

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



**Vendor:** USA032  
**Factory:** Wenzhou Aihao Pen Trade Co.,L  
**Date:** Apr 9-10, 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	55	55	100.00
7	Hours and Wages	14	12	85.71
8	Protection of the Environment	9	9	100.00
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	13	100.00
<b>Conclusion</b>		<b>116</b>	<b>114</b>	<b>98.28</b>

**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%