROCEDURE, BROKEN NEEDLE PROCEDURE, FOREIGN WORKER EMPLOYMENT PROCEDURE, NON-COMPLIANCE MANAGEMENT CAF PROCEDURE, INTERNAL AUDIT PROCEDURE, CONTRACTING PROCEDURE, EMPLOYEES REQUIRING SPECIAL POLICY PROCEDURE, BOARD PROCEDURE, LAND USE AND DEFORESTATION PROCEDURE, INFORMATION DATA PRIVACY PROCEDURE, PRODUCTION AND PLANNING PROCEDURE, CHEMICAL MANAGEMENT PROCEDURE, AGE VERIFICATION PROCEDURE, UNIVERSAL RIGHTS PROCEDURE, WORKER IMPACT PROCEDURE, COMMUNICABLE DISEASE PROCEDURE, PURCHASING PROCEDURE, LEGAL INSTRUCTIONS UPDATE PROCEDURE, MANAGEMENT REVIEW MEETING PROCEDURE, COMMUNICATION PROCEDURE, ENERGY USE-SUSTAINABLE PRODUCTION TARGETS PROCEDURE, EXTERNAL COMPLAINT PROCEDURE, UNION ESTABLISHMENT-COLLECTIVE BARGAINING FREEDOM PROCEDURE, EX-CONVICTS PROCEDURE, ADVANCE PROCEDURE, SERIOUS INJURY PROCEDURE, UNIVERSAL DECLARATION OF HUMAN RIGHTS-PROCEDURE, METAL DETECTOR PROCEDURE, RCS PRODUCTION PROCEDURE, GOTS PRODUCTION PROCEDURE, OCS PRODUCTION PROCEDURE, GRS PRODUCTION PROCEDURE, QUALITY CONTROL PROCEDURE, BABY ORDER PROCEDURE, RUBBLING FASTNESS AND NON-CONFORMITY PROCEDURE, ORGANIC PRODUCTION WASHING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION IRON PACKAGE CLEANING PROCEDURE, ORGANIC PRODUCTION CUTTING-SPREADING MACHINE CLEANING PROCEDURE, ORGANIC PRODUCTION ENVIRONMENT CLEANING PROCEDURE, PRODUCT SAFETY AND RECALL PROCEDURE, CUSTOMER COMPLAINT EVALUATION PROCEDURE, SUPPLIER EVALUATION PROCEDURE, CLEANING AND HYGIENE (COVID) PROCEDURE, SLAUGHTERHOUSE PROCEDURE, DOCUMENT AND RECORD-DATA CONTROL PROCEDURE, BUTTON AND CLICK TEST PROCEDURE, INTERNAL AUDIT PROCEDURE, INTERNAL AUDIT PROCEDURE, SECOND QUALITY PRODUCTION SURPLUS PROCEDURE, TEST ANALYSIS PROCEDURE, PREVIOUS PRODUCTION AND PREPRODUCTION MEETING PROCEDURE, GLASSWARE FREE AND CONTROL PROCEDURE, PEST DISINFESTATION AND CONTROL PROCEDURE, FOREIGN SUBSTANCE CONTAMINATION PROCEDURE, INTERMEDIATE CONTROL (INLINE) PROCEDURE, TRAINING PROCEDURE, MAINTENANCE AND REPAIR PROCEDURE, TRACEABILITY PROCEDURE, CUTTING PANEL CONTROL PROCEDURE, ACCESSORY PROCEDURE, MEASUREMENT CONTROL PROCEDURE, TAPE MEASURE PROCEDURE, NICKEL TEST PROCEDURE, FORCED LABOR PROCEDURE, SOCIAL PERFORMANCE AND WORKFORCE TARGETS, COMPANY PROFILE, PROCEDURE FOR DETERMINING EMPLOYEES' SALARY, PROCEDURE FOR PROHIBITED CHEMICALS (MRS), FABRIC REST PROCEDURE, ORGANIZATION CHART GENERAL RESPONSIBILITIES PROCEDURE, FABRIC CONTROL PROCEDURE"</p>		
Validation Method: SLCP Onsite Verification		
MS-PLA-1-3	No written policies or procedures in place (but informal procedures may exist)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-1-3	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:	Forced Labor Convention No. 29, Minimum Age Convention No. 138, Equal Pay Convention No. 100-Discrimination (Work and Occupation) Convention No.
Facility Response: Forced Labor Convention No. 29, Minimum Age Convention No. 138, Equal Pay Convention No. 100-Discrimination (Work and Occupation) Convention No.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-3-3	Reference to other national or international requirements/declarations/goals/guiding principles etc.	
Facility Response:		
Verification Selection: Accurate		
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:		

MS-PLA-3-4	No references to any of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4	Which of the following topics are included within the facility's written policies and procedures? (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 provide a list of all written policies and procedures referencing recruitment and hiring:	Based on the document review, "Workplace Internal Regulations" is referencing recruitment and hiring.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Workplace Internal Regulations" is referencing recruitment and hiring.		
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 provide a list of all written policies and procedures referencing termination and retrenchment:	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.		
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 provide a list of all written policies and procedures referencing facility workplace rules:	Based on the document review, "Workplace Internal Regulations, Disciplinary Regulations" are referencing facility workplace rules.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Workplace Internal Regulations, Disciplinary Regulations" are referencing facility workplace rules.		
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 provide a list of all written policies and procedures referencing child labor and/or young workers:	Based on the document review, "Employing Young and Child Workers Procedure" is referencing child labor and/or young workers.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Employing Young and Child Workers Procedure" is referencing child labor and/or young workers.		
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 provide a list of all written policies and procedures referencing prohibition of forced labor:	Based on the document review, "Prevention of Forced Labor and Voluntary Overtime Policy and Procedure" is referencing prohibition of forced labor.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Prevention of Forced Labor and Voluntary Overtime Policy and Procedure" is referencing prohibition of forced labor.		
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 provide a list of all written policies and procedures referencing anti-harassment and abuse:	Based on the document review, "Harassment and Bullying Prevention Procedure" is referencing anti-harassment and abuse.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Harassment and Bullying Prevention Procedure" is referencing anti-harassment and abuse.		
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 provide a list of all written policies and procedures referencing anti-discrimination:	Based on the document review, "Discrimination Procedure" is referencing anti-discrimination.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Discrimination Procedure" is referencing anti-discrimination.		
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 provide a list of all written policies and procedures referencing working hours:	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.		
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 provide a list of all written policies and procedures referencing wages and benefits:	Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.

Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Workplace Internal Regulations" is referencing termination and retrenchment.		
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 provide a list of all written policies and procedures referencing discipline:	Based on the document review, "Disciplinary Regulation" is referencing discipline.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Disciplinary Regulation" is referencing discipline.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-11	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-11	Please provide a list of all written policies and procedures referencing freedom of association and collective bargaining:	Based on the document review, "Union Establishment-Collective Bargaining Freedom Procedure" is referencing freedom of association and collective bargaining.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Union Establishment-Collective Bargaining Freedom Procedure" is referencing freedom of association and collective bargaining.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-12	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-12	Please provide a list of all written policies and procedures referencing grievance systems:	Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-13	Worker feedback	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-13	Please provide a list of all written policies and procedures referencing worker feedback:	Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Request, Suggestion And Complaint Management Procedure" is referencing grievance systems.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-14	Health and safety	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 4	Please provide a list of all written policies and procedures referencing health and safety:	Based on the document review, "Occupational Health And Safety Policy, Occupational Health And Occupational Safety Internal Regulation" is referencing health and safety.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Occupational Health And Safety Policy, Occupational Health And Occupational Safety Internal Regulation" is referencing health and safety.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 5	Foreign migrant workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 5	Please provide a list of all written policies and procedures referencing foreign migrant workers:	Based on the document review, "Foreign Worker Employment Procedure" is referencing for eign migrant workers.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Foreign Worker Employment Procedure" is referencing foreign migrant workers.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 6	Domestic migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 6	Please provide a list of all written policies and procedures referencing domestic migrant workers:	
Facility Response:		
MS-PLA-4.1 7	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 7	Please provide a list of all written policies and procedures referencing homeworkers:	
Facility Response:		
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 provide a list of all written policies and procedures referencing suppliers/subcontractors:	Based on the document review, "Contractor-Supplier Audit Procedure" is referencing suppliers/subcontractors.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Contractor-Supplier Audit Procedure" is referencing suppliers/subcontractors.		
Validation Method: SLCP Onsite Verification		
MS-PLA-4.1 9	Raw materials sourcing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-4-19	Please provide a list of all written policies and procedures referencing raw materials sourcing:	
Facility Response:		
MS-PLA-4-20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-4-20	Please provide a list of all written policies and procedures referencing Bribery and anti-corruption:	Based on the document review, "Bribery And Corruption (Ethical Business Conduct) Procedure" is referencing Bribery and anti-corruption.
Facility Response: List is attached.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Based on the document review, "Bribery And Corruption (Ethical Business Conduct) Procedure" is referencing Bribery and anti-corruption.		
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 describe and provide a list of the 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)	
Facility Response:		
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 age are visiting the production floor)	X
Facility Response: X		
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	
Facility Response:		
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-6-1 0	Ethical recruitment/ use of employment agencies, recruiters, and/or labor agents	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-1 1	State-imposed forced labor/ Government-mandated forced labor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-6-1 2	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)	
Facility Response:		
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-8-1 3	Non-discrimination based on membership in worker organizations	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 4	Non-discrimination based on Nationality/foreign migrant worker status	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 5	Non-discrimination based on family responsibilities	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 6	Non-discrimination in recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 7	Non-discrimination in compensation and promotion	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 8	Non-discrimination in working conditions	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 9	Non-discrimination in discipline	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 20	Non-discrimination in termination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 21	Unconscious bias	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-8-1 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	
Facility Response:		
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	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-10-12	Deductions	
Facility Response:		
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	X
Facility Response: X		
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	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-12-8	Right to participate in strikes / industrial action	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		

Verification Data: Based on document review and management interview, Right to participate in strikes / industrial action is included within the facility's written procedures for freedom of association and collective bargaining.		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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	
Facility Response:		
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	
Facility Response:		
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	X
Facility Response: X		
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	
Facility Response:		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-14-19	Standard operating procedures (SOPs) for how to perform each job safely	
Facility Response:		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-2	Recruitment fees and expenses	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-3	Employment contracts	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-4	Deposits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-5	Bank accounts	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-6	Handling of government-issued identification documents	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-7	Accommodations	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-8	Arrival orientation	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-9	Freedom of movement	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-10	Non-discrimination in employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-PLA-15-11	Harassment and abuse in employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-12	Discipline in employment	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-13	Repatriation / end of employment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-14	Early termination of contract by migrant worker	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-15	Involuntary termination of contract by employer	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-16	Requirements for labor agents/brokers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-15-17	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
MS-PLA-16-2	Employment contracts	
Facility Response:		
MS-PLA-16-3	Deposits	
Facility Response:		
MS-PLA-16-4	Wages and benefits	
Facility Response:		
MS-PLA-16-5	Working Hours	
Facility Response:		
MS-PLA-16-6	Accommodations	

Facility Response:		
MS-PLA-16-7	Freedom of movement	
Facility Response:		
MS-PLA-16-8	Non-discrimination in employment	
Facility Response:		
MS-PLA-16-9	Harassment and abuse in employment	
Facility Response:		
MS-PLA-16-10	Discipline in employment	
Facility Response:		
MS-PLA-16-11	End of employment	
Facility Response:		
MS-PLA-16-12	Requirements for labor agents/brokers	
Facility Response:		
MS-PLA-16-13	Other	
Facility Response:		
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	
Facility Response:		
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	
Facility Response:		

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	
Facility Response:		
MS-PLA-18-2	Raw material supply chain policy applicable to suppliers/subcontractors through facility's sourcing agreements with its suppliers/subcontractors	
Facility Response:		
MS-PLA-18-3	Risk assessment to differentiate high risk materials within the supply chain	
Facility Response:		
MS-PLA-18-4	Other	
Facility Response:		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-19-3	Reference to international law/ILO conventions	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-19-4	Reference to other national or international requirements/declarations/goals/guiding principles etc.	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-19-6	Reference to integration with business objectives	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-19-7	Reference to suppliers/subcontractors social and labor due diligence	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-19-8	Reference to gender equality and women's empowerment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-19-9	Key stakeholders are involved in strategy development (i.e. customers, etc.)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20-1	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-2	Prohibition of forced labor	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20-2	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-3	Anti-harassment and abuse	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20-3	Please briefly describe any associated targets/KPIs:	
Facility Response:		

MS-PLA-20 -4	Anti-discrimination	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20. 4	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20 -5	Working hours	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20. 5	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20 -6	Wages and benefits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20. 6	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20 -7	Discipline	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20. 8	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20 -9	Worker Feedback	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20. 9	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20 -10	Grievance systems	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20. 10	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20 -11	Health and safety	

Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20.11	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-12	Foreign migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20.12	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-13	Domestic migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20.13	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-14	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20.15	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-16	Bribery and anti-corruption	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20.16	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-17	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20.17	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-18	Other	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-PLA-20-18	If other, please describe:	
Facility Response:		
MS-PLA-20-19	The facility does not set targets / key performance indicators	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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 all that apply 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:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Based on document review and management interview, there is assigned person to implementation and management of wages and benefits practices.		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-16	Domestic migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-2-17	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
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-21	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)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-3.1	Please provide the name of the document(s) here:	SOCIAL COMPLIANCE TEAM
Facility Response: SOCIAL COMPLIANCE TEAM		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
Communication and Training		
MS-DO-4	Does the facility provide communication and training on social and labor practices? (SELECT all that apply 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	
Facility Response:		
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:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, the facility provide communication and training on social and labor practice to NEW Production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-5-4	EXISTING Production workers	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, the facility provide communication and training on social and labor practice to EXISTING Production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-5-5	Security guards	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5-6	Subcontractors / Suppliers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5-7	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-5.1	If other, please describe:	
Facility Response:		
MS-DO-6	How does the facility provide communication and training to senior management? (SELECT all that apply with a "X")	
MS-DO-6-1	Verbal communication	
Facility Response:		
MS-DO-6-2	Written communication (i.e. copy of Standard Operating Procedures or "SOP")	
Facility Response:		
MS-DO-6-3	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings)	
Facility Response:		
MS-DO-6-4	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings)	
Facility Response:		
MS-DO-6-5	Other	
Facility Response:		
MS-DO-6.1	If other, please describe:	
Facility Response:		
MS-DO-7	Which of the following topics are part of the communication and training for senior management? (SELECT all that apply with a "X")	
MS-DO-7-1	Recruitment and hiring	
Facility Response:		
MS-DO-7-2	Termination and retrenchment	

Facility Response:		
MS-DO-7-3	Facility workplace rules	
Facility Response:		
MS-DO-7-4	Child labor and young workers	
Facility Response:		
MS-DO-7-5	Prohibition of forced labor	
Facility Response:		
MS-DO-7-6	Anti-harassment and abuse	
Facility Response:		
MS-DO-7-7	Anti-discrimination	
Facility Response:		
MS-DO-7-8	Specifically for senior managers responsible for promotion: non-bias in promotion of pregnant and married workers	
Facility Response:		
MS-DO-7-9	Working Hours	
Facility Response:		
MS-DO-7-10	Wages and Benefits	
Facility Response:		
MS-DO-7-11	Discipline	
Facility Response:		
MS-DO-7-12	Freedom of association and collective bargaining	
Facility Response:		
MS-DO-7-13	Grievance systems	
Facility Response:		
MS-DO-7-14	Worker Feedback	
Facility Response:		
MS-DO-7-15	Health and safety	
Facility Response:		
MS-DO-7-16	Migrant workers	
Facility Response:		
MS-DO-7-17	Homeworkers	
Facility Response:		
MS-DO-7-18	Suppliers/subcontractors	
Facility Response:		
MS-DO-7-19	Raw materials sourcing	
Facility Response:		
MS-DO-7-20	Bribery and anti-corruption	
Facility Response:		
MS-DO-7-21	Other	
Facility Response:		
MS-DO-7.1	If other, please describe:	
Facility Response:		
MS-DO-8	How does the facility provide communication and training to individuals responsible for implementation? (SELECT all that apply with a "X")	
MS-DO-8-1	Verbal communication	X

Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-8-2	Written communication (i.e. copy of Standard Operating Procedures or "SOPs")	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-8-3	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-8-4	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings)	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-8-5	The facility does not provide communication and training to individuals responsible for implementation	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-8-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-8-1	If other, please describe:	
Facility Response:		
MS-DO-9	Which of the following topics are part of the communication and training for individuals responsible for implementation? (SELECT all that apply with a "X")	
MS-DO-9-1	Recruitment and hiring	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-2	Specifically for managers responsible for hiring: non-bias in recruitment of pregnant and married workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-3	Termination and retrenchment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-4	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-5	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-6	Prohibition of forced labor	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-7	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-8	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-9	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-10	Wages and Benefits	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-11	Discipline	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-12	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-13	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-14	Worker Feedback	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-15	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9.1	Please provide a list of all trainings offered to individuals responsible for implementation of health and safety in the facility.	General health and safety, chemical management, waste management, PPE usage
Facility Response: General health and safety, chemical management, waste management, PPE usage		
Verification Selection: Accurate		
Verification Data: Based on document review, General health and safety, chemical management, waste management, PPE usage are all trainings offered to individuals responsible for implementation of health and safety.		
Validation Method: SLCP Onsite Verification		
MS-DO-9-16	Migrant workers	
Facility Response:		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
MS-DO-9-1 7	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-1 8	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-1 9	Raw materials sourcing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-2 0	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9-2 1	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-DO-9.2	If other, please describe:	
Facility Response:		
MS-DO-10	How does the facility provide communication and training to NEW production workers? (SELECT all that apply with a "X")	
MS-DO-10-1	Verbal communication	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, the facility provides policy and procedure training to NEW production employees.		
Validation Method: SLCP Onsite Verification		
MS-DO-10-2	Written communication (i.e. new workers might receive a worker handbook and/or information that is included in their employment contract)	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, new workers receive a worker information that is included in their employment contract.		
Validation Method: SLCP Onsite Verification		
MS-DO-10-3	Posted communication (i.e. display postings around the facility)	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, the facility postings policy and procedure around the facility.		
Validation Method: SLCP Onsite Verification		
MS-DO-10-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)	
Facility Response:		

Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, facility not use multi-media communication.		
Validation Method: SLCP Onsite Verification		
MS-DO-10-5	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, new workers receive onboarding trainings in-person in classroom trainings.		
Validation Method: SLCP Onsite Verification		
MS-DO-10-6	Communication and training are provided in a language understood by workers	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, communication and training are provided in a language understood by workers		
Validation Method: SLCP Onsite Verification		
MS-DO-10-7	Other	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, facility not use other communication method.		
Validation Method: SLCP Onsite Verification		
MS-DO-10.1	If other, please describe:	
Facility Response:		
MS-DO-11	Which of the following topics are part of the communication and training to NEW production workers? (SELECT all that apply with a "X")	
MS-DO-11-1	Recruitment and hiring	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, recruitment and hiring topics are part of the communication and training to NEW production workers		
Validation Method: SLCP Onsite Verification		
MS-DO-11-2	Termination and retrenchment	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, termination and retrenchment topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-3	Facility workplace rules	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, facility workplace rules topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-4	Child labor and young workers	X
Facility Response:		

Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, child labor and young workers topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-5	Prohibition of forced labor	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, prohibition of forced labor topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-6	Anti-harassment and abuse	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, anti-harassment and abuse topics are part of the communication and training to NEW production workers		
Validation Method: SLCP Onsite Verification		
MS-DO-11-7	Anti-discrimination	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, anti-discrimination topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-8	Working Hours	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, working Hours topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-9	Wages and Benefits	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Wages and Benefits topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-10	Discipline	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Discipline topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-11	Freedom of association and collective bargaining	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		

Verification Data: Based on document review, management interview and worker interview, Freedom of association and collective bargaining topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-1 2	Grievance systems	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Grievance systems topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-1 3	Worker Feedback	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Worker Feedback topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-1 4	Health and safety	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Health and safety topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11.1	Please provide a list of all health and safety trainings offered to NEW production workers in the facility	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Management missed to provide details. based on training records, training content the topics listed below: Information on labor legislation, Legal rights and responsibilities of employees, Workplace cleaning and order, Legal consequences arising from work accident and occupational disease, emergency action plan Information training, Chemical, physical and ergonomic risk factors, Manual lifting and handling, Protection from glare, explosion, fire and fire, Working with screened tools, Electricity, its hazards, risks and precautions, Causes of work accidents and application of protection principles and techniques, Safety and health signs, Personal protective equipment use, Occupational health and safety general rules and safety culture, Evacuation and rescue		
Validation Method: SLCP Onsite Verification		
MS-DO-11-1 5	Migrant workers	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, migrant worker topics are not part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-1 6	Homeworkers	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Homeworkers topics are not part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-1 7	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		

Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Suppliers/subcontractors topics are not part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-18	Bribery and anti-corruption	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Bribery and anti-corruption topics are part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-11-19	Other	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Other topics are not part of the communication and training to NEW production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-112	If other, please describe:	
Facility Response:		
MS-DO-12	How does the facility provide on-going communication and training to EXISTING production workers? (SELECT all that apply with a "X")	
MS-DO-12-1	Verbal communication	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, the facility provides policy and procedure training to EXISTING production employees.		
Validation Method: SLCP Onsite Verification		
MS-DO-12-2	Written communication (i.e. current workers might receive written notification regarding changes to company handbooks)	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, EXISTING workers receive a worker information that is included in their employment contract.		
Validation Method: SLCP Onsite Verification		
MS-DO-12-3	Posted communication (i.e. display postings around the facility)	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, the facility postings policy and procedure around the facility.		
Validation Method: SLCP Onsite Verification		
MS-DO-12-4	Multi-media communication (i.e. workers watch a video, online learning, etc.)	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, facility not use multi-media communication.		
Validation Method: SLCP Onsite Verification		
MS-DO-12-5	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	X

Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, new workers receive onboarding trainings in-person in classroom trainings.		
Validation Method: SLCP Onsite Verification		
MS-DO-12-6	Communication and training is provided in a language understood by workers	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, communication and training are provided in a language understood by workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-12-7	Other	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, facility not use other communication method.		
Validation Method: SLCP Onsite Verification		
MS-DO-121	If other, please describe:	
Facility Response:		
MS-DO-13	Which of the following topics are part of the on-going communication and training to EXISTING production workers? (SELECT all that apply with a "X")	
MS-DO-13-1	Recruitment and hiring	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Recruitment and hiring topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-2	Termination and retrenchment	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Termination and retrenchment topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-3	Facility workplace rules	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Facility workplace rules topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-4	Child labor and young workers	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: interview, facility not use other communication method. Based on document review, management interview and worker interview, Child labor and young workers topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		

MS-DO-13-5	Prohibition of forced labor	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Prohibition of forced labor topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-6	Anti-harassment and abuse	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Anti-harassment and abuse topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-7	Anti-discrimination	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Anti-discrimination topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-8	Working Hours	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Working Hours topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-9	Wages and Benefits	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Wages and Benefits topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-10	Discipline	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Discipline topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-11	Freedom of association and collective bargaining	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Freedom of association and collective bargaining topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-12	Grievance systems	X

Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Grievance systems topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-1 3	Worker Feedback	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Worker Feedback topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-1 4	Health and safety	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Health and safety topics are part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13.1	Please provide a list of all health and safety trainings offered to EXISTING production workers in the facility	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Management missed to provide details. based on training records, training content the topics listed below: Information on labor legislation, Legal rights and responsibilities of employees, Workplace cleaning and order, Legal consequences arising from work accident and occupational disease, emergency action plan Information training, Chemical, physical and ergonomic risk factors, Manual lifting and handling, Protection from glare, explosion, fire and fire, Working with screened tools, Electricity, its hazards, risks and precautions, Causes of work accidents and application of protection principles and techniques, Safety and health signs, Personal protective equipment use, Occupational health and safety general rules and safety culture, Evacuation and rescue		
Validation Method: SLCP Onsite Verification		
MS-DO-13-1 5	Migrant workers	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Migrant workers topics are not part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-1 6	Homeworkers	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Homeworkers topics are not part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-1 7	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Suppliers/subcontractors topics are not part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		

MS-DO-13-18	Bribery and anti-corruption	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Based on document review, management interview and worker interview, Bribery and anti-corruption topics is part of the communication and training to production workers.		
Validation Method: SLCP Onsite Verification		
MS-DO-13-19	Other	
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response:		
Verification Data: Based on document review, management interview and worker interview, Other topics are not part of the communication and training to production workers		
Validation Method: SLCP Onsite Verification		
MS-DO-13.2	If other, please describe:	
Facility Response:		
MS-DO-14	How does the facility provide communication and training to security guards? (SELECT all that apply with a "X")	
MS-DO-14-1	Verbal communication	
Facility Response:		
MS-DO-14-2	Written communication (i.e. new workers might receive a worker handbook and/or information that is included in their employment contract)	
Facility Response:		
MS-DO-14-3	Posted communication (i.e. display postings around the facility)	
Facility Response:		
MS-DO-14-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)	
Facility Response:		
MS-DO-14-5	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	
Facility Response:		
MS-DO-14-6	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	
Facility Response:		
MS-DO-14-7	Other	
Facility Response:		
MS-DO-14.1	If other, please describe:	
Facility Response:		
MS-DO-15	Which of the following topics are part of the communication and training to security guards? (SELECT all that apply with a "X")	
MS-DO-15-1	Prohibition of forced labor	
Facility Response:		
MS-DO-15-2	Anti-harassment and abuse	
Facility Response:		
MS-DO-15-3	Anti-discrimination	
Facility Response:		
MS-DO-15-4	Bribery and anti-corruption	

Facility Response:		
MS-DO-15-5	Other	
Facility Response:		
MS-DO-15.1	If other, please describe:	
Facility Response:		
MS-DO-16	How does the facility provide communication and training to suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-DO-16-1	Verbal communication	
Facility Response:		
MS-DO-16-2	Written communication (i.e. supply contracts might include reference to social and labor practices)	
Facility Response:		
MS-DO-16-3	Multi-media communication (i.e. video, online learning, etc.)	
Facility Response:		
MS-DO-16-4	Training - new subcontractors/suppliers receive onboarding trainings in-person (i.e. classroom trainings etc.)	
Facility Response:		
MS-DO-16-5	Training - existing subcontractors/suppliers receive on-going trainings in-person (i.e. classroom trainings etc.)	
Facility Response:		
MS-DO-16-6	Other	
Facility Response:		
MS-DO-16.1	If other, please describe:	
Facility Response:		
MS-DO-17	Which of the following topics are part of the communication and training to suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-DO-17-1	Child labor and young workers	
Facility Response:		
MS-DO-17-2	Prohibition of forced labor	
Facility Response:		
MS-DO-17-3	Anti-harassment and abuse	
Facility Response:		
MS-DO-17-4	Anti-discrimination	
Facility Response:		
MS-DO-17-5	Working Hours	
Facility Response:		
MS-DO-17-6	Wages and Benefits	
Facility Response:		
MS-DO-17-7	Discipline	
Facility Response:		
MS-DO-17-8	Freedom of association and collective bargaining	
Facility Response:		
MS-DO-17-9	Grievance systems	
Facility Response:		
MS-DO-17-10	Worker Feedback	

Facility Response:		
MS-DO-17-1 1	Health and safety	
Facility Response:		
MS-DO-17-1 2	Migrant workers	
Facility Response:		
MS-DO-17-1 3	Homeworkers	
Facility Response:		
MS-DO-17-1 4	Supplier/subcontractor due diligence requirements	
Facility Response:		
MS-DO-17-1 5	Raw materials sourcing due diligence requirements	
Facility Response:		
MS-DO-17-1 6	Bribery and anti-corruption	
Facility Response:		
MS-DO-17-1 7	Other	
Facility Response:		
MS-DO-17.1	If other, please describe:	
Facility Response:		
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	X
Facility Response: X		
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	
Facility Response:		
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	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-8	Management team briefs the workforce	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-9	Appointed worker / team	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-10	Magazine subscription(s)	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-11	Industry body briefings	
Facility Response:		

Validation Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-2-12	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-21	If other, please describe:	
Facility Response:		
MS-CHE-2-13	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:	Annually.
Facility Response: Annually.		
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:	Annually
Facility Response: Annually		
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:	Annually
Facility Response: Annually		
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:	Annually
Facility Response: Annually		
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:	Annually
Facility Response: Annually		
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:	Annually
Facility Response: Annually		
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:	Annually
Facility Response: Annually		
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:	updated annually
Facility Response: updated annually		
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:	updated annually
Facility Response: updated annually		
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:	updated annually
Facility Response: updated annually		
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:	updated annually
Facility Response: updated annually		
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:	updated annually
Facility Response: updated annually		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-13	Worker Feedback	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-13	Please describe how often (or when) the policies and procedures are reviewed/updated:	updated annually
Facility Response: updated annually		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:	updated annually
Facility Response: updated annually		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-15	Foreign migrant workers	X
Facility Response: X		
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:	updated annually
Facility Response: updated annually		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-CHE-3-16	Domestic migrant workers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-16	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-17	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-17	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-18	Suppliers/subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-18	Please describe how often (or when) the policies and procedures are reviewed/updated:	updated annually
Facility Response: updated annually		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-19	Raw materials sourcing	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-19	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-CHE-3-20	Please describe how often (or when) the policies and procedures are reviewed/updated:	updated annually
Facility Response: updated annually		
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-3-21	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)	
Facility Response:		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-2-2	Workers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-2-3	Customers	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

MS-ACT-2-4	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
MS-ACT-21	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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-1.1	Please describe:	
Facility Response:		
AB-WOR-1-2	Gender Equality	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-1.2	Please describe:	
Facility Response:		

AB-WOR-1-3	Gender Empowerment	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-13	Please describe:	
Facility Response:		
AB-WOR-1-4	Career Development	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-1-4	Please describe:	
Facility Response:		
AB-WOR-1-5	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-1-5	If other, please describe:	
Facility Response:		
AB-WOR-1-6	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-3.1	Please describe:	
Facility Response:		
AB-WOR-3-2	Digital Payment Assistance	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-3.2	Please describe:	
Facility Response:		
AB-WOR-3-3	Home Financing Program	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-3.3	Please describe:	
Facility Response:		
AB-WOR-3-4	Other	
Facility Response:		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-3-4	If other, please describe:	
Facility Response:		
AB-WOR-3-5	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-4-1	Please describe:	
Facility Response:		
AB-WOR-4-2	External program	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-4-2	Please describe:	
Facility Response:		
AB-WOR-4-3	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-4-3	If other, please describe:	
Facility Response:		
AB-WOR-4-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-5-1	Please describe:	
Facility Response:		
AB-WOR-5-2	"Prevailing Wage"	

Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-5-4	Skill Matrix - including all worker skill levels	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-5-3	Please describe:	
Facility Response:		
AB-WOR-5-5	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-WOR-5-4	If other, please describe:	
Facility Response:		
AB-WOR-5-6	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
HS Recognition		
AB-WOR-6	Has the facility received recognition (award) from a PUBLICLY KNOWN institution for their achievement on Health and Safety?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-1.1	Please describe:	
Facility Response:		
AB-COM-1-2	Mentoring/ sponsorship program	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-1.2	Please describe:	
Facility Response:		
AB-COM-1-3	Educational opportunities	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-1.3	Please describe:	
Facility Response:		
AB-COM-1-4	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-1.4	If other, please describe:	
Facility Response:		
AB-COM-1-5	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-2.1	Please describe:	
Facility Response:		
AB-COM-2-2	Workers were encouraged to voluntarily engage in community service	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-2-3	Please describe:	
Facility Response:		
AB-COM-2-4	Blood Donation Programs	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-2-4	Please describe:	
Facility Response:		
AB-COM-2-5	Gender equality and empowerment programs	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-2-5	Please describe:	
Facility Response:		
AB-COM-2-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-2-6	If other, please describe:	
Facility Response:		
AB-COM-2-7	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-3-1	Please describe:	Regular donations were made to the red crescent in Turkey.
Facility Response: Regular donations were made to the red crescent in Turkey.		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-3-2	Facility conducted a needs analysis of charitable programs to address the critical needs in the community	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

AB-COM-3-2	Please describe:	
Facility Response:		
AB-COM-3-3	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-3-3	If other, please describe:	
Facility Response:		
AB-COM-3-4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-4-3	Please describe:	
Facility Response:		
AB-COM-4-4	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-4-4	If other, please describe:	
Facility Response:		
AB-COM-4-5	None of the above	X
Facility Response: X		

Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-5-6	Other	
Facility Response:		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-5-5	If other, please describe:	
Facility Response:		
AB-COM-5-7	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		

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?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
AB-COM-10.1	If yes, please describe:	
Facility Response:		
Climate Adaptation		
AB-COM-11	Does the facility have a climate adaptation action plan?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		

Validation Method: SLCP Onsite Verification		
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?	No
Facility Response: No		
Verification Selection: Accurate		
Validation Method: SLCP Onsite Verification		
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 Selection: Verification not required		
Corrected Response:		
Validation Method: SLCP Onsite Verification		
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):	2024-08-12
Facility Response: 2024-08-12		
VD-VERI-3	Verification/Assessment End Date (YYYY-MM-DD):	2024-08-13
Facility Response: 2024-08-13		
Verification/Assessment Duration		
VD-VERI-4	Verification/Assessment Duration:	2 Person Days
Facility Response: 2 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:	Semi-announced
Facility Response: Semi-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:	Eurofins CPA
Facility Response: Eurofins CPA		
VD-VERI-9	Verifier Name(s) (First and Last Name)/ Assessor ID(s):	OZGUN SARI - VE393047
Facility Response: OZGUN SARI - VE393047		
APSCA ID		
VD-VERI-10	Verifier(s) APSCA ID(s)	CSCA 21704946

Facility Response: CSCA 21704946		
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?	No
Facility Response: No		
VD-VERI-13.1	If yes, please describe:	
Facility Response:		
Worker Interviews		
VD-VERI-14	What is the total number of worker interviews conducted?	11
Facility Response: 11		
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?	1
Facility Response: 1		
VD-VERI-16	Provide details about number and type of workers interviewed:	12 workers were sampled including 10 male, 2 female workers. 8 employees were interviewed individually and rest of the workers were included in 1 group with four workers. One worker representative, one disabled workers were included in the interviews.
Facility Response: 12 workers were sampled including 10 male, 2 female workers. 8 employees were interviewed individually and rest of the workers were included in 1 group with four workers. One worker representative, one disabled workers were included in the interviews.		
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:	KORAY ARSLAN - HS SPECIALIST
Facility Response: KORAY ARSLAN - HS SPECIALIST		
Physical Scope Covered		
VD-VERI-18	How many onsite dormitories were visited? (provide total)	0
Facility Response: 0		
VD-VERI-19	How many off-site dormitories were visited? (provide total)	0
Facility Response: 0		
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	The management was cooperative and helpful during all the processes of the verification. Koray Arslan - HS Specialist attended the opening and closing meetings.
Facility Response: The management was cooperative and helpful during all the processes of the verification. Koray Arslan - HS Specialist attended the opening and closing meetings.		
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 2.1	If other, please describe:	
Facility Response:		
VD-VERI-22 -15	Facility did not engage in any behavior that impacted process integrity/ the sharing of honest data	X
Facility Response: X		
Management Practices		
VD-VERI-23	2. Strengths of management practices	The management have a good command of in every aspect of the management system and they strive to manage the system with accord. They have a perspective that is corrective and developer.
Facility Response: The management have a good command of in every aspect of the management system and they strive to manage the system with accord. They have a perspective that is corrective and developer.		
Other Comments		
VD-VERI-24	3. Any other comment	NIL
Facility Response: NIL		
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?	Photos of the production processes and H&S applications from the site are attached.
Facility Response: Photos of the production processes and H&S applications from the site are attached.		
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	
Facility Response:		

VD-VERI-26 -2	Payroll (Wage records)	
Facility Response:		
VD-VERI-26 -3	Working Hours records	
Facility Response:		
VD-VERI-26 -4	Receipts of Social Security remittance / payments to appropriate public agencies	
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):	Lutfor Rahman
Facility Response: Lutfor Rahman		