

Workplace Conditions Assessment Report

Measured Results —Improved Performance



ANYANG JINGHONG GARMENT CO.,LTD

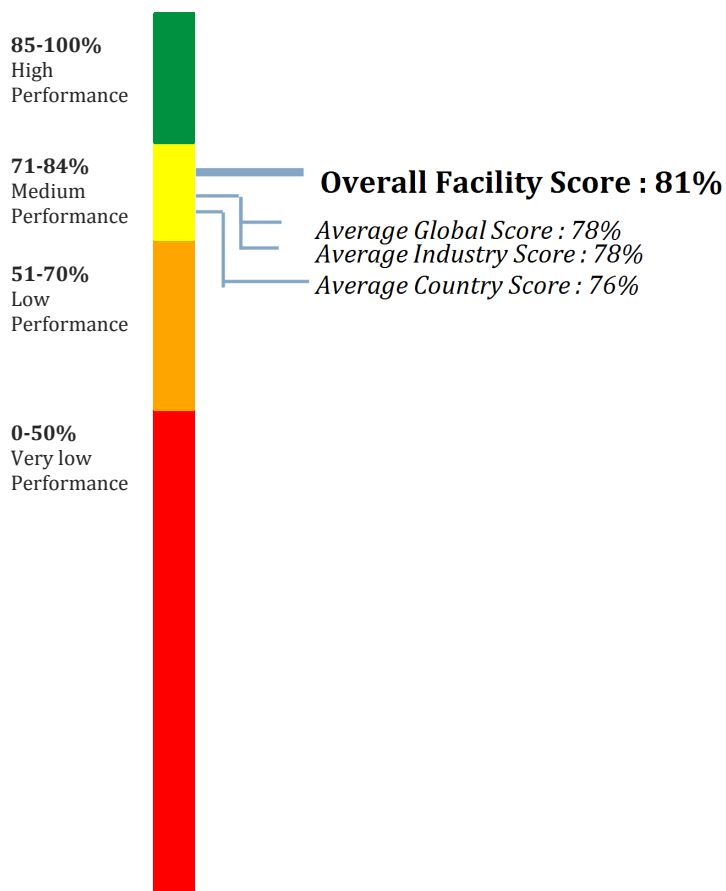
GENERAL INFORMATION

Overall Facility Score : **81%**

Report No :	F_IAR_119528	City :	Anyang
Audit Date :	Nov 13, 2018	Country :	China
Last Audit :	NA	Auditors :	Primary: Rebecca Liu
Assessment Stage :	Initial		Secondary: None
Schedule Type :	Semi-Announced	Service Provider:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 29569



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
Overall	81%	-	1	5	6	-
Labor	100%	-	-	-	-	-
Wages & Hours	71%	-	-	2	-	-
Health & Safety	76%	-	1	2	2	-
Management Systems	80%	-	-	1	3	-
Environment	89%	-	-	-	1	-

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	ANYANG JINGHONG GARMENT CO.,LTD	Facility Legal Status:	Privately owned
Facility Legal Name:	ANYANG JINGHONG GARMENT CO.,LTD.	Year facility began operations:	March 2018
Audit Location:	XINGLONG ROAD, TANGYIN COUNTY, ANYANG, HENAN PROVINCE.	Located in special economic zone:	No
City:	Anyang	Person responsible for overall social compliance issues:	Mr. Yu Guojiang
Country:	China	Valid certificate for social compliance certification program:	No any certificate was obtained.
Contact Name:	Mr. Yu Guojiang	Vendor Name:	MAMIYE BROTHERS INC
Contact Title:	Manager	Security systems in place:	Yes <i>The facility is enclosed by a wall and monitored by one group security guards. While the visitor register with the external security guards, visitors are required to identify themselves by providing the purpose of the visit and the name of the contact person. Visitors are only allowed to access to the facility when authorization is obtained.</i>
Industry:	Apparel		
Building Description:	The facility consists of one 2-storey building used as workshop and warehouse and one flat building used as kitchen, canteen and office. No dormitory was provided by the facility. Total land area was about 2003 square meters, and total building area was about 3500 square meters.		
Special building type:	NA		

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	Garments	Time record system(s) used:	Swipe Card system
Production process/ Service elements:	Cutting, quilting, sewing, ironing, inspection and packing.	Chemicals or hazardous materials on-site:	Yes <i>Some chemical such as machine oil.</i>
Production capacity a week:	5,000 pieces	Current production/ Services for client:	No
Total number of machines:	200		
Main machine types:	cutting machines, sewing machines, etc.		
Shifts and Operating hours:	All employees in the facility worked 5 days per week in one shift from 8:00 to 16:30 with 0.5 hour's lunch break time from 12:00 to 12:30.		

A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	101-500 employees	Female Employees:	132
Union name:	None	Male Employees:	21
Employs juvenile workers:	None	Mgmt Employees:	1
Hires through employment agent:	No <i>All employees were hired directly by the facility.</i>	Production (Non-Management) Employees:	152
Employee nationalities/ provinces:	There was no foreign employee in the facility. Migrant employees come from other provinces of China, such as Jiangsu province, etc.	Local Employees:	149
		Foreign/Migrant Employees:	4
		Languages spoken in the facility:	Mandarin
		Management and employees speak same language :	Yes

A4. SUBCONTRACTOR INFORMATION

Subcontractor# :	1		
SubContractor Name:	Anyang Haijing Garment Co., Ltd.	Address:	Intersection of Tiexi Road and Wenchang Road, Anyang city, Henan Province, China.
Contact Name:	Mr. Tie Jianliang		
Telephone:	86-13613723777		
Email Address:	Not provided		
Process Type:	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
Process subcontracted:	Printing		
Social Audits performed:	No	Type of Social Audits:	NA
Private label items:	No		
Subcontractor# :	2		
SubContractor Name:	Anyang Yuhe Embroidering Co., Ltd.	Address:	No.132 Dongsudu, Baizhuang Town, Anyang city, Henan Province, China.
Contact Name:	Mr. Liu Zhen		
Telephone:	86-18937228184		
Email Address:	Not provided		
Process Type:	Subcontractor performs other subcontracting functions (i.e. printing, spraying, injection, dyeing, welding, washing, embroidery)		
Process subcontracted:	Embroidering		
Social Audits performed:	No	Type of Social Audits:	NA
Private label items:	No		

A5. GENERAL INFORMATION

1. At 9:30 on November 13, 2018, auditor entered the facility then held an opening meeting according to WCA Program. The facility management Mr. Yu Guojiang/ Manager, Li Xin/ Human resources personnel were present at the meeting.
2. This was a semi-announced initial audit. The facility management accepted the audit and they stated that the facility would be co-operative with this audit.
3. Attitude of workers: interviewees were comfortable during interview. All employees were satisfied with the factory and no negative information was raised. Employees do enjoy working in the facility. They are satisfied with the working condition and management system.
4. The facility gives everybody equal opportunity and salary.
5. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for review was provided timely. Locked areas encountered during the audit were unlocked timely. At the end of the audit, all the findings were accepted by the facility management.
6. Peak seasons were not obvious in the facility.
7. The facility rented all buildings from Anyang Xinyuan Electrical Appliance Co., Ltd. The leasing contract and business license of the landlord had provided for review.
8. The facility began operation in March 2018, thus only 7 months' (from March 2018 to September 2018) payroll records and 8 months' and 12 days' attendance records(from March 1, 2018 to November 12, 2018) were provided for review during this audit.

Emergency Preparedness Summary

1. Through facility tour and employees interview, the facility had a good control of manage emergency preparedness, which stated how to deal with some accident. According to the procedure, firstly, the employees, who found the accident, should push the fire alarm button and then call the responsible person Mr. Tang Xiangdong communicated with their responsible persons to resolve the accident. If someone injured, some responder should call 120 first and at the same time the first aid responder would conduct first aid.
2. The facility had conducted training for employees about fire safety when they joined in. Firefighting equipment were installed in all production areas in the facility, including fire extinguishers including type A, B, C, fire hydrants and fire alarms. All fire equipment including fire extinguisher and fire hydrants were kept clear and easy to access. Evacuation maps are also posted in each floor with emergency team, emergency plan position of firefighting equipment, and photo of fire team, emergency routes are clearly marked on the floor which can lead employees to emergency exit, exit sign are posted at exit doors. However, there was still some firefighting problem need to correct in this audit. For example, 2 out of 2 evacuation doors were sliding doors without locked device in the production building.
3. Through employees' interview, fire evacuation drill was conducted for all employees twice a year, and the latest fire drill was conducted on May 7, 2018.

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
7 Months Payroll	March 1, 2018	September 30, 2018
8 Months Attendance	March 1, 2018	November 12, 2018
Special Comments	The facility began operation in March 2018, thus only 7 months' (from March 2018 to September 2018) payroll records were provided for review.	

Employee interview sampling

Individual	10 (8 females and 2 males)
Group	0
Total interviewed	10 (8 females and 2 males) were all interviewed individually.

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	September 1, 2018	September 30, 2018	No	10
Period 1	June 1, 2018	June 30, 2018	No	3
Period 2	March 1, 2018	March 31, 2018	No	3
Total				16

Other records reviewed

Personnel records

Non-Production records

Legal Permits

Infirmity logs

Security log book

Other : HS training records

Production records

Employment contracts

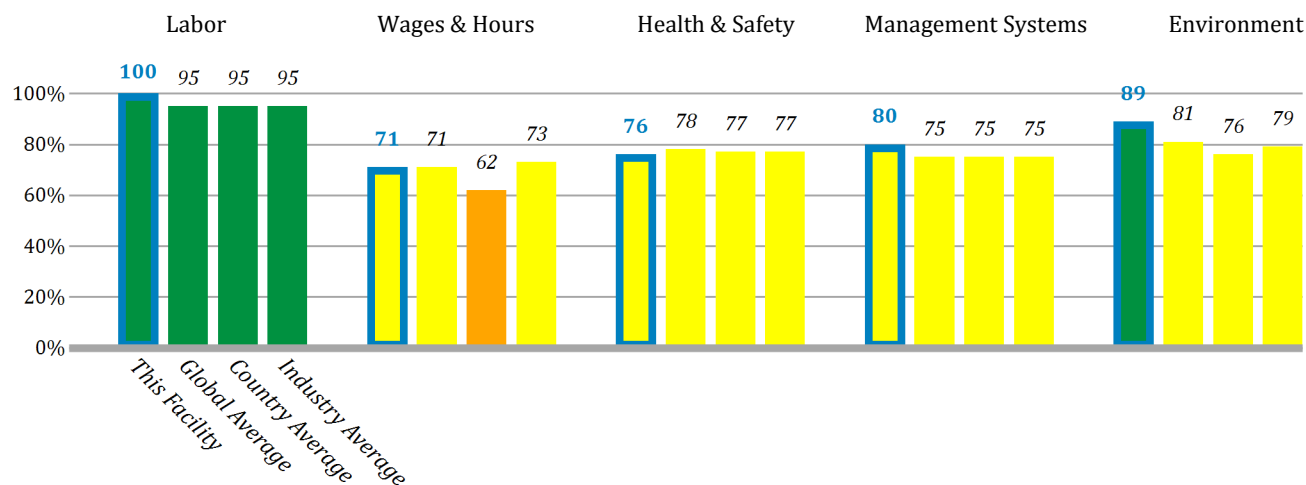
Employee leave register

Machine maintenance records

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, China average, Apparel average

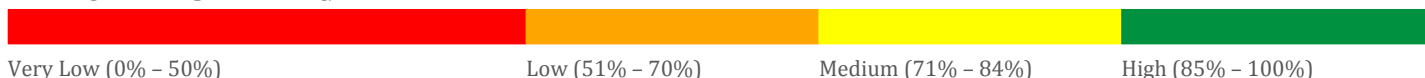


B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (13-Nov-2018)	Last (Not Applicable)	First (Not Applicable)	Change (Current-Last)	Change (Current-First)
Labor	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Wages & Hours	71	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Health & Safety	76	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Management Systems	80	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Environment	89	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Overall Score	81	Not Applicable	Not Applicable	Not Applicable	Not Applicable

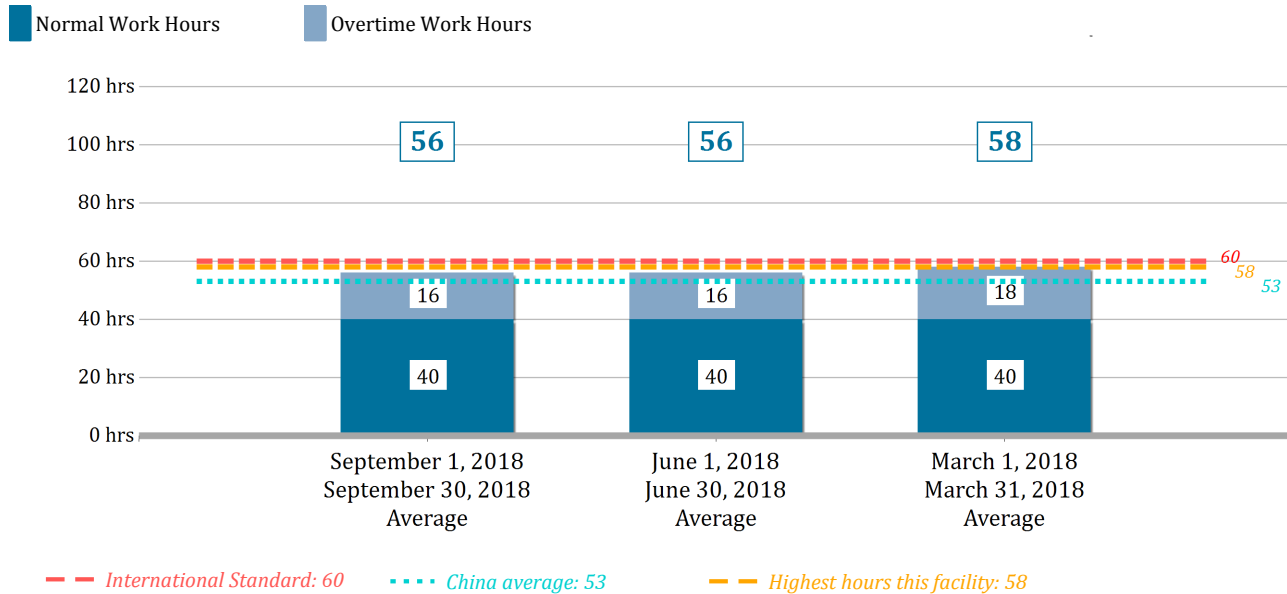
▲ Advancers ■ Constant ▼ Decliner

PERFORMANCE RATING

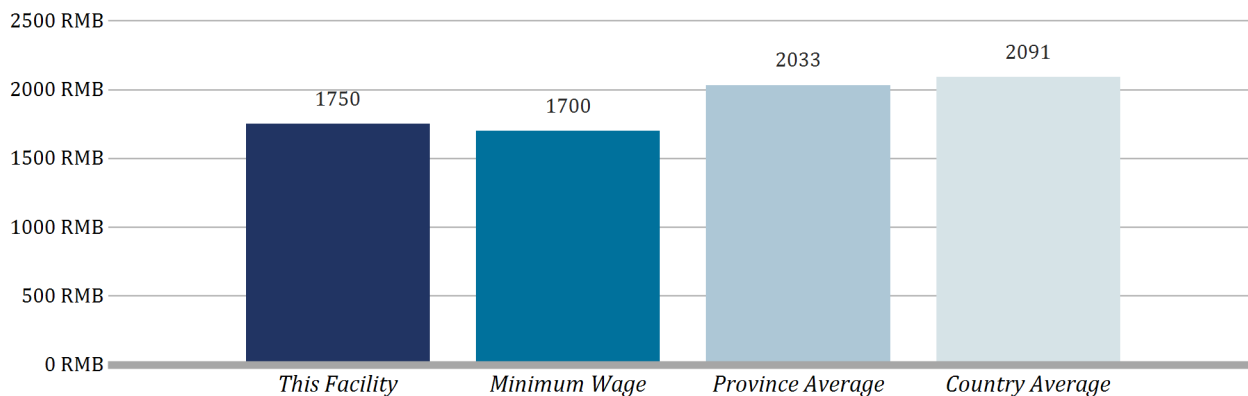


B3. WORKING HOURS AND WAGES

Average total hours worked weekly



Average wages paid in local currency (RMB)



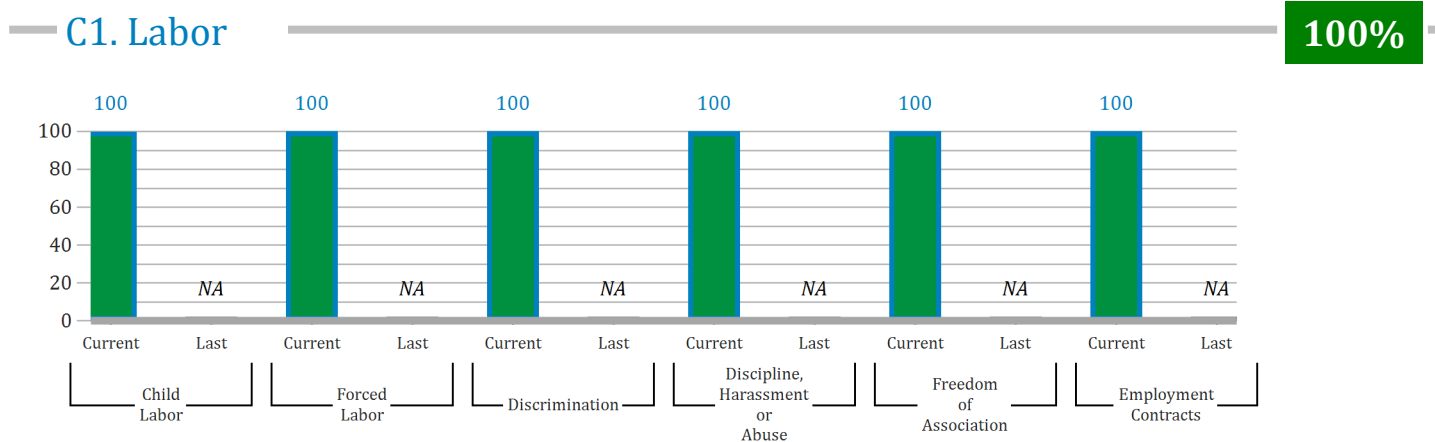
Special wage circumstances: The local minimum wages were set at RMB 1700 per month equivalent to RMB 9.77 (1700/21.75/8) per hour since October 1, 2018 and RMB 1570 per month equivalent to RMB 9.02 (1570/21.75/8) from October 1, 2017 to September 30, 2018.

Wages and hours summary:

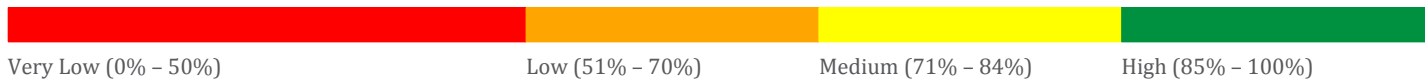
1. 7 months' (from March 2018 to September 2018) payroll records and 8 months and 12 days' (from March 1, 2018 to November 12, 2018) attendance records were provided for review. 10 samples from September 2018 (current month), 3 samples from June 2018 (random month) and 3 samples from March 2018 (random month) were selected. In addition, production records such as material delivery records were reviewed for cross checking and no inconsistency was noted.
2. Wages of all employees were calculated by hourly rated basis. The salary pay date was around 30th of each month.
3. As per the facility management, peak months were not obvious in the facility.
4. From reviewing selected samples, the minimum monthly wages paid were RMB 1700 per month, which had met local minimum wage standard. The facility provided paid leaves such as annual leave, sick leave, maternity leave etc. to employee. No allowance or bonus was provided to employees.
5. Generally employees' overtime on normal working days and rest days was paid 150% and 200% of normal wage rate, which was in compliance with legal requirement. No overtime occurred on holidays.
6. All other employees used swipe card attendance system to record their attendance. Based on the provided attendance records:
 - 1) For September 2018 (current month), the average number of hours worked in a week for all 10 randomly selected samples was 55.5 hours per week. Maximum working hours per week were 58 hours (10 out of 10 randomly selected samples), Maximum overtime hours per day were 2 hours (10 out of 10 randomly selected samples), Maximum overtime hours per month were 78 hours (10 out of 10 randomly selected samples).
 - 2) For June 2018 (random month), the average number of hours worked in a week for all 3 randomly selected samples was 55.5 hours per week. Maximum working hours per week were 58 hours (3 out of 3 randomly selected samples), Maximum overtime hours per day were 2 hours (3 out of 3 randomly selected samples), Maximum overtime hours per month were 80 hours (3 out of 3 randomly selected samples).
 - 3) For March 2018 (random month), the average number of hours worked in a week for all 3 randomly selected samples was 58 hours per week. Maximum working hours per week were 58 hours (3 out of 3 randomly selected samples), Maximum overtime hours per day were 2 hours (3 out of 3 randomly selected samples), Maximum overtime hours per month were 84 hours (3 out of 3 randomly selected samples).

C. PERFORMANCE DETAILS

Current (13-Nov-2018)

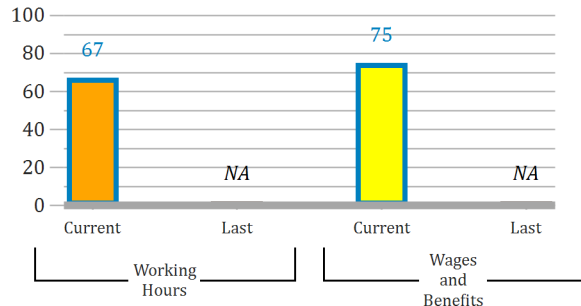


PERFORMANCE RATING



C2. Wages & Hours

71%



Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● Moderate	<p>122.00 : Total overtime hours exceeds allowable limits under applicable law or agreement.</p> <p>Auditor's comment Through document review, auditor found that the monthly overtime hours of 10 out of 10 randomly selected employees were 78 hours in September 2018 (current month); the monthly overtime hours of 3 out of 3 randomly selected employees were 80 hours in June 2018 and the monthly overtime hours of 3 out of 3 randomly selected employees was 84 hours in March 2018 (random month).</p> <p>People's Republic of China Labor Law Article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and laborers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of laborers is guaranteed. However, the total extension in month shall not exceed 36 hours.</p>	47%

PERFORMANCE RATING



Sub Section: Wages and Benefits

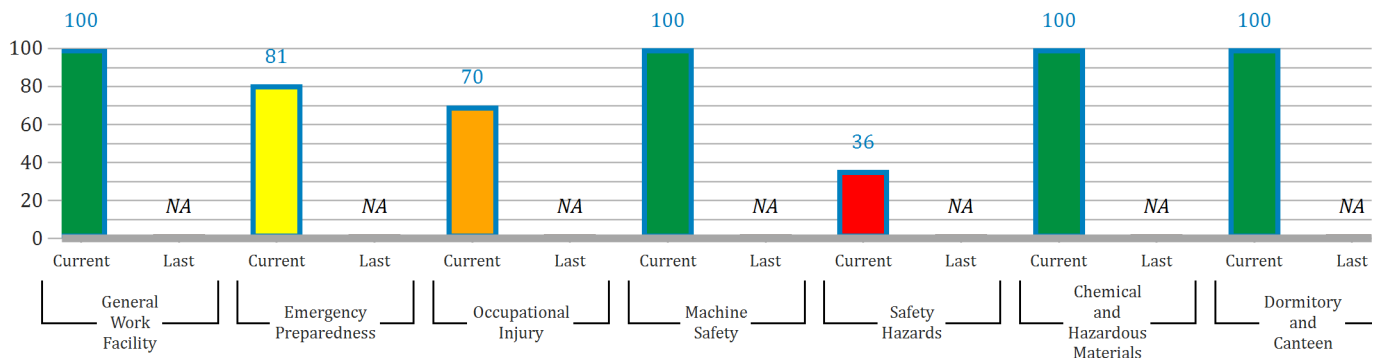
Status	Findings	% Global freq of compliance
● Moderate	<p>150.00 : The facility does not provide social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.</p> <p>Auditor's comment No employees participated in social insurance. Through document review, auditor found that no employee had participated in basic endowment insurance, basic medical insurance, employment injury insurance, unemployment insurance and maternity insurance. Besides, the facility had purchased commercial injury insurance for 146 employees with valid period from June 9, 2018 to June 8, 2019.</p> <p>Social Insurance Law of the People's Republic of China Article 33 Employees shall participate in employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees.</p> <p>Social Insurance Law of the People's Republic of China Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state.</p> <p>Social Insurance Law of the People's Republic of China Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees.</p> <p>Social Insurance Law of the People's Republic of China Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state.</p> <p>Social Insurance Law of the People's Republic of China Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state.</p>	57%

PERFORMANCE RATING



C3. Health & Safety

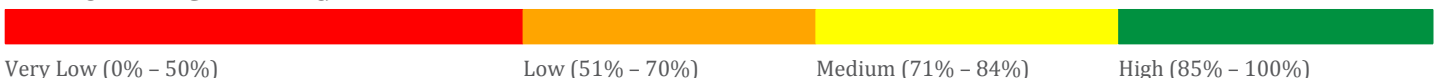
76%



Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	<p>191.00 : The installation and design of all evacuation exit doors are not in compliance with local law</p> <p>Auditor's comment Improper type of evacuation door. During facility tour, auditor found that in the cutting and packing workshop on 1F of one 2-storey production building, 2 out of 2 evacuation doors were sliding doors without locked device.</p> <p>Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 6.4.11 Evacuation doors at a building shall conform to the following requirements: 1. Flush doors which opened to the direction of evacuation shall be adopted for evacuation doors of civil buildings and factory buildings. Sliding doors, roller doors, hanging doors, revolving doors and folding door shall not be adopted. For rooms with no more than 60 persons and the average number of person of evacuation for each door in the room is no more than 30, except for factory buildings of Category A and B, the opening direction of the doors is not limited. 2. Doors of warehouse shall be flush doors open to the direction of evacuation. Sliding doors or roller doors may be set up on the exterior side of the walls on the first floor of warehouse of Category C, D or E. 3. Doors open direct to evacuation staircase or evacuation staircase well, while fully open, shall not reduce the effective width of staircase terrace. 4. Evacuation doors in assembly occupancies where personnel control is needed in case of random access at ordinary times, and the outside doors of residential buildings, dormitory and apartment installed with access control systems shall be ensured easy to open from inside without any tools like a key in case of a fire, and signs and tips for use shall be set up at the conspicuous position.</p> <p>Code of Design on Building Fire Protection and Prevention GB50016-2014 Article 3.7.5 The respective total net width for evacuation staircases, passages and doors at a factory building shall be determined through calculation on the basis of the number of evacuees and the requirements of the minimum net width for each 100 persons stipulated in table 3.7.5. But the minimum net width of evacuation staircases should not be less than 1.10m; the net width of evacuation passage should not be less than 1.40m and the minimum net width of evacuation door should not be less than 0.90m. When the number of persons on each floor differs, the total net width of its staircases shall be calculated by floor to floor, and the total net width of stairs in lower floor is calculated on the basis of the number of persons on the said floor and the upper floor that has the maximum number of persons. The total net width of the exterior door on the ground floor shall be calculated on the basis of the number of persons on the said floor and the upper floor that has the maximum number of persons, and the minimum net width of the said evacuation door shall not be less than 1.2m.</p>	86%

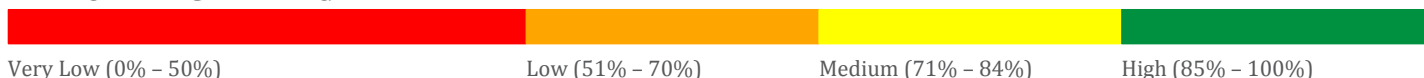
PERFORMANCE RATING



Sub Section: **Occupational Injury**

Status	Findings	% Global freq of compliance
● Minor	<p>211.00 : The facility does not conduct and/ or pay for regular occupational health examinations for employees when applicable</p> <p>Auditor's comment No occupational health examination was provided to employees engaged in post with occupational disease hazards. During facility tour, auditor found that there were total 6 employees working in quilting workshop with cotton dust. However, the facility could not provide these employees periodic occupational health examination reports for review.</p> <p>PRC Law of Prevention and Control of Occupational Diseases Article 35 The employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be undertaken by the Medical and Health Institutions with Practicing Licence of Medical Institution. The Health Administrative Department shall strengthen the standardization management of occupational health examination. The specific administrative measures shall be formulated by the Health Administrative Department of State Council.</p>	73%
● Minor	<p>213.00 : The facility does not apply for testing of factors of occupational hazards at least once a year and the report kept for review</p> <p>Auditor's comment The facility did not conduct evaluation on occupational hazard factors. During facility tour, auditor found that hazardous factor (cotton dust) existed in quilting workshop. However, the facility could not provide evaluation report of occupational hazardous factors for review.</p> <p>Provisions on the Supervision and Administration of Workplace Occupational Health Article 20 An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.</p>	76%

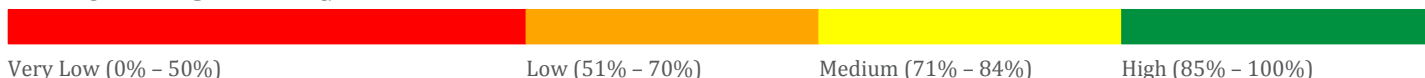
PERFORMANCE RATING



Sub Section: **Safety Hazards**

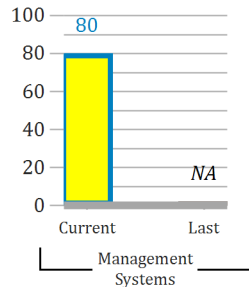
Status	Findings	% Global freq of compliance
● Moderate	<p>239.00 : The facility does not operate in a building matched to its authorized purpose</p> <p>Auditor's comment Whether all the buildings used by the facility (one 2-storey building and one flat building) matched to their authorized purpose could not be verified due to the following reason: No certificate or report/register fire protection acceptance and report of construction completion acceptance were provided. During facility tour, auditor found that there was one 2-storey production buildings and one flat office, canteen and kitchen building. However, the facility could not provide certificate or report/register fire protection acceptance and report of construction completion acceptance for these buildings to review.</p>	89%
● Major	<p>240.00 : The facility (including construction projects) does not have all of the building permits and/or fire safety permits as per the legal requirements</p> <p>Auditor's comment 1) In accordance with the PRC Construction Law Article 61. No report of construction completion acceptance was provided. During facility tour, auditor found that there was one 2-storey production building and one flat office, canteen and kitchen building. However, the facility could not provide the report of construction completion acceptance of these buildings for review. 2) In accordance with PRC Fire Prevention Law article 11 and article 13. No certificate or report/register for fire protection acceptance was provided. During facility tour, auditor found that there was one 2-storey production buildings and one flat office, canteen and kitchen building. However, the facility could not provide the certificate or report/register for fire protection acceptance for these buildings for review.</p> <p>PRC Construction Law Article 61 A construction project handed over for completion acceptance checks must conform to the prescribed construction project quality standards, have complete project technical and economic information and signed project warranty, and have qualified other conditions for completion prescribed by the state. A construction project may only be handed over for use upon passing the acceptance checks; no construction project shall be handed over for use without going through the acceptance checks or passing the acceptance checks.</p> <p>PRC Fire Prevention Law Article 11 The Ministry of Public Security of the State Council prescribes, for those densely populated places and special construction works, design documents shall be submitted to public security organs for safety review. Public security fire control institutions shall be responsible for the result.</p> <p>PRC Fire Prevention Law Article 13 The project completed with fire control design in accordance with the requirements of the State Technical Standards on Fire Control for Engineering Construction shall go through acceptance check and filing as stated below: 1. As is stated in Article 11, construction units shall apply to the public security fire control institutions for fire control acceptance check. 2. Other construction works and construction units shall file with public security fire control institutions and public fire control institutions shall conduct random inspection. Construction projects which are supposed to go through fire control acceptance check but do not or considered unqualified shall not be put into use. Other projects considered unqualified after acceptance check in accordance with law shall not be put into use.</p>	73%

PERFORMANCE RATING



C4. Management Systems

80%



Sub Section: Management Systems

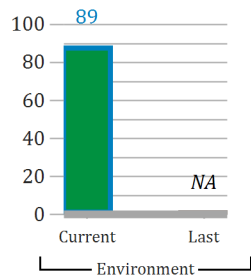
Status	Findings	% Global freq of compliance
● Minor	<p>296.04 : The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility had established working hour and wages management procedures but not performed well, such as overtime hours exceeded the legal requirement; no employees participated in social insurance.</p>	49%
● Minor	<p>296.06 : The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility had established emergency preparedness management procedures but not performed well, such improper type of evacuation doors.</p>	65%
● Minor	<p>296.07 : The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility had established employee safety procedures but not performed well, such as no occupational health examination was provided to employees engaged in post with occupational disease hazards and the facility did not conduct evaluation on occupational hazard factors.</p>	52%
● Moderate	<p>298.00 : The facility has not implemented a system to identify and monitor applicable labor and ethics laws, regulations and customer requirements</p> <p>Auditor's comment The facility did not implement a system to identify and monitor applicable labor laws, regulations and customer social compliance requirements.</p>	87%

PERFORMANCE RATING



C5. Environment

89%



Sub Section: Environment

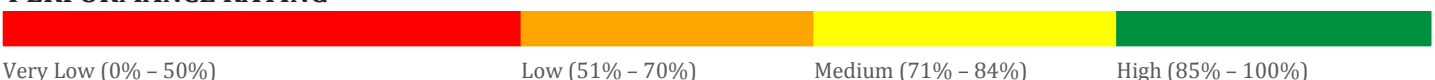
Status	Findings	% Global freq of compliance
● Minor	323.00 : The facility does not conduct a risk assessment (internal/ external) to evaluate the significant environmental impacts of its sites and processes Auditor's comment The facility did not conduct a risk assessment (internal/ external) to evaluate the significant environmental impacts of its sites and processes.	84%

% Global Frequency of Compliance:	Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue
Identification numbers:	Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

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

PERFORMANCE RATING



D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
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Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
The facility does not operate in a building matched to its authorized purpose	Moderate	89%
The facility has not implemented a system to identify and monitor applicable labor and ethics laws, regulations and customer requirements	Moderate	87%
The installation and design of all evacuation exit doors are not in compliance with local law	Moderate	86%
The facility does not conduct a risk assessment (internal/ external) to evaluate the significant environmental impacts of its sites and processes	Minor	84%
The facility does not apply for testing of factors of occupational hazards at least once a year and the report kept for review	Minor	76%
The facility (including construction projects) does not have all of the building permits and/or fire safety permits as per the legal requirements	Major	73%
The facility does not conduct and/ or pay for regular occupational health examinations for employees when applicable	Minor	73%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	65%

DISCLAIMER

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