

Spector & CO
Social Compliance Program



Vendor: USB059
Date: March 18-18, 2021
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	10	71.43
8	Protection of the Environment	10	10	100.00
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	13	100.00
Conclusion		117	113	96.58

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%