

Spector & CO
Social Compliance Program



Factory: USH045
Date: Dec 03-03, 2018
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	68	68	100.00
7	Hours and Wages	14	12	85.71
8	Protection of the Environment	7	7	100.00
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	13	100.00
Conclusion		127	125	98.43

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%