

Spector & CO
Social Compliance Program



Vendor: USC043
 Factory: USC043
 Date: May 14-14, 2019
 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 | 66 | 65 | 98.48 |
| 7 | Hours and Wages | 14 | 9 | 64.29 |
| 8 | Protection of the Environment | 8 | 7 | 87.50 |
| 9 | Subcontractors And Sources | 0 | 0 | 0 |
| 10 | laws and regulations | 13 | 12 | 92.31 |
| Conclusion | | 126 | 118 | 93.65 |

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%