

Workplace Conditions Assessment Report

Measured Results —Improved Performance



YUASA MANUFACTURING CO., LTD.

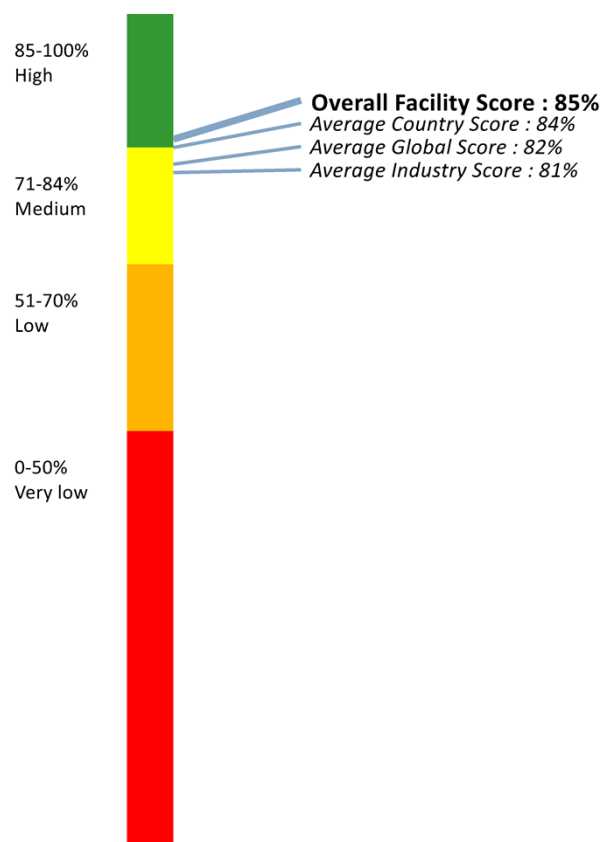
GENERAL INFORMATION

Overall Facility Score: **85%**

Reg No:	F_IAR_218173	Country:	Japan
Audit Date:	27-Oct-2025	Assessment Stage:	Initial
Last Audit:	NA	Schedule Type:	Announced
Mandays:	1	Audit Firm:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 21305



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	No Score
Overall	85%	-	1	2	7	2
Labor	75%	-	1	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	85%	-	-	2	2	2
Management Systems	80%	-	-	-	5	-
Environment	100%	-	-	-	-	-

The Performance Index Bar is used to measure and benchmark the facility's score against the other population of audit results in the database using a common scoring algorithm

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Yuasa Manufacturing Co., Ltd.	Facility Legal Status:	Private
Facility Legal Name:	Yuasa Manufacturing Co., Ltd.	Year facility began operations:	1968
Audit Location:	250-4 Uda, Tomioka-City, Gunma-Pref., 370-2451	Located in special economic zone:	No
City:	Tomioka-City	Person responsible for overall social compliance issues:	Mr. Hiroki Nakano / Manager
Country:	Japan	Valid certificate for social compliance certification program:	None
Contact Name:	Mr. Shinobu Aikawa	Vendor Name:	NA
Contact Title:	Manager		
Industry:	Sports and Outdoor Recreation Equipment		
Service Providers:	Not Applicable		
Security systems in place:	The facility is located in industrial area at countryside. No security guard exists as it's a safe place. And no security system shall be needed.		
Building Description:	There is 1 building. The size of factory buildings is 5,878 m2. The factory building is 2F building for production, office and warehouse.		
Special building type:	No special building type		

A2. PRODUCTION INFORMATION

Products manufactured / Services provided:	Automotive parts	Time record system(s) used:	Swipe Card system
Production process/ Service elements:	Pressing, Deburring, Inspection, Packaging	Chemicals or hazardous materials on-site:	Yes Processing oil, NK Cleaner
Production capacity a week:	5000000 pieces	Current production/Services for client:	Sprocket
Total number of machines:	100		
Main machine types:	Transfer Press Machine		
Shifts and Operating hours:	2 shifts 8:00-17:00 17:00-26:00		

A3. EMPLOYEE INFORMATION

Languages spoken in the facility :	Japanese
Management and employees speak same	Yes

language :

Employee nationalities/provinces : **Japanese**

Union/Worker committee : **Not Applicable**

Hires through employment agent : **Yes**

Recruitment and hiring process : **The company advertised on public employment security office, then people came to apply. When the candidates were interviewed, they were asked their purpose of application. No abuse questions of human rights were asked. They were not required to take Pregnancy, HIV, Hepatitis-B medical tests prior to employment or during employment. Race, Color, Age, Gender, Sexual Orientation, Ethnicity, Disability, Religion, Political Affiliation, Union Membership, National Origin and Marital Status were not being a consideration for employment at the facility, pay, benefits, or job responsibilities.**

Range	Female	Male	Homeworkers	Juveniles
51-100	6	91	0	0

	Permanent	Temporary	Agency	Total
Local	97	0	0	97
Migrant	0	0	0	0
Foreign	0	0	0	0
Total	97	0	0	97

A4. SUBCONTRACTOR INFORMATION

Subcontractor#: **1**

Subcontractor Name: **Metal Technology Co Ltd**

Telephone: **0270-65-5811**

Address: **983 Shimonita, Tamamura-cho, Sawa-gun, Gunma Prefecture**

Process subcontracted: **Heat Treatment**

Contact Name: **Mr. Hatanaka**

Email Address: **NA**

Private label items: **No**

Social Audits performed: **No**

Type of Social Audits: **NA**

Process Type: **Other: print, spray, injection, dye, weld, wash, etc.**

Subcontractor#:	2	Contact Name:	Mr. Seno
Subcontractor Name:	Daiei barrel Co Ltd	Email Address:	NA
Telephone:	048-285-8686	Private label items:	No
Address:	1-1-7 Higashihongo, Kawaguchi City, Saitama Prefecture	Social Audits performed:	No
Process subcontracted:	Barrel	Type of Social Audits:	NA

Process Type: **Other: print, spray, injection, dye, weld, wash, etc.**

Subcontractor#:	3	Contact Name:	Mr. Saito
Subcontractor Name:	Saito TM Co Ltd	Email Address:	NA
Telephone:	027-343-0421	Private label items:	No
Address:	1140-18 Kenzakicho, Takasaki City, Gunma Prefecture	Social Audits performed:	No
Process subcontracted:	Inspection	Type of Social Audits:	NA

Process Type: **Other: print, spray, injection, dye, weld, wash, etc.**

Subcontractor#:	4	Contact Name:	Mr. Jinbo
Subcontractor Name:	Housen Precision	Email Address:	NA
Telephone:	0276-60-9515	Private label items:	No
Address:	320-13 Nitta Koganeicho, Ota City, Gunma Prefecture	Social Audits performed:	No
Process subcontracted:	Plating	Type of Social Audits:	NA

Process Type: **Other: print, spray, injection, dye, weld, wash, etc.**

Subcontractor#:	5	Contact Name:	Mr. Hagino
Subcontractor Name:	Ogino Seisakusho Co Ltd	Email Address:	NA
Telephone:	0279-54-1681	Private label items:	No
Address:	418 Hirobaba Miyamuro, Shinto Village, Kitagunma District, Gunma Prefecture	Social Audits performed:	No
Process subcontracted:	Cutting	Type of Social Audits:	NA
Process Type:	Other: print, spray, injection, dye, weld, wash, etc.		

A5. GENERAL INFORMATION

This announced audit was conducted by Intertek Certification Japan Limited.

The auditor arrived at the facility at 08:45am on 27 October 2025 and then held an opening meeting according to WCA audit program. The facility management and interviewed workers were cooperative during this audit. No negative issues reported by sampled employees during interview.

Auditor took some photos of production areas and outside.

The peak month was specified as July to September throughout past 12 months. There's no subcontractor used by this facility. The Registration Number of this facility is 070001011974.

Total facility floor size is 5,878 square meters.

A6. AUDIT PROCESS

Auditor Information

Auditors APSCA ID : **Primary: Eri Tarasawa**
ID#: 21700565

Auditors APSCA ID : **Secondary: NA**
ID#: NA

Audit pay period provided for review

Records	From	To
12	01-Oct-2024	30-Sep-2025
12	01-Oct-2024	30-Sep-2025

Employee interview sampling

Individual	10
Group	0
Total interviewed	10

Special Comments: **NA**

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-Sep-2025	30-Sep-2025	No	10
Period 2	01-Jul-2025	31-Jul-2025	Yes	10
Period 3	01-Jan-2025	31-Jan-2025	No	10
Total				30

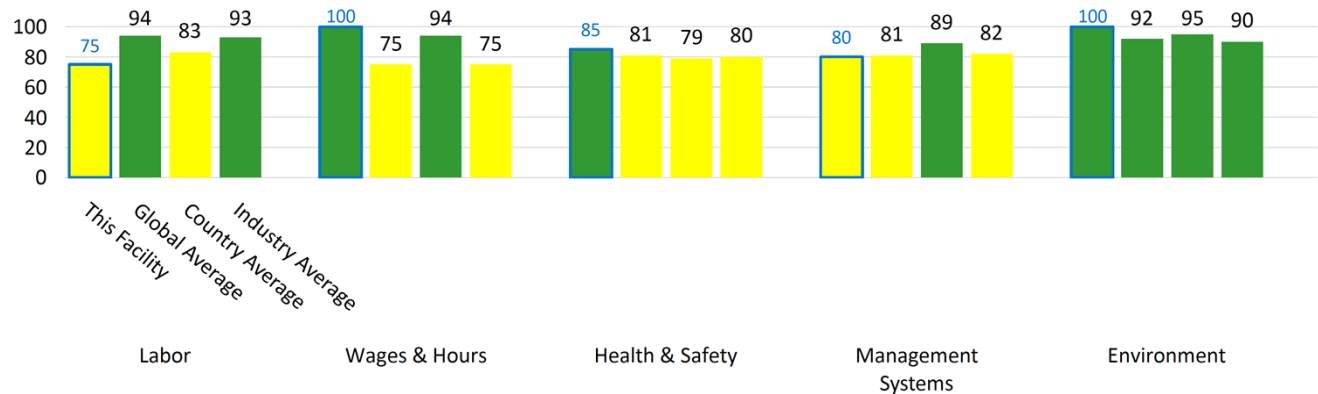
Other records reviewed

Personnel records	Production records
Employment contracts	Legal Permits
Social insurance documentation	Employee leave register
Health examination records	Machine maintenance records

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Japan average, Sports and Outdoor Recreation Equipment average



The Comparison Benchmark shows at a glance how this facility is performing in each category in comparison to all other facilities in the database globally, by country and/or industry using the same scoring algorithm.

B2. PERFORMANCE TREND ANALYSIS

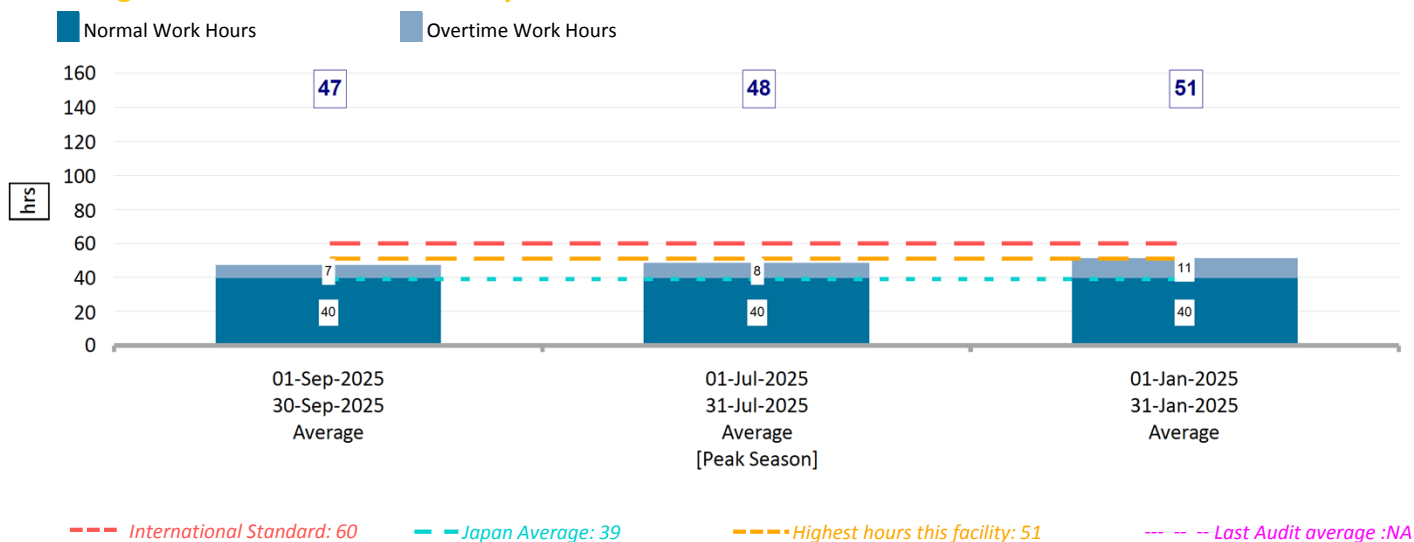
Section Name	Current (27-Oct-2025)	Last (NA)	First (NA)	Change (Current-Last)	Change (Current-First)
Labor	75	NA	NA	NA	NA
Wages & Hours	100	NA	NA	NA	NA
Health & Safety	85	NA	NA	NA	NA
Management Systems	80	NA	NA	NA	NA
Environment	100	NA	NA	NA	NA
Overall Score	85	NA	NA	NA	NA

▲ Advancers ■ Constant ▼ Decliner

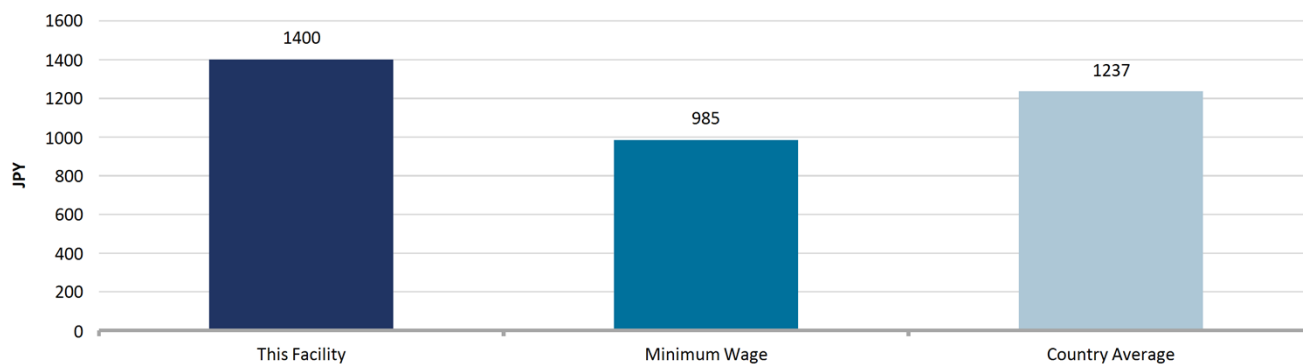
Showcase of the percentage of improvement (or decline) in performance over time for this facility. The current audit result is compared against the last audit completed at this same facility which is subsequently compared to the very first audit done at the facility.

B3. WORKING HOURS AND WAGES

Average total hours worked Weekly



Average wages paid in local currency (JPY)



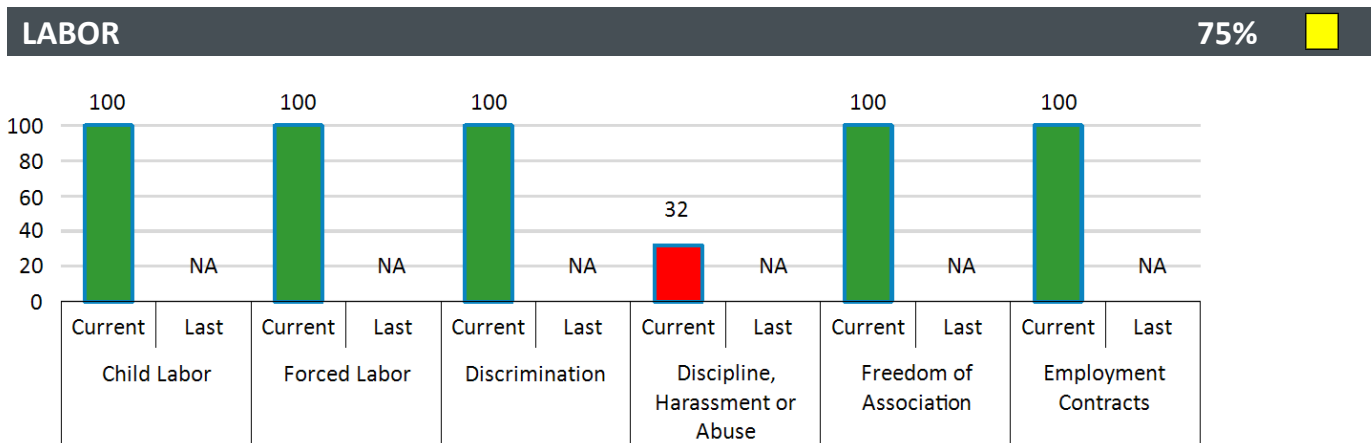
Provincial and country averages are based on average wages paid since past two years.

Special wage circumstances: NA

C. PERFORMANCE DETAILS

Current (27-Oct-2025) Last (NA)

C1. LABOR



Labor Summary: Facility has established a company regulation stating they strictly follow all relevant labour law, which includes prohibiting forced, bonded or involuntary prison labour.

In review of company regulation which clearly stated that new employees must present their residence cards as proof of age upon being hired. Facility only has copies of the drivers' license and original license kept by each employee.

Employees are provided employment contract for all employees.

And from employees' interview, no harassment or abuse behavior was reported.

The facility has no Union.

The company regulation is available at office so that employees could access it at any time.

The above was confirmed in management and employees' interviews.

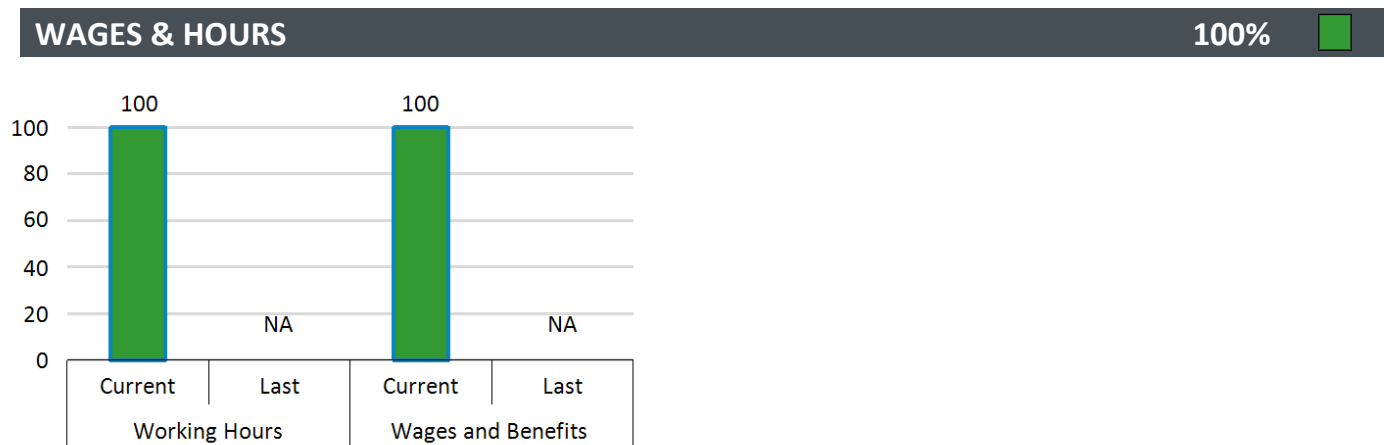
During this audit, the following findings were included in this report.

Based on review of the Employment Regulations Article 43 and management interview, the facility has wage deduction regulation as disciplinary measure. And from management and employee interview, no actual practice was conducted in past years actually.

Sub Section: Discipline, Harassment or Abuse

Status	Findings	% Global freq of compliance
● Major	<p>00108: The facility uses monetary penalties as disciplinary means.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Based on review of the Employment Regulations Article 43 and management interview, the facility has wage deduction regulation as disciplinary measure. And from management and employee interview, no actual practice was conducted in past years actually. 就業規定 第43条のレビューと管理者インタビューから、事業所は懲戒目的での減給の規定をもっていることが確認された。管理者と従業員インタビューから、この規定により懲戒目的での減給が行われたことは過去にも無いことが確認されました。</p> <p>WCA Standard requires that the facility shall avoid using monetary penalties as disciplinary means.</p> <p>WCA要求事項: 事業所は懲戒目的での減給の規定をもたないことを要求しています。</p>	95%

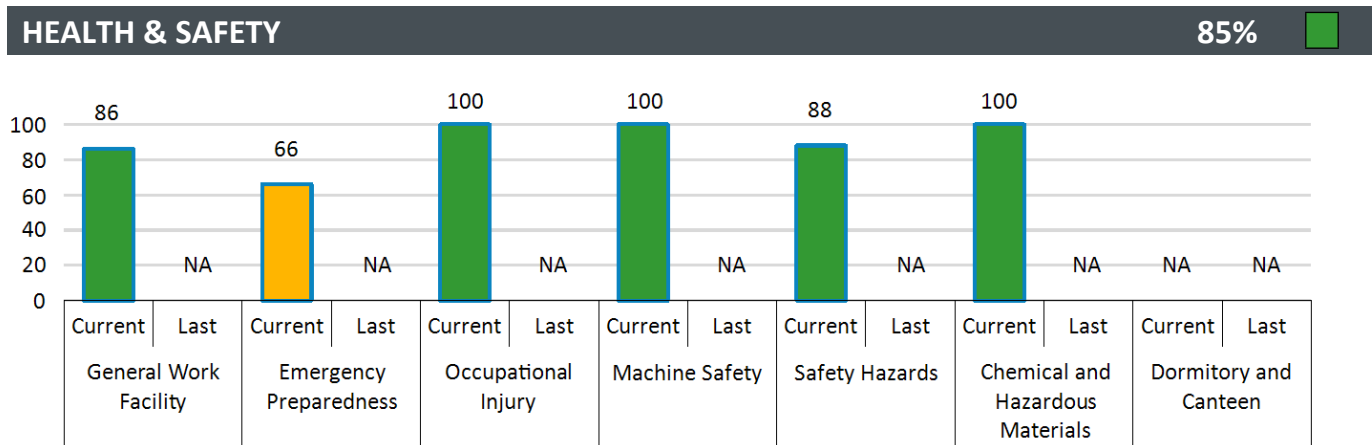
C2. WAGES & HOURS



Wages and Hours Summary: · The local legal minimum wage in Gunma prefecture is JPY985 per hour

- The wage for employees calculated on hourly basis for part-timer basis for employees. The minimum wage paid by this facility was JPY1,128 per hour.
- All employees are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Documents review of payroll and employees' interviews, auditor confirmed that all relevant employees are covered with social insurance.
- Benefits of paid annual leave was given to all employees as per law requires.
- All social insurance payments were passed on to the relevant authorities in a timely manner.
- The wage for employees calculated on hourly basis for part time workers and monthly basis for regular employees.
- The cut-off day is the end of each month and pay day is the 10th of the next month.
- OT premium rate is 125% for regular OT, 150% for night work and 135% for rest day work as per local required.
- Standard Operation hours at this facility starts from 8:00 to 17:00 with 60 minutes break start from 12:00 to 12:40, from 10:00-10:10 and from 14:50-15:00.
- The night operation in this facility starts from 17:00 to 26:00 with 60 minutes break.
- In general, employees work from Monday to Friday and Saturday (as per defined yearly calendar).
- Overtime work is on voluntary base.

C3. HEALTH & SAFETY



Health & Safety Summary: 1.General Health and Safety management

- Tap water is already drinkable in all areas (common in Japan).
- Sufficient clean toilets segregated by gender were available at all times to workers
- Ventilation, temperature and lighting were adequate for the production processes.
- During facility tour, business license for construction permit was available for auditor to review.

2. Fire Safety

- There were at least 2 exits from each work area.
- Firefighting equipments (Fire extinguisher, Fire hydrant, Smoke detectors) are adequate and inspected as per law requires, the latest inspection was conducted on March 24, 2025.
- The latest fire drill was conducted on December 26, 2024.

3. Electrical safety

- All electrical equipment are maintained in good condition such as sockets, plugs, switches and main fuse boards.

4. Medical services

- There were adequate first aid box available within the facility premise.

5. Emergency preparedness

Firefighting equipment such as fire extinguishers and fire alarms are sufficiently installed and inspected by 3rd party licensed company on every year as per local fire law requires. The facility does not have hose reels, sprinklers and fireproof lighting in the warehouse which are not required by the local law.

There are sufficient smoke detectors in this facility.

During this audit, the following findings were included in this report.

It was noted although some workshops were noisy but no signages were provided for Noise management category 2 and 3 in workshop.

It was noted that evacuation route map is not available and not posted in this facility so far.

It was noted that the facility conducted emergency drill on 26 December 2024. The facility adopts night shifts, however no emergency drill was conducted at night at least once a year.

It was noted that the uniform and safety shoes were paid by employees. (30% of the cost were paid by the employees.)

No mandatory monthly patrol by industrial physician conducted accordance with Ordinance on Industrial Safety and Hygiene - Article#15.

No mandatory weekly patrol by qualified health manager conducted in accordance with Ordinance on Industrial Safety and Hygiene - Article#11

It was noted that there is no health and safety committee.

Sub Section: General Work Facility

Status	Findings	% Global freq of compliance
● Minor	<p>O0232: Noise level at the facility is not acceptable.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment It was noted although some workshops were noisy but no signages were provided for Noise management category 2 and 3 in workshop. 製造エリアには騒音管理区分IIとIIIの標識がありませんでした。</p> <p>Local Law: Guidelines for noise disturbance prevention (6) signage As a result of the work environment measurements, measures will be taken such as clearly indicating with signage that indoor workplaces are classified as 2nd management category as places that emit significant noise with an equivalent noise level of 85 dB or more. 騒音障害防止のためのガイドライン (6) 標識等 作業環境測定の結果、第2管理区分に区分された屋内作業場については、等価騒音レベル 85 dB 以上の著しい騒音を発する場所であることを標識により明示する等の措置を講ずる。</p>	94%

Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Moderate	<p>O0308: There are no and/or missing evacuation plans posted throughout the facility.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment It was noted that evacuation route map is not available and not posted in this facility so far. 避難経路図はありません。この施設には掲示されていません。</p> <p>WCA Standard requires that the facility should make evacuation plans and posted throughout the facility. WCA要求事項: 事業所は避難経路図を作成し、施設に掲示することを要求してい</p>	86%

Status	Findings	% Global freq of compliance
	ます。	
● Moderate	<p>O0323: There has not been an emergency evacuation drill for all areas and shifts in the last 12 months or as required by law or by client specific requirement whichever is stricter.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment It was noted that the facility conducted emergency drill on 26 December 2024. The facility adopts night shifts, however no emergency drill was conducted at night at least once a year.</p> <p>事業所は2024年12月26日中に避難訓練を実施しました。夜勤が導入されているが、少なくとも年一度、夜間における災害想定訓練が実施されていません。</p> <p>WCA Standard requires that the facility should conduct emergency evacuation drill for all areas and shifts every year.</p> <p>WCA要求事項: 事業所は毎年、全シフトおよび全従業員を対象に避難訓練を実施することを要求しています。</p>	82%

Sub Section: Safety Hazards

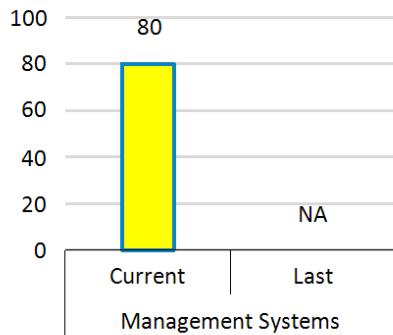
Status	Findings	% Global freq of compliance
● Minor	<p>O0424: Employees are required to pay for the personal protective equipment (PPE) used to control safety hazards.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment It was noted that the uniform and safety shoes were paid by employees. (30% of the cost were paid by the employees.) 制服と安全靴の費用を従業員が負担していることが確認されました。(費用の30%を従業員が負担)</p> <p>WCA Standard requires that the facility should not require employees to pay for the personal protective equipment (PPE) used to control safety hazards.</p> <p>WCA要求事項: 事業所は安全上の危険を制御するために使用される個人用保護具(PPE)の費用を従業員に支払うよう要求すべきではありません。</p>	100%
● No Score	<p>O0441: Additional Finding/Observation - Safety Hazards</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment No mandatory monthly patrol by industrial physician conducted accordance with Ordinance on Industrial Safety and Hygiene - Article#15.</p> <p>労働安全衛生規則-第15条に従って実施された産業医師による毎月のパトロールは実施されていません。</p>	NA

Status	Findings	% Global freq of compliance
	<p>Local Law: Industrial Safety and Health Act (Industrial Physician, etc.) Article 13 (1) The employer shall, at each workplace of the scale defined by Cabinet Order and as provided for by the Ordinance of the Ministry of Health, Labour and Welfare, appoint an industrial physician from among medical doctors, and have the said person provide health care for workers and carry out other matters provided for by the Ordinance of the Ministry of Health, Labour and Welfare (hereinafter referred to as "health care, etc., for workers").</p> <p>労働安全衛生規則 (産業医の定期巡視) 第十五条 産業医は、少なくとも毎月一回（産業医が、事業者から、毎月一回以上、次に掲げる情報の提供を受けている場合であつて、事業者の同意を得ているときは、少なくとも二月に一回）作業場等を巡視し、作業方法又は衛生状態に有害のおそれがあるときは、直ちに、労働者の健康障害を防止するため必要な措置を講じなければならない。</p>	
● No Score	<p>O1405: Additional Finding/Observation - Safety Hazards</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment No mandatory weekly patrol by qualified health manager conducted in accordance with Ordinance on Industrial Safety and Hygiene - Article#11 労働安全衛生規則に基づき、衛生管理者による毎週のパトロールはありません - Article # 11</p> <p>Local Law: Ordinance on Industrial Safety and Hygiene - Article #11, A health supervisor shall inspect the workplace, etc. at least once a week, and when there is a risk of harm to equipment, work methods, or sanitary conditions, the health supervisor shall immediately take necessary measures to prevent health hazards to workers. (衛生管理者の定期巡視及び権限の付与) 第十一条 衛生管理者は、少なくとも毎週一回作業場等を巡視し、設備、作業方法又は衛生状態に有害のおそれがあるときは、直ちに、労働者の健康障害を防止するため必要な措置を講じなければならない。 2 事業者は、衛生管理者に対し、衛生に関する措置をなし得る権限を与えなければならない。</p>	NA

C4. MANAGEMENT SYSTEMS

MANAGEMENT SYSTEMS

80%



Management System Summary: In review of company regulation, non-discrimination is included in their policy.

Due to good relationship with management and employees, employees could raise their concerns directly to management anytime without a fear.

During employees' interviews, auditor confirmed that employees are satisfied with their working conditions and no discrimination issued reported.

There is the ISO9001 certification issued by JARI RB, and the No is JAQR0104. The expiration date is 25 April 2026.

Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	<p>00779: A formal Health & Safety committee has not been established at the facility.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment It was noted that there is no health and safety committee. 安全衛生委員会がありません。</p> <p>Local Law: Industrial Safety and Health Act Article 17 The employer shall establish a safety committee at each workplace of the scale and in the industries defined by Cabinet Order, in order to have it investigate and deliberate on the following matters and submit its opinion to the employer:</p> <ul style="list-style-type: none"> (i) Matters pertaining to the basic measures for preventing dangers to workers (ii) Matters pertaining to safety among the causes of industrial accidents and countermeasures to prevent its recurrence (iii) In addition to the matters listed in preceding two items, important matters pertaining to prevention of workers from dangers. 	96%



Status	Findings	% Global freq of compliance
	<p>労働安全衛生法（安全委員会） 第17条 事業者は、政令で定める業種及び規模の事業場ごとに、次の事項を調査審議させ、事業者に対し意見を述べさせるため、安全委員会を設けなければならない。 労働者の危険を防止するための基本となるべき対策に関すること。 労働災害の原因及び再発防止対策で、安全に係るものに関すること。 前2号に掲げるもののほか、労働者の危険の防止に関する重要事項</p>	
● Minor	<p>O1499: The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment The facility established policies and procedures, the monitoring system may not be effective or policies are incomplete thus resulting to lapses of implementation with the findings: 1) Based on review of the Employment Regulations Article 43 and management interview, the facility has wage deduction regulation as disciplinary measure. And from management and employee interview, no actual practice was conducted in past years actually. 事業者は方針と手順を確立しているが、モニタリングシステムが有効でないか方針が不完全であるため、指摘事項が確認されました。1) 就業規定 第43条のレビューと管理者インタビューから、事業所は懲戒目的での減給の規定をもっていることが確認された。管理者と従業員インタビューから、この規定により懲戒目的での減給が行われたことは過去にも無いことが確認されました。</p> <p>WCA requires that the facility shall have comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements and should be properly implemented. WCA要求事項: 書面によるマニュアルで包括的な雇用実践プロセスと手順を定め、適切に実施することを要求しています。</p>	77%
● Minor	<p>O0821: The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement but they are not all being properly implemented.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Facility has general facility management processes and procedures, the monitoring system may not be effective, or procedures are incomplete thus resulting to lapses of implementation with the findings; 1) It was noted although some workshops were noisy but no signages were provided for Noise management category 2 and 3 in workshop. 事業所の管理全般に関する包括的なプロセスと手順は制定されているが、下記指摘が所見されているため、モニタリングシステムが有効でない、または手順に不備があることが判明しました。1) 製造エリアには騒音管理区分IIとIIIの標識がありませんでした。</p>	80%



Status	Findings	% Global freq of compliance
	<p>WCA requires that the facility shall have comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement and shall be properly implemented.</p> <p>WCA要求事項: 一般施設、寮(存在する場合)および/または食堂(存在する場合)の管理(清潔さ、換気、騒音、照明、トイレなど)の分野における包括的なプロセスおよび手順を備えて、適切に実施されることを要求しています。</p>	
● Minor	<p>O0825: The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Facility has comprehensive emergency preparedness processes and procedures, the monitoring system may not be effective, or procedures are incomplete thus resulting to lapses of implementation with the findings; 1) It was noted that evacuation route map is not available and not posted in this facility so far. 2) It was noted that the facility conducted emergency drill on 26 December 2024. The facility adopts night shifts, however no emergency drill was conducted at night at least once a year. 3) It was noted that no evacuation drill conducted in this facility so far.</p> <p>緊急時の備えに関する包括的なプロセスと手順は制定されているが、下記指摘が所見されているため、モニタリングシステムが有効でない、または手順に不備があることが判明しました。 1) 避難経路図はありません。この施設には掲示されていません。 2) 事業所は2024年12月26日中に避難訓練を実施しました。夜勤が導入されているが、少なくとも年一度、夜間における災害想定訓練が実施されていません。</p> <p>WCA requires that the facility shall have comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements and all shall be properly implemented.</p> <p>WCA要求事項: 文書化されたマニュアルで包括的な緊急事態への備えのプロセスと手順を備え、適切に実行されることを要求しています。</p>	58%
● Minor	<p>O0829: The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.</p> <p>Past occurrences at this facility: NA</p> <p>Auditor's comment Facility has comprehensive employee safety processes and procedures, the monitoring system may not be effective, or procedures are incomplete thus resulting to lapses of implementation with the findings; 1) It was noted that the uniform and safety shoes were paid by employees. (30% of the cost were paid by the employees.) 2) No mandatory monthly patrol by industrial physician conducted accordance with Ordinance on Industrial Safety and Hygiene - Article#15. 3) No mandatory weekly patrol by qualified health manager conducted in accordance with Ordinance on Industrial Safety and Hygiene - Article#11 4) It was noted that there is no health and safety committee.</p> <p>従業員の安全に関する包括的なプロセスと手順は制定されているが、下記指摘が所見されているため、モニタリングシステムが有効でない、または手順に不備があることが判明しました。 1) 制服と安全靴の費用を従業員が負担しているこ</p>	43%

Status	Findings	% Global freq of compliance
	<p>とが確認されました。（費用の30%を従業員が負担）2) 労働安全衛生規則-第15条に従って実施された産業医師による毎月のパトロールは実施されていません。3) 労働安全衛生規則に基づき、衛生管理者による毎週のパトロールはありません-Article # 11 4) 安全衛生委員会がありません。</p> <p>WCA requires that the facility shall have comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements and shall be properly implemented.</p> <p>WCA要求事項： 書面によるマニュアルで包括的な従業員の安全プロセスと手順を備え、適切に実行されることを要求しています。</p>	

C5. ENVIRONMENT



- Environment Summary:**
- The factory management maintained all legally required environmental documents.
 - The annual monitoring report for waste showed the pollutant discharging was compliant with environmental law. Based on observation on site, wastes were classified and collected on site.
 - Based on worker's interview, they were trained on environmental protection.
 - There is no exhaust fumes, no wastewater and no chemicals used.
 - There is the ISO14001 certification issued by JARI RB, and the No is JAER0508. The expiration date is 4 September 2027.

% Global Frequency of Compliance:	Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue
Identification numbers:	Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor: Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major: Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	36%
Total overtime hours are within allowable limits under applicable law or agreement.	Compliant	41%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Compliant	58%
The facility has comprehensive chemicals management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented.	Compliant	70%
The facility conducts and/or pays for regular occupational health examinations for employees when applicable.	Compliant	77%
The facility (including construction projects) have the building permits and/or fire safety permits as per the legal requirements.	Compliant	77%
The facility has implemented an mechanism/program to identify, evaluate and control employee exposure to physically demanding work, such as manual handling, heavy lifting, highly repetitive tasks, and other physically demanding jobs to prevent work-related injuries.	Compliant	78%
Preventative measures are in place to prevent chemical leakage.	Compliant	78%
The total weekly working hours (normal & overtime) are 60 or less than 60 hours.	Compliant	78%
Total working hours during the period specified by the waiver are within allowable limits under the waiver.	Compliant	79%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
Employees are required to pay for the personal protective equipment (PPE) used to control safety hazards.	Minor	100%
A formal Health & Safety committee has not been established at the facility.	Minor	96%
The facility uses monetary penalties as disciplinary means.	Major	95%
Noise level at the facility is not acceptable.	Minor	94%
There are no and/or missing evacuation plans posted throughout the facility.	Moderate	86%
There has not been an emergency evacuation drill for all areas and shifts in the last 12 months or as required by law or by client specific requirement whichever is stricter.	Moderate	82%
The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement but they are not all being properly implemented.	Minor	80%
The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	77%

The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	58%
The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented.	Minor	43%

Best Practices:

The facility can demonstrate an environmental certification such as ISO14000 or equivalent.	The facility has written procedures in place to determine, manage and control overtime.
The facility has made progress in reducing or eliminating pollution, waste and conserving resources.	The facility has implemented energy saving measures or adopted new technologies that are aiming to save energy.

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