

Fair Labor Association: Independent External Factory Assessment

Assessment Date :

09 Sep 2024



Factory Information

FLA Affiliates	Delta Galil Industries Ltd.
Country	Thailand
Number of Workers	1527

Understanding this Report

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

FLA Code Element

Number of Violations

FLA Code Element	Number of Violations
Employment Relationship (ER)	4
Forced Labor (F)	1
Health, Safety And Environment (HSE)	14
Hours Of Work (HOW)	5
Nondiscrimination (ND)	2

Assessment Information

Assessor	SCSA
Assessment Date	09 Sep 2024

Assessment Purpose

Factory Assessment (In-Person)

ASSESSMENT RESULTS

Employment Relationship (ER)

Benchmark ID	ER.17.1
Benchmark Details	Employers shall have a clear and transparent system of worker and management communication that enables workers to consult with and provide input to management. This might include suggestion boxes, worker committees, designated spaces for worker meetings, union representatives, and meetings between management and workers' representatives.
Finding Details	The procedure for submission of complaint in the rule and regulation is missing the element of non-retaliation against person submitting grievance and persons involved as required by law.
Recommendation for Immediate Action	The procedure for submission of complaint in the rule and regulation shall include the necessary elements of non-retaliation against person submitting grievance and persons involved as required by law.
Compliance Classifications	Immediate Action Required
Local Law	The Labour Protection Act B.E. 2541 (1998) Chapter 9 Section 109 The submission of grievance under Section 108 (7) shall at least contain the following details: (1) Scope and meaning of the grievance. (2) Manner and procedure for the submission of grievance. (3) Investigation and consideration of grievance. (4) Procedure for the settlement of grievance. (5) Protection for the person submitting grievance and persons involved.
Benchmark ID	ER.8

Benchmark Details	Employers shall have written policies and procedures with regard to promotion, demotion, and job reassignment that outline the criteria, demonstrate linkages to job grading, and prohibit discrimination or use of demotion or job reassignment as a form of penalty or punishment, are provided in writing and seek feedback from employees in writing, and follow all local legal requirements.
Finding Details	The factory does not have policies and procedures on demotion and job reassignment.
Recommendation for Immediate Action	The factory should have policies and procedures on demotion and job reassignment.
Compliance Classifications	Sustainable Improvement Required
Local Law	NA
Benchmark ID	ER.19.1
Benchmark Details	Employers shall maintain on file all documentation needed to demonstrate compliance with the FLA Workplace Code and required laws.
Finding Details	The factory used a Burmese contractor for cleaning in the production area on a weekend. However, the contractor did not have the required documents as below: (a) There was no evidence that the Burmese contractor who was a contractor providing cleaning service to the factory was holding legal working documents to work in Thailand, such as, registration at the Department of Employment, Visa and Work Permit. Only a copy of Passport was available. (b) No written contract was made. (c) In addition, the law does not allow a foreign migrant worker to work or act as a service provider in Thailand.
Recommendation for Immediate Action	It is recommended that: (a) There should be an evidence that a Burmese contractor who was a contractor providing cleaning service to the factory holding legal working documents in Thailand such as, register to the Department of Employment, Visa and Work Permit. Only copy of Passport was available. (b) A written contract should be available. (c) Foreign migrant workers should not be hired as a service provider (owner) because it is not allowed by law.

Compliance Classifications	Immediate Action Required
Local Law	Announcement of the Prime Minister's Office on the determination of the types of work for aliens according to Section 13 (2) of the Alien Employment Act B.E. 2551 (2008). By virtue of the power under Section 13 of the Alien Employment Act B.E. 2551 (2008), the Cabinet resolved on 10 February 2015, in accordance with the recommendations of the Alien Employment Consideration Committee, that aliens who have been granted permission to temporarily stay in the Kingdom while awaiting repatriation in accordance with the immigration law under Section 13 (2) of the Alien Employment Act B.E. 2551 (2008) may apply for a work permit according to the specified types of work as follows: 1. Worker 2. Housekeeper/ Butler
Benchmark ID	ER.1.3
Benchmark Details	Employers should implement an annual, review process with input from workers of all policies, procedures and their implementation to ensure they meet legal requirements and the FLA Workplace Code.
Finding Details	Workers are not consulted or integrated in the decision-making process of aspects concerning workplace and working conditions (e.g., creation or revision of policies and procedures, changes on production processes, hours of work, etc.).
Recommendation for Immediate Action	Workers should be consulted or integrated in the decision-making process of aspects concerning workplace and working conditions (e.g., creation or revision of policies and procedures, changes on production processes, hours of work, etc.).
Compliance Classifications	Sustainable Improvement Required
Local Law	NA
Forced Labor (F)	
Benchmark ID	F.7.1.4

Benchmark Details	Employers shall not utilize, nor shall they use employment agencies or intermediaries that utilize, practices that restrict any worker's freedom of movement, or ability to terminate their own employment, or that create a threat of penalty. Examples of such practices include, but are not limited to requiring workers to pay recruitment and/or employment fees.
Finding Details	Based on the information obtained, Myanmar migrant workers paid a passport fee of 150,000 – 200,000 Kyte as it was processed by themselves, and also paid for travelling cost 10,000 – 20,000 Kyte and life insurance 50,000 Kyte in cash at once to the labor agent in Myanmar and they have not been reimbursed. There was no receipt issued/provided to migrant workers.
Recommendation for Immediate Action	Migrant workers should be reimbursed for all the recruitment related fees paid.
Compliance Classifications	Immediate Action Required
Local Law	NA

Health, Safety And Environment (HSE)

Benchmark ID	HSE.6.2
Benchmark Details	A sufficient number of workers shall be trained in first aid and firefighting techniques. Training shall be upon hire and with periodic refresher training.
Finding Details	User instruction of all 6 fire extinguishers at the rental warehouse is not available in both Thai and Burmese languages.
Recommendation for Immediate Action	User instruction of all 6 fire extinguishers at the rental warehouse should be available in Thai and Burmese languages.
Compliance Classifications	Immediate Action Required

Local Law	The Regulation of Labor Ministry on the Prescribing of standard for administration and management of Occupational safety, health and environment relating to protection and prevention of fire B.E. 2555, section 13, the employer shall provide portable fire extinguishers as follows: (2) All portable fire extinguishers shall have a mark or symbol showing the type of fire to be extinguished. The marking or symbol shall be a size that is clearly seen at distance of not less than one meter, fifty centimeters. (4)(c) There shall be details about the type and method of application in the Thai language that are clearly seen and fixed at the spot of installation.
Benchmark ID	HSE.5.1
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all of the following elements: posting evacuation plans; the installation and maintenance of fire alarms; the installation and maintenance of emergency lighting; ensuring aisles/exits are not blocked and that workers are not blocked within their workstations; employee education and training; and evacuation procedures and fire drills.

<p>Finding Details</p>	<p>1. Based on on-site observations, cigarette butts were found at male toilet of the rental warehouse location (outside the building). Strong smell of smoke was found. 2. The evacuation routes outside the building that are used to evacuate the to a fire assembly point for employees in the rear and side of production buildings of main factory location to a fire assembly point in front of the factory were partially blocked. This happened because the facility was under the process of renovating the production area and planned to finish in the middle of November 2024. 3. No evacuation plans are displayed at pad print department, molding department, fabric warehouse and office area of the rental warehouse building. 4. There is no exit sign installed at below areas of rental warehouse location. (i) 2 out of 2 exits at the pad print department. - 2 out of 2 exits at fabric inspection department. (ii) 1 out of 2 exits at the maintenance department (near maintenance office). 5. There is no emergency light installed in some areas of rental warehouse location i.e. molding department, cutting department, fabric inspection department. Based on management interview, there is in progress of installing because the facility just moved to rental building in May 2024. 6. The evacuation routes at the rental warehouse building are not properly marked as the existing marks are from the previous leaser. Based on the management interview, they just moved to this location in May 2024 and it is still under process to lay out the proper production and the facility will mark evacuation route on floor once the production's layout is settled. 7. The road beside the main production building was partially obstructed and this may cause the difficulty for the emergency vehicle to access to the rear of building in case of an emergency.</p>
<p>Recommendation for Immediate Action</p>	<p>1. The factory should prohibit smoking within 15 meters (~50 ft.) of all closed areas. 2. There should be nothing obstructed the route to assembly points. 3. Evacuation plans should be displayed at pad print department, molding department, fabric warehouse and office area of the rental warehouse building. 4. Those emergency exits should be clearly marked. 5. There should be emergency lights installed in those areas of rental warehouse location. 6. There should be clear and easily identifiable marking on the floor, wall, or otherwise, indicating exit routes for each work area. 7. The road beside the main production building should not be obstructed by anything.</p>
<p>Compliance Classifications</p>	<p>Immediate Action Required</p>

Local Law	<p>The Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Fire protection B.E. 2555 Section 3 All companies shall create signs with rules regarding fire extinguishing and fire evacuation and posted with clearly visible. The Regulation of Labor Ministry on the Prescribing of standards for the administration and management of Occupational safety, health and environment relating to protection and prevention of fire B.E. 2555, section 8: The employer shall provide at least 2 fire exit routes on every single floor which are eligible for all employees to escape in the same time to the safety area within 5 minutes. Fire escape routes from the employees' work station to a safety area should be unobstructed. The Regulation of Labor Ministry on the Prescribing of standards for the administration and management of Occupational safety, health and environment relating to protection and prevention of fire B.E. 2555, section 11: The employer shall provide exit signs as follows; (1) The size of the text shall not be less than ten centimeters high and can be clearly seen. (revised by Ministerial Regulation on the Standard for Administration and Management of Occupational Safety, Health, and Working Environment in Relation to Fire Prevention and Extinguishment (No. 2) B.E. 2561 (2018) (2) Exit sign must be lit or can be illuminated clearly. In addition, the color or shape must not be combined with other nearby decorations or signs which may be unclearly seen. Employers may use pictures of a fire exit, according to the standards of the Engineering Institute of Thailand under the Royal Patronage.</p>
Benchmark ID	HSE.9.1
Benchmark Details	<p>All chemicals and hazardous substances shall be properly labeled and stored in secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws and international standards.</p>
Finding Details	<p>No secondary containment was provided for chemicals i.e. solvent at pad printing, painting at maintenance workshop at the rental warehouse location, and Loctite NSP 7788 at Dot Glue department of the main factory location.</p>
Recommendation for Immediate Action	<p>Secondary containment should be provided for chemicals at usages and storage areas.</p>

Compliance Classifications	Immediate Action Required
Local Law	The Regulation of Labor Ministry on the Prescribing of standards for administration and management of Occupational safety, health and environment relating to harmful chemicals B.E. 2556, section 17: The employer shall arrange his hazardous chemical storage as follows; (8) The employer shall build a dike or barrier or similar items to prevent leakage of chemicals outside the chemical storage. There must be drainage to a safe place for the chemicals and to prevent residue deposits. That drainage shall be separate from normal water drainage.
Benchmark ID	HSE.19
Benchmark Details	All facilities including workplace buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with all applicable laws, including relevant sanitation, medical, and safety and health regulations.
Finding Details	The factory did not regularly keep food samples for the necessary length of time to prevent food-borne illness. The last sample kept was in February 2023 and no further sample was kept.
Recommendation for Immediate Action	The factory should keep food samples for the necessary length of time (at least 48 hours) to prevent food born illness.
Compliance Classifications	Sustainable Improvement Required
Local Law	NA
Benchmark ID	HSE.13
Benchmark Details	All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.

Finding Details	1. It was noted that: a. Electric wires are laid on floors at cutting department of the rental warehouse building. This might cause the trip hazard and potential electric accident. b. No rubber mat was provided in front of electrical control panels of the rental warehouse building. 2. There is no annual electrical inspection report for the rental building available for review.
Recommendation for Immediate Action	1. It is recommended that: i. Electric wires should be in proper condition. ii. Rubber mat should be available in front of electrical control panels at the rental warehouse building. 2. There should be annual electrical inspection report at the rental building available for review.
Compliance Classifications	Immediate Action Required
Local Law	1. The Labor Ministerial Regulations Re: Standards for the management and operation of safety, occupational health and working environment on Electricity B.E 2558, section 14: Comply with standard prescribed by council of engineers (Thailand) when install electrical equipment. Comply with a local electrical standard if there is no prescription in a standard. Section 17: In case of electrical equipment with voltage over fifty volts, the employer shall arrange for a fence or insulation sheets on the floor to prevent harm from exposure. 2. The Industry Ministerial Regulation Re: Safety of Electrical System in the factory B.E. 2550, section 5: Electric wires and electric equipment shall be inspected and certified by an engineer or an assigned authority at least once a year with records maintained for reference.
Benchmark ID	HSE.14.1
Benchmark Details	All production machinery, equipment and tools shall be properly guarded and regularly maintained.
Finding Details	1. No traffic lanes and walk paths were clearly marked at the rental warehouse building. 2. It was noted that: (i) A wood cutting machine at maintenance shop of rental warehouse building was not installed with saw blade cover guard. (ii) At least 60% of sewing operators did not use eye guard/needle guard during work. 3. The facility had not arranged inspections of a cargo lift by a licensed engineer after their installation. 4. One pressure vessel (Air tank) was not inspected by qualified engineer after their installation.

<p>Recommendation for Immediate Action</p>	<p>1. Traffic lanes and walk paths should be clearly marked at the rental warehouse building. 2. It recommended that: i. A wood cutting machine at maintenance shop of rental warehouse building should be installed with saw blade cover guard. ii. Sewing operators should be encouraged to use eye guard/needle guard during working. 3. The facility should arrange the inspection of cargo lift by a licensed engineer after its installation. 4. One pressure vessel (Air tank) should be inspected by qualified engineer after their installation.</p>
<p>Compliance Classifications</p>	<p>Immediate Action Required</p>
<p>Local Law</p>	<p>1. The Labor Ministerial regulation, Re. Criteria on administration and management of occupational health & safety and work environment conditions related to machinery, cranes and boilers B.E. 2564, section 15 (5) Machines with circular saw must be provided with a protective device. 2. The Labor Ministerial regulation, Re. Criteria on administration and management of occupational health & safety and work environment conditions related to machinery, cranes and boilers B.E. 2564, section 15 (5) Machines with circular saw must be provided with a protective device. 3. The Ministerial Regulation, Ministry of Labor, RE: Prescribing standards for the administration, management and operation of safety, occupational health and working environment related to machinery, cranes and boilers; 2021 (B.E. 2564) Article 45 The employer must arrange for the elevator parts and equipment to be tested after installation and when in use at least once a year. The elevator load test must not be less than 100 percent of the maximum working load specified by the manufacturer. 4. The Ministerial Regulation, Ministry of Labor, RE: Prescribing standards for the administration, management and operation of safety, occupational health and working environment related to machinery, cranes and boilers; 2021 (B.E. 2564) Article 113 The employer must arrange for an engineer to supervise the installation of pressure vessels with a volume of 1 cubic meter or a pressure of 500 kilopascals or more, and must arrange for a test to ensure that the operation is in accordance with the specifications and operating instructions in accordance with Section 97, and must have a copy of the test document available for inspection by the safety inspector.</p>
<p>Benchmark ID</p>	<p>HSE.6.1</p>

Benchmark Details	All safety and medical equipment (e.g. fire fighting equipment, first aid kits) shall be available in sufficient numbers throughout the workplace, maintained and stocked as prescribed, and easily accessible to workers.
Finding Details	<p>1. It was noted that: i. No fire extinguisher was provided at the storage of unused materials (i.e. paper cores), packaging storage, and temporary fabric waste storage. These areas are at rental warehouse building. ii. Insufficient portable fire extinguishers provided inside the rental warehouse building. There are only 5 portable fire extinguishers installed which is used for fabric warehouse and production areas (i.e. cutting department, molding department, fabric inspection department). Based on management interview, the facility just moved to this location in May 2024. 2. There is no automatic fire extinguishing system, such as automatic sprinkler system or other equivalent systems, installed at the rental warehouse building with total area of approx. 5000 m2. This building is used for fabric warehouse, and production (i.e. cutting department) was not separated by fire resistant wall. Recently, the facility only installed approx. 60 automatic fire extinguishers (Dry Chemical – 10Ibs each) in fabric warehouse area, higher than 6 meters from the floor or objects. No installation design or other related document to proof that this system is considered as equivalent to sprinkler system. 3. There is no automatic fire detection system (smoke/heat detector) installed at below areas: (a) The cutting department and fabric inspection department of rental warehouse location. (b) The pre-setting room of main factory location. 4. There is no emergency eyewash and shower provided at the chemical using (i.e. pad print, dot glue, maintenance workshop at rental warehouse building).</p>
Recommendation for Immediate Action	1. The factory should install sufficient and adequate of those fire fighting equipments at those areas. 2. There should be emergency eyewash and shower provided at the chemical using (i.e. pad print, dot glue, maintenance workshop at rental warehouse building).
Compliance Classifications	Immediate Action Required

Local Law	<p>1. The Notification of Ministry of Industry Re: Fire prevention and protection in the factory B.E. 2552, section 9: Portable fire extinguishers are to be installed at a distance not exceeding 20 meters. The top section shall be no more than 1.50 meters above the ground. There must be a symbol which is clearly seen, without any obstructions and can be easily used. 2. The Notification of Ministry of Industry Re. Fire prevention and protection in the factory B.E. 2552, section 12: A factory which store materials or products which are combustible and the contained area is 1,000 square meters or more, must install an automatic fire extinguishing system such as an Automatic Sprinkler System or some other equivalent coverage to that area. 3. The Regulation of Labor Ministry on the Prescribing of standards for the administration and management of Occupational safety, health and environment relating to protection and prevention of fire B.E. 2555, section 9: In a facility which consists of two a story building, or has a business area at least 300 square meters, the employer shall install their fire alarm system at all stories and act as follows: (1) Fire alarm system shall at least include; (a) Having alarm signal devices both the automatic fire alarm system and the manual fire alarm system. 4. The Regulation of Labor Ministry on the Prescribing of standards for the administration and management of Occupational safety, health and environment relating to harmful chemicals B.E. 2556, section 11 The employer shall provide; (1) A place for washing harmful chemicals, so that the employee may use it immediately in an emergency. The employer shall provide at least an eye wash and shower.</p>
Benchmark ID	HSE.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.
Finding Details	<p>1. No building inspection of rental warehouse building was conducted. In addition, the annual building inspection of main factory location was overdue; the last inspection was in August 2023. Based on management information, the inspection would be conducted on September 18, 2024. 2. No specific waste storage was provided at the rental warehouse building. Currently the fabric waste is kept at car parking area (with roof) and hazardous wastes (i.e. light bulbs) are kept rear of the building together with others materials.</p>

Recommendation for Immediate Action	1. Building inspection of rental warehouse building and the main factory location should be conducted. 2. Specific and proper waste storage should be provided for different type of waste
Compliance Classifications	Immediate Action Required
Local Law	The Ministerial Regulation Re. Type of Building that needs to have a monitor B.E. 2548, section 1: The building as follows shall have an engineer to inspect: (5) The facility's building which is higher than one story and the facility's area is more than 5,000 square meters.
Benchmark ID	HSE.10.1
Benchmark Details	Material Safety Data Sheets (MSDS) for all chemicals and hazardous substances used in the workplace must be available at the usage and storage sites of the chemicals and hazardous substances, in the local language and the language spoken by workers, if different from the local language.
Finding Details	SDS of all chemicals used and kept in the facility are only available in Thai while approx. 80% of workers are Burmese.
Recommendation for Immediate Action	SDS of all chemicals used and kept in the facility should be available in Burmese language.
Compliance Classifications	Immediate Action Required

Local Law	<p>The Ministerial Regulation on the Prescribing of standards for the administration and management of Occupational safety, health and environment relating to harmful chemicals B.E. 2556, Section 3, The employer shall inform and explain to the employees to understand the safety data of Hazardous chemicals that are in the possession of the employer. Text and symbols appearing in documents, manuals, labels, signs or related news Including various information. Section 4, the employer shall arrange for the employees working in hazardous chemicals to know and understand the correct and safe working methods. Including to have measurement to control employees to comply with the above methods. In this regard, the employer shall provide a manual on the practices and procedures in relation to hazardous chemicals, advice to employees about prevention of hazards. The meaning of the information contained on the labels and the safety data sheet of hazardous chemicals.</p>
Benchmark ID	HSE.18.1
Benchmark Details	<p>Medical facilities shall be established and maintained in factories as required by applicable laws.</p>
Finding Details	<p>1. No first aid room, nurse and doctor service were provided in the rental warehouse location where there are approx. 209 employees on day shift. 2. No first aid box provided inside the production areas of rental warehouse building. Only one first aid box was provided at security guard station.</p>
Recommendation for Immediate Action	<p>1. First aid room, nurse and doctor service should be provided in the rental warehouse location where there are approx. 209 employees in day shift. 2. First aid boxes should be provided inside the production areas of rental warehouse building.</p>
Compliance Classifications	Immediate Action Required

Local Law	The Labor Ministerial Regulation B.E. 2548 Re. Prescribing welfare in the business establishment, section 2(2): Working places with 200 or more employees working at the same time shall be provided with: a) Pharmaceuticals for first aid b) One medical treatment room with one bed and additional essential pharmaceuticals sufficient for preliminary medical treatment c) At least one full time nurse d) At least one first class physician for medical treatment during working hours, not less than twice a week, for 6 hours.
Benchmark ID	HSE.7
Benchmark Details	Workers shall be provided at no cost with all the appropriate and necessary personal protective equipment (e.g. gloves, eye protection, hearing protection, respiratory protection) to effectively prevent unsafe exposure (e.g. inhalation or contact with solvent vapors, noise, dust) to health and safety hazards, including medical waste.
Finding Details	There was no safety shoes provided for 5 maintenance employees working at the maintenance workshop of the rental warehouse building.
Recommendation for Immediate Action	Safety shoes should be provided to 5 maintenance employees working at the maintenance workshop of the rental warehouse building.
Compliance Classifications	Immediate Action Required
Local Law	The Ministerial Regulation, Ministry of Labor, RE: Prescribing standards for the administration, management and operation of safety, occupational health and working environment related to machinery, cranes and boilers; 2021 (B.E. 2564) Article 120 (7) For lifting, transportation or installation, the workers shall wear a helmet, fabric gloves and safety shoes.
Benchmark ID	HSE.8
Benchmark Details	Workers shall be provided with training on the use and maintenance of personal protective equipment. Training shall be upon hire with periodic refresher training offered to all workers. Management will ensure use of PPE as necessary.

Finding Details	1. Two employees who are working with chemicals at the Dot Glue room worn only a medical mask while SDS required respirator protection EN14387 type. 2. It was noted that: - Only 1 out of 4 maintenance employees was wearing the provided goggles while cutting wood. - An employee did not use the provided welding mask during work. He wore only welding goggles. - A forklift operator did not wear safety helmet, safety shoes during work.
Recommendation for Immediate Action	Workers should be provided with appropriate PPEs and encouraged to use proper PPEs.
Compliance Classifications	Immediate Action Required
Local Law	1. The Regulation of Labor Ministry on the Prescribing of standards for administration and management of Occupational safety, health and environment relating to harmful chemical B.E. 2556, section 12: The employer shall provide personal safety equipment as suitable to the condition and nature of each type of harmful chemical or conditions of work. 2. The Occupational Safety, Health and Environment Act B.E. 2554 (A.D. 2011) section 22: An Employer shall provide for and control an Employee to wear standard personal protective equipment as stipulated by the Director-General. Whereas the Employee does not wear such equipment, the Employer shall order the Employee to cease working until the Employee wears such equipment.
Benchmark ID	HSE.10.2
Benchmark Details	Workers shall have free access to MSDS.
Finding Details	No SDS for some chemicals used, i.e. Hardener and Solvent are kept at pad printing, painting used and kept at maintenance workshop of the rental warehouse location, and Sonax used at the pre-setting department of the main factory location.
Recommendation for Immediate Action	SDS shall be available for all chemicals at the usages and storage areas.
Compliance Classifications	Immediate Action Required

Local Law	The Ministerial Regulation on the Prescribing of standards for the administration and management of Occupational safety, health and environment relating to harmful chemicals B.E. 2556, Section 3, The employer shall inform and explain to the employees to understand the safety data of Hazardous chemicals that are in the possession of the employer. Text and symbols appearing in documents, manuals, labels, signs or related news Including various information. Section 4, the employer shall arrange for the employees working in hazardous chemicals to know and understand the correct and safe working methods. Including to have measurement to control employees to comply with the above methods. In this regard, the employer shall provide a manual on the practices and procedures in relation to hazardous chemicals, advice to employees about prevention of hazards. The meaning of the information contained on the labels and the safety data sheet of hazardous chemicals.
Benchmark ID	HSE.14.2
Benchmark Details	Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use.
Finding Details	1. The maintenance employees who conduct welding activities have not attended the training. 2. No training was provided to employees, who work with laser machines.
Recommendation for Immediate Action	The employees handled the speical process should be provided with the relevant training.
Compliance Classifications	Sustainable Improvement Required
Local Law	NA

Hours Of Work (HOW)

Benchmark ID	HOW.20
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Benchmark Details	Employers shall have in place practices that conduct regular analysis of hours of work in their workplaces and procedures that demonstrate a commitment to progressively reducing excessive hours of work.
Finding Details	The factory's production plan is not based on regular working hours only (48 hours per week) and the plan includes overtime hours.
Recommendation for Immediate Action	The factory's production plan should be arranged based on regular working hours only (48 hours per week).
Compliance Classifications	Sustainable Improvement Required
Local Law	NA
Benchmark ID	HOW.11.1
Benchmark Details	Employers shall provide workers with paid annual leave as required under national laws, regulations and procedures.
Finding Details	Employees are entitled to casual leave with pay only after probation period only. Additionally, employees are not aware of this leave, hence, most employees do not take this leave.
Recommendation for Immediate Action	Employees should be entitled casual leave with pay once joining the company and training shall be provided to employees to enhance their awareness.
Compliance Classifications	Immediate Action Required
Local Law	The Labor Protection Act No. 7 B.E. 2562 Section 57/1 An employer shall pay wage to an employee for casual leave under section 34 at the rate equal to the wage for working day throughout the leave period, but this leave shall not be more than 3 working day per year.
Benchmark ID	HOW.16
Benchmark Details	Employers shall provide workers with sick leave as required under national laws, regulations and procedures.

Finding Details	Sick leave requires a doctor's note; otherwise, workers are not paid, which is not in line with prevailing law.
Recommendation for Immediate Action	Sick leave should be required a doctor note only when taking sick leave for 3 days and more.
Compliance Classifications	Immediate Action Required
Local Law	The Labor Protection Act B.E. 2541 Section 32 An employee is entitled to sick leave on those days that he is ill. If sick leave is taken for three or more working days, the employer may require that the employee acquire a medical certificate from a first-class medical practitioner or from a government clinic. If the employee fails to acquire medical certificate from a first-class medical practitioner or from a government clinic, the employee shall provide the employer with an explanation. Section 57 'An employer shall pay an employee his basic pay in respect of a day of sick-leave referred to in section 32 at a rate equal to the basic pay for a normal working day for the entire time taken as sick-leave for up to 30 working days per annum.
Benchmark ID	HOW.21
Benchmark Details	Other than in exceptional circumstances, the total weekly work hours (regular work hours plus overtime including any alternative shifts such as 4x4 or 3x3) shall not exceed 60 hours per week.
Finding Details	Based on the time records reviewed, it was noted that employees worked more than 60 hours per week during peak season, such as the following details: (a) 45 out of 75 sampled employees worked 64-72 hours per week in December 2023. (b) 58 out of 75 sampled employees worked 61-78 hours per week in August 2024.
Recommendation for Immediate Action	The factory should not allow any employees working more than 60 hours per week.
Compliance Classifications	Immediate Action Required
Local Law	NA

Benchmark ID	HOW.2
Benchmark Details	Workers shall be entitled to at least 24 consecutive hours of rest in every seven- day period. If workers must work on a rest day, an alternative consecutive 24 hours must be provided within that same seven-day period or immediately following.
Finding Details	It was noted that 7 workers worked 13 consecutive days during 19-31 August 2024 for cleaning the workplace. The factory hired a Burmese contractor and those 7 workers were contacted by the contractor to work of this service.
Recommendation for Immediate Action	The company should guaranteed workers with one day rest in seven.
Compliance Classifications	Sustainable Improvement Required
Local Law	NA

Nondiscrimination (ND)

Benchmark ID	ND.12
Benchmark Details	Employers shall take measures to reasonably accommodate workers with (chronic) illnesses, including HIV/AIDS-related illnesses, which could include rearrangement of working time, the provision of special equipment, opportunities for rest breaks, time-off for medical appointments, flexible sick leave, part-time work and return-to-work arrangements.
Finding Details	The factory has no measures to accommodate workers with chronic illnesses.
Recommendation for Immediate Action	The factory should establish and communicate workers on chronic illnesses.
Compliance Classifications	Sustainable Improvement Required
Local Law	NA

Benchmark ID	ND.3
Benchmark Details	Recruitment and employment policies and practices, including job advertisements, job descriptions, application and interview questions and job performance/evaluation policies and practices shall be free from any type of discriminatory bias.
Finding Details	According to job advertisement, the required age for the position of technician, QC, accountant, secretary, logistic and disable persons, the age requirement was 18 – 45 years old for these positions. In addition, for the QC position, it was only for male applicants.
Recommendation for Immediate Action	The company should remove those from all job advertisements, job application, job description, performance review etc.
Compliance Classifications	Immediate Action Required
Local Law	NA

