

ALGI - FLA Type Audit Tracking Chart

Customer:	World Centric				
Facility:	Wheat Straw				
FLA PC or FLA Licensee	World Centric				
City :	China				
TOR :	9136				
Date of Audit:	Aug.17-18, 2010				
Lead Auditor:	May Mel				
Number of Workers:	572				
FLA Code/Benchmark 公平劳工协会标准	Compliance Status 合规状况	Describe noncompliance or uncorroborated evidence of noncompliance 具体情况	List sources/documentation used for reference and corroborating evidence (e.g. worker interviews, factory walkthrough, records review, etc.) 核实渠道	Cite and describe local and/or country laws used for additional reference 相关法律法规	Facility Response 工厂回应
1. Code Awareness 1. 行为准则认知	In compliance				
2. Forced Labor 2. 强制劳工	In compliance				
3. Child Labor 3. 童工	In compliance				
4. Harassment or Abuse 4. 骚扰与虐待	In compliance				
5. Non-Discrimination 5. 不歧视	In compliance				
6. Health and Safety 6. 健康与安全	Noncompliance				
H&S.10 Safety Equipment and First Aid Training	Noncompliance	It was noted one fire extinguisher was placed directly in the ground in the second floor of production building. (Factory has corrected this issue during the audit)	Factory walkthrough / Management interview	Art. 31 of PRC Factory Safety and Sanitary Regulations: Production areas must have first aid kits. Art. 5.1.1 of Design Regulations for Fire Extinguisher Installation (GBJ 140-90): Fire extinguisher shall be installed in the distinct and easily accessible location, and shall not hinder the safety evacuation. Art 43. of Fire prevention and safety rules of Textile mills: There must be no obstruction around the fire extinguishers	Factory has already corrected this issue.
H&S.10 安全设施和紧急救援训练	Noncompliance	生产楼2楼一只灭火器置于地上 (工厂已于审核当天整改)。	走厂发现 / 管理层访谈	工厂安全卫生规程第31条规定: 工作场所应该备有急救箱。 建筑灭火器配置设计规范第五章第1.1条: 灭火器应设置在明显和便于取用的地点,	已整改

H&S.14 Material Safety Data Sheets/Worker Access and Awareness	Noncompliance	The glacial acetic acid in the warehouse lacks second container and MSDS poster. (Factory corrected this issue during the audit)	Factory walkthrough / Management interview	Article 27 of the Regulation For Chemical Usage Safety in Work Place: Staff and workers are entitled to receive: (1) Date and information in description of the specific characteristics, hazardous ingredients, and safety precaution marks	Factory has already corrected this issue.
H&S.14 物资安全数据记录/工人易懂和知情	Noncompliance	冰醋酸存放区域没有二次容器以及无MSDS。(工厂已于审核当天整改)	走厂发现 / 管理层访谈	《工作场所安全使用化学品规定》第27条： 职工有权获得：（1）工作场所使用化学品的特性、有害成分、安全标签以及安全技	已整改
7. Freedom of Association and Collective Bargaining 7. 自由结社与集体合同	Noncompliance				
FOA.1 General Compliance Freedom of Association	Noncompliance	The Trade Union Act prevents the establishment of trade unions independent of the sole official trade union - the All China Federation of Trade Unions (ACFTU) which violates workers' right to freely	N/A		N/A
FOA.1 结社自由与集体谈判通则	Noncompliance	中国工会法没有给予员工自由结社的权利。	N/A		N/A
8. Hours of Work 8. 工作时间	Noncompliance				
HOW.6 Time Recording System	Noncompliance	1. Workers did not log in-out time in the afternoon and evening. 2. Facility used electronic time records system from Feb.2010. They used manual time records before.	Documentation review / Management interview / Worker interview		1. Factory management expresses rest time is short and it is not convenient. 2. Factory management expresses they will continue to implement the electronic time records system.
HOW.6 时间记录系统	Noncompliance	1. 员工中午及晚上休息时间不打卡。 2. 工厂从2010年2月开始实行电子	文件查阅 / 管理层访谈 / 员工访谈		1. 休息时间较短，员工打卡不方便。 2. 会继续实施电子考勤制度
HOW.19 Sick Leave	Noncompliance	Though factory has established paid sick leave policy, none of workers has enjoyed this benefit yet.	Documentation review / Management interview / Worker interview	The Opinion of the Ministry of Labor on Several Questions concerning the Implementation of the Labor Law article 59, if an employee suffers from an illness or a non-work-related injury and is	Factory management will provide paid sick leave training to workers within one week. If workers ask for sick leave, factory will implement paid sick leave.
HOW.19 病假	Noncompliance	工厂虽然建立了带薪病假制度，但没有员工享受过这一福利。	文件查阅 / 管理层访谈 / 员工访谈	劳动部关于印发《关于贯彻执行〈中华人民共和国劳动法〉若干问题的意见》的通知 第59条，职工患病或非因工负伤治疗期间，在规定的医疗期间内由企业按有关规定支付其病假工资或疾病救济费，病假工资或疾病救济费可以低于当地最低工资标准支付，但不能低于最低工资标准的80	一周内给员工进行带薪病假制度的讲解培训，只要员工请假，工厂马上实施带薪病假制度。

9. Wages, Benefits and Overtime Compensation 9. 工资、福利与加班工资	Noncompliance				
WBOT.5 Holidays, Leave, Legal Benefits and Bonuses	Noncompliance	There are 572 employees in the facility, 485 out of 572 employees are covered with basic pension, medical, occupational injury and unemployment insurance. No one is enrolled in childbirth insurance, but factory provided RMB 1050 maternity wage per month.	Documentation review / Management interview / Worker interview	Art. 72 of PRC Labor Law (Chapter 9 Social Security and Benefit): Management and employees must participate in social insurance programs. Art.73 PRC Labor Law: Workers shall be provided with social insurance benefits under the following circumstances: a) retirement; b) illness; c) disability caused by work-related injury or occupational disease; d) unemployment and e) child	Factory management expresses worker who are not covered by social insurance are the new ones, the social insuredocuments are still being processed by the government; The childbirth insurance is not delevoped yet.
WBOT.5 假期, 休假, 法定福利和奖金	Noncompliance	工厂现有员工572人, 其中485人全部参加基本养老保险, 医疗保险, 工伤保险和失业保险, 工厂没有缴纳生育保险。但工厂为员工提供每月1050的产假工资。	文件查阅 / 管理层访谈 / 员工访谈	中国劳动法第九章“社会保险和福利”第72条规定: 用人单位和劳动者必须依法参加社会保险, 缴纳社会保险费。第73条规定: 劳动者在下列情形下, 依法享受社会保险待遇: (一) 退休; (二) 患病、负伤; (三) 因工伤残或者患职业病;	社保没覆盖到的员工是由于新进工厂, 社保还正在办理中; 当地没有实行生育保险
WBOT.26 Pay Statement	Noncompliance	Factory did not provide pay stub to workers.	Documentation review / Management interview / Worker interview	Art. 6 of the Interim Regulations on the Payment of Wages: Company shall provide workers with a detailed pay stub.	Factory will correct within a month
WBOT.26 工资结算单	Noncompliance	工厂没有提供工资条给员工。	文件查阅 / 管理层访谈 / 员工访谈	工资支付暂行规定第6条: 用人单位在支付工资时应向劳动者提供一份其个人的工资清单	下个月整改
10. Miscellaneous 10. 其他	In compliance				