



COMPANIES: Fast Retailing Co., Ltd.

COUNTRY: Vietnam

ASSESSMENT DATE: 08/15/18

ASSESSOR: One Step Vietnam

PRODUCTS: Apparel

NUMBER OF WORKERS:

Understanding this Assessment Report

This is a report of a workplace assessment conducted by Fair Labor Association assessors following FLA's Sustainable Compliance methodology (SCI), which evaluates a facility's performance in upholding fair labor standards through effective management practices throughout the entire employment life cycle.

This report identifies violations and risks of noncompliance with the Fair Labor Association Workplace Code of Conduct in its assessment of the employment functions, and includes a description of the root causes of violations, recommendations for sustainable and immediate improvement, and the corrective action plan for each risk or violation as submitted by the company. This document is not a static report; rather, it reflects the most recent progress updates on remediation in the "Progress Update" section for each finding.

Summary of Code Violations

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

While it is important to note when violations of the FLA Workplace Code of Conduct occur, the purpose of these assessments is not simply to test compliance against a particular benchmark, but rather to develop an understanding of where and how improvements can be made to achieve sustainable compliance. Code of Conduct violations can be found throughout the course of an assessment of the employment and management functions, and are addressed in companies' action plans.

FLA Code Element	Violations
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Findings and Action Plans

FINDING NO.1

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation

1. The attendance and detail payroll records of Canteen service and Security service were not available for review during the time of assessment. Therefore, the compliance status of wage and benefit and working hours could not be verified during the time of assessment. [ER.23.2]

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.23.2)

Recommendations for Immediate Action

1. The attendance and detailed payroll records of all Canteen service and Security service must be maintained and available for review to fully assess the minimum wage and benefits.

COMPANY ACTION PLANS

1. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.

Planned completion date: 10/17/17

2. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.2

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation

1. The factory set the production plan at such a level that workers need to work beyond regular working hours (60 hours per week, including 12 overtime hours). These hours are against FLA benchmarks. [ER.24]
2. Although it has not been implemented in the last twelve months, current disciplinary procedures include a wage raise suspension of up to 6 months as a means to discipline. Notes: this practice is in line with local law but is against FLA benchmarks. [ER.27.1]
3. The factory and union has signed a Collective Bargaining Agreement (CBA). While the factory meets the legal requirement in informing employees about the CBA, including posting on bulletin boards, worker briefings, and responding to any worker question, workers do not receive a copy of the CBA. [ER.16.2]
4. The factory has not provided specific training on FLA Code for all supervisors (local and foreign) to ensure that they understand and comply with all requirements. [ER.17.1]
5. There are 14 Emergency Response plans: 1. Emergency Fire Response plans; 2. Food poison Emergency response plan; 3. Stolen Emergency response plan; 4. Robbery Emergency response plan; 5. Emergency response plan for internal conflict; 6. Emergency response plan for typhoons; 7. Electrical Shock; 8. Emergency response plan for Bomb Threat; 9. Emergency response plan for infectious Diseases; 10. Emergency response plan for earthquake; 11. Emergency response plan for Strom & Heavy Rain; 12. Emergency response plan for emergency accident arising; 13. Emergency response plan for chemical; 14. Emergency response plan for wastewater treatment. However, the factory has only planned and practiced for the Emergency Fire Response plans & Emergency response plan for chemicals. [ER.31, HSE.3]
6. The Code of Conduct for the FLA affiliate was not available for workers reference. [ER.2]

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.2, ER.16.2, ER.17.1, ER.24, ER.27.1, ER.31; Health, Safety & Environment Benchmarks, HSE.3)

COMPANY ACTION PLANS

1. "1. Factory production planning Control Department (PPC Dept) will excluding overtime while planing production.
2. Humance resource Department who in charge of revision Internal Rule and Regulation (IRR) will revise the IRR to ensure this disciplinary will be removed and IRR will be apply accordingly.
3. Factory will provide a copy of CBA to worker.
4. Human resource Department will arrange FLA Code for all supervisors (local and foreign) to ensure that they understand and comply with all requirements.
5. Per on actual emergency incident factory will plan to do each kind of drill from next year.
6. Currently factory has posted FLA Code of conduct at our Code of Conduct corner only, then we will post more copy at our bulletin board for easy reference."

Action plan status: In progress

Planned completion date: 10/17/18

2. "1. Factory production planning Control Department (PPC Dept) will excluding overtime while planing production.
2. Humance resource Department who in charge of revision Internal Rule and Regulation (IRR) will revise the IRR to ensure this disciplinary will be removed and IRR will be apply accordingly.
3. Factory will provide a copy of CBA to worker.
4. Human resource Department will arrange FLA Code for all supervisors (local and foreign) to ensure that they understand and comply with all requirements.
5. Per on actual emergency incident factory will plan to do each kind of drill from next year.
6. Currently factory has posted FR Code of conduct at our Code of Conduct corner only, then we will post more copy at our bulletin board for easy reference."

Action plan status: Completed

Planned completion date: 10/17/18

3. "1. Factory production planning Control Department (PPC Dept) will excluding overtime while planing production.
2. Humance resource Department who in charge of revision Internal Rule and Regulation (IRR) will revise the IRR to ensure this disciplinary will be removed and IRR will be apply accordingly.
3. Factory will provide a copy of CBA to worker.
4. Human resource Department will arrange FLA Code for all supervisors (local and foreign) to ensure that they understand and comply with all requirements.
5. Per on actual emergency incident factory will plan to do each kind of drill from next year.
6. Currently factory has posted FR Code of conduct at our Code of Conduct corner only, then we will post more copy at our bulletin board for easy reference."

Action plan status: In progress

Planned completion date: 10/17/18

4. "1. Factory production planning Control Department (PPC Dept) will excluding overtime while planing production.
2. Humance resource Department who in charge of revision Internal Rule and Regulation (IRR) will revise the IRR to ensure this disciplinary will be removed and IRR will be apply accordingly.
3. Factory will provide a copy of CBA to worker.
4. Human resource Department will arrange FLA Code for all supervisors (local and foreign) to ensure that they understand and comply with all requirements.
5. Per on actual emergency incident factory will plan to do each kind of drill from next year.
6. Currently factory has posted FR Code of conduct at our Code of Conduct corner only, then we will post more copy at our bulletin board for easy reference."

Action plan status: In progress

Planned completion date: 10/17/18

FINDING NO.3

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Review Process (Macro)

Finding Explanation

1. Emergency response plan for chemicals has not been updated: 1) The procedures state an emergency response team, however, there was no emergency response team in the factory; 2) The meeting records for the Emergency Response plans practice for fire and chemical spillage on Oct 7, 2017 were not available for review. [ER.31]
2. The factory changed the human resources system in July 2018 for wage, benefit and annual leave calculation method, however, the factory has not updated the new calculation method regarding annual leave calculation into the existing Wage and Benefit policies and procedure. [ER.1.3]

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.1.3, ER.31)

COMPANY ACTION PLANS

1. "1. Factory will update emergency response plan for chemicals. And meeting record will be kept after drill.
2. We will update wage and benefit policies and procedure "

Action plan status: In progress

Planned completion date: 10/17/17

2. "1. Factory will update emergency response plan for chemicals. And meeting record will be kept after drill.
2. We will update wage and benefit policies and procedure "

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.4

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Grievance System

Finding Explanation

1. The factory has grievance procedures, however, the procedures are missing the handling procedure for the three hotlines that are channels for raising the complaints as well as no procedures on tracking these hotlines on a regular basis. [ER.25]

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.25)

COMPANY ACTION PLANS

1. 1. Factory will update grievance procedure to ensure issues was raise by hotline was kept record and follow up. Hotline will be tracking and record on weekly basic.

Action plan status: In progress

Planned completion date: 10/17/17

2. 1. Factory will update grievance procedure to ensure issues was raise by hotline was kept record and follow up. Hotline will be tracking and record on weekly basic.

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.5

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Compensation

Finding Explanation

1. The attendance and detail payroll records of Canteen service and Security service were not available for review during the time of assessment. Therefore, the compliance status of wage and benefit and working hours could not be verified during the time of assessment. [C.1]

Local Law or Code Requirement

FLA Workplace Code (Compensation Benchmarks C.1)

Recommendations for Immediate Action

1. The attendance and detail payroll records of all Canteen service and Security service must be maintained and available for review to fully assess the minimum wage and benefits.

COMPANY ACTION PLANS

1. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.

Action plan status: In progress

Planned completion date: 10/17/17

2. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.6

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Hours of Work

Finding Explanation

1. The attendance and detailed payroll records of Canteen service and Security service were not available for review during the time of the assessment. Therefore, the compliance status of wage and benefit and working hours could not be verified during the time of assessment. [HOW.1]
2. The time records from August 2017 to July 2018 noted that 20% of the workforce worked consecutively for 13 working days (including Sunday) in May and June 2018. However, these persons did not receive compensation days-off as required by law and FLA Benchmarks. [HOW.2]
3. The time records from August 2017 to July 2018 noted that 60% of the workforce had averaged 30.5 overtime working hours with a maximum of 70 hours per month from January to July 2018. This exceeded the legal requirement on overtime which only permits 30 hours of overtime per month. To note: factory's peak season is from April to July. [HOW.1]
4. The time records from August 2017 to July 2018 noted that 50% of the workforce had averaged 60.5 overtime working hours with a maximum of 65 hours per week from May to July 2018. This exceeds the FLA Benchmarks on overtime which only permits 60 hours per week (including regular work hours plus overtime). [HOW.1.3]

Local Law or Code Requirement

Article 16, 109 & 110 of Vietnam Labor Law 2012; FLA Workplace Code (Hours of Work Benchmarks HOW.1, HOW.1.3, HOW.2)

Recommendations for Immediate Action

1. The attendance and detailed payroll records of all Canteen service and Security service must be maintained and available for review to fully assess the minimum wage and benefits.
2. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. If workers must work on a rest day, an alternative consecutive 24 hours must be provided within that same seven-day period or immediately following.
3. The monthly and yearly overtime hours shall be kept within 30 hours as legally required.
4. The weekly hours (including regular work hours plus overtime) shall be kept within 60 hours as FLA Benchmarks requirement.

COMPANY ACTION PLANS

1. 1. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.
2. Factory production planning Control Department (PPC Dept) will plan loading for each department to ensure working hour and overtime hour are followed requirement"

Action plan status: In progress

Planned completion date: 10/17/17

2. "1. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.
2. Factory production planning Control Department (PPC Dept) will plan loading for each department to ensure working hour and overtime hour are followed requirement"

Action plan status: In progress

Planned completion date: 10/17/17

3. "1. Factory will work with canteen and security supplier to do the internal audit on their compensation and benefit as well as working hour to monitor their compliance status.
2. Factory production planning Control Department (PPC Dept) will plan loading for each department to ensure working hour and overtime hour are followed requirement"

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.7

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The factory has an incomplete occupational accidents handling procedure in place. It does not state the terms and conditions in regards to expenses of occupational accident investigation, traffic accident investigation related to labor, or classification of occupational

accidents. Moreover, the dossier of occupational accidents does not have records of scene examination (if any), photos of scene and victim, record of testimony of the victim, the person who knows the facts or person concerned, minutes of meeting to announce the record of occupational accident investigation, etc. [HSE.1]

2. The factory has not established an occupational accident investigation team to clearly state the duties of the members of occupational accident investigation team in case of labor accidents. [HSE.1]

3. The factory conducted a risk assessment for HSE and fire on May 2018. However, the lab room was not covered in this assessment to identify hazards. [HSE.1]

Local Law or Code Requirement

Circular No. 07/2016/TT-BLDTBXH, Art. 3 and Art. 5, Labor Code 2012, Art. 138 and FLA Workplace Code (Health, Safety & Environment Benchmarks, HSE.1)

COMPANY ACTION PLANS

1. Factory will update procedure to follow the regulation.
2. Factory will establish occupational investigation team if any case of accident happen
3. We will review risk assessment and add Lab room in our assessment

Action plan status: In progress

Planned completion date: 10/17/17

2. "1. Factory will update procedure to follow the regulation.
2. Factory will establish occupational investigation team if any case of accident happen
3. We will review risk assessment and add Lab room in our assessment"

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.8

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. There is no procedure or mechanism to keep the temperature for storing the medicines at the clinic room below 30 degree Celsius as per applicable standards of the medication. [HSE.18.3]

Local Law or Code Requirement

FLA Workplace Code (Health, Safety & Environment Benchmarks, HSE.18.3)

COMPANY ACTION PLANS

1. "Maintenance staff has fixed the thermo metter immediately.
Daily checklist for the metter was created to monitor thermo meter working properly ."

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 08/18/18

2. "Maintenance staff has fixed the thermo metter immediately.
Daily checklist for the metter was created to monitor thermo meter working properly ."

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 08/18/18

FINDING NO.9

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Industrial Relations

Finding Explanation

1. According to Decree 60/2013/ND-CP, The minimum quantity of elected representatives is stipulated as follows: a) For enterprise employing 1000 laborers, electing at least 100 representatives and; b) For enterprise employing between 1001 and under 5000 laborers, apart from number of representatives which must elect initially at point c clause 1 of this Article, for every 1000 laborers, it must elect at least 20 representatives. It was noted that the factory conducted the Labor Conference in March 2018 with 58 representatives to participate. However, the total workforce of the factory was approximately 3,000 persons in March 2018. [FOA.1]
2. FLA Comment: Vietnam has not ratified ILO Conventions 87 or 98. Under Vietnamese law, all unions are required to affiliate with the single trade union, the Vietnam General Confederation of Labor (VGCL), which is affiliated with the Communist Party. With respect to such union monopolies, the ILO Committee on Freedom of Association has stated that "the rights of workers to establish organizations of their own choosing implies . . . the effective possibility of forming . . . [trade unions] independent both of those which exist already and of any political party." Vietnam's legal framework is therefore not compatible with the ILO Principles on Freedom of Association and, as such, all factories in Vietnam fail to comply with the FLA Code standard on Freedom of Association. [FOA.2]

Local Law or Code Requirement

Article 17 of Decree 60/2013/ND-CP; FLA Workplace Code (Freedom of Association Benchmarks FOA.1, FOA.2)

COMPANY ACTION PLANS

1. Factory has well noted issues and will ensure number of representative are fully meet requirement

Action plan status: In progress

Planned completion date: 10/17/17

2. Factory has well noted issues and will ensure number of representative are fully meet requirement

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.10

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. There are no secondary containment and labels for three chemical cans in the following areas: the lab room, the machines storage, the small chemical storage on the 3rd floor in Workshop 2. [HSE.9.1]
2. There are no MSDS (Shell sol & EB Solvent) posted in the bonding room for workers' reference. [HSE.10]
- 3) One eye wash station in the chemical storage had low water pressure. [HSE.6]

Local Law or Code Requirement

FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.6, HSE.9 and HSE.10)

Recommendations for Immediate Action

1. Ensure MSDS, label and secondary containment is available for all chemical containers
2. Ensure the eye wash station is in good condition and ensure regular checks

COMPANY ACTION PLANS

1. "1. Compliance team has retrained to person in charge of each area to ensure all chemical cans has labels and secondary containment. Beside that compliance team has conducted daily factory tour to follow up.
2. We have posted MSDS for requested chemical and compliance team has conducted daily tour to ensure MSDS always available and easy access at working area.
3. We have installed booster pump for eye wash machine to increase water pressure as standard. Beside that we have weekly checklist to ensure machine is in good condition.

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 09/15/18

2. "1. Compliance team has retrained to person in charge of each area to ensure all chemical cans has labels and secondary containment. Beside that compliance team has conductedt daily factory tour to follow up.
2. We have posted MSDS for requested chemical and compliance team has conducted daily tour to ensure MSDS always available and easy access at working area.
3. We have installed booster pump for eye wash machine to increase water pressure as standard. Beside that we have weekly checklist to ensure machine is in good condition.

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 09/15/18

FINDING NO.11

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. Two emergency lights and exit signs did not work when they were tested in the machine storage area. [HSE.5]
2. Six fire extinguishers are not checked on a monthly basis in the machine storage area. It was last checked on March 3, 2018. [HSE.6.1]
3. One fire alarm in the canteen was obstructed by a table. Additionally, one evacuation map was obstructed by a working table on the 3rd floor, in Workshop 2. [HSE.5]
- 4) There is no automatic fire extinguisher installed in the recycle waste area and small chemical storage on the 3rd floor in Workshop 2. [HSE.5]
- 5) One exit route in the parking area had stagnant water. [HSE.5]
- 6) The yellow line and escape arrow for five exit routes in sewing line Workshop 1 were faded. [HSE.5]

Local Law or Code Requirement

Decree No.79/2014/ ND-CP, Article 7; TCVN 3890-2009, point 5.2.1; TCVN2622:1995, Point 7.5 and FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.5, HSE.6.1)

Recommendations for Immediate Action

1. Check the emergency light and exit signs for all emergency exit doors
2. Mark and inspect all fire extinguishers on a monthly basis
3. Ensure fire equipment (fire alarm; evacuation map) be free of obstructions at all times
4. Equip the recycle wastes & small chemical storage area on the 3rd floor in Workshop 2 with an automatic fire extinguisher
5. Ensure exit routes are non-slippery
6. Ensure all exit routes at the workplaces are free and clearly marked with lines and directional signs leading to the exit door

COMPANY ACTION PLANS

1. "1. The issues was corrected right after comment from auditor. Then we have retrained to maintaine team who in charge of checking fire safety equipment to complete his job properly. Checklist for fire safety equipment maintainance was made and record at maintainance room. Compliance team will conduct crosscheck to ensure fire safety equipment was checked regularly by maintainance.
2. The issues was corrected right after comment from auditor. Then we have retrained to maintaine team who in charge of checking fire safety equipment to complete his job properly. Checklist for fire safety equipment maintainance was made and record at maintainance room. Compliance team will conduct crosscheck to ensure fire safety equipment was checked regularly by maintainance.
3. We have arranged table in the canteen to ensure fire alarm was not obstructed. And compliance team has remind canteen staff there to ensure all fire safety equipment was not obstructed. Compliance team will conduct daily factory tour to ensure no any obstructs fire safety equipment.
4. We have set up automatic fire extinguisher at the required area. All automatic fire extinguisher was checked regularly.
5. We have work with admin to clean the area to ensure no stagnant water.
6. Maintainance team has repaint this area. Compliance team will follow up closely painting schedule to ensure no any faded line."

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 09/15/18

2. "1. The issues was corrected right after comment from auditor. Then we have retrained to maintaine team who in charge of checking fire safety equipment to complete his job properly. Checklist for fire safety equipment maintainance was made and record at maintainance room. Compliance team will conduct crosscheck to ensure fire safety equipment was checked regularly by maintainance.
2. The issues was corrected right after comment from auditor. Then we have retrained to maintaine team who in charge of checking fire safety equipment to complete his job properly. Checklist for fire safety equipment maintainance was made and record at maintainance room. Compliance team will conduct crosscheck to ensure fire safety equipment was checked regularly by maintainance.
3. We have arranged table in the canteen to ensure fire alarm was not obstructed. And compliance team has remind canteen staff there to ensure all fire safety equipment was not obstructed. Compliance team will conduct daily factory tour to ensure no any obstructs fire safety equipment.
4. We have set up automatic fire extinguisher at the required area. All automatic fire extinguisher was checked regularly.
5. We have work with admin to clean the area to ensure no stagnant water.
6. Maintainance team has repaint this area. Compliance team will follow up closely painting schedule to ensure no any faded line."

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 09/15/18

FINDING NO.12

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. Six canteen staff did not wear boots while working in an area with a wet floor [HSE.1, HSE.8]

Local Law or Code Requirement

Labor Code 2012, Art. 138; FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.1, HSE.8)

Recommendations for Immediate Action

1. The factory to instruct workers on the correct and proper use of personal protective equipment (PPE).

COMPANY ACTION PLANS

1. "Admin staff who monitore canteen has reminded canteen staff to wear boot while working. She has to ensure worker are wearing fully PPE while working
Issues has been closed "

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 09/15/18

2. "Admin staff who monitore canteen has reminded canteen staff to wear boot while working. She has to ensure worker are wearing fully PPE while working
Issues has been closed "

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 09/15/18

FINDING NO.13

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. Ten percent (10%) of all sewing workers did not have the plexi-glass in the safety position. [HSE.1, HSE.14]
2. The two ventilation fans in the canteen are not covered and do not have covers. [HSE.1, HSE.14]

Local Law or Code Requirement

Labor Code 2012, Art. 138 and FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.1, HSE.14)

Recommendations for Immediate Action

1. Ensure all sewing workers use plexi-glass while working.
2. Ensure machinery, equipment and tools shall be properly guarded and regularly maintained.

COMPANY ACTION PLANS

1. "1. Compliance team will conduct re-training to all sewing worker to ensure they are understood safety function of plexi-glass. And compliance team will conduct daily tour to ensure worker follow the regulation. Planned Completion 31/12/2018
2. Issues has been closed. Ventilation fan has cover"

Action plan status: In progress

Planned completion date: 10/17/17

2. "1. Compliance team will comduct re-training to all sewing worker to ensure they are understood safety function of plexi-glass. And compliance team will conduct daily tour to ensure worker follow the regulation
- 2.Issues has been closed. Ventilation fan has cover"

Action plan status: In progress

Planned completion date: 10/17/17

FINDING NO.14

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Environmental Protection

Finding Explanation

1. Hazardous waste (used fluorescent lights) is not stored in the designated area. Waste is stored at the sewing line on the 3rd floor, in Workshop 2 [HSE.1, HSE.5]

Local Law or Code Requirement

FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.1, HSE.5)

Recommendations for Immediate Action

1. Ensure hazardous waste is stored in designated areas, as legally required.

COMPANY ACTION PLANS

1. 1. "Facility staff has removed those hazardous waste to hazardous store. Compliance has retrained to facility staff to ensure all the hazardous waste was move to store once they completed their task. Issues has been closed "

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 11/03/18

2. " Facility staff has removed those hazardous waste to hazardous store. Compliance has retrained to facility staff to ensure all the hazardous waste was move to store once they completed their task. Issues has been closed "

Action plan status: Completed

Planned completion date: 10/17/17

Completion date: 11/03/18