

Spector & CO
Social Compliance Program

Factory: USC056
 Date: 15-Dec-17
 Auditor: Spec 001



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 | 51 | 51 | 100.00 |
| 7 | Hours and Wages | 14 | 12 | 85.71 |
| 8 | Protection of the Environment | 7 | 6 | 85.71 |
| 9 | Subcontractors And Sources | 0 | 0 | 0 |
| 10 | laws and regulations | 13 | 13 | 100.00 |
| Conclusion | | 110 | 107 | 97.27 |

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%