

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



**Factory:** USF011  
**Date:** Sep 17-17, 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	67	67	100.00
7	Hours and Wages	14	13	92.86
8	Protection of the Environment	7	7	100.00
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	13	100.00
<b>Conclusion</b>		<b>126</b>	<b>125</b>	<b>99.21</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%