

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




Vendor: USW031  
 Date: April 15-15, 2021  
 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	56	54	96.43
7	Hours and Wages	14	12	85.71
8	Protection of the Environment	10	10	100.00
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	12	92.31
<b>Conclusion</b>		<b>118</b>	<b>113</b>	<b>95.76</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%