

**Spector & CO**  
**Social Compliance Program**



Vendor: USS049  
 Date: Dec 09-09, 2020  
 Auditor: SPEC001

**Social Audit Evaluation**

No.	Category	Points Applicable	Points Reached	Result in %
1	Child Labor	4	4	100.00
2	Involuntary Labor	7	7	100.00
3	Coercion and Harassment	4	4	100.00
4	Nondiscrimination	5	5	100.00
5	Association	5	5	100.00
6	Health & Safety	61	61	100.00
7	Hours and Wages	14	13	92.86
8	Protection of the Environment	10	10	100.00
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	13	100.00
<b>Conclusion</b>		<b>123</b>	<b>122</b>	<b>99.19</b>

**Audit Result:**

**Pass > 85%** all categories must be > 70%

**Fail <85%**

Note: If the factory has Zero Tolerance issue the factory will fail the audit even if the factory get the total score more than 85% and the score for every category is more 70%