

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



Factory: USS049  
 Date: July 04-04, 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	61	59	96.72
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	13	100.00
<b>Conclusion</b>		<b>123</b>	<b>119</b>	<b>96.75</b>

**Audit Result:**

✓	Pass > 85%	all catagories 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%