

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

Factory: USC043  
 Date: November 21-23, 2017  
 Auditor: Spec 001



**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	76	64	84.21
7	Hours and Wages	14	10	71.43
8	Protection of the Environment	9	7	77.78
9	Subcontractors And Sources	0	0	0
10	laws and regulations	13	11	84.62
<b>Conclusion</b>		<b>137</b>	<b>117</b>	<b>85.40</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%