



**BetterWork**

HAITI

# 29th Compliance Synthesis Report

January to December 2025



International  
Labour  
Organization



**IFC**

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## List of Acronyms

<b>ADIH</b>	Association des Industries d'Haïti (Haitian Industry Association)
<b>BMST</b>	Bureau de la Médiatrice Spéciale du Travail (Office of Ombudsperson)
<b>CAOSS</b>	Conseil d'Administration des Organes de Sécurité Sociale (Board of Social Security Bodies)
<b>CP</b>	Compliance point
<b>CSS</b>	Conseil Supérieur des Salaires (Wages High Council)
<b>CATH</b>	Central Autonome Travailleurs Haïtiens (Autonomous Central of Haitian Workers)
<b>CEDATHA</b>	Centrale Démocratique Autonome des Travailleurs Haïtiens (Autonomous Democratic Central of Haitian Workers)
<b>CFOH</b>	Confédération des Forces Ouvrières Haïtiennes (Confederation of Haitian Workers Forces)
<b>CNOHA</b>	Centrale Nationale des Ouvriers Haïtiens (National Central of Haitian Workers)
<b>CSH</b>	Coordination Syndical Haïtienne (Haitian Trade Union Coordination)
<b>CTH</b>	Confédération des Travailleurs Haïtiens (Confederation of Haitian Workers)
<b>CTSP</b>	Confédération des Travailleurs des secteurs Publics et Privés (Confederation of Workers from the Public and Private Sectors)
<b>CTMO-HOPE</b>	Commission Tripartite de Mise en œuvre de la loi HOPE (Tripartite Commission for the Implementation of the HOPE Law)
<b>EA</b>	Enterprise Advisor
<b>ESPM-BO</b>	Entè Sendikal Premye Me-Batay Ouvriye
<b>GOSTTRA</b>	Groupe Syndical des Travailleurs-euses du Textile pour Réexportation d'assemblage (Union Group of Textile Workers for Re-export of the Assembly)

<b>SOHSA</b>	Syndicat des Ouvriers de HANSAE Haiti S.A (HANSAE Haiti S.A Workers Union)
<b>UTL</b>	Union des Travailleurs Libres (Union of Free Workers)
<b>HELP</b>	Haiti Economic Lift Program
<b>HOPE</b>	Haitian Hemispheric Opportunity through Partnership Encouragement Act
<b>IOE</b>	International Organization of Employers
<b>ITUC</b>	International Trade Union Confederation
<b>MSDS</b>	Material Safety Data Sheet
<b>MAST</b>	Ministère des Affaires Sociales et du Travail (Ministry of Social Affairs and Labor)
<b>OFATMA</b>	Office d'Assurance Accidents du Travail, Maladie et Maternité (Office for Work, Health and Maternity Insurance)
<b>ONA</b>	Office Nationale d'Assurance Vieillesse (National Office for Old-Age Insurance)
<b>OSH</b>	Occupational Safety and Health
<b>PAC</b>	Project Advisory Committee
<b>PAP</b>	Port-au-Prince, Haiti
<b>PIC</b>	Parc Industriel de Caracol (Industrial Park of Caracol)
<b>PICC</b>	Performance Improvement Consultative Committee
<b>PIM</b>	Parc Industriel Métropolitain (also referred to as SONAPI)
<b>PPE</b>	Personal Protective Equipment
<b>SC/AFL-CIO</b>	Solidarity Center/American Federation of Labor-Congress of Industrial Organizations
<b>SDT</b>	Table de Dialogue Social (Social Dialogue Table)
<b>TAICNAR</b>	Technical Assistance Improvement and Compliance Needs Assessment and Remediation
<b>USDOL</b>	United States Department of Labor

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## Executive Summary

The Haitian garment sector remained under severe economic and security pressure throughout 2025. Employment levels, which stood at approximately 60,000 workers in 2021, have declined significantly in recent years, reflecting prolonged political instability, declining orders, and global market shifts. As of the end of the reporting period, 23 active factories participating in Better Work Haiti employed approximately 21,575 workers, of whom 51.1 percent are women.

In September 2025, the expiration of the HOPE II trade preferences introduced immediate disruption in the sector. Several factories halted shipments or reduced production in response to the imposition of tariffs. In early 2026, the United States Congress approved a one-year extension of the HOPE legislation through the end of 2026. While this extension has provided short-term stabilization and renewed market access, longer-term uncertainty regarding the future of trade preferences continues to influence buyer behavior and enterprise planning.

Against this backdrop, Better Work Haiti operated with fewer financial and staffing resources following cuts in United States development assistance in 2025. Despite these limitations, the program fulfilled its core TAICNAR mandate, conducting 20 factory assessments and providing 68 advisory service visits to participating enterprises. Monitoring, remediation support, and social dialogue facilitation continued throughout the reporting period.

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## Section I: Introduction and Context

### 1.1 Background

#### Haiti's Apparel Industry in Numbers

The apparel industry in Haiti has been a key driver of the country's formal economy, and it has faced significant headwinds in recent years, including in 2025. As recently as 2021, the industry provided 60,000 jobs in the country, which has declined to around 20,000. In 2025, and consistently accounts for approximately 90 per cent of Haiti's exports. In September 2025, the trade preference program enabling this significant economic sector, the Haitian Hemispheric Opportunity through Partnership Encouragement (HOPE) Act (expanded through HOPE II in 2008 and further enhanced by the Haiti Economic Lift Program (HELP) Act in 2010), expired. The HOPE legislation provided duty-free access to the U.S. market for Haitian-manufactured apparel, and its 2025 expiration created further obstacles to the survival of this key industry in Haiti.

The law's expiration was felt immediately, as some factories halted shipments and reduced production. This had a direct impact on the workers, who saw their income automatically reduced. The data published by OTEXA also reflected a decline in exports when compared to the previous year. As of September 2024, the estimated value of all textile and apparel exports was approximately \$610 million, compared with current-year data of approximately \$532 million, representing a 12.78 percent decrease<sup>1</sup>.

As of early 2026, the US Congress approved appropriations that included a one-year extension of the HOPE legislation through the end of 2026. Negotiations are expected to take place on a longer-term extension of the preferential trade program. The long-term renewal of the HOPE II law remains critical for the survival of the Haitian textile and apparel sector. Without its provisions, tariffs estimated at

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<sup>1</sup> The International Trade Administration, U.S. Department of Commerce:  
<https://www.trade.gov/data-visualization/us-textile-apparel-imports-category-or-country>

20–25 percent would increase costs for Haitian exporters, making their products less competitive with other low-cost suppliers in Asia and elsewhere, potentially leading to factory closures and job losses.

At the same time, shifting global supply-chain dynamics create opportunities for Haiti. Increased interest from international brands in nearshoring production closer to the US market, along with prospects for stronger regional integration within Caribbean value chains and CARICOM markets, could boost Haiti's role in Western Hemisphere apparel supply chains if supported by stable governance, infrastructure upgrades, and ongoing trade preferences.

In this context, strengthening national labour governance and compliance systems becomes increasingly important to maintain investor confidence and support Haiti's competitiveness within regional and global supply chains.

There are currently 23 factories, including one non-textile factory registered with Better Work Haiti, which together provide approximately 27,200 jobs. Although two factories closed in 2025, others reopened in the Northeast after a two-year hiatus. Additionally, there is one factory in Port-au-Prince, which opened a branch in the Northeast. The program also expects the opening of another brand-operated factory in the Northeast at the beginning of 2026, while a factory currently operating is planning to expand, adding approximately 1,000 workers.

## The apparel industry at a glance.



**23**<sup>2</sup>

Active factories  
in the program



~ **22,000**<sup>3</sup>

Workers employed.  
(63% women)



**4**<sup>4</sup>

Active industrial  
zones hosting  
90% of the  
textile industry



~ **\$532,000 mi**<sup>5</sup>

Apparel exports in USD  
million (YE current Sep  
2025 -12.78%)



**29**

Brands and  
Retailers



**7**

Government  
Partners



**11**

Active workers'  
organizations

<sup>2</sup> The closure of some factories and production reduction of other causes some termination and significant loss of employment mostly among production workers.

<sup>3</sup> Approximately, 4,125 jobs loss as two factories stopped operations due to challenges related to the country's recent situation.

<sup>4</sup> Multiple zones in the west department face difficult challenges due to gangs' unrests. This situation affected industrial areas to remain fully active for factories to keep operating.

<sup>5</sup> The security situation of the country severely affected production, receiving of raw materials and shipment of finished goods.

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## Section II: Highlights of the reporting period July –December 2025

### Country Context

Since Better Work Haiti's last synthesis report, the country has experienced a further deterioration in its political, security, and economic environment, significantly constraining business operations.

A prolonged governance crisis, combined with escalating gang violence, has deeply affected daily life across much of the country. United Nations reports in 2025 indicated that most of the Port-au-Prince metropolitan area was under the control of criminal groups, with alliances expanding beyond the capital. The violence has caused widespread displacement, and more than half of Haiti's population of 12 million is estimated to require humanitarian assistance.

These conditions have reinforced severe and prolonged economic contraction. According to a 2025 United Nations country analysis, Haiti's economy has been shrinking steadily since 2018, driven by political instability, insecurity, and recurring natural disasters. Gross domestic product has recorded negative growth rates, reflecting contraction in construction, manufacturing, and services. Informality has expanded, with a growing share of the labour force engaged in precarious work without access to social protection.

International efforts to stabilize Haiti have failed to meet the scale of the challenges in the country to date. Meanwhile, the Transitional Presidential Council (TPC) has failed to establish political stability in the country. The security and political challenges facing Haiti have led to a prolonged economic crisis. A United Nations country analysis from 2025 notes that Haiti's economy has been in steady contraction since 2018, exacerbated by political instability, insecurity, and recurring natural disasters. The report notes that gross domestic product recorded negative growth rates, reflecting the severe contraction of key sectors such as construction, manufacturing, and services. Meanwhile, informality in the overall economy has

increased, with a growing share of the labour force engaged in precarious activities without social protection.<sup>6</sup>

## Garment Industry Challenges

The Haitian garment industry, the most important source of formal employment, is currently facing severe challenges that threaten its viability and the livelihoods of tens of thousands of workers. These challenges are linked to structural weaknesses in security, changes in trade policy, and broader economic factors.

The expiration in September 2025 of the HOPE II law, which allowed Haitian apparel exports to enter the U.S. market duty-free, is one of the biggest and immediate threats facing the Haitian garment sector. It affected production in 2025, as some factories halted exports to the US due to a 14-30% tariff increase. Although legislation was passed in the US in early 2026 to extend the HOPE provisions through the end of the year, the uncertainty around the long-term prospects of the HOPE II law means buyers may hesitate to commit to long-term contracts and therefore look elsewhere to stay competitive.

Better Work Haiti, a partnership between the International Labor Organization (ILO) and the International Finance Corporation, serves as the supervising arm of the HOPE II law. Program funding was mainly supported by the United States Department of Labor, which was directly affected by cuts in U.S. foreign aid and development assistance implemented in 2025.

While the program continued to operate with a smaller, more constrained team in the country through the end of 2025, it focused on essential services, including advisories and factory assessments. Despite funding cuts, Better Work Haiti continued to engage stakeholders in promoting social dialogue. In 2026, Better Work Haiti is exploring new sources of financing to rebuild and continue supporting the garment sector and the jobs it provides.

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<sup>6</sup> United Nations Haiti. (2025). *Analyse commune de pays - Haïti: Mise à jour au 31 Mars 2025* [Common Country Analysis - Haiti: Update as of March 31, 2025]. United Nations. [haiti.un.org](https://haiti.un.org)



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## Section III: Milestones and key takeaways

### Progress toward achieving results.

#### FACTORY-LEVEL SOCIAL DIALOGUE MECHANISMS GENERATE ACTIONS TO REDUCE NON-COMPLIANCE WITH HAITIAN LABOUR LAW AND INTERNATIONAL LABOUR STANDARDS, INCLUDING NON-COMPLIANCE ISSUES AFFECTING WOMEN.

In 2025, Better Work Haiti continued to adjust its operational model in response to a changing resource environment, focusing more on sustainability and institutional ownership. As part of this shift, program leadership, in consultation with the Program Advisory Committee (PAC), prioritized delivering core TAICNAR functions, especially factory-level compliance assessments and advisory services, to maintain monitoring, remediation support, and enterprise engagement during a period of financial and institutional change.

Training activities during the reporting period were therefore implemented in a targeted and strategic manner. With a streamlined team structure, training delivery focused on interventions with immediate relevance to workplace governance and compliance. In this context, Better Work Haiti delivered a bipartite committee training for one factory in the Northeast, aimed at strengthening the functioning of the Performance Improvement Consultative Committee (PICC) under the revised Service Model.

The two-day training enhanced the capacity of management and worker representatives to:

- ▶ Understand the objectives of the Better Work Service Model and the role of the PICC within it.
- ▶ Clarify the respective roles and responsibilities of PICC members; and
- ▶ Engage constructively in joint problem-solving to support continuous workplace improvement.

In parallel, Better Work Haiti delivered an Occupational Safety and Health (OSH) training for the same factory, focusing on strengthening internal capacity to manage workplace risks. The training supported improved understanding of OSH principles, appropriate use of personal protective equipment (PPE), and practical approaches to hazard identification and prevention.

By the end of the OSH training, participants were better equipped to:

- ▶ Establish and strengthen key elements of an OSH management system, including policies and health and safety committees.
- ▶ Identify common workplace OSH risks and apply practical mitigation measures; and
- ▶ Develop a realistic, factory-level OSH action plan for ongoing implementation.

### ASSESSMENTS AND ADVISORY SERVICES

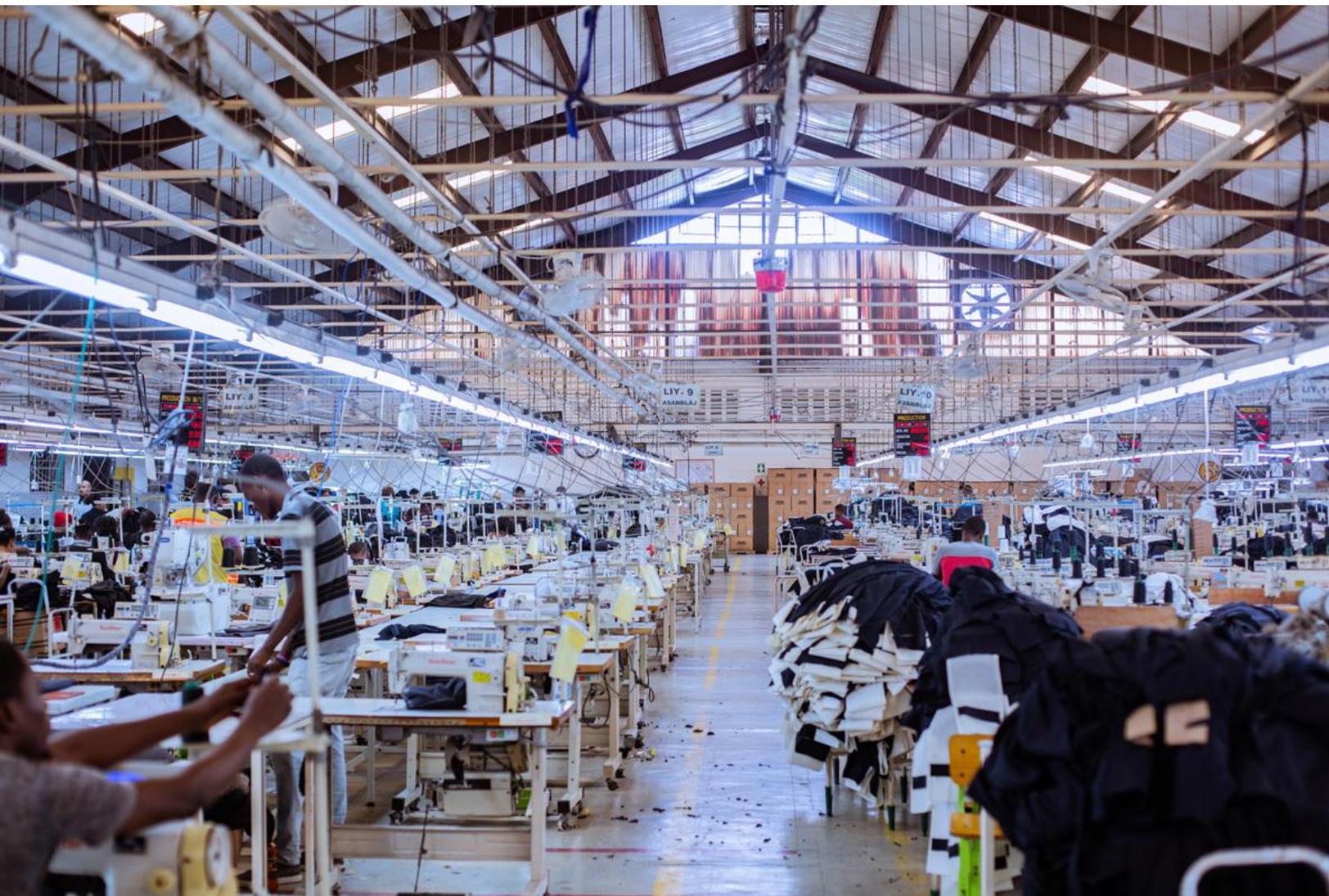
In the first quarter of 2025, Better Work Haiti conducted five out the seven assessments that were scheduled, four hybrid and one virtual. During hybrid assessments, inspectors from the Ministry of Social Affairs and Labor (MAST) were on site at the factory, while Better Work assessors participated online. Two factories scheduled for assessments were temporarily closed during the first quarter and were not assessed. Better Work Haiti had to curtail its activities between March and June due to uncertainty about the program's future. As a result, the staff were unable to conduct assessments but continued with virtual services.

From July 2025 to December 2025, Better Work Haiti conducted 13 on-site assessments, 1 virtual, and 2 hybrids, totaling 21 assessments for the year (including a non-textile factory). One factory in Port-au-Prince declined the assessment due to early closure at the end of the year, and another in the Northeast is not yet eligible for assessment.

Non-compliance issues identified were addressed in advisory sessions, where factories developed improvement plans, including training initiatives and corrective actions. In addition, Better Work Haiti conducted 68 advisory visits to participating factories, focusing on:

- ▶ Enhancing Occupational Safety and Health (OSH) management systems
- ▶ Improving human resources (HR) practices
- ▶ Proper application of the labor law articles related to compensation
- ▶ Addressing industrial relations issues, such as employee dismissals

Discussions also addressed how the country's security situation affects the garment industry. Workers voiced increasing worries about job losses and looked for ways to boost industry stability and safety.



## Coordinated consultation helps secure severance payments amid factory closures.

Due to the June 2025 closure of two factories in Haiti's West Department, both owned by the same corporate group. Better Work Haiti played a central role in safeguarding severance entitlements for affected workers. In coordination with the Office of the Ombudsperson and the Ministry of Social Affairs and Labor (MAST), the program engaged directly with factory management, worker representatives, and the international buyer to ensure transparency and legal compliance in the calculation and disbursement of severance payments.

At the buyer's request, Better Work Haiti conducted an independent technical review of the proposed compensation calculations, complementing MAST's oversight. Through a series of bilateral and trilateral consultations, the program facilitated structured dialogue among all parties to define clear payment modalities and timelines.

By November 2025, this coordinated effort led to the successful distribution of severance payments to about 2,500 workers, totaling over \$2.25 million—making sure affected employees received their legal entitlements during a time of economic hardship.

## REVIEW OF ALLEGATIONS RELATED TO A 2024 ENTERPRISE CLOSURE

In November 2025, Better Work Haiti received a request from an international buyer to review allegations regarding the closure of two production buildings in July 2024. At the time of the closure, one international brand sourced from the facility. The allegations involved the separation of four pregnant workers and nine union-affiliated workers. Better Work Haiti was informed of the closure in advance. It reviewed the retrenchment procedures in collaboration with the Ministry of Social Affairs and Labor (MAST) and the Special Labor Mediation Office (BMST).

Following the request, Better Work Haiti obtained the list of referenced workers and conducted follow-up outreach and document review. Advisors were able to establish contact with three of the four pregnant workers. The workers confirmed they received their legal severance payments, and two confirmed receiving maternity benefits through OFATMA. Subsequent document reviews regarding the third worker confirm that she received her OFATMA payment in February 2026. The three workers also indicated that management had communicated potential reemployment opportunities; however, they could not return to work at that time due to personal circumstances, including childcare responsibilities. One of the workers has since returned to work at a sister factory.

Better Work Haiti reviewed documentation related to the nine workers identified as union members and the factory's restructuring process. The closure affected 644 workers as part of broader downsizing. Records showed that 24 union members were offered reassignments within the company. Nine members from one of the unions in the factory chose not to be reassigned. The other 15 (some from this union federation, and some from other union federations) were reassigned to another company facility.

The review confirmed that those terminated received their full legal severance pay and signed separation agreements agreeing to the terms of termination. These agreements were signed in the presence of union representatives and officials from the Ministry of Social Affairs and Labour (MAST). Better Work Haiti found no evidence of non-compliance with national labor laws or international labor standards.

In collaboration with MAST, Better Work Haiti continues to monitor enterprise closures and retrenchment processes to ensure that they are conducted in accordance with Haitian labor legislation, international labor standards, and the transparency objectives under HOPE II.

**GOVERNMENT INSTITUTIONS SUCH AS THE MAST LABOR INSPECTORATE, ONA, AND OFATMA HAVE INCREASED ORGANIZATIONAL CAPACITY TO PROVIDE SERVICES TO ELIGIBLE WORKERS.**

Better Work Haiti continued to assist the Ministry of Labor and the Office of the Ombudsperson for the Textile Sector in enhancing their ability to serve constituents effectively. Under the guidance of the Office of the Ombudsperson and with support from Better Work Haiti, the Ministry of Labor's inspectorate division organized a workshop for representatives from the regional offices of ONA and OFATMA to help them improve the delivery of services to their constituents.

The main objective of the workshop, which lasted two days, was to discuss the role and responsibilities of the social services entities in the region and focus on ways to improve the services delivered to the factories. This workshop followed a similar one organized in Port-au-Prince in October 2024. The discussions, led by the Ministry of Labor's chief legal advisor, focused on calculating social security contributions. Participants aligned a standardized method for these deductions, ensuring consistency with the labor code and the legal framework governing social security contributions. Additionally, they clarified their roles and responsibilities as collecting agents, improving compliance with social security requirements across the sector.

Following the workshop, the Labor Inspectorate division organized several joint inspections with inspectors from ONA and OFATMA at various factories in the region to apply the techniques learned in the workshop.

**PROMOTING SOCIAL DIALOGUE IN THE GARMENT SECTOR.**

During this reporting period, Better Work Haiti continued to support the tripartite actors by encouraging them to engage in social dialogue and to find solutions to the issues facing the Haitian textile sector. In June of 2025, Better Work Haiti organized

a hybrid meeting, with the participation of the Office of the Ombudsperson, representatives from MAST, the general directorate of the Office of Work-Related accident, Maternity and Health Insurance (OFATMA), representatives of an industrial park in the Northeast, as well as representatives of several union groups. The main objective of the meeting was to discuss the delivery of services by OFATMA itself and by OFATMA-contracted service providers in the Northeast. The main complaint was that the service provider in Ouanaminthe was withholding delivery of services due to a delay in payment from OFATMA. Following the meeting, OFATMA and the service provider agreed to continue delivering services to the workers while payments are being processed.

Once again, in October of 2025, Better Work Haiti, under the auspices of the Office for the Ombudsperson (BMST), intervened by organizing a tripartite meeting to diffuse a tension brewing in an industrial park in the Northeast. Workers decided to go on strike after the announcement that employers would begin deducting taxes from them, in accordance with regulations issued by the General Directorate of Taxes (DGI).

The workers were protesting the park's decision to start withholding certain portions of their wages, as their salaries had not increased in three years. The protests spread from one factory to another; consequently, no production took place that morning, as the workers went on strike to demand the immediate suspension of the tax.

Faced with this social crisis and to avoid any lasting disruption to operations, the park's management requested that the Office of the Ombudsperson for the Garment Manufacturing Industry (BMST) arrange a meeting with the General Directorate of Taxes (DGI). Since the issue involved tax collection, the Ministry of Economy and Finance (MEF), the Ministry of Commerce and Industry, and the Ministry of Social Affairs and Labor (MAST) were also invited and participated in the meeting.

During the meeting, the workers' representatives took the opportunity to raise once again their dissatisfaction with the services provided by OFATMA, the lack of support from the Office for Retirement Insurance and Old Age (ONA), and the government's failure to publish an increase in the minimum salary.

At the end of the meeting and following a closed consultation between the government authorities, the Minister of Finance announced that, after a conversation with the Prime Minister, the following measures were agreed upon:

- ▶ The immediate and temporary suspension of tax deductions made by the DGI (General Directorate of Taxes) on the wages of the workers concerned, until a new minimum salary is published.
- ▶ The organization of a tripartite meeting to discuss the minimum wage.

### **Factory closures and worker transition management**

During the reporting period, the Haitian garment sector experienced the permanent closure of several factories, reflecting the combined effects of prolonged security instability, declining orders, and uncertainty surrounding the renewal of trade preferences. These closures resulted in large-scale terminations affecting several thousand workers and represented a significant stress test for labor administration, social dialogue mechanisms, and worker protection frameworks.

In response, Better Work Haiti worked in close coordination with the Ministry of Social Affairs and Labor (MAST), the Office of the Special Labor Ombudsperson (BMST), employers, and representative trade unions to support the orderly management of these closures. This included facilitating dialogue among the parties, verifying severance calculations in line with national labor law, and overseeing transparent payment processes. Where applicable, workers were informed of available options, including reassignment within the same enterprise group or voluntary separation with legal severance.

These interventions helped mitigate the risk of unpaid entitlements, unmanaged conflict, and escalation during a period of heightened social and economic vulnerability. While factory closures fall outside the program's direct control, Better Work Haiti's engagement helped safeguard workers' rights during enterprise exits. It reinforced the role of established tripartite mechanisms in managing industrial transitions.

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## Section IV: Compliance overview in the Haitian garment industry

### The overall trend of non-compliance in the Haitian garment industry

Compliance assessments remain a central component of Better Work Haiti's mandate under the TAICNAR framework. In 2025, the program conducted 20 factory assessments in the wearing apparel manufacturing sector (including hybrid and virtual modalities where necessary).

The findings from this reporting cycle reveal three overarching patterns:

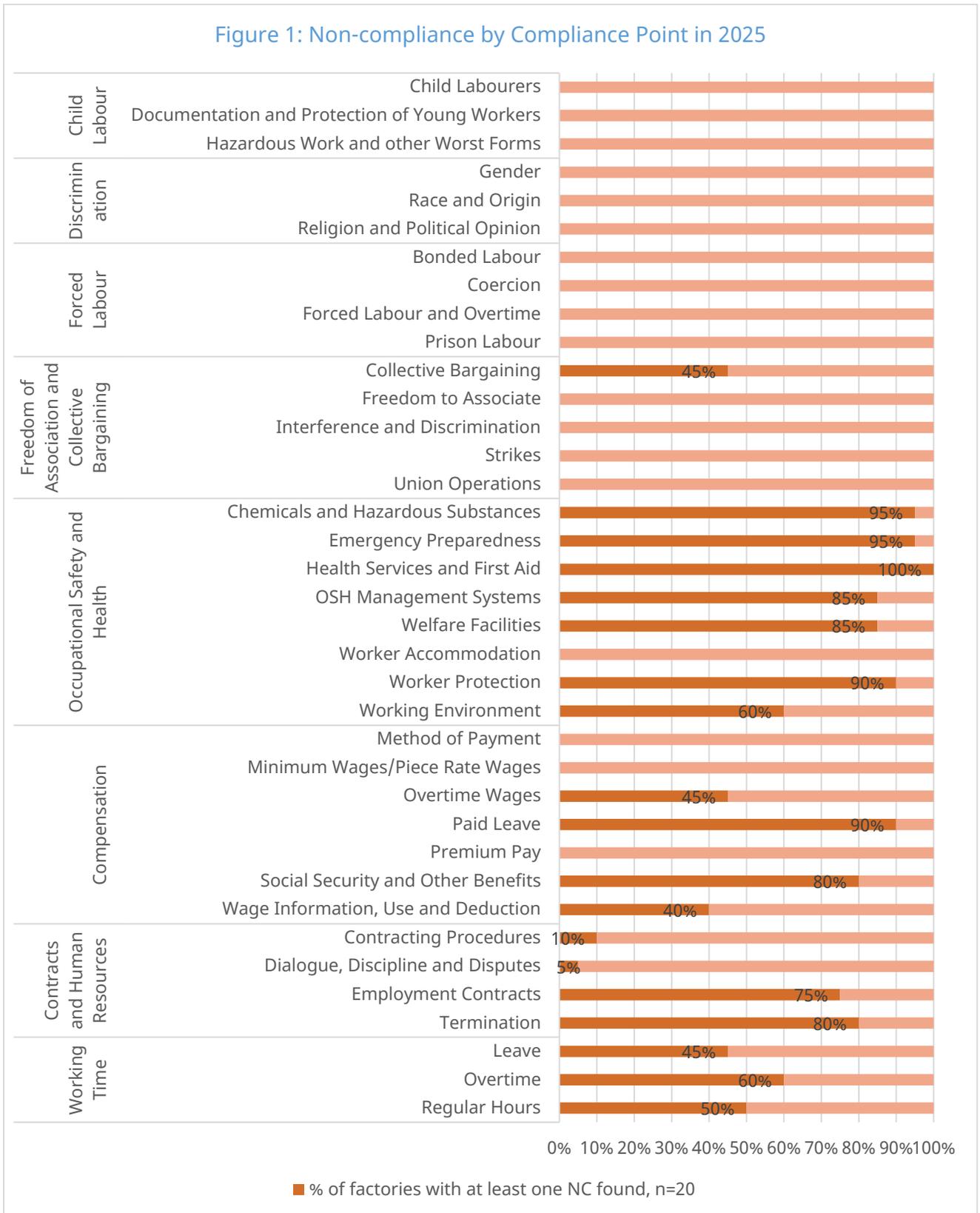
1. Persistent structural non-compliance in compensation and social security administration
2. High prevalence of occupational safety and health (OSH) gaps, particularly in emergency preparedness
3. Relative stability in core fundamental labor rights, with limited and procedural freedom of association findings

These patterns indicate that many of the compliance issues identified through factory assessments relate to weaknesses in administrative processes, calculation methodologies, and preventive management systems. However, these findings should be interpreted with caution, as certain issues, particularly those related to freedom of association and gender-based violence and harassment, may be under-reported in workplace monitoring. The sectoral grievance mechanism established with the BMST provides workers with accessible reporting channels in multiple languages, yet relatively few complaints on these issues have been formally recorded. While administrative and management system gaps account for a significant share of the issues identified, this does not exclude the presence of more sensitive labour rights concerns that may require continued attention through multiple monitoring and reporting channels.

**Figure 1** summarizes the percentage of factories found to be non-compliant with at least one question for each of the 38 compliance points among the apparel factories assessed by BWH in 2025. A discussion of these findings and detailed observations for a subset of compliance areas follows.



Figure 1: Non-compliance by Compliance Point in 2025



## Working conditions clusters

### Compensation

#### (Recurrent Calculation Errors Rather Than Denial of Entitlements)

The compensation cluster continues to exhibit high rates of non-compliance, particularly in areas related to paid leave and social security contributions.

In 2025:

- ▶ 75% of factories calculated annual leave payments incorrectly
- ▶ 65% incorrectly calculated maternity leave payments.
- ▶ 60% incorrectly calculated sick leave payments.
- ▶ 80% were non-compliant in at least one aspect of collecting or forwarding social security contributions.

Importantly, these findings do not indicate widespread refusal to grant leave or to enroll workers in social protection systems. Rather, the predominant issue is **the incorrect calculation and inconsistent application of statutory formulas, often failing to account for average earnings, including overtime and other wage components.**

This recurring pattern indicates that compliance challenges are closely linked to gaps in legal interpretation and inconsistent alignment between enterprises and public institutions responsible for social security oversight. The issue is therefore administrative and systemic, reinforcing the importance of institutional coordination and standardized guidance.

Table 1. Paid leave	Non-compliance	
	# of factories	%
Does the employer pay workers correctly for annual leave?	15	75%
Are eligible workers paid correctly for maternity leave?	13	65%
Are eligible workers paid correctly for sick leave?	12	60%
Does the employer pay workers correctly for weekly rest days?	10	50%

Workers are found to receive payments for various types of paid leave to which they are entitled by law, but these payments are frequently incorrectly calculated, resulting in non-compliance.

- ▶ Workers are entitled to payment for annual leave, and generally, factories are found to make these payments. However, a review of documentation and interviews with workers and managers shows that the calculations for these payments are often incorrect and do not reflect workers' average daily earnings, including overtime. Of the 20 factories assessed in 2025, 15 were found non-compliant with this requirement.
- ▶ Similarly, about two-thirds of factories were found to be non-compliant with maternity leave payments. A review of documentation and interviews with workers and managers reveals that the calculations for these payments are frequently incorrect and do not reflect workers' average daily earnings. They are found to be paid incorrectly for maternity leave. As with paid leave, maternity leave payments were not denied outright; rather, they were found to be based on incorrect calculations, resulting in payments misaligned with the requirements of the law. Similar dynamics were observed in the factories found non-compliant with sick leave payments. Better Work Haiti has recently strengthened its advisory services to help factories correctly interpret legal requirements for the payment of various leave entitlements. This targeted focus addresses recurring compliance findings and aims to improve employers' understanding of applicable legal provisions and calculation methodologies.

Better Work has continued to document mixed success regarding legally mandated **social security payments** in 2025. The first step to ensuring correct payment of these benefits is ensuring workers are registered with the *Office d'Assurance Accidents du Travail, Maladie et Maternité* (OFATMA), which provides health care and benefits for occupational injuries, illness, and maternity, and the *Office National d'Assurance-Vieillesse* (ONA), which manages retirement and pension payments for workers.

Better Work has collaborated with technical specialists in the ILO, using data from assessments and enterprise engagement to identify gaps in compliance and opportunities to improve the functioning of the overall insurance system. Better Work also engages directly with enterprises and public labor inspectors to identify where employers may have lacked knowledge of the requirement to enroll in these two systems, and to clarify the correct employer contributions on behalf of workers. As of March 2025, all Better Work Haiti factories are enrolled in OFATMA and ONA, marking a significant achievement given the importance of the apparel sector to workers and their dependent family members in Haiti. Nevertheless, compliance challenges remain in ensuring correct contributions are made on behalf of workers.

For example, even though all factories are paying employer contributions on behalf of workers and collecting and forwarding workers' contributions to OFATMA and ONA, as with paid leave, document review in assessments found incorrect contribution amounts due to faulty calculations. In many cases of non-compliance, factories fail to pay forward the contributions monthly as required by law. These issues with correct and on-time payment are cited in 16 of 20 factories (Table 2).

Table 2. Social Security and Other Benefits	Non-compliance	
	# of factories	%
Does the employer collect and forward workers' contributions to OFATMA?	16	80%
Does the employer collect and forward workers' contributions to ONA?	16	80%
Does the employer pay 3% of workers' basic salary to OFATMA for maternity and health insurance?	16	80%
Does the employer pay the required employer contribution to ONA?	16	80%

Non-compliance was less prominent for other issues related to social security, including paying workers their annual salary supplement/bonus, contributing to OFATMA's worker-related accident insurance, and sending workers' pay slips to OFATMA as required.

**Overtime wages.** The 28<sup>th</sup> BWH synthesis report noted that nearly half of the factories in 2024 failed to pay workers correctly, including 6 factories that recorded working hours after 6 pm and calculated overtime based on an incorrect interpretation of a worker’s base wage. As seen in Table 3, the issues with correct overtime wage payment appear to have improved in 2025. Just six of 20 factories (30 per cent) were found to pay workers incorrectly for overtime hours worked at night. Instances of non-compliance with other aspects of overtime wage payments were less prominent.

Table 3. Overtime wages	Non-compliance	
	# of factories	%
Does the employer pay workers 50% above the night shift wage for all overtime hours worked at night?	6	30%
Does the employer pay workers 50% above the normal wage for overtime hours worked on weekly rest days?	3	15%
Does the employer pay workers 50% above the normal wage for all ordinary overtime hours worked?	2	10%
Does the employer pay workers 50% above the legally mandated holiday or weekly rest day rate for hours worked during the night shift?	2	10%
Does the employer pay workers 50% above the normal wage for overtime hours worked on legally mandated holidays?	1	5%

### Contracts and human resources

Relatively few factories were found non-compliant across a range of questions in the contracts and human resources cluster. The most prominent non-compliance issue in this cluster concerns payments to **terminated workers** for their unused annual leave. As with paid leave and contributory social security payments, the issue leading to non-compliance concerns the incorrect calculation of payments due, rather than the denial of these termination payments. Sixteen of 20 (80 per cent) factories assessed were found to have incorrectly calculated these payments, including instances where the average daily pay used in the calculation was incorrect, or where the average salary did not include payments for weekly days off

or overtime worked at night. Similarly, 12 of 20 factories (60 per cent) were found non-compliant with correctly paying an annual salary supplement/bonus to workers upon termination.

Instances of non-compliance across five questions in the employment contracts compliance area were relatively low in 2025. Workers were mostly found to have contracts and understand their terms. However, about two-thirds of factories were found to be non-compliant with the requirement that work rules in these contracts meet legal standards. For example, in some cases, employment contracts were not signed by both parties and lacked essential information, such as workers' salaries.

### Working time

The working time cluster comprises 17 questions covering three compliance points: **regular hours, overtime, and leave.**

Within **regular hours**, no instances of non-compliance were found across five of the eight compliance questions, including compliance with daily break periods, posting factory working hours, and legally mandated breaks for pregnant and breastfeeding workers. In contrast, nine factories (45 per cent) were found non-compliant with some aspects of the question examining whether regular daily or weekly working hours exceed legal limits. Most commonly, regular daily working hours consisted of a nine-hour shift, Monday through Friday, exceeding the regulation for regular hours allowed in the Haitian labor code. Six factories (30 per cent) failed to obtain authorization from the Ministry of Labor before instituting night shifts.

Similar authorization from the Ministry of Labor is required before implementing overtime shifts. In 2025, 10 factories (50 percent) were found non-compliant on this issue within the overtime compliance point. In some cases, factories exceeded the legally allowed 80 hours of overtime per trimester. Nine factories (45 percent) were non-compliant with the overtime-hour limits.

At the compliance point covering leave entitlements, no factories were found non-compliant for failing to provide sick leave to workers with valid medical attestations, or for substituting payment for granting annual leave. A small proportion of

factories (2 of 20) were found non-compliant with the requirement to provide at least 15 days of annual leave to workers with one year of service.

A small proportion of factories (2 of 20) were found non-compliant with the requirement to provide at least 15 days of annual leave to workers with one year of service. A more prominent issue within leave compliance concerns maternity leave. The National Labor Code requires employers to grant at least 12 weeks of maternity leave, and no non-compliance was found with respect to this entitlement. However, 8 factories (40 per cent) were found non-compliant with the requirement that pregnant workers cease work six weeks before their due date, as stipulated by law.



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## Section V: Core labor standards non-compliance findings of the reporting period

Three of the five fundamental compliance clusters – child labor, forced labor, and discrimination – exhibited no evidence of non-compliance in 2025, in line with findings from the past several reporting periods. Definitive documentation of non-compliance in each of these three areas has been rare. The zero-tolerance policy that many brands have for non-compliance in these areas may be a contributing factor to ensuring respect for these rights. For issues related to discrimination, discriminatory behaviour or practices may exist but evade definitive detection during the limited time-bound nature of compliance assessments. More on the limitations of Better Work’s assessment process can be referenced in the Annex.

### Freedom of Association and Collective Bargaining

Freedom of association (FOA) and collective bargaining are fundamental enabling rights for achieving decent work. Better Work Haiti assesses participating factories on 20 questions across five compliance points: freedom of association, collective bargaining, interference and discrimination, strikes, and union operations. In 2025, 45 per cent of factories assessed (9 of 20) were found non-compliant for failing to implement one or more provisions of a collective agreement in force. For example, several factories were not to have implemented a provision in a collective agreement requiring employers to provide workers with personal safety equipment." It might be worth explaining that there is one CBA covering xx number of factories - because this is a big achievement, but also because it makes clear why so many employers are NC with the same CBA provision.

No evidence of non-compliance was found in 2025 across the other compliance points. This represents an improvement over the past two reporting periods, which had non-compliance findings in two factories in each period related to wrongful dismissals of workers based on their union status.

## Occupational Safety and Health

The Declaration on Fundamental Principles and Rights at Work (1998) was amended in 2022 to add a safe and healthy working environment as a fundamental principle and right. As a result, the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), are now considered fundamental conventions. Non-compliance findings under OSH are therefore reported under the fundamental rights section of this report.

The highest levels of non-compliance among BWH-assessed factories in 2025 relate to occupational safety and health, a pattern consistent across other Better Work country programs. Part of this dynamic is attributed to the high number of areas assessed – 65 individual compliance questions across 8 compliance points – as well as the evident physical nature of certain OSH issues that facilitates detection and documentation during assessments.

**Emergency preparedness** covers key workplace safety measures, including emergency exits, fire-fighting equipment, and evacuation procedures. Non-compliance in this area is widespread, with 95 per cent of factories found non-compliant in at least one of the emergency preparedness requirements assessed. The most critical issues relate to blocked emergency exits and insufficient fire-fighting equipment, which pose significant risks in the event of a fire or other emergency. Table 4X provides a more detailed breakdown of the specific compliance points where most non-compliance occurs.

Table 4. Emergency preparedness	Non-compliance	
	# of factories	%
Does the workplace have adequate fire-fighting equipment?	11	55%
Are the emergency exits accessible, unobstructed, and unlocked during working hours, including overtime?	10	50%

Are emergency exits and escape routes clearly marked and posted in the workplace?	10	50%
Has the employer trained an appropriate number of workers to use the fire-fighting equipment?	10	50%

While most factories (19 of 20) have an adequate number of emergency exits, 10 of the 20 factories assessed were non-compliant in ensuring that emergency escape routes are not obstructed by production materials, equipment, or other obstacles. Enterprise advisors also cited non-compliance for locked emergency exits and inadequate signage for exits. Factories were frequently found to lack the regular inspections required for fire extinguishers, and access to them was often obstructed.

The areas covered by compliance points on **chemicals and hazardous substances**, and on health services and first aid, also exhibit high levels of non-compliance in the reporting period.

Table 4. Emergency preparedness	Non-compliance	
	# of factories	%
Are chemicals and hazardous substances properly labelled?	12	60%
Are chemicals and hazardous substances properly stored?	6	30%
Does the employer have chemical safety data sheets for all the hazardous chemicals used in the workplace?	14	70%
Does the employer provide adequate washing facilities and cleansing materials in the event of exposure to hazardous chemicals?	5	25%
Has the employer effectively trained workers who work with chemicals and hazardous substances?	6	30%

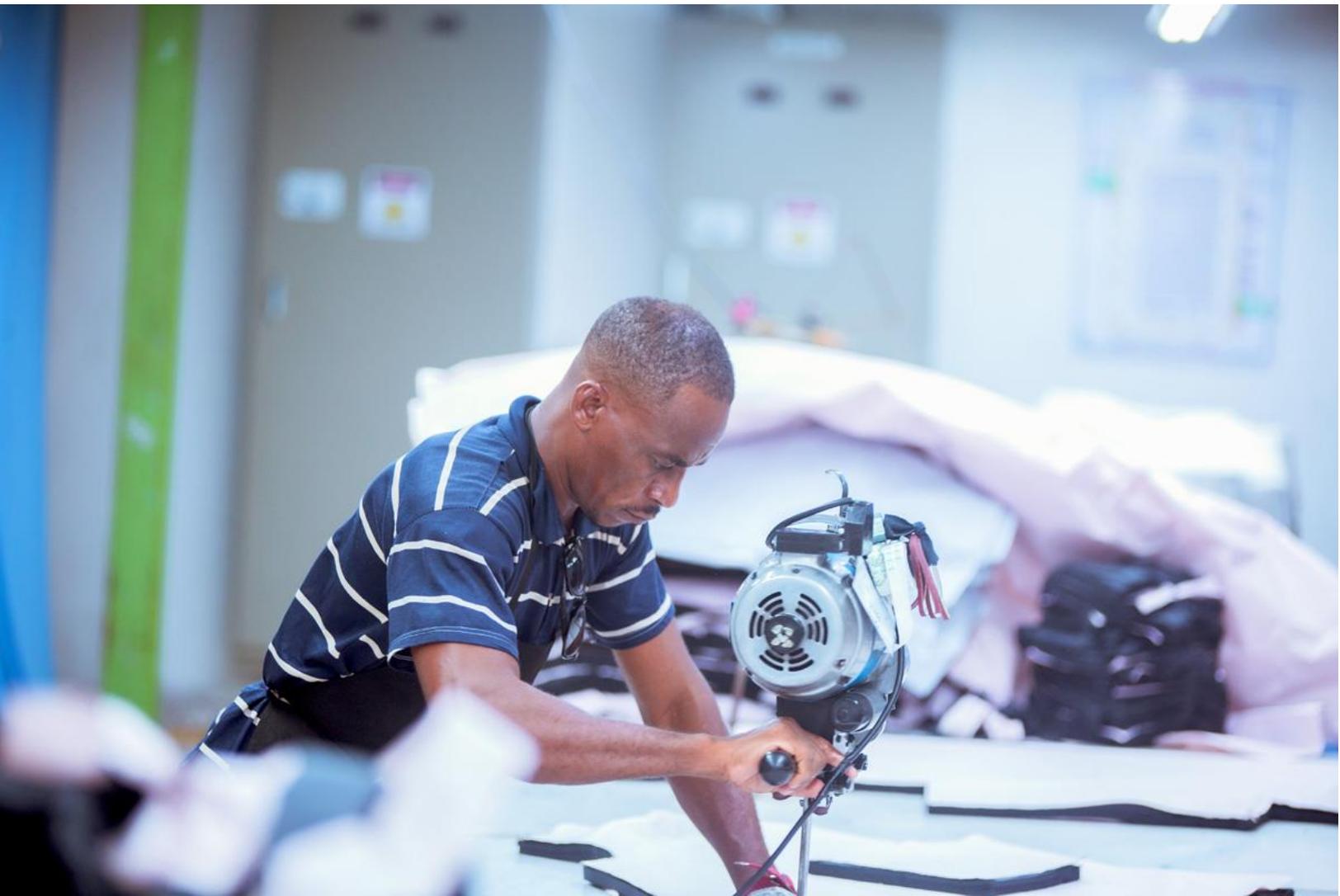
Has the employer taken action to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	8	40%
Does the employer keep an inventory of chemicals and hazardous substances used in the workplace?	12	60%

For example:

- ▶ Some challenges persist with managing hazardous materials properly – 70 percent of factories were found not to have chemical data sheets, 60 percent of factories were found to have improperly labeled hazardous substances, and the same proportion were found to lack an adequate inventory of chemicals and hazardous substances.
- ▶ Regarding health services, 16 out of 20 factories (80 per cent) were found non-compliant with the requirement to provide workers exposed to workplace hazards with free health screenings. As noted in previous reports, workers who are continuously exposed to hazardous chemicals are entitled to free medical checks every six months, provided by the government through OFATMA, after employers obtain workers' health cards. Several factories had not paid for these cards or had not formally requested OFATMA to conduct the required screenings. In some cases, delays were also reported in the provision of health services. Better Work Haiti is currently working with OFATMA and sector stakeholders to strengthen coordination and facilitate access to the required occupational health services for garment workers.
- ▶ Better Work places strong emphasis on establishing and sustaining management systems to achieve and maintain compliance in the workplace. Encouragingly, factories assessed largely demonstrate a commitment to upholding these management systems.
- ▶ Only 15 percent (3 of 20) of factories were found non-compliant with maintaining an OSH committee in the workplace. While hosting an OSH committee is an important first step toward encouraging a safe and

healthy work environment, ensuring the committee is active, functioning, and well-known among workers falls outside the scope of this specific compliance question.

- ▶ Only 30 percent (6 of 20) of factories were found non-compliant with recording work-related accidents and submitting these records to the government monthly.



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## Section VI: Better Work Haiti: From Compliance Monitoring to Institutional Anchoring

During the reporting period, Better Work Haiti operated in a highly constrained environment marked by funding reductions, political instability, and enterprise contraction. Despite these limitations, the program continued to deliver its core TAICNAR functions, including compliance assessments and advisory services. However, 2025 also marked a deliberate strategic shift in the program's role within the Haitian garment sector.

While Better Work Haiti was originally established primarily as an independent compliance-monitoring mechanism under the HOPE framework, the evolving sectoral context has necessitated a broader institutional focus. Experience during this reporting period demonstrated that factory-level remediation alone cannot address persistent patterns of non-compliance rooted in administrative inconsistencies, regulatory interpretation gaps, or service delivery bottlenecks within public institutions.

Accordingly, the program increasingly positioned itself as an institutional anchor within the labor governance ecosystem.

### Strengthening Institutional Coordination

Better Work Haiti supported structured coordination among the Ministry of Social Affairs and Labor (MAST), the Office of the Ombudsperson (BMST), the social security institutions (ONA and OFATMA), and sector stakeholders. Joint workshops and follow-up inspections helped align the interpretation of social security contribution calculations and clarify institutional roles in enforcement and service provision.

By facilitating dialogue between public institutions and enterprises, the program helped reduce inconsistencies in calculation methodologies and strengthen transparency in compliance enforcement. These efforts uncovers

and aims to drive significant improvements against one of the identified systemic drivers of recurrent non-compliance [the gaps between enterprise representatives' understanding], particularly in areas related to social security contributions and occupational health services.

## Supporting Responsible Enterprise Transitions

The reporting period was characterized by several factory closures linked to declining orders and trade uncertainty. In these cases, Better Work Haiti moved beyond assessment to support structured, transparent enterprise exits.

Working in coordination with MAST, BMST, employers, trade unions, and international buyers, the program facilitated consultations, reviewed severance calculations, and encouraged adherence to legal obligations. Engagement with global brands emphasized the application of leverage to promote responsible disengagement consistent with human rights due diligence principles.

These coordinated interventions helped ensure timely severance payments, reduce the risk of labor disputes, and protect worker entitlements during a period of economic vulnerability. The program's role in these cases illustrates its function as a stabilizing institutional actor rather than solely a monitoring entity.

## Promoting Social Dialogue as a Governance Tool

Throughout 2025, tripartite dialogue mechanisms were used to address tensions related to tax deductions, wage concerns, and service delivery gaps. By convening meetings involving ministries, employer representatives, worker organizations, and park management, Better Work Haiti reinforced the role of structured dialogue in preventing escalation.

These engagements demonstrated that active and trusted social dialogue mechanisms can serve as effective shock absorbers in fragile environments. Where institutional channels were utilized, disputes were managed within formal frameworks rather than through prolonged work stoppages or unmanaged conflict.

## Embedding Responsible Business Conduct

The program continued to engage international buyers sourcing from Haiti to promote alignment between brand due diligence processes and national labor governance frameworks. This included encouraging transparency in retrenchment processes, reinforcing expectations regarding severance compliance, and supporting information-sharing with public authorities.

By linking enterprise practices, brand leverage, and national oversight mechanisms, Better Work Haiti helped embed responsible business conduct as a shared expectation among sector actors.

## A Dual-Track Sustainability Strategy

The experience of 2025 confirms that sustainability in Haiti's garment sector requires a dual-track approach:

1. Continued delivery of credible, independent compliance monitoring and advisory services; and
2. Progressive strengthening of national institutions responsible for inspection, mediation, and social protection.

The program's evolution reflects recognition that long-term resilience depends not on permanent external oversight but on capable and coordinated domestic institutions. By reinforcing public systems while maintaining transparency and accountability at the enterprise level, Better Work Haiti supports a more sustainable model of labor governance.

In a context where trade preferences remain subject to renewal cycles and funding landscapes may shift, anchoring compliance within institutional structures enhances continuity and reduces vulnerability to external shocks.

This reporting period therefore demonstrates both continuity and transition: continuity in fulfilling the core monitoring mandate under TAICNAR, and transition toward a broader role in strengthening the institutional foundations that underpin decent work in Haiti's garment sector.

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# Lessons learned and Recommendations for the Haitian garment sector

## Lessons Learned

### 1. Factory-level compliance has clear limits without system alignment.

The program demonstrated that sustained factory-level engagement can improve OSH awareness, internal procedures, and dialogue. However, persistent non-compliance in areas such as social security contributions, occupational health services, and statutory benefits highlights the limits of factory-only remediation when enforcement mandates, calculation methodologies, and service delivery rest with public institutions. Compliance outcomes are ultimately shaped by the coherence and capacity of the broader labor administration and social protection system.

### 2. Institutional coordination is as critical as technical capacity.

Repeated inconsistencies in the application of social security rules underscore that non-compliance is often driven less by lack of knowledge than by divergent interpretations across institutions. Where structured inter-agency dialogue and joint trainings took place, misunderstandings were reduced, and follow-up became more consistent. This confirms that coordination mechanisms matter as much as individual inspectors or enterprise capacity.

### 3. Crisis conditions magnify pre-existing vulnerabilities.

Security constraints, factory closures, and market uncertainty during the reporting period did not create new compliance challenges so much as expose structural weaknesses in labor governance. The experience shows that labor standards systems that function marginally in stable conditions struggle significantly unless roles, procedures, and responsibilities are clearly defined and institutionalized.

#### 4. Social dialogue mechanisms are effective shock absorbers.

Tripartite engagement, mediation, and the use of formal protocols during factory closures helped mitigate conflict, protect worker entitlements, and preserve social stability. Where dialogue channels were active and trusted, disputes were more likely to be managed without escalation, even in highly sensitive situations involving retrenchment and enterprise exit.

#### 5. Sustainability depends on institutional ownership, not program presence.

The most durable outcomes of this phase were those embedded within national institutions such as labor inspection, mediation, and social security bodies. Activities that strengthened procedures, coordination, and shared understanding proved more resilient than those dependent on continuous program delivery.

## Recommendations

### 1. Prioritize system-level compliance enablers

Future efforts should focus on aligning interpretation, calculation, and enforcement of labor and social security obligations across relevant public institutions. Clear, shared guidance and standardized tools are essential to reduce recurrent non-compliance and disputes.

### 2. Institutionalize inter-agency coordination mechanisms

Regular, formal coordination platforms between labor administration, social security institutions, and mediation bodies should be maintained and strengthened. These mechanisms should move beyond ad hoc problem-solving toward sustained joint planning and information sharing.

### 3. Strengthen labor inspection and mediation capacity at the regional level

Given the geographic concentration of garment production, targeted support to regional inspectorates and mediation services is critical. This includes practical tools, ongoing training, and clear referral pathways to ensure consistent enforcement and dispute resolution.

#### **4. Embed responsible enterprise exit protocols as standard practice**

Clear procedures for managing retrenchments and factory closures should be formalized and disseminated to ensure workers' rights are protected during enterprise transitions. These protocols should be recognized as a core component of labor governance rather than exceptional measures.

#### **5. Maintain the linkage between trade preferences and labor governance**

The experience of this phase reinforces the importance of coupling market access incentives with credible labor standards oversight. Continued alignment between trade regimes and labor governance mechanisms remains essential for sustaining compliance and protecting workers in the sector.

#### **6. Anchor future interventions in national ownership and realism**

Any future engagement in the Haitian garment sector should be designed with realistic expectations, acknowledging security and capacity constraints, and should prioritize national ownership from the outset. External support is most effective when it reinforces, rather than substitutes for, public institutions.

## Conclusion

The 2025 reporting period reflects both resilience and transition in Haiti's garment sector. Despite prolonged insecurity, economic contraction, funding reductions, and uncertainty surrounding the renewal of trade preferences, core labor governance mechanisms continued to function. Compliance monitoring, advisory engagement, and structured social dialogue remained operational across participating factories.

The one-year extension of HOPE II through the end of 2026 provides short-term stabilization for the sector. However, this temporary renewal does not eliminate longer-term uncertainty. Sustainable progress in labor standards cannot depend solely on external trade incentives or periodic program funding. It requires coherent, capable, and coordinated national institutions.

Compliance findings from this cycle highlight that the most persistent challenges are structural rather than occasional. Ongoing issues with social security contributions, paid leave calculations, and occupational safety systems indicate the need for clearer institutional alignment, consistent enforcement, and stronger administrative capacity. When coordination improved, especially during enterprise closures and labor disputes, risks to workers were decreased, and conflicts were better contained.

This phase of Better Work Haiti demonstrates an evolution in role. While independent compliance assessments remain central to the TAICNAR mandate, the program increasingly functions as an institutional anchor within Haiti's labor governance ecosystem. By reinforcing inspection systems, supporting mediation processes, aligning public agencies, and engaging international buyers on responsible business conduct, Better Work Haiti contributes to embedding compliance within durable national structures.

Looking ahead, the sustainability of decent work in Haiti's garment sector will depend on maintaining credible links between trade frameworks and labor standards, strengthening public institutions responsible for enforcement and social protection, and preserving active tripartite dialogue. The experience of 2025 shows that even under severe strain, coordinated governance mechanisms can protect worker entitlements and uphold labor standards.

The challenge for the coming period is to consolidate these gains, deepen institutional ownership, and ensure that labor governance remains resilient, regardless of fluctuations in market conditions or external support.



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## Annex 1: TAICNAR Framework and Reporting Requirements under HOPE II Legislation

In 2006, the United States Congress passed the Haiti Hemispheric Opportunity through Partnership Encouragement Act of 2006 (HOPE), expanding preferences for Haitian apparel established under the Caribbean Basin Economic Recovery Act. This allowed the Haitian apparel industry to benefit from new duty-free preferences. In 2008, these preferences were further extended through HOPE II legislation, which set new standards and programs to improve and oversee working conditions in the apparel sector. On May 24, 2010, the Haiti Economic Lift Program of 2010 (HELP Act) was signed into law to broaden existing preferences to support Haiti's economic growth and development in the textile and apparel industries. Among its provisions, the HELP Act extended nearly all the trade preferences created under HOPE and HOPE II. In 2015, the US Government renewed the Haiti HELP/HOPE provisions until September 2025.

To benefit from HOPE/HOPE II/HELP, Haiti was required to establish an independent Labor Ombudsman appointed by the President of the Republic in consultation with the private sector and the trade unions. Haiti was also required to work with the ILO to develop a technical assistance program to (i) assess and promote compliance with core labor standards and national labor law in the factories that are eligible for tariff advantages under HOPE II and (ii) aid the Government of Haiti to strengthen its capacity in the process of inspection of facilities.

Finally, Haiti needed to develop a mechanism to ensure that all producers benefiting from the HOPE II trade preferences participate in the TAICNAR program. This was referred to in the legislation as the Technical Assistance Improvement and Compliance Needs Assessment and Remediation (TAICNAR) program. The TAICNAR program consists of two components:

## **TAICNAR Program Component 1: Compliance Assessments and Remediation Support**

The HOPE law states that the first component of the TAICNAR program is “to assess compliance by producers listed in the registry described in paragraph (2) (B) (i) with the conditions set forth in subparagraph (B) and to assist such producers in meeting such conditions.”

Better Work has been covering this part of the TAICNAR program since its launch in 2009. It must be noted that Better Work offers several services that go beyond the requirements of the HOPE legislation, in particular the collaboration with international brands through the sharing of factory assessment reports, joint support for factories regarding the improvement plan used during advisory services (corrective action plan), specific training and specific projects and events such as the annual buyers and multi-stakeholder’s forum. Since 2016, with the introduction of fees to be paid by factories for participation in the Better Work Haiti program, it has been decided that non-paying factories will receive all Better Work core services (advisory, training, and one annual assessment) in line with the requirements of the HOPE legislation. Factories that pay their subscription fee will have access to the full Better Work service offer, beyond core services.

## **TAICNAR Program Component 2: Technical assistance to strengthen the legal and administrative structures for improving compliance in the industry**

The HOPE law states that the second component of the TAICNAR program is “to provide assistance to improve the capacity of the Government of Haiti – (I) to inspect facilities of producers listed in the registry described in paragraph (2)(B)(i); and (II) to enforce labor laws and resolve labor disputes, including through measures described in subparagraph E.”

The ILO has been conducting different activities under this component, mainly in the context of the USDOL-funded ILO/MAST Capacity Building project, which aimed to strengthen the Ministry's capacities to improve apparel factories’

compliance with international standards and national labor laws. The project ran from 2014 to 2017 and was closely linked to the Better Work program.

As of 2018, and with Better Work's new 5-year strategy in Haiti, the program will continue to build on the efforts of this MAST capacity-building program. The revised project strategy emphasizes capacity building for all tripartite constituents – Government, employer, and worker organizations – as part of the Better Work program's sustainability efforts.

The HOPE II law specifies which information must be included in the biannual reports published by the TAICNAR program. See the text box below for the original text of the law.



SEC. 15403. LABOR OMBUDSMAN AND TECHNICAL ASSISTANCE  
IMPROVEMENT AND COMPLIANCE NEEDS ASSESSMENT AND REMEDIATION  
PROGRAM.

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[...] (D) BIENNIAL REPORT. —The biennial reports referred to in subparagraph (C)(i) are a report, by the entity operating the TAICNAR Program, that is published (and available to the public in a readily accessible manner) on a biennial basis, beginning 6 months after Haiti implements the TAICNAR Program under this paragraph, covering the preceding 6-month period, and that includes the following:

(i) The name of each producer listed in the registry described in paragraph (2)(B)(i) that has been identified as having met the conditions under subparagraph (B).

(ii) The name of each producer listed in the registry described in paragraph (2)(B)(i) that has been identified as having deficiencies with respect to the conditions under subparagraph (B) and has failed to remedy such deficiencies.

(iii) For each producer listed under clause (ii)

(I) a description of the deficiencies found to exist and the specific suggestions for remediating such deficiencies made by the entity operating the TAICNAR Program.

(II) a description of the efforts by the producer to remediate the deficiencies, including a description of assistance provided by any entity to assist in such remediation; and

(III) With respect to deficiencies that have not been remediated, the amount of time that has elapsed since the deficiencies were first identified in a report under this subparagraph.

(iv) For each producer identified as having deficiencies with respect to the conditions described under subparagraph (B) in a prior report under this subparagraph, a description of the progress made in remediating such deficiencies since the submission of the prior report, and an assessment of whether any aspect of such deficiencies persists. [...]

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## Annex 2. Better Work's Service Delivery Model

The key principles of Better Work's revised service model are ownership, accountability, dialogue, and partnership. The core services factories offer are advisory services, an annual assessment, and training services.

Better Work's service delivery model emphasizes advisory services, with a stronger focus on management systems, root cause analysis, and continuous learning. Better Work acknowledges that auditing alone cannot contribute to the sustainable remediation of non-compliances. Assessments provide a snapshot of compliance issues, yet they do not add significant value to improving factories' compliance performance. Therefore, the focus of the services Better Work delivers to factories is on continuous learning and improvement, working with factories to address the root causes of repeated non-compliance issues.

Since 2015, a factory cycle no longer starts with an assessment on which advisory services were built afterward in the initial approach. Instead, the cycle starts with approximately 100 days of advisory services under the revised Better Work service delivery model. With its bipartite Committee, the factory can conduct a self-diagnosis with support from its Better Work Enterprise Advisor and work on immediate improvements where possible. The unannounced Better Work assessment is then conducted after the initial advisory and training services period.

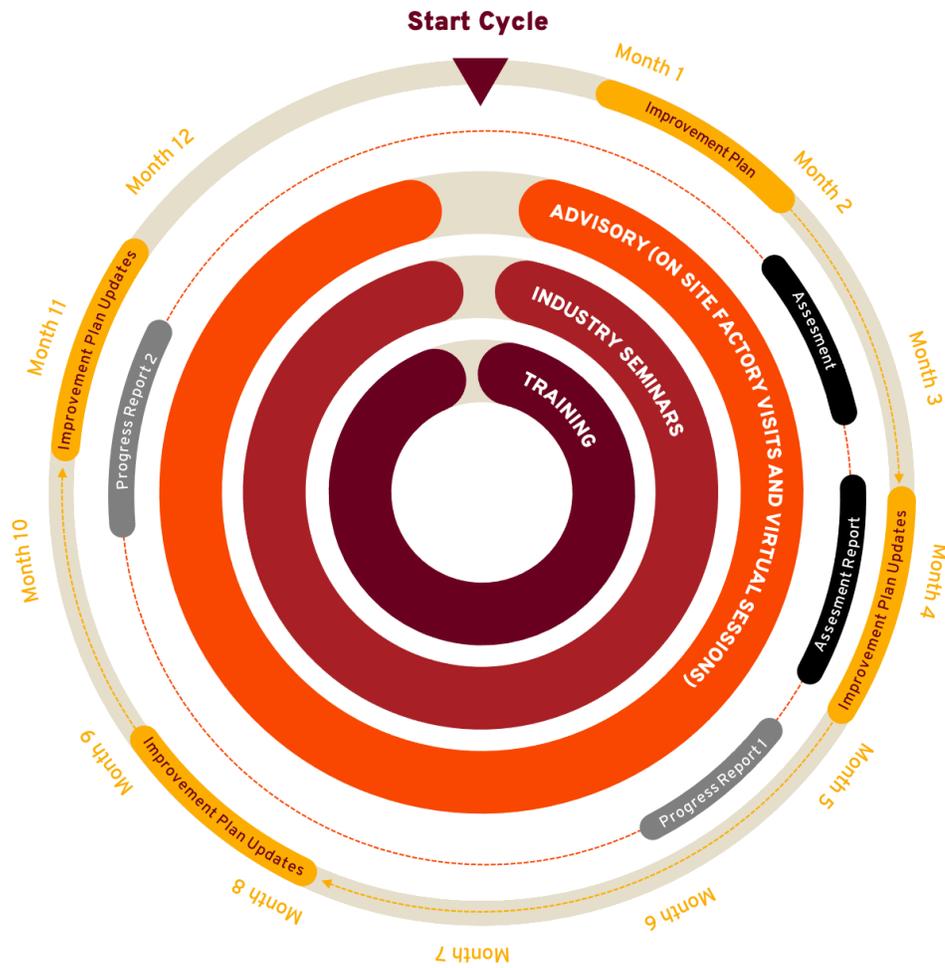
Following the assessment, the advisory process continues, focusing on enabling the bipartite Committee to address issues listed in the improvement plan. The improvement plan includes issues the factory has self-diagnosed and identified during the Better Work assessment. In addition, factories will be supported through tailored factory visits, issue-specific seminars (on topics relevant to the country/industry) with peers from other factories, and training appropriate to the factory's specific needs.

Better Work reporting has two elements: reports completed and verified by the Better Work program and completed and released directly by factories. The

Better Work factory reports consist of the assessment report released roughly 30 days (about 4 and a half weeks) after the unannounced assessment visit. Then, later in the cycle, in the 11th month, Better Work publishes a progress report detailing improvements in compliance issues, in-factory dialogue, continuous learning, and effective management systems. Better Work also provides additional recommendations in this report to strengthen the improvement process further. Factories report through the Better Work portal. This portal is also used by Better Work to share factory data with authorized international brands that subscribe to a specific factory in either of the Better Work country programs. The enhanced portal, with the revised self-reporting function, also allows factories to update their improvement plans themselves. The improvement plan lists the factory's non-compliance points from the last Better Work independent assessment, along with any other issues the factory identified as areas for improvement. Once the factory updates its improvement plan online, the information is immediately available to buyers and Better Work. However, this feature has some limitations regarding factories' editing rights, as only Better Work can update the status of a non-compliance issue from "delayed," "pending," or "in progress" to "completed" after verification of remediation.

Factory reporting then continues with the first progress report, published approximately five months after the start of the cycle. This report includes progress made to date on all self-diagnosed issues and those identified by Better Work during the assessment. The report follows a preset structure from Better Work and is made available to authorized buyers, highlighting initial progress and planned steps for the remainder of the cycle. The role of Better Work for this first progress report will be limited to coaching factories on effective self-reporting and ensuring continued progress in closing areas of non-compliance. The Better Work Enterprise Advisors then write their progress reports at the end of each factory's annual cycle.

An overview of the sequence of the different components of the Better Work service model under this revised approach can be found in the illustration below:



*Sequence and components of the annual Cycle under Better Work's revised service delivery model.*

In 2017, Better Work began differentiating factories based on their performance. Factories that score high enough in compliance performance, dialogue, and learning meet the criteria required before a factory can be qualified for “stage two.” Better Work will classify factories as in “stage two” if they consistently demonstrate high levels of compliance, mature social dialogue, effective management systems, and a commitment to learning. Those criteria will be evaluated based on information collected during two consecutive assessments. Factories that have not yet met this benchmark will be classified as “stage one.” For factories that have been with Better Work for

several years, service differentiation will respond to requests for greater autonomy in the day-to-day advisory service, fewer assessments, and tailored service that responds to their more advanced needs, for example, relating to systems development, purchasing practices, productivity, and quality, and mature industrial relations.



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## Annex 3. The Better Work Compliance Assessment Methodology

### Better Work Compliance Assessment Framework

The Better Work program assesses factory compliance with core international labor standards and national labor law. Following assessments, a detailed report is prepared. Findings are shared with the factory, covering eight labor standards clusters: half based on international standards and half on national legislation.

#### CORE LABOR STANDARDS:

The ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and amended in 2022, calls upon Member States to respect and promote principles and rights in five areas, whether or not they have ratified the relevant conventions. These categories (or clusters for the BWH compliance assessment) include: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; the elimination of discrimination in respect of employment and occupation; and the right to a safe and healthy working environment.<sup>7</sup> The declaration designates ILO conventions C29 (and its 2014 Protocol), C87, C98, C100, C105, C111, C138, C155, C182 and C187 as fundamental. These conventions serve as the basis for assessing factory compliance with fundamental rights across all Better Work country programs. For some issues, such as the minimum legal working age, national law may specify requirements for applying international conventions. If national law is not consistent with international standards on fundamental rights, the international standards apply. Haiti has ratified eight of the ten fundamental Conventions, with the two Conventions addressing occupational safety and health (C155 and C187) not yet ratified.

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<sup>7</sup> ILO 1998 Declaration on Fundamental Principles and Rights at Work and its Follow-up, ILO (2022)

## WORKING CONDITIONS:

The three other clusters assess conditions at work, including compensation, contracts, human resources, and working time. The areas covered in these clusters are largely consistent across Better Work countries; however, specific compliance questions may vary by country due to differences in national legislation. National legislation is used as a reference point, even if it is not in accordance with the international conventions ratified by the country. In countries where national law either fails to address or lacks clarity on a relevant issue related to working conditions, Better Work establishes a benchmark based on international standards and good practices.

Table 2: Better Work compliance assessment framework

Compliance Cluster	Compliance Point	Compliance Issue
<b>Child Labor</b>	Child Laborers	Workers under the age of 15
	Documentation and Protection of Young Workers	Age verification system
		A medical certificate and/or an employment certificate or permit delivered by the Director of Labor is required for workers under age 18.
		Register of workers under age 18.
	Hazardous Work and Other Worst Forms	Workers under age 18 working at night.
		Workers under age 18 working overtime.
Workers under the age of 18 are performing hazardous work.		
<b>Discrimination<sup>8</sup></b>	Gender	Changing the employment status, position, wages, benefits, or seniority of workers during maternity leave.

<sup>8</sup> In Better Work country-specific questionnaires, a compliance point “Other Grounds” may be included under the Discrimination cluster. This category aims to assess specific discrimination issues that are covered by national labor law, and are considered aligned with the objectives of the relevant ILO

		Conditions of work (gender and/or marital status).
		Excluding maternity leave from the workers' period of continuous service
		Hiring (gender and/or marital status).
		Job announcements (gender and/or marital status).
		Pay (gender and/or marital status).
		Pregnancy tests or the use of contraceptives as a condition of employment
		Promotion or access to training (gender and/or marital status).
		Sexual harassment
		Terminating workers or forcing them to resign if they are pregnant, on maternity leave, or nursing.
		Termination or retirement (gender and/or marital status).
	Race and Origin	Conditions of work (race, color, origin)
		Harassment (race, color, origin)
		Hiring (race, color, origin)
		Pay (race, color, origin)
		Promotion or access to training (race, color, origin)
		Recruitment materials (race, color, origin)
		Termination or retirement (race, color, origin)

conventions (100 and 111), but which are not explicitly mentioned in the conventions, e.g., age, HIV/AIDS status, disability, etc. The questionnaire for Haiti does not include the "Other Grounds" compliance point because the Haitian labor law does not identify grounds for discrimination beyond those cited in Conventions 100 and 111.

	Religion and Political Opinion	Conditions of work (religion or political opinion)
		Harassment (religion or political opinion)
		Hiring (religion or political opinion)
		Pay (religion or political opinion)
		Promotion or access to training (religion or political opinion)
		Recruitment materials (religion or political opinion)
		Termination or retirement (religion or political opinion)
<b>Forced Labor</b>	Bonded Labor	Debts for recruitment fees owed to the employer and/or a third party
	Coercion	Coercive tactics.
		Delaying or withholding wage payments.
		Forced labor to discipline workers or punish them for participation in a strike
		Free exit from the workplace at all times, including during overtime.
		Freedom of movement (dormitories or industrial parks).
		Freedom to terminate employment with reasonable notice and/or to leave their jobs when their contracts expire
		Threats such as deportation, cancellation of visas, or reporting to the authorities
		Violence or the threat of violence.
		Workers' access to their personal documents (such as birth certificates, passports, work permits, and ID cards)
Forced Labor and Overtime	Forced overtime under threat of penalty	

	Prison Labor	Prison laborers
<b>Freedom of Association and Collective Bargaining</b>	Collective Bargaining	Access to the collective bargaining agreement.
		A collective agreement is less favorable for workers than what is required by national law.
		Collective bargaining/bargaining in good faith.
		Implementation of a collective agreement.
	Freedom to Associate	Freedom to form and/or join a union
		Requiring workers to join a union.
	Interference and discrimination	Attempt(s) to interfere with, manipulate, or control the union(s).
		Freedom to meet without management present.
		Incentives to refrain from joining a union or engaging in union activities.
		Punishment of unionists
		Termination or non-renewal of a worker's employment contract due to union membership or activities
		Threats, intimidation, or harassment of unionists.
		Unequal treatment of multiple unions.
		Union membership or union activities are factoring into hiring decisions.
	Strikes	The hiring of replacement workers during a strike.
Preventing workers from participating in a strike.		
Punishing workers for participating in a strike.		

		Security guards, the police, or armed forces are called on to break up a peaceful strike or arrest striking workers.
	Union Operations	Deduction of union dues upon workers' request.
		Union representatives' access to workers in the workplace.
<b>Compensation</b>	Method of Payment	In-kind wage payments.
		Regular and timely payment of wages.
		Wages are paid directly to workers at the workplace on working days.
		Wage payment in legal currency.
	Minimum Wage	Correct payment of piece-rate workers when their piece-rate earnings exceed minimum wage.
		Payment of minimum wage for apprentices.
		Payment of minimum wage for temporary workers.
	Overtime Wages	Payment for ordinary overtime.
		Payment for overtime hours worked on holidays.
		Payment for overtime worked at night.
		Payment for overtime worked on weekly rest days.
	Paid Leave	Payment for annual leave.
		Payment for breastfeeding breaks.
		Payment for legally mandated holidays.
		Payment for maternity leave.
Payment for sick leave.		
Payment for weekly rest days.		
Premium Pay	Payment for regular hours worked at night.	

		Payment for regular hours worked on holidays
		Payment for regular working hours worked on weekly rest days.
	Social Security and Other Benefits	Collecting and forwarding workers' social insurance contributions funds to ONA.
		Employer contribution to OFATMA for maternity and health insurance.
		Employer contribution to OFATMA for work-related accident insurance.
		Employer contribution to ONA.
		Forwarding of workers' contributions to OFATMA.
		Payment of annual salary supplement or bonus.
	Wage Information, Use, and Deduction	Deductions from workers' wages.
		Informing workers about wage payments and deductions.
		Payroll records.
<b>Contracts and Human Resources</b>	Contracting Procedures	Limits on the trial period for apprentices.
	Dialogue, Discipline and Disputes	Bullying, harassment, or humiliating treatment of workers.
		Disciplinary measures
		Resolution of grievances or disputes.
	Employment Contracts	Contracts for all persons performing work for the factory.
		Employment contracts' compliance with the labor code, collective agreement, and/or internal work rules.
Internal work rules.		

		Specifying terms and conditions of employment in written employment contracts.
		Workers' understanding of the terms and conditions of employment.
	Termination	Annual salary supplement or bonus upon termination.
		Notice of termination.
		Orders to reinstate or compensate unjustly terminated workers.
		Payment for unused paid annual leave upon resignation or termination.
		Reasons for termination.
		Reductions in workforce size or suspensions due to changes in operations
<b>Occupational Safety and health</b>		Chemicals and Hazardous Substances
	Chemical safety data sheets for all chemicals and hazardous substances in the workplace.	
	Inventory of chemicals and hazardous substances used in the workplace.	
	Labelling of chemicals and hazardous substances.	
	Storage of chemicals and hazardous substances.	
	Train workers who work with chemicals and hazardous substances.	
	Washing facilities or cleansing materials in the event of chemical exposure.	
	Emergency Preparedness	

		Fire detection and alarm system.
		Fire-fighting equipment.
		Marking or posting of emergency exits and/or escape routes in the workplace.
		The number of emergency exits.
		Periodic emergency drills.
		Safeguarding possible sources of ignition
		Storage of flammable materials
		Training workers to use the firefighting equipment
	Health Services and First Aid	Annual medical checks for workers.
		First-aid training for workers.
		Health checks for workers who are exposed to work-related hazards.
		Medical checks for workers upon hiring.
		On-site medical facilities and staff.
		The employer did not ensure a sufficient number of readily accessible first aid boxes/supplies in the workplace.
		Safety and health risks to pregnant or nursing workers
	OSH Management Systems	Assessment of general, occupational safety, and health issues in the factory.
		Legally required construction/building permits
		Mechanisms to ensure cooperation between workers and management on OSH matters.
		Recording work-related accidents and diseases and/or submitting the record to OFATMA.
		Written OSH policy.

	Welfare Facilities	Certain required facilities.
		Eating area.
		Providing drinking water.
		Toilets.
		Washing facilities and/or soap.
	Worker Accommodation	Accommodation separate from the workplace
		Cooking or storage facilities in the accommodation.
		Lighting in the accommodation.
		Minimum space requirements in the accommodation.
		Preparation for emergencies in the accommodation.
		Privacy in the accommodation.
		Protection against disease-carrying animals and/or insects in the accommodation.
		Protection against fire in the accommodation.
		Protection against heat, cold, and/or dampness in the accommodation.
		Protection against noise in the accommodation.
		Toilets, showers, sewage, and/or garbage disposal systems in the accommodation.
		Ventilation in the accommodation.
		Water in the accommodation.
	Worker Protection	Ergonomic requirements
		Installing guards on all dangerous moving parts of machines and equipment.

		Installing, grounding, and/or maintaining electrical wires, switches, and/or plugs.
		Posting safety warnings in the workplace
		Providing workers with personal protective clothing and equipment.
		Punishment of workers who removed themselves from work situations they believed presented an imminent and severe danger to life or health.
		Training and encouragement of workers to use PPE, machines, and/or equipment safely
	Working Environment	Workplace cleanliness
		Workplace lighting.
		Workplace noise levels.
		Workplace temperature and/or ventilation.
	Working Time	Leave
Time off for annual leave.		
Time off for breastfeeding breaks.		
Time off for maternity leave.		
Time off for sick leave.		
Overtime		Authorization from the Department of Labor for overtime.
		Authorization from the Department of Labor for work on Sundays.
		Limits on overtime hours worked.
		Voluntary overtime.
Regular Hours		Daily break periods.
		Regular daily and/or weekly working hours.
		Weekly rest period.
		Working time records.

	Authorization from the Department of Labor before working at night.
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## CALCULATING NON-COMPLIANCE & PUBLIC REPORTING

In public synthesis reports, Better Work reports aggregated non-compliance in the participating industry, as shown in Chart 1. Non-compliance is reported for each subcategory (compliance point, or “CP”) of the eight labor standards clusters. A factory is reported as non-compliant in a subcategory if it is found to be out of compliance on any issue addressed within the subcategory. With respect to the figures presented in synthesis reports, for example, a non-compliance rate of 100% means that all participating factories were found to have at least one violation in that area.

The Better Work program supports fair and transparent public reporting. In all Better Work country programs, synthesis reports containing aggregated information on the industry are prepared based on the individual factory assessment reports and published twice a year. Better, work is currently expanding its reporting in the other Better Work countries to include individual factory-level compliance information, as is already the case for Haiti. Evidence shows that public reporting of this kind helps encourage continuous improvement and reduces the probability of reversing compliance gains. In addition, gathering and reporting these data over time enables factories to demonstrate their efforts to improve working conditions.

## LIMITATIONS IN THE ASSESSMENT PROCESS

The factory-level assessments carried out by Better Work Haiti follow a thorough checklist of about 230 questions covering the above-mentioned labor standards and gathering general information about the factory.<sup>9</sup> Information is gathered through various sources and techniques, including document review, observations on the factory floor, and interviews with managers, workers union representatives, bipartite committee members, or other

<sup>9</sup> Better Work Haiti Compliance Assessment Tool (CAT) including their legal references can be accessed here: [http://betterwork.org/haiti/?page\\_id=1731](http://betterwork.org/haiti/?page_id=1731)

relevant witnesses. Finally, the information collected is compiled and analyzed to produce a detailed assessment report. Before the reports become official, factories are given seven calendar days to provide feedback.

Worker interviews conducted during the assessment process are held onsite, either in a private room within the factory building or outside the building (yard, eating area), and either in small groups or individually. Interviews are conducted in Creole, the primary language of the workers. Workers may be suspicious and feel uneasy about sharing information in their workplaces with people who are not well known. In addition, coaching of workers by factory management is a possible issue in the industry in general. Nevertheless, after fourteen assessment cycles conducted over more than seven years, Better Work Haiti Enterprise Advisors have become more experienced at collecting information and interviewing workers. Together with other activities led by Better Work, Haiti has created an environment where workers are more comfortable discussing working conditions. Interviews with workers cover many aspects of life at work and last approximately 20 minutes. On average, 40 workers representing different sections of the factories and union representatives are interviewed.

Violations in core labor standards such as sexual harassment or freedom of association are sensitive and are more difficult to detect during factory assessments. The assessment of freedom of association issues in the workplace is sometimes difficult to assess in a two-day assessment. There are several reasons for that. One challenge is that some labor unions are organized at the sectoral level rather than at the factory level, where small union cells predominate. Another challenge is that, for example, the termination of unionists usually happens after a series of events. Key witnesses might have been terminated before the assessment days. Also, supporting documents might not have the level of details required to determine non-compliance. Better Work is basing its assessment findings on triangulation of facts, which requires sufficient evidence to find a factory in non-compliance on a particular compliance point. Some issues are, therefore, not always easy to confirm. As more unions are present in the factories today, workers are more aware of their rights regarding freedom of association. Workers, therefore, are also demonstrating an increased level of openness to discuss this subject during

interviews. In addition, Better Work collects information about specific cases as unions, or other stakeholders share them at any given time of the year. During the assessment at a particular factory, specific questions can be asked about any case previously raised, and information may therefore enter the assessment report.

The assessment usually visits lasts two days, and because it is a picture of the moment, some situations that might lead to non-compliance points in the future are not reported. It is also important to keep in mind that non-compliance issues might be identified during the advisory cycle through the self-diagnosis process. Better Work supports factories to self-diagnose their own compliance and to develop an improvement plan that includes points beyond the Better Work assessment. For all the issues included in the improvement plan, additional information is stated, such as the action to be taken and the person responsible for it within the company. All this information in return and the remediation efforts are then documented in the progress reports. As Better Work is moving into a differentiated approach where services for advanced factories will be less intensive from those factories that still require more assistance, the evaluation of the performance of a factory will not only be limited to the assessment data. Still, it will also include information gathered in those progress reports.

Another issue that may be challenging to detect is sexual harassment, which is included in Better Work Haiti's compliance assessment tool. Like other countries, it is one of the most sensitive and most difficult issues to detect during factory assessments. As a result, the assessment of sexual harassment in the workplace by Better Work Haiti is likely to underreport the extent of its occurrence. However, sexual harassment remains an issue of concern in the industry. As mentioned, Better Work is basing its assessment findings on triangulation of facts, which requires sufficient evidence to find a factory in non-compliance on a particular compliance point, and some issues are not always easy to detect. Although concerns regarding sexual harassment persist, Better Work Haiti has seen positive developments on the topic, with factories acknowledging the issue as a potential problem and demonstrating an increased openness to address it. Several factories are therefore working on the prevention of sexual harassment in the workplace. Better Work's

supervisory skills training has contributed to raising awareness of this issue among supervisors in more than half of the factories in Haiti.

Simple auditing of factory compliance has been widely acknowledged as limited in rectifying compliance issues. Furthermore, factories wishing not to disclose certain information can do so without focusing on the long-term business benefits of improving their working conditions. Therefore, Better Work's approach at the factory level is much broader in its scope, focusing on continuous improvements through advisory and training services, emphasizing the importance of effective systems and the involvement of workers.



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## Annex 4: Factory findings

68 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



Factory: **Bon Kalite International, S.A**  
 Supplier ID: **3769**  
 Location: **Ouanaminthe**  
 Number of workers: **691**  
 Date of registration: **May-21**  
 Date of last two Better Work assessments: **May-24**                      **Oct-25**

Advisory and Training Services

25-Nov-25	Bipartite Committee Meeting	Advisory service to: Meet with the Bipartite committee Discuss the method of calculation for the weekly rest day pay Conduct OSH tour of building 2 Review ONA and OFATMA payments
25-Nov-25	Advisory meeting	Advisory service to: Meet with the Bipartite committee Discuss the method of calculation for the weekly rest day pay Conduct OSH tour of building 2 Review ONA and OFATMA payments
22-May-25	Advisory meeting	Advisory service to: Check overtime Check social security contributions and paid leave How to pay for public holidays Factory tour Meet with the bipartite committee

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment October 2025</b>						
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not adequately communicate and implement OSH policies and procedures.	The factory should review its OSH procedure to include measurable objectives. The procedure should be presented to the workers' representatives, and their input included as necessary. The OSH committee should be trained on the implementation of the policy, and it should be posted on the floor.		48
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory's hazard/risk management and control procedure does not include all the necessary steps.	The employer should review its hazard and risk procedure to include a risk register that drives the implementation of controls.		48

Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not have an accident investigation procedure.	The employer should develop an accident investigation procedure that includes root cause analysis, focus on sustainable solutions and implementation of changes in order to avoid reoccurrence.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer investigates monitors and measures OSH issues.	The employer should: perform regular management review of effectiveness of management system including performance on measurable objectives and targets - Follow-up on accident investigations and adopt changes in procedures/practices as needed	48
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have a grievance handling and dispute resolution procedure that includes all the necessary steps.	The factory should review its grievance policy, to include the missing elements. The revised policy should be share and discuss with the workers' representatives and HR personnel should be trained on the implementation of the policy. the new policy should be posted on the floor for all workers to see.	48
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an adequate disciplinary and termination procedures.	The factory should review its disciplinary procedures, to include the missing elements. The revised policy should be share and discuss with the workers' representatives and HR personnel should be trained on the implementation of the policy. the new policy should be posted on the floor for all workers to see.	48
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer takes action to investigate violations of HR policies and procedures.	The employer should develop criteria to assess its HR personnel, investigate performance to identify weaknesses in its HR policies.	48
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not properly communicate HR policies.	The factory should: - Posted internal regulations and other policy. - Trained staff on how to carry out policies and procedures.	48
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an HR policy as part of its internal policy.	The factory should review the HR policy and include all the missing elements.	48

Oct-25	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on leave 6 weeks before giving birth.	The factory should establish a system to record and track the pregnant women and ensure that they are sent home 6 weeks prior to their potential due date.		48
Oct-25	<b>Working Time</b>	<b>Overtime</b>	The employer did not obtain an authorization for the Ministry of Labor before working overtime.	The factory should request an authorization from MAST before working overtime.		20
Oct-25	<b>Working Time</b>	<b>Overtime</b>	Workers in some department work more than 80 hours of overtime during a trimester.	The factory should ensure that overtime hours do not exceed 80 hours per trimester.		20
Oct-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from the Department of Labor to work on Sundays.	The factory should request an authorization from MAST to work on Sundays. MAST will determine if the request is valid before approving it.		20
Oct-25	<b>Working Time</b>	<b>Regular Hours</b>	The employer did obtain authorization from the Ministry of Labor before working at night.	The factory needs to request authorization from MAST, before working at night.		2
Oct-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit and therefore do not comply with the labor code.	The factory should review the internal work rules and contract to make sure that they comply with the requirement of the labor law.		20
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed emergency exits.	The factory should ensure that aisles, evacuation routes and emergency doors remain free of obstructions.	Management took the necessary action and corrected the issue once it was brought to their attention.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10 percent of the workforce is trained in first aid as recommended by Better Work.	The factory should provide training to at least 10% of the workforce, as per Better Work Haiti's recommendations. Keep a record of the people trained who are currently present at the factory.		48
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have onsite medical facilities and staff as required by art. 478 and 479 of the labor code.	The factory uses CODEVI' medical services. We will no longer put them in non-compliance based on our understanding of the law regarding the free zone.		2

Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Annual medical checks are not provided to all workers.	The factory needs to establish a procedure to monitor the workers who need to have their annual medical evaluation done. They should contact OFATMA to inform them of their needs and request the medical checks.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks was not conducted twice a year for workers exposed to work-related hazards.	The factory needs to establish a procedure to monitor the workers who need to have their medical evaluation done. They should contact OFATMA to inform them of their needs and request the medical checks.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The light level is insufficient in several section of the workspace.	The factory must periodically perform and OSH assessment to monitor the issue and make the necessary adjustments needed, to ensure sufficient light level for the workers, based on the section where they work.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer did not provide all required PPEs to all workers.	The factory should provide appropriate PPE to all workers, based on their job requirements.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area does not have the proper conditions to prevent unnecessary exposure of workers to chemicals.	They should move the spot cleaning to an isolated area and ensure proper ventilation or install an appropriate exhaust system.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Management did not share evidence that medical checks were provided to workers in their first three months of hiring.	The factory should contact OFATMA to conduct medical tests.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	The eating area does not have the capacity to accommodate all workers.	The factory should think of constructing a personal eating area as well organizing it lunch break in groups.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets for men and women.	The factory should find ways to increase the number of toilettes. They should make sure that all available toilettes are fully functional.	48

Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS is not available for all chemicals in the workplace.	The person in charge of purchasing should work in collaboration with the compliance officer to ensure that MSDS is available for all products purchased. The compliance officer should ensure that MSDS are available in all areas where chemical products are used and stored.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory was not accurate and did not include the name of all chemicals used in the workplace.	Assign responsible persons for updating inventories of hazardous substances in the various locations where they are stored or used.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not adequately communicate and implement OSH policies and procedures.	The factory should periodically review the procedures to ensure that they are being implemented correctly. The factory should train all joint OSH committee members, post policies and work instructions around the workplace and post the names of OSH committee members.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory did not conduct a general risk assessment monthly.	The factory should conduct regular risk assessments and document the findings in a report.	48
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory's emergency preparedness procedure is in Spanish.	The factory should review the emergency preparedness procedure and translate it into the local language. Discuss the procedure with worker representative and ensure that the procedure is posted on	48
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not record and submit work related accidents to OFATMA on a monthly basis.	The employer should designate somebody to record and submit work related accidents to OFATMA on a monthly basis.	48
Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the annual salary supplement or bonus upon termination is not accurate.	The factory should pay the weekly rest day as mandated by the labor code and include it in the calculation of the average daily salary.	20
Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for unused annual paid leave upon termination is not accurate .	The factory should pay the weekly rest day as mandated by the labor code and include it in the calculation of the average daily salary.	20

Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The employer provides workers with proper notice upon termination. However, the calculation is not accurate.	The factory should pay the weekly rest day as mandated by the labor code and include it in the calculation of the average daily salary.	20
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The Internal Work Rules does not comply with the requirements of the labor code.	The factory should review the internal work rules and include all the missing elements. Resubmit it to MAST for Approval.	48
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' pay slips for the last 3 months are not sent to OFATMA for payment of sick and maternity leave.	The factory should send worker's pay slip for the last three months to OFATMA for maternity leave and sick leave payments.	48
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for OFATMA maternity and health insurance is not calculated properly.	OFATMA deductions should be done on the basic salary which includes all revenues except for overtime payments	48
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer pays the employer's contribution to ONA late. Furthermore the calculation is made on the minimum salary.	ONA payments should be done on the basic salary which includes all revenues except for overtime payments	48
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer's contribution to OFATMA for maternity and health insurance is inaccurate.	OFATMA deductions should be done on the basic salary which includes all revenues except for overtime payments.	48
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' contribution for ONA is not calculated properly.	ONA deductions should be done on the basic salary which includes all revenues except for overtime payments.	48
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	the calculation for the annual salary supplement or bonus does not include the weekly rest day payment.	The factory should pay the weekly rest day as required by the labor code and apply it in the calculation of the average daily salary.	20
Oct-25	<b>Compensation</b>	<b>Paid Leave</b>	The weekly rest day is not compensated.	The factory should pay the weekly rest day when workers worked 6 consecutives days or when work 48 hours or more in any given period.	20

Oct-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation of the average salary for maternity leave payment does not include the weekly rest day payment.	The factory should pay the weekly rest day as required by the labor code and apply it in the calculation of the average daily salary. The factory should also send the worker's pay slip to OFATMA and required the payment for 12 weeks of Maternity leave. Should they decide to pay, they should also pay 12 weeks of maternity leave.	48
Oct-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation of the average salary for sick leave payment does not include the weekly rest day payment.	The factory should pay the weekly rest day as required by the labor code and apply it in the calculation of the average daily salary.	20
Oct-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation of the average salary for annual leave payment does not include the weekly rest day payment.	The factory should pay the weekly rest day as required by the labor code and apply it in the calculation of the average daily salary.	2
Oct-25	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Overtime hours are not paid to workers who are on a fix salary.	Register overtime hour for foreign supervisors, mechanics and utility workers who are on a fix salary. Then pay them the overtime hour worked as required by law.	20
Oct-25	<b>Compensation</b>	<b>Overtime Wages</b>	Overtime performed at night were pay only at 50 percent above the normal wage.	The factory needs to apply article 97 and 120 of the labor code. For the night shift rate, they should pay 50% above the daily hourly rate. For overtime at night, they should pay and additional 50% above the night shift rate.	20
Oct-25	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The factory failed to implement some provisions of the collective agreement:	The factory needs to revise its OSH management system to include Periodic internal OSH assessments. Provide the necessary PPE to all employees, based on their job requirements. Regularly monitor light levels for every section of the workplace and take the necessary action to increase the light levels as needed.	31
<b>Assessment May 2024</b>					
May-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets for men and women.	Increase the number of toilets based on the current workforce as required by law.	
May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The lux level is insufficient in packing area.	Increase the Lux level to at least 500 Lux in packing area.	

May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature exceed the recommended limit of 30 c.	Provide additional fans and specify who is in charge of regular maintenance of the fans.		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The spot cleaning worker was observed not using the provided PPE (MASK).	Provide Proper Mask to spot cleaning workers and train workers to use them.		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	100% of single needle and double needle machine are missing finger guards.	Define who is in charge of installing and regularly maintaining the machine guards.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	An eye wash station was not available in the chemical room where chemical and hazardous substances are stored and poured.	Provide eye wash bottles where chemicals are stored and poured.	The factory has installed Eye wash station where chemicals are stored.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area does not have the proper conditions to prevent unnecessary exposure of workers to chemicals.	Improve isolation from the chemical such as separate room for spot cleaning.	The spot cleaning section has been relocated with proper conditions.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS is not available for all chemicals in the workplace.	Keep chemical MSDS for all hazardous chemicals used in the workplace.	The factory kept all the MSDS and they are in the translation process.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several containers of chemical and hazardous products were found without proper labeling.	Define who control the chemical container on receipt from supplier and control the label.	Responsibility has been assigned.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory was not accurate and did not include the name of all chemicals used in the workplace.	Assign responsible persons for updating inventories of hazardous substances in the various locations where they are stored or used.	Responsibility has been assigned and chemical inventory is accurate.	
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not adequately communicate and implement OSH policies and procedures.	Train all joint OSH committee members. Then, post policies and work instructions around the workplace.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory did not conduct a general risk assessment monthly.	Conduct a risk assessment that include an evaluation of the risks and how to control them.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has an emergency preparedness procedure. However, The procedure is in Spanish.	Translate the procedure in local language and inform workers about it.		

May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not record and submit work related accidents to OFATMA on a monthly basis.	Record and submit work related accidents to OFATMA monthly.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the annual salary supplement or bonus upon termination is not accurate.	Include the payment for the weekly rest day in the calculation of annual salary supplement or bonus upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for unused annual paid leave upon termination is not accurate .	Include the weekly rest day payment in the calculation for unused annual leave upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The employer provides workers with proper notice upon termination. However, the calculation is not accurate.	Include the payment for the weekly rest day in the calculation of notice period upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an internal work rules approved by the Ministry of Social Affairs and Labor.	Review and update the Internal work rules. Then send it to MAST for approval.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The contract does not comply with the labor code. The employment contract for night shift workers does not specify the correct salary.	Make an amendment to the contract to specify the workers' wages for the night shift.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' pay slips for the last 3 months are not sent to OFATMA for payment of sick and maternity leave.	Send workers' pay slips for the last 3 months are not sent to OFATMA for payment of sick and maternity leave.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward worker's contribution to OFATMA for Maternity and Health Insurance.	Collect and forward worker's contribution to OFATMA for Maternity and Health Insurance.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer pays the employer's contribution to ONA late. Furthermore the calculation is made on the minimum salary.	Include the weekly rest day payment in the calculation of the employer's contribution to ONA. Then make the payment on time as required by law.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	OFATMA payments for maternity and health insurance are not based on the basic salary.	Include the weekly rest day payment in the calculation of the basic salary for OFATMA payments for maternity and health insurance. Ensure that the payments are made on time.		

May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer collects and forward the workers' contribution to ONA late. Furthermore the calculation is made on the minimum salary.	Collects and forward the workers' contribution to ONA on time. Include the weekly rest day payment in the calculation of the basic salary.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Non working holiday pay is not based on the average earning but on the CODEVI's agreed minimum wage of reference.	Include the weekly rest day payment in the calculation of average earnings for non working holiday payment.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The weekly rest day is not compensated.	Compensate the weekly rest day after 48 hours of work or 6 days of work per week.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The calculation of the average salary for maternity leave payment does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation maternity leave payment. Ensure that worker receive 12 weeks of payment instead as required by law.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The calculation of the average salary for sick leave payment does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation for sick leave payment.		
May-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Overtime hours are not paid to workers who are on a fix salary.	Register overtime hour for foreign supervisors, mechanics and utility workers who are on a fix salary. Then pay them the overtime hour worked as required by law.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	Overtime performed at night were pay only at 50 percent above the normal wage.	Modify the payroll system and pay overtime work performed beyond 6 PM for day shift with 100 percent above normal wage .		
May-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The employer failed to implement several articles of the CBA.	Implement all the provisions of the collective agreement.		

78 **BETTER WORK HAITI – 29TH SYNTHESIS REPORT**



**Factory:** BrandM Apparel Haiti - AM2  
**Supplier ID:** 3102  
**Location:** Ouanaminthe  
**Number of workers:**  
**Date of registration:** May-19  
**Date of last two Better Work assessments:** Apr-24 Sep-25

**Advisory and Training Services**

13-Aug-25	Advisory meeting	Met with the bipartite committee to discuss Better Work Haiti’s current situation, worker payments, and conducted a factory tour.
27-May-25	Advisory meeting	Followed up on the factory’s current situation, achievements and pending actions, reviewed 2025 trainings and the training calendar, updated the improvement plan, verified workforce data and ONA/OFATMA payments, met with the bipartite committee, and followed up on access to the BW portal.
24-Mar-25	Advisory meeting	Followed up on the factory’s current situation, OFATMA maternity and health implementation, workforce numbers and ONA/OFATMA payments, met with the bipartite committee, and followed up on portal access.
20-Jan-25	Advisory meeting	Followed up on the factory’s current situation, conducted a self-assessment with the OSH and bipartite committees, reviewed workforce numbers and ONA/OFATMA payments, met with the bipartite committee, and followed up on portal access.
17-Jan-25	Industry Seminar	Occupational Safety and Health (OSH)

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment September 2025</b>						
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has an OSH policy that lacks some key elements.	The employer needs to review its procedures in consultation with the worker representatives, include measurable objectives and make sure it is signed by top management.		39
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a hazard and risk management procedure with a systematic hazard identification process.	The employer needs to review its procedures and make the necessary updates.		39
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory did not provide any evidence to prove that accident are being investigated.	The factory needs to fully implement established procedures. Accident must be investigated and recorded.		31

Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	There is no evidence that the employer conducts regular reviews of the OSH management systems.	The employer needs to review its management system documents periodically and make the necessary updates.	39
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not hold regular monthly joint OSH Committee meetings to address OSH issues.	The employer should conduct OSH Committee meetings monthly. They should take the opportunity to address and propose remedies for OSH issues that have been identified.	39
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedure does not specify timeframes for termination payments.	The employer should review its procedures periodically and make the necessary updates.	39
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	There is no evidence that the employer investigates HR policy violations.	The employer should implement a system to investigate violations of HR policies and procedures, to identify weaknesses and make necessary adjustments to prevent recurrence.	39
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has not trained staff on how to implement policies and procedures.	The employer should train the staff on how to carry out policies and procedures and keep records of the training.	39
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The HR policy is not effectively implemented.	Ensure the HR policy is effectively implemented by training management and staff, communicating the policy to workers, and establishing monitoring and documentation to demonstrate compliance.	31
Sep-25	<b>Working Time</b>	<b>Leave</b>	The factory did not comply with article 322 of the labor code regarding maternity leave.	The employer should comply with article 322 of the labor code regarding maternity leave. Management should make sure that pregnant workers are sent home 6 weeks before giving birth.	31
Sep-25	<b>Working Time</b>	<b>Overtime</b>	The employer did not receive an authorization from the Ministry of Labor to work at overtime	The employer should implement a system and designate a focal point person to communicate with MAST to obtain the proper authorization to work overtime.	14

Sep-25	<b>Working Time</b>	<b>Overtime</b>	The overtime hours worked during a trimester exceeded 80 hours.	The factory should review it needs to ensure that overtime hours do not exceed the legal limit per trimester.	14
Sep-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST to perform overtime.	The employer should implement a system and designate a focal point person to communicate with MAST to obtain the proper authorization to work overtime.	14
Sep-25	<b>Working Time</b>	<b>Regular Hours</b>	The employer did not receive any authorization from the Ministry of Labor to work at night.	The employer should implement a system and designate a focal point person to communicate with MAST to obtain the proper authorization to work at night.	14
Sep-25	<b>Working Time</b>	<b>Regular Hours</b>	The assessors noted that the normal daily working hours exceed the legal limit.	The management document should be reviewed to ensure compliance with the labor laws.	14
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The evaluators noted that some emergency exit doors were locked during work hours.	The employer should designate a person to conduct a daily tour of the factory, to ensure that emergency routes and emergency exit are free of obstructions and all door emergency doors are unlocked.	14
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire extinguisher were not inspected monthly, as recommended.	The employer needs to conduct OSH assessments regularly and designated somebody to follow up on OSH issues found. The fire extinguishers should be inspected at least once a month.	3
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks were not provided twice a year to workers who are exposed to chemical and hazardous substances.	The employer needs to follow up with OFATMA to ensure that the medical exams are provided twice a year, to workers who are exposed to chemical and hazardous product.	70
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical examinations were not provided to all workers within the first three months of hiring.	The employer needs to follow up with OFATMA to ensure that the medical exams are provided to new workers within the first three months of hiring, as required by law.	70
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Annual medical examinations were not provided to all workers.	The employer needs to follow up with OFATMA to ensure that the annual medical exams are provided as required by law.	70

Sep-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of Toilets.	The employer needs to discuss the issue with the administration of the park to find the appropriate solution.	77
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Lighting levels are below recommended standards in several section of the workplace.	The employer needs to follow up on OSH issues regularly. They should review the light levels regularly and take the appropriate measures.	51
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Workplace temperature, exceeds the Better Work recommended maximum of 30°C..	The employer needs to assess its cooling system and make the necessary upgrade.	70
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Assessors observed that over 25% of single-needle machines were missing finger guards.	The factory needs to conduct regular OSH assessment at the factory to ensure that all OSH related matters are addressed promptly.	70
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The eyewash station located in the chemical depot is not functional.	The factory needs to conduct regular OSH assessment at the factory to ensure that all OSH related matters are addressed promptly.	3
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not conduct regular occupational safety and health risk assessments.	Conduct regular and documented occupational safety and health risk assessments, with defined frequency, worker involvement, and follow-up actions to address identified risks.	31
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide a structural safety certificate confirming that the buildings meet industrial safety requirements.	The factory needs to follow up with the park's administration to obtain the certificates.	3
Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of annual salary supplement in the event of resignation or dismissal does not include payment for weekly rest days or night overtime.	The employer should include the payment for the weekly rest day, and the correct payment of overtime worked at night in the calculation of the average daily salary.	14
Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the average salary for unused annual leave does not include payment for weekly rest days or overtime pay at night.	The employer should include the payment for the weekly rest day, and the correct payment of overtime worked at night in the calculation of the average daily salary.	14

Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	Termination payments are inaccurately calculated.	The employer should include the payment for the weekly rest day, and the correct payment of overtime worked at night in the calculation of the average daily salary.		14
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has made a change in the internal regulations that need to be approved by MAST.	The employer needs to follow up with the regional direction of MAST to obtain their approval.		70
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' pay slips are not submitted to OFATMA for payment of sick leave and maternity leave.	The factory should establish a procedure whereby they submit workers' pay slips to OFATMA for payment of sick leave and maternity leave. They should keep records of the pay slip sent.		31
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contributions to OFATMA for maternity and health insurance are not calculated on the basic salary.	The employer needs to calculate OFATMA contributions on the basic salary, which includes all earning except overtime payments.		70
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for ONA are not calculated on the basic salary.	The employer needs to calculate ONA contributions on the basic salary, which includes all earning except overtime payments.		70
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' contributions to OFATMA for maternity and health insurance are not calculated on the basic salary.	The employer needs to calculate OFATMA contributions on the basic salary, which includes all earning except overtime payments.		70
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contributions for ONA are not calculated on the basic salary.	The employer needs to calculate ONA contributions on the basic salary, which includes all earning except overtime payments.		70
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation annual salary supplement or bonus is incorrect because the payment for the weekly day off and overtime worked at night are not included.	The factory needs to pay the weekly rest day correctly as well as the overtime hours worked at night. Include all payment in the calculation of the annual salary supplement.		14
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The payment for OFATMA accident insurance contributions for the 2024-2025 financial year is not compliant.	The factory needs to include all salary payment in the salary declaration sent to OFATMA.		3

Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation for legally mandated holidays worked is incorrect.	The employers must pay the workers correctly for overtime hours worked at night.	3
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	The employer does not pay the workers for the weekly rest day.	The factory needs to review its payroll system and pay the weekly rest days to workers who have accumulated 48 hours in the week or have worked 6 consecutive days.	3
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	Sick leave payment is not based on average earnings.	The payment for weekly rest days or regular payment for overtime night work must be included in the calculation of the average salary.	70
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation for the payment of annual leave is not based on average earnings, as it excludes weekly rest day pay and regular night overtime.	Calculate annual leave pay based on average wages, ensuring inclusion of weekly rest day pay and regular night overtime, and update payroll procedures to ensure legal compliance.	3
Sep-25	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	The payrolls reviewed indicated that some overtime hours are not paid correctly.	Review and update the payroll system to correctly calculate and pay night work and night overtime with the legally required 50% premium.	3
Sep-25	<b>Compensation</b>	<b>Overtime Wages</b>	The payment for regular hours worked at night and overtime hours worked at night are not accurate.	The employer should review its method to calculate the payment for regular hours worked at night and overtime hours worked at night. They should pay the 50% premiums according to the law.	3
Sep-25	<b>Compensation</b>	<b>Overtime Wages</b>	The employer does not pay the 50% above night shift wage for overtime worked at night.	The employer should comply with the labor law and pay the overtime hour worked at night 50% above the night shift wage.	3
Sep-25	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The factory did not fully implement the collective agreement, as it failed to comply with Article 4.9 on PPE	They should implement the article of the CBA and provide proper PPE to all workers.	31
<b>Assessment April 2024</b>					
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OHS policy is not signed by senior management and does not meet all the requirements.	Update and adjust OHS policy and procedures.	

Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a hazard/risk management and control procedure that includes all the requirements.	Update and adjust hazard/risk management and control procedures.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory's accident investigation procedure does not have all the necessary steps.	Update and adjust the accident investigation procedure.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer has failed to investigate, monitor and measure OHS issues as required.	Ensure that all OSH issues are investigated, monitored and measured accurately.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not adequately assigns accountability for health and safety to OSH Officers and HR Director.	Assign a designated OSH Officer. Ensure that the factory conduct the joint OSH Committee meetings to address OSH issues.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have a disciplinary and termination procedures, that includes all the steps.	Update and adjust disciplinary and termination procedures.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not fully investigates performance of HR.	Ensure that all parameters are reviewed during the HR review.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not adequately communicate and implement HR policies and procedures.	Ensure that all the steps are in place in the factory. Provide training to HR personnel on the implementation of the policy. Post the policy on the floor.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory HR policy is not signed by Top management.	Make sure the HR policy is sign by the top management of the factory.	The factory updated and adjust the HR policy and procedure.	
Apr-24	<b>Working Time</b>	<b>Leave</b>	Inaccurate maternity leave to pregnant workers.	Ensure that pregnant workers go on maternity leave 6 weeks before giving birth.		
Apr-24	<b>Working Time</b>	<b>Overtime</b>	The factory does not comply with the limit on overtime hours worked.	Ensure that workers do not exceed the limit of overtime hours specify in the Labor Code.		
Apr-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST to perform overtime.	Request prior authorization from MAST before working overtime.		

Apr-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit as specify in the labor code.	Modify the regular daily or weekly hours to comply with the labor code.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Assessors noticed rechargeable bulb covered by pieces of fabric in some sections.	Make sure the source of ignition problem is protected.	The factory fixed the source of ignition problem.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed aisles in several sections of the workspace.	Keep routes unobstructed during working hours.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Inaccurate evacuation plan.	Update and post an evacuation plans for all buildings.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff as required by labor code.	Ensure that the free zone or the factory has adequate medical facilities.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Free health checks was not provided to workers exposed to work-related hazards twice a year.	Provide health checks to workers exposed to work-related hazards at least twice a year.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Soap was not available in men's and women's toilets.	Ensure that soap is available in all toilets.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of Toilets.	Increase the number of toilets.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Light levels were inappropriate in some working sections.	Ensure the lighting is adequate and adapted to worker's needs.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Workplace temperatures levels are unacceptable.	Monitor the temperature level and maintain it under 30C inside the workplace.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Improper maintenance of electrical system of the factory.	Circuit breakers need to be properly labelled.	The factory labelled all circuit breakers	
Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Single needle Sewing machines were missing finger guards.	Install the proper safety guards on all machines.		

Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not provide appropriate PPE to all workers.	Provide appropriate PPE to all workers, where it is needed.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDSs are not available in local language for all chemicals used in the workplace.	Translate MSDS in the local language and post them where chemical products are used.	The factory added all the missing MSDS	
Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Inventory of chemicals and hazardous substances is not updated.	Update inventory of chemicals and hazardous substances in the workplace.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory did not provide evidence that the OSH assessments is performed on a regular basis.	Conduct and keep records of the monthly OSH assessment results.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The employer does not pay workers their annual salary supplement or bonus correctly upon termination.	Pay workers their annual salary supplement upon termination and include weekly rest day payment in the calculation.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The employer does not compensate workers properly for unused annual paid leave.	Pay the unused paid annual leave upon termination and include weekly rest day payment in the calculation.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules does not comply with the labor code law.	Update the internal work rules and send it to MAST for approval.	The factory no longer operates at night.	
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The contract for the night shift and Dominicans workers does not comply with the internal work rules.	Update the contract of all workers in the factory to be in compliance with the internal work rules.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip to OFATMA for sick leave and maternity leave payment.	Send workers pay slip to OFATMA for sick leave and maternity leave payment.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward workers' contribution to OFATMA.	Collect and forward workers contribution to OFATMA maternity and health insurance on the basic salary.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of employer's contribution for ONA payment is inaccurate.	Calculate ONA contributions on the basic salary.		

Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of employer's contribution for OFATMA payment is inaccurate.	Calculate employers' contributions for OFATMA on the basic salary.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of workers' contribution for ONA payment is inaccurate.	Calculate ONA contributions on the basic salary.		
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	The employer does not pay workers for the weekly rest day.	Pay the weekly rest day as required by the law.		
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	Inaccurate payment for maternity leave.	Calculate the maternity leave payment on worker's average daily earnings. Pay 12 weeks of maternity leave to workers		
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	Inaccurate sick leave payment.	Pay sick leave based on average earnings, including the weekly rest day as required by the law.		
Apr-24	<b>Compensation</b>	<b>Overtime Wages</b>	The employer does not pay 100% above the normal wage for overtime hours worked at night.	Pay 100% above the normal hours for overtime hours worked at night.		
Apr-24	<b>Compensation</b>	<b>Overtime Wages</b>	The employer does not pay 50% above the normal hours for overtime worked on weekly rest day	Pay 50% above the normal hours for overtime worked on weekly rest day.		
Apr-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	Violation of the CBA.	Review the CBA and implement all articles as stated in the document.		

88 BETTER WORK HAITI - 29TH SYNTHESIS REPORT



Factory: **Centri Group S.A.**  
 Supplier ID: **2906**  
 Location: Arrondissement de Port-au-Prince  
 Number of workers: **1048**  
 Date of registration: Oct-18  
 Date of last two Better Work assessments: Apr-24 Mar-25

Notes: This factory closed its doors in December 2025. Better Work Haiti, the buyer and MAST reviewed the calculation for the payments of notice period, balance of unused annual leave and balance of bonus as well as unpaid monthly salaries due to the workers. Approximately 1048 workers and administrative staff received approximately \$703,438.US dollars in

Advisory and Training Services

- 26-Nov-25 Advisory services Assessed the bipartite committee’s activities, verified corrective action progress through a factory tour, and updated the improvement plan with the compliance team to align on next steps.
- 27-Jun-25 Advisory services Discussed the current situation at Better Work Haiti, reviewed the factory’s current context (clients, workforce size, expected workforce reduction, and security impacts), examined the improvement plan, and conducted a factory tour.
- 30-May-25 Advisory services Met with the compliance team to review and update the improvement plan, presented the self-monitoring checklist, held a session on the first progress report, and discussed the national grievance mechanism system and the HOPE law.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment March 2025</b>						
Mar-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Grievance procedures exist but lack fair review, appeal, and clear communication of outcomes.	Establish a fair review and appeal process and ensure clear communication of grievance outcomes.		20
Mar-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Grievance procedures protect anonymity but lack fair review, appeal, and feedback.	The employer should review its grievance handling and dispute resolution procedures, to include an appeal process, and communication of changes made.		20
Mar-25	<b>Working Time</b>	<b>Overtime</b>	Management did not obtain the required authorization from the Department of Labor to perform overtime work.	Define responsibility for requesting overtime authorization and coordinate timely requests with production staff.		9
Mar-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Assessors observed that several evacuation routes were obstructed by card boxes in the storage room.	The compliance officer needs to conduct daily factory tours to ensure that routes are not obstructed.		61
Mar-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Improper maintenance of fire alarm system.	Ensure all buildings have functioning fire alarm systems to comply with safety regulations.	The fire alarm has been installed in Building 16.	9

Mar-25	Occupational Safety and Health	Health Services and First Aid	Insufficient medical Staff.	The factory needs to hire more nurses and comply with the requirements of the labor laws.		80
Mar-25	Occupational Safety and Health	Welfare Facilities	Water testing has not been conducted for three months due to lab access issues, though workers reported no drinking water concerns.	The water test must be conducted monthly. Water sample must be taken from the water exit source.		9
Mar-25	Occupational Safety and Health	Welfare Facilities	Insufficient number of Toilets.	The employer should discuss the issue with the administration of the park to find ways to increase the number of toilets.		80
Mar-25	Occupational Safety and Health	Working Environment	The production area is not clean and tidy. The floor is littered with fabric waste.	Improve housekeeping by regularly removing fabric waste and maintaining clean production floors.		9
Mar-25	Occupational Safety and Health	Working Environment	LUX levels are below Better Work standards in several sections of the workspace.	The employer needs to regularly monitor the work environment and ensure that the light levels are acceptable.		48
Mar-25	Occupational Safety and Health	Worker Protection	Improper maintenance of power generator.	Ensure all electrical installations and equipment are safe, properly maintained, and compliant with safety standards.	Generator battery terminals are now covered and electrical wiring properly secured.	9
Mar-25	Contracts and Human Resources	Contracting Procedures	Some categories of workers such as office and administrative staff reported that they are not compensated for	The factory should pay overtime hours as required by the labor code.		9
<b>Assessment April 2024</b>						
Apr-24	Occupational Safety and Health	Emergency Preparedness	Evacuation routes are not clearly marked.	Paint evacuation arrows and signs and Paint yellow lines on the floor to show the exit pathway.	Evacuation arrows and signs have been already repainted. Furthermore yellow lines are on the floor to show the exit pathway.	49
Apr-24	Occupational Safety and Health	Health Services and First Aid	Insufficient medical Staff.	Hire the required medical staff based on the current workforce.		68
Apr-24	Occupational Safety and Health	Working Environment	Lux level is below Better Work recommended limit.	Increase the natural lighting in the sewing section.	The large bulbs are reinstalled higher so that they illuminate more space. Bulbs are added to the sewing section and quality section where it is necessary.	36
Apr-24	Contracts and Human Resources	Employment Contracts	The grievance procedure does not include fair review and appeal process, communication of changes made or resolution.	Review and discuss current factory procedure on complaint mechanisms- include fair review and appeal process, communication of changes made or resolution.		8

Apr-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of Toilets.	Increase the number of functioning toilets as required by law.		68
Apr-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature level is exceed Better Work's recommended limit.	Develop a maintenance plan for the cooling systems. Install roof insulation		23
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave payment is not calculated on worker's average daily earnings.	Ensure the annual leave payment upon termination is calculated on worker's average daily earnings.	The annual leave payment upon termination is calculated on worker's average daily earnings.	8
Apr-24	<b>Contracts and Human Resources</b>	<b>Contracting Procedures</b>	Contract and payroll of non production workers are not accurate.	Revise security agent contracts and ensure that payment is aligned with the labor code.	The Company has made the changes in the payroll and the calculation is accurate. In addition, the contract has been revised.	8
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Internal work rules are not approved by MAST.	Send the internal work rules to MAST for approval.	The internal work rules has been approved by MAST.	23
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The annual leave payment is not calculated based on the total earning of workers salary. .	Make changes to the payroll system and include all salaries received by the employee in the calculation of annual leave.	The Company has made the changes in the payroll and the calculation is accurate.	8

91 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



Factory: **Caribbean Island Apparel**  
 Supplier ID: **1209**  
 Location: **Port-au-Prince**  
 Number of workers: **1639**  
 Date of registration: **Aug-13**  
 Date of last two Better Work assessments: **Sep-24**

Dec-25

Advisory and Training Services

29-May-25 Bipartite Committee Meeting Reviewed the self-diagnosis template, addressed OSH security concerns, and agreed on worker support initiatives and improvement actions.  
 29-May-25 Advisory meeting Discussed OSH and security concerns with the bipartite committee and agreed to propose worker support initiatives while advancing the factory  
 29-Jan-25 Advisory meeting Held an advisory meeting with the bipartite committee to discuss discipline, interpersonal conflict, and work ethics.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment December 2025</b>						
Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	OSH policy exists and is signed by management, but lacks measurable targets and worker consultation.	The employer should review its OSH policy in conjunction with the worker representatives and includes measurable objectives and improvement targets. The policy should be reviewed periodically to identify weaknesses.		36
Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Risk assessment was conducted, but the procedure lacks systematic hazard identification, risk prioritization, control hierarchy, and a risk register to track actions.	The factory should develop a hazard/risk management and control procedure that includes all the necessary elements.		36
Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Accident investigation procedure exists with root cause analysis, but does not drive changes to prevent recurrence.	The employer should develop an accident investigation procedure with all the necessary steps.		36
Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Factory monitors OSH through tests and inspections, but lacks evidence of tracking violations, reviewing system effectiveness, and implementing changes after accidents.	The factory needs to properly analyze and log violations of procedures, perform regular review of its management system to include performance objectives.		36

Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management assigns OSH responsibilities and appoints an officer, but authority and roles are not clearly defined in job descriptions or the organizational chart.	The employer should review its OSH management system document properly defined authority for the OSH officer and the top management to perform OSH responsibilities through updated job descriptions and an organizational chart.	36
Dec-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Grievance procedures ensure anonymity and non retaliation, but lack clear review, appeal, and communication processes.	The employer should review grievance handling and dispute resolution procedures to include a review and appeal processes and communicate changes.	36
Dec-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Disciplinary procedures outline warnings, notice periods, and payments, but do not guarantee workers' rights to defend themselves or have representation.	The factory has disciplinary and termination procedures that include all the necessary steps.	36
Dec-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	No evidence was found that the employer investigates HR policy violations or implements corrective actions to prevent recurrence.	The employer should periodically investigate violations of HR policies and procedures, identify weaknesses and make necessary adjustments to prevent recurrence.	36
Dec-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Assessors observed obstructed aisles in buildings 14 and H4 during the factory tour.	The compliance officer should conduct daily tours of the factory to ensure that aisles are free of obstructions.	50
Dec-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Assessors observed that escape routes in all buildings were not clearly marked during the assessment visit.	The employer should take the necessary steps to ensure that all routes are clearly indicated. The factory floor should be painted.	75
Dec-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The Factory does not pay the OFATMA for the health card and workers do not receive the appropriate annual medical checks.	The employer should pay the CDS when they make the payment for Work-related accident insurance and follow up with OFATMA for the medical checks.	26
Dec-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks are not provided twice a year to workers who are exposed to chemical and hazardous substances.	The employer should pay the CDS when they make the payment for Work-related accident insurance and follow up with OFATMA for the medical checks.	26
Dec-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The Factory does not pay the OFATMA for the health card and workers do not receive the appropriate medical checks within the first three months of hiring.	The employer should pay the CDS when they make the payment for Work-related accident insurance and follow up with OFATMA for the medical checks for new hires.	26

Dec-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	The employer should discuss how to increase the number of toilets with the owner of the building.		82
Dec-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area is not properly isolated from the sewing section.	The employer must ensure that workers are not exposed to chemical product. The spot cleaning area must be placed in an isolated and well-ventilated location.		36
Dec-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory was not accurate and did not include the names of all chemical products used in the workplace.	Factory should improve inventory management by ensuring the chemical inventory officer coordinates with purchasing to record all received items and track their quantity and location.		50
Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	No documentation was provided for an occupational health risk assessment.	The employer should conduct a monthly OSH assessment and properly document it. The results should be discussed with the OSH committee, and a corrective action plan must be implemented.		36
Dec-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide a structural safety certificate for the buildings, stating that the document is not available.	The employer needs to follow up with the owner of the building to obtain the certificate.		36
Dec-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	Inaccurate calculation of balance of bonus upon termination.	They should include all earnings in the calculation of the average daily salary and pay the annual salary supplement upon termination accordingly.		1
Dec-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	Inaccurate calculation of unused paid annual leave.	They should include all earnings in the calculation of the average daily salary and apply it to the number of unused annual leave days to be paid.		1
Dec-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the notice period is inaccurate.	They should include all earnings in the calculation of the average daily salary and pay the notice period accordingly.		1
Dec-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has an internal work rules which is not approved by the Ministry of Labor.	The employer must review the internal work rules, make sure that it has all the required information, based on the labor code and submit it to MAST for their approval.		1
Dec-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Contracts do not comply with the Labor Code as they lack required details.	The employer must review the contract document to make sure that it complies with the requirements of the labor laws.		1

Dec-25	Compensation	Social Security and Other Benefits	Employer submits workers' OFATMA contributions monthly, but payments have been consistently late and calculations are inaccurate.	They should include all earnings in the calculation of the average daily salary. The employer needs to follow up with OFATMA to ensure that payments are made on time.		1
Dec-25	Compensation	Social Security and Other Benefits	Employer submits ONA contributions monthly, but payments have been consistently late and calculations are inaccurate.	They should include all earnings in the calculation of the average daily salary. The employer needs to follow up with ONA to ensure that payments are made on time.		1
Dec-25	Compensation	Social Security and Other Benefits	Employer pays the required 3% OFATMA contribution, but payments have been consistently late and calculations are inaccurate.	They should include all earnings in the calculation of the average daily salary. The employer needs to follow up with OFATMA to ensure that payments are made on time.		1
Dec-25	Compensation	Social Security and Other Benefits	Employer submits workers' ONA contributions monthly, but payments have been consistently late and calculations are inaccurate.	They should include all earnings in the calculation of the average daily salary. The employer needs to follow up with ONA to ensure that payments are made on time.		1
Dec-25	Compensation	Social Security and Other Benefits	Employees are entitled to full bonuses, but calculations use inaccurate average earnings due to minimum wage holiday pay.	The employer must include all earnings in the calculation of the average daily salary and pay the annual salary supplement or bonus accordingly.		1
Dec-25	Compensation	Paid Leave	Employees are paid for legally mandated holidays, but calculations use the minimum wage instead of average daily salary.	The employer must include all earnings in the calculation of the average daily salary and pay the legally mandated holidays accordingly.		1
Dec-25	Compensation	Paid Leave	Inaccurate average salary calculations reduce maternity leave payments.	The employer must include all earnings in the calculation of the average daily salary and send the correct pay slip to OFATMA for maternity leave payments.		1
Dec-25	Compensation	Paid Leave	Inaccurate average salary calculations reduce sick leave payments.	The calculation of the average daily salary must include all earnings.		1
Dec-25	Compensation	Paid Leave	Annual leave payments are incorrectly calculated.	The factory needs to properly calculate the average daily salary and multiply it by the number of days for the annual leave.		1

Sep-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has an OSH policy that does not include all the necessary requirements.	Include the missing criteria such as the following: To establish measurable objectives and improvement targets developed in consultation with workers.		
Sep-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The hazard/risk management and control procedure does not include all the necessary requirements.	Include the missing elements in the hazard/risk management and control procedure.		
Sep-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The accident investigation procedure does not include: - Leads to change in order to avoid reoccurrence .	Include the missing elements in the policy.		
Sep-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy does not include all the necessary elements.	Include the missing elements in the policy.		
Sep-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management has not properly defined authority for the OSH officer and the top management to perform OSH responsibilities.	Review the OSH policy and designate an OSH officer to be in charge of OSH related issues. Assign OSH responsibilities to top management to supervise the OSH officer.		
Sep-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance handling and dispute resolution procedures does not include all the necessary elements.	Review the grievance policy to include review and appeal processes and communication of changes made and/or resolution as appropriate. The policy should ensure anonymity.		
Sep-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's disciplinary and termination procedures does not include any details on the workers' rights to defend themselves prior to termination.	Review the policy to include the workers' rights to defend themselves prior to termination, and to representation during disciplinary processes.		
Sep-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not investigate violations of HR policies and procedures.	Ensure to provide evidence that management does investigate HR violations , identify weaknesses to make necessary adjustments.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed aisles obstructed in building 11 and H4.	Ensure that the aisles remained unobstructed.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The escape route in all buildings were not clearly marked.	Ensure that all escape routes are properly marked.		

Sep-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Assessors observed one first aids box is obstructed by a table in building 12.	Ensure that the first aid boxes are easily accessible.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of medical personnel.	Comply with the labor Code for the medical staff requirements.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory did not provide free annual health checks to workers..	Pay for the CDS so workers can be fully entitled to the advance medical services provided by OFATMA.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory did not provide free health checks to workers within the first 3 months of hiring.	Pay for the CDS so workers can be fully entitled to the advance medical services provided by OFATMA for the workers within their first three months of hiring.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory did not provide free health checks twice a year, to workers who are exposed to chemical and hazardous substances.	Pay for the CDS so workers can be fully entitled to the advance medical services provided by OFATMA to workers exposed to work-related hazards.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of functioning toilets for women.	Ensure to have an adequate numbers of toilets for women.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Assessor did not have the means to verify the temperature in the workplace. However, during interviews, workers did complain about the temperature in the workplace.	Ensure to keep the workplace temperature to the recommended 30 degrees or below.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area is not isolated.	Ensure to the use of chemicals is properly isolated, so as to reduce workers' exposure.		
Sep-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory is not accurate and did not include the name of all chemicals used in the workplace.	Keep the inventory of chemicals up to date and accurate.		
Sep-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide any structural safety certificate, for the buildings.	Provide the structural safety certificate.		
Sep-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The payroll date and time, are not mentioned in the internal work rules.	Insert the payroll date and time in the internal work rules.		



Factory: **Class International Holdings LTD**  
 Supplier ID: **3281**  
 Location: **Ouanaminthe**  
 Number of workers: **195**  
 Date of registration: **Jan-20**  
 Date of last two: **May-24**                      **Sep-25**  
 Better Work

Advisory and Training Services

19-Aug-25	Advisory meeting	Summary of the consultative visit. Meeting with the bipartite committee: - Discussion of the current situation of Better Work Haiti, the latest ONA payment and OFATMA payment, night work payment, weekly rest day payment. - Factory tour.
29-May-25	Advisory meeting	FV 2 1) Meeting with the compliance team to review and update the improvement plan 2) Present the self monitoring checklist 3) Discuss the status of the bi-partite committee and support needed from BW 4) Exchange on the national grievance mechanism system and the HOPE law
17-Jan-25	Bipartite Committee Meeting	FV 1 1) Meeting with the bipartite committee to discuss about the training needs 2) OSH tour on hazards identification
17-Jan-25	Advisory meeting	FV 1 1) Meeting with the bipartite committee to discuss about the training needs 2) OSH tour on hazards identification

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment September 2025</b>						
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy does not establish measurable objectives and improvement targets.	Develop an OSH policy that defines commitments, measurable objectives, and improvement targets.		20
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of that the employer investigates monitors and measures OSH issues.	Establish a comprehensive OSH management system that includes regular monitoring, management review, and continuous improvement based on accidents and measurable objectives.		63
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not assign accountability at the level of management and OSH committee for carrying out Health and Safety responsibilities.	Establish clear roles, responsibilities, and accountability for health and safety management at all levels, including OSH officers and committees.		63
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an adequate grievance handling and dispute resolution procedure.	Establish a grievance and dispute resolution procedure that is fair, transparent, and protects employees from retaliation.		63

Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedures are not adequate.	Develop a termination procedure specifying unacceptable behaviors and performance, but omit details on warning timelines, employee defense rights, representation, step-by-step warnings, and legal notice/payment procedures.	63
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	No evidence of performance evaluation procedures nor any investigations for violations of Human Resources policies and procedures.	Establish a system to monitor, investigate, and correct violations of HR policies and procedures.	63
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has not posted the internal regulations neither trained staff on how to carry out policies and procedures.	Communicate and implement internal policies by posting internal regulations neither policies and training staff on how to carry out policies and procedures	63
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The Human Resources policies are not signed by top management.	Establish HR policies with top management endorsement to ensure accountability and compliance. Obtain signatures from top management and implement a procedure to ensure all internal policies are formally approved and periodically reviewed.	63
Sep-25	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on leave 6 weeks before giving birth.	Ensure maternity leave complies with the Labor Code, including the requirement to take 6 weeks of leave before childbirth. Revise maternity leave policies and procedures to ensure compliance with the Labor Code and educate HR and management on proper leave scheduling.	63
Sep-25	<b>Working Time</b>	<b>Overtime</b>	The employer did not obtain authorization from the ministry before working overtime.	Submit formal requests for ministry authorization for overtime and implement a procedure to verify approvals before assigning overtime.	20
Sep-25	<b>Working Time</b>	<b>Overtime</b>	Several workers worked more than 80 hours overtime per trimester.	Implement a monitoring system to track overtime, enforce legal limits, and adjust staffing or schedules to prevent excessive overtime.	20
Sep-25	<b>Working Time</b>	<b>Regular Hours</b>	A review of documents revealed that the factory had no prior authorization from MAST before working at night	Submit a formal request for MAST approval for night work and implement a procedure to verify compliance before scheduling night shifts. Ensure all night work is authorized in accordance with MAST regulations.	20

Sep-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily/weekly hours exceed the legal limit.	Adjust work schedules to comply with legal limits and implement a monitoring system to ensure ongoing compliance.		63
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory did not present any proof that it had organized training sessions for workers.	Ensure all workers receive required training and that records are maintained. Implement a training schedule, conduct sessions, and establish a system to maintain and verify training documentation.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory did not present any proof that it had conducted any emergency drills during the past 12 months.	Ensure all workers participate in regular emergency drills and maintain records. Schedule regular emergency drills, document participation, and implement a monitoring system to ensure drills occur annually.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Firefighting equipment are obstructed or not properly identified with arrows.	Ensure firefighting equipment is accessible, clearly marked, and ready for use. Remove obstacles to ensure accessibility, install proper signage for all extinguishers, and implement a routine inspection program to maintain compliance.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory does not have an alarm system and smoke detectors installed in any of the buildings.	Ensure all buildings have functional alarm systems and smoke detectors to protect workers	Alarm system was installed recently in all building	63
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Annual medical checks has not been provided to workers.	Establish a follow-up and monitoring system to confirm OFATMA performs the annual medical examinations for all workers.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks has not been provided to workers within the first three months of hiring.	Establish a follow-up and monitoring system to confirm OFATMA performs the medical examinations for newly hired workers.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks is not conducted twice a year for workers working with chemicals and hazardous substances.	Establish a follow-up and monitoring system to confirm OFATMA performs the medical examinations twice a year for workers using chemical and hazardous substances.		63
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Personal protective equipment were not provided to all workers.	Conduct a full PPE needs assessment, provide appropriate PPE, and implement a procedure to ensure all job roles receive risk-based protective equipment.		31

Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	There is no evidence that workers were trained to use chemicals and hazardous substances.	Conduct training, document attendance, and establish a system to maintain updated training records.		63
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning is not properly isolated from the work area	Relocate the spot-cleaning area or install proper ventilation and barriers; establish a procedure for safe placement of chemical-use areas.		63
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Material Safety Data Sheets (MSDS) were not available for all product used in the workspace.	Ensure SDS are available for all chemicals used on-site. Obtain the SDS and establish a process to verify all chemicals have current SDS on file.		63
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has an emergency preparedness procedure that is in Spanish.	Review the emergency preparedness procedure and translate it to French or Creole.		63
Sep-25	<b>Contracts and Human Resources</b>	<b>Dialogue, Discipline and Disputes</b>	The disciplinary procedures is part of the internal work rules that has not been approved by MAST.	Develop internal regulations and ensure disciplinary regulations comply with MAST requirements. Make sure that the document is approved by MAST		63
Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the annual salary supplement upon termination does not include the weekly rest day payment.	Ensure annual salary supplement includes weekly rest days and night overtime. Calculate supplement based only on basic wages.		63
Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the unused annual paid leave upon termination, does not include the weekly rest day payment.	Calculate unused leave based on average wages excluding weekly rest days and night overtime.		63
Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the notice payment upon termination is not accurate.	Pay the weekly rest day and calculate termination payments based on average daily earnings.		63
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules do not comply with the requirements of the labor code.	Revise the internal work rules to comply with legal standards, including an 8-hour workday, OSH clauses, HR complaint procedures, and clear payment schedules.		63
Sep-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not submit workers' pay slips to OFATMA for payment of sick leave and maternity leave.	Review OFATMA requirements for submission of pay slips for sick and maternity leave and identify gaps in the current process.	The employer covers the payments.	63

Sep-25	Compensation	Social Security and Other Benefits	The workers' deduction for OFATMA for maternity and health insurance is not calculated on the workers' basic salary.	Review OFATMA regulations on contribution calculations and deadlines, identify gaps in payroll configuration and monitoring. Pay the weekly rest day and include it in the calculation of the average daily earnings.	63
Sep-25	Compensation	Social Security and Other Benefits	The employer contribution to ONA, is not based on the worker's basic salary.	Review ONA regulations on contribution calculations and payment deadlines, and identify gaps in payroll configuration and monitoring processes.	63
Sep-25	Compensation	Social Security and Other Benefits	The employer's contribution to OFATMA for maternity and health insurance is inaccurate because they are not calculated based on the	Review OFATMA regulations on contribution calculations and deadlines, identify gaps in payroll configuration and payment monitoring.	63
Sep-25	Compensation	Social Security and Other Benefits	The worker's deduction for ONA, is not calculated on the worker's basic salary.	Review legal requirements for ONA contribution calculations and payment deadlines, and identify gaps in payroll and monitoring processes.	63
Sep-25	Compensation	Social Security and Other Benefits	The calculation for the annual salary supplement or bonus is incorrect.	Pay the weekly rest day and review bonus calculation rules. Ensure that all revenues are included in the calculation of the average daily earnings.	3
Sep-25	Compensation	Social Security and Other Benefits	The factory did not provide any proof of payment for OFATMA work related accident insurance.	Review legal requirements for work-related accident insurance payment and documentation, and identify gaps in invoice tracking and payroll integration.	3
Sep-25	Compensation	Paid Leave	No weekly rest day payments were noted in the payroll as required by the law.	Review labor law requirements on weekly rest-day pay and identify gaps in payroll calculations.	20
Sep-25	Compensation	Paid Leave	Improper calculation of maternity leave payment.	Review OFATMA requirements and identify gaps in maternity leave wage calculation. Include the seventh day pay and regular overtime in the average wage calculation.	63
Sep-25	Compensation	Paid Leave	The sick leave payment is not paid on the average earning.	Review sick-leave payment policy and identify payroll calculation gaps. Update payroll system to include weekly rest-day pay and regular night overtime in sick-leave calculations.	63

Sep-25	Compensation	Overtime Wages	Payment for overtime hours worked at night is not properly calculated.	Review national labor law requirements for night work and night overtime and identify gaps in the factory's current wage calculation system. Update payroll procedures to apply the correct 50% night premium and the additional 50% premium for overtime worked at night, and train HR/payroll staff on the new	3
Sep-25	Compensation	Overtime Wages	Some workers such as supervisors and administrative staff are not paid for overtime hours worked.	Review the factory's wage and overtime policy to identify gaps and align it with legal requirements for all worker categories. Revise the policy to include supervisors and administrative staff and train payroll and HR teams on proper overtime calculation.	20
Sep-25	Freedom of Association and Collective Bargaining	Collective Bargaining	The factory failed to implement some provisions of the collective agreement.	Purchase and distribute proper safety belts and chemical PPE, and train workers and supervisors on correct use.	31
<b>Assessment May 2024</b>					
May-24	Occupational Safety and Health	OSH Management Systems	The OSH policy does not establish measurable objectives and improvement targets.	Develop an OSH policy that establish measurable objectives and improvement targets.	
May-24	Occupational Safety and Health	OSH Management Systems	Management did not show evidence of that the employer investigates monitors and measures OSH issues.	Provide evidence of regular management review of effectiveness of the management system.	
May-24	Occupational Safety and Health	OSH Management Systems	Management did not assign accountability at the level of management and OSH committee for carrying out Health and Safety responsibilities.	Update the OSH policy to assign accountability to OSH committee on OSH responsibilities. Ensure proper training are provided to enhance members capacities.	
May-24	Contracts and Human Resources	Employment Contracts	The factory does not have an adequate grievance handling and dispute resolution procedure.	Include the missing elements in the grievance handling and dispute resolution	
May-24	Contracts and Human Resources	Employment Contracts	The disciplinary and termination procedures are not adequate.	Develop a disciplinary and termination procedure that Includes the necessary elements.	
May-24	Contracts and Human Resources	Employment Contracts	No evidence of performance evaluation procedures nor any investigations for violations of Human Resources policies and procedures.	Perform investigations for violations of HR policies and procedures to identify weaknesses and make necessary adjustments.	

May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has not posted the internal regulations neither trained staff on how to carry out policies and procedures.	Post the internal regulations and train the HR staff to carry out the policies.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The Human Resources policies are not signed by top management.	Ensure that the HR policies are signed by top management.		
May-24	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on leave 6 weeks before giving birth.	Pregnant women should go on maternity leave 6 weeks prior to their expected delivery date.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST to perform overtime.	Request the authorization notice form MAST prior to work overtime.		
May-24	<b>Working Time</b>	<b>Overtime</b>	Several workers worked more than 80 hours overtime per trimester.	Workers cannot work more than 80 hours overtime per trimester. Schedule overtime hour appropriately.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The factory did not obtain prior authorization from MAST before working at night.	Request authorization form MAST prior to work at night.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	Workers do not punch in and out; the manual attendance done by the factory was not signed by workers.	Implement a reliable attendance record system.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily hours exceeds the legal limit.	Ensure that the regular daily hours are compliant with the law.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The evacuation plan does not reflect the changes in the floor layout.	Design an evacuation plan that accurately reflect the layout of the floor.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Management did not share the annual inspection report for fire fighting equipment.	Ensure the fire- extinguisher equipment get a annual inspection from a certified company.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory does not have an alarm system and smoke detectors installed in any of the buildings.	Install an alarm system and smoke detectors in all buildings.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff.	Ensure to have a onsite clinic with 1 nurse and 3 doctors' visit per week.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks is not conducted twice a year for workers working with chemicals and hazardous substances.	Provide free health checks for workers working with chemicals at least twice a year.		

May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Personal protective equipment were not provided to all workers.	Provide necessary personal protective equipment to workers.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Eyewash station is not available in the mechanic workshop.	Install eye wash stations where chemicals are used and stored.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	There is no evidence that workers were trained to use chemicals and hazardous substances.	Train workers who are using chemical and hazardous products and keep proper record.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area is not properly isolated, exposing workers to chemicals and hazardous substances.	Isolated the spot cleaning from the production floor.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS's are missing for several hazardous and chemicals substances.	Keep material safety data sheets for all chemicals and hazardous products used in the workplace..		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Chemical and hazardous products are not properly labelled.	Containers of chemical product should be properly labeled, with pictograms included.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemicals and hazardous substances is missing several products.	Keep an accurate inventory of the chemical product used, including names and location.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not submit work related accident record to OFATMA on a monthly basis.	Submit the accidents report to OFATMA on a monthly basis.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual salary supplement upon termination does not include the weekly rest day payment.	Ensure that annual salary supplement is properly calculated and paid.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave, upon termination, does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation of the average salary for the payment of the annual salary supplement.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The applicable notice period when the time is not provided, does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation of the average salary for the payment of the applicable notice period.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's internal work rules are not compliant with the labor code.	Develop internal work rules that are compliant with the labor law.		

May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not submit workers' pay slips to OFATMA for sick leave or maternity leave payments.	Pay OFATMA and submit workers' pay slip to OFATMA for the payment of sick leave and maternity payments		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer's contribution to OFATMA for maternity and health insurance is inaccurate because they are not calculated based on the workers' basic salary.	Calculate the employer's contributions to OFATMA on the basic salary as stipulated in the labor code.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer contribution to ONA, is not based on the worker's basic salary.	Calculate the employer's contributions to ONA on the basic salary as stipulated in the labor code.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The workers' deduction for OFATMA for maternity and health insurance is not calculated on the workers' basic salary.	Calculate the workers' contributions to OFATMA on the basic salary as stipulated in the labor code.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The worker's deduction for ONA, is not calculated on the worker's basic salary.	Calculate the workers' contributions to ONA on the basic salary as stipulated in the labor code.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Non working holiday pay is not based on the average earning.	Pay the holidays on the average earnings as per the law.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	No weekly rest day payments were noted in the payroll as required by the law.	Pay the weekly rest days on the average earnings as per the law.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory has only provided 6 weeks of maternity leave to workers, instead of the 12 weeks.	Provide 12 week of maternity leave to pregnant workers.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The sick leave payment is not paid on the average earning.	Include the weekly rest day payment in the calculation of the average salary for the payment of the weekly rest day.		
May-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The factory failed to implement some provisions of the collective agreement.	Implement all the collective agreement provisions.		



**Factory:** Everbright Headwear  
**Supplier ID:** 3278  
**Location:** Ouanaminthe  
**Number of workers:** 1349  
**Date of registration:** Jan-20  
**Date of last two Better Work assessments:** Apr-24 Nov-25

Advisory and Training Services

4-Jun-25	Advisory meeting	Verified paid leave and social security contributions, met with the bipartite committee and union members, and conducted a Factory
28-Mar-25	Industry Seminar	Virtual Workers' Rights & Responsibilities
28-Mar-25	Advisory meeting	Discussed overtime and night work payments, overtime limits, leave entitlements, average wage calculation, social security payment deadlines, conducted a factory tour, and reviewed investigation processes.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment November 2025</b>						
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy is not adequate.	Revise the OSH policy to secure top management approval, define measurable objectives, and involve workers and their representatives in its development.		43
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory lacks a systematic hazard and risk management procedure.	Develop and implement a comprehensive hazard/risk management procedure including risk identification, prioritization, and hierarchy-based controls.		43
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not effectively monitor or review OSH performance indicator.	Implement a comprehensive OSH monitoring system including inspections, logging of violations, management reviews, and corrective actions from accident investigations.		43
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Grievance outcomes and resulting changes are not consistently communicated.	Update grievance and dispute procedures to ensure timely communication of outcomes and resolutions to all employees.		58
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Management does not demonstrate follow-up on identified HR performance gaps despite recorded indicators.	Establish a system to investigate HR performance gaps and implement corrective actions to address identified issues.		58

Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	HR policies are not effectively communicated to staff or worker representatives.	Implement comprehensive HR policy communication, including induction training, staff training, posting policies, and establishing worker-management committees.	58
Nov-25	<b>Working Time</b>	<b>Leave</b>	The pregnant workers do not go on leave 6 weeks prior to their potential due date, as required by law.	Ensure pregnant workers begin maternity leave six weeks prior to their expected due date in accordance with legal requirements.	1
Nov-25	<b>Working Time</b>	<b>Overtime</b>	Workers in several departments exceeded 80 hours of overtime per trimester.	Monitor and manage overtime to ensure it does not exceed legal limits per trimester for any section.	21
Nov-25	<b>Working Time</b>	<b>Overtime</b>	The factory worked on Saturdays and Sundays without prior authorization from MAST.	Obtain the required MAST authorization for Saturday and Sunday work and ensure adherence to legal requirements.	21
Nov-25	<b>Working Time</b>	<b>Regular Hours</b>	The factory worked at night without prior authorization from MAST.	Obtain the required MAST authorization for night work and ensure ongoing compliance with labor regulations.	21
Nov-25	<b>Working Time</b>	<b>Regular Hours</b>	Attendance records had discrepancies, with some overtime unrecorded.	Implement an accurate and monitored attendance and overtime recording system for all employees, including supervisors and non-production staff.	21
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Night shift workers have not received training on fire-fighting equipment.	Provide fire-fighting training to at least 10 percent of night shift workers to ensure full workforce preparedness.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Emergency exits remain locked during working hours.	Ensure all emergency exits remain unlocked, unobstructed, and accessible at all times while workers are present.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Not all emergency exits are identified.	Unseal and clearly designate all emergency exits to ensure safe egress from the building.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Assessors observed unpainted floors, blocked aisles, and outdated evacuation plans.	Repaint floors, clearly mark evacuation routes, remove obstructions, and update all evacuation plans.	58

Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire extinguishers are not properly maintained.	Implement a regular inspection and maintenance schedule to ensure all fire extinguishers are fully charged and unobstructed.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Smoke detectors are missing in several areas.	Install fire detection and alarm systems in all areas, including raw material floors, garbage room, and used material storage.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	None of the workers working at night has been trained in first aid.	Provide first aid training to all night shift workers to ensure full workforce coverage.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	First aid boxes are inadequately stocked and some are inaccessible due to missing keys.	Ensure all first aid boxes are accessible, fully stocked with necessary supplies, and clearly assigned to responsible personnel.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient medical staff.	Establish onsite medical facilities with qualified staff or ensure 24-hour access to medical services for all workers, including night shifts.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Employees did not receive annual medical exams.	Coordinate with OFATMA to provide annual medical checks for all workers and ensure issuance of health cards, with proper documentation	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks for hazard-exposed workers was found.	Ensure OFATMA conducts all required medical checks for exposed workers and issues health cards, with documentation maintained for compliance	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Employees did not receive medical exams within the first three months of employment.	Coordinate with OFATMA to ensure all new workers receive timely medical checks and are issued health cards within the first three months of	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Repair or install additional toilets to meet legal requirements and ensure consistent availability of restroom	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Electrical hazards were observed in multiple areas.	Repair exposed wiring and clearly label all circuit breakers to ensure safe electrical systems throughout the factory.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several machines were missing protection guards.	Install all required machine guards, including finger, eye, and pulley guards, to ensure worker safety.	58

Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Appropriate PPE were not provided.	Provide appropriate PPE for all work areas, including protective belts in the shipping area and PPE for the water	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	No eyewash station was available in the maintenance area.	Install functional eyewash stations and regularly inspect and replace emergency safety equipment in all chemical storage and usage areas.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	No proper PPE were provided and workers had not received training on chemical use.	Provide comprehensive chemical safety training and ensure workers use the appropriate PPE at all times.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDSs were missing for several chemicals stored and used in the workplace.	Obtain and maintain up-to-date MSDS for all chemical products in the workplace and ensure they are accessible to workers.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical storage areas do not meet safety requirements.	Equip chemical storage areas with proper PPE, clear hazard signage, functional emergency equipment, and ensure adequate ventilation.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Chemical product are not properly labelled.	Properly label all chemical products in the local language and ensure all chemicals are identified and stored correctly.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory was incomplete and inaccurate.	Update and maintain a complete and accurate chemical inventory, ensuring all storage areas are accessible for verification.	58
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not effectively communicate or implement OSH policies.	Train all workers and OSH committee members, and post OSH policies and work instructions throughout the workplace.	43
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for annual bonus upon resignation or termination is inaccurate.	Recalculate the annual salary supplement or bonus to include weekly rest day in the average salary.	58
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for payment of unused annual leave upon resignation is incorrect.	Recalculate unused annual leave payments to include weekly rest day in the average salary.	58

Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory lacks approved and posted internal work rules.	Update the internal work rules and obtain formal approval from the Ministry of Labor.	58
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Apprentice contracts were not approved by the Ministry of Labor as required by law.	Ensure all apprentice contracts are approved by the Ministry of Labor and include complete working conditions, including hours and salary.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA.	Submit all missing pay slips to OFATMA and implement a system to ensure timely monthly submissions.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for OFATMA were inaccurately calculated.	Recalculate and remit OFATMA employee contributions correctly.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deduction for ONA is not based on actual basic salary.	Recalculate ONA contributions based on actual basic salary and ensure timely monthly remittance.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer contributions for OFATMA is not based on actual basic salary.	Recalculate and remit OFATMA contributions correctly, including weekly rest days, excluding overtime, and ensure timely monthly payments.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer remit ONA contributions, but deductions are not based on the basic salary.	Recalculate and remit ONA contributions based on actual basic salary and ensure timely monthly payments.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The annual bonus is not calculated on the correct average salary,	Recalculate the annual bonus to include weekly rest days and correctly account for night overtime in the average salary.	58
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The salary declaration for OFATMA work related accident is inaccurate .	Correct salary declarations to OFATMA to include weekly rest day payments and night overtime hours.	1
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The weekly rest day payment is inaccurate.	Adjust payroll to include all hours worked when calculating weekly rest day payments.	58

Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	Maternity leave pay is based on average daily salary, but the calculation is incorrect.	Recalculate maternity leave payments to include weekly rest days and properly account for night overtime in the average salary.	58
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	Sick leave pay is based on average daily salary, but the calculation is incorrect.	Recalculate sick leave payments to include weekly rest days and accurately account for night overtime in the average salary.	58
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not based on the average salary.	Recalculate annual leave payments to include weekly rest days and properly account for night overtime in the average salary.	58
Nov-25	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Assessors found payroll discrepancies from August to October 2025,	Implement an accurate time-tracking system and revise payroll to ensure all overtime is correctly recorded and paid.	21
Nov-25	<b>Compensation</b>	<b>Overtime Wages</b>	Inaccurate overtime payments for night shift workers.	Revise payroll procedures to calculate and pay night overtime at 50% above the night shift rate, ensuring compliance with labor law.	21
Nov-25	<b>Compensation</b>	<b>Overtime Wages</b>	Night overtime was underpaid.	Adjust payroll to ensure night overtime is calculated and paid at 50% above the night shift rate, in accordance with labor law.	21
Nov-25	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The factory failed to provide required overtime meals and adequate PPE, including safety belts and protection for chemical	Provide all required PPE to workers based on job hazards and ensure overtime meals are given when hours exceed three.	1
<b>Assessment April 2024</b>					
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of a risk register that drives the implementation of controls.	Include a risk register in the procedure that drives the implementation of controls (list of risks with due dates, owners and next steps).	
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not investigate monitors and measures OSH issues.	Regular management review of effectiveness of management system including performance on measurable objectives and targets- Accident investigations are followed by an actual change in procedure.	

Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of accountability and/or responsibilities for OSH officer as well as top management.	- Define accountability and/or responsibilities for OSH officer as well as top management - Establish clear reporting lines on OSH matters		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance procedure does not include communication of changes made and a resolution as appropriate.	Include in the procedure: -Communication of changes made and resolution		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedures are not adequate.	Include in the procedure: - The right to defend oneself prior to termination, and to representation during disciplinary processes; - Timeframes for warnings and payments.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's management does not investigate shortcomings or issues in HR performance was provided during the assessment visit.	Develop HR procedure on HR performance indicators.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The communication on HR policies and procedures does not include induction training for workers and staff.	Communicate HR policies and procedures through Induction training for workers and staff		
Apr-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not have prior authorization from MAST before working on overtime.	Request prior authorization from MAST before working on overtime.		
Apr-24	<b>Working Time</b>	<b>Overtime</b>	Several workers worked more than 80 hours overtime per trimester.	Ensure that workers do not exceed 80 hours overtime per trimester.		
Apr-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not have prior authorization from MAST before working on Saturday and Sunday.	Request prior authorization from MAST before working on Saturday and Sunday.		
Apr-24	<b>Working Time</b>	<b>Regular Hours</b>	The factory did not have prior authorization from MAST before working at night.	Request prior authorization from MAST before working at night.		
Apr-24	<b>Working Time</b>	<b>Regular Hours</b>	Assessors found some discrepancies in the attendance reviewed.	Keep an accurate attendance records for all workers.		

Apr-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit and therefore do not comply with the labor code.	Modify the regular daily or weekly hours to comply with the labor code.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The total number of workers trained in fire-fighting is less 10 percent of the workforce as recommended by Better Work.	Train at least 10 percent of the workforce in fire-fighting for the day shift and night shift.	The training of the 10 percent of workers in fire fighting in day shift has been done and 10 percent on night shift is in process	j
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Escape routes were obstructed in several areas of the workplace.	Provide additional space for storing boxes.	The boxes have been removed also we have put in place a daily check in all important areas.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Assessors observed that building 3 has only one door identify as an exit.	Provide at least two exit door for each building.	The factory has identified two exit door in each building.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The floors need to be repainted in several areas in the buildings and evacuation route are not clearly marked.	Update the evacuation map- Paint evacuation arrows and signs.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Improper maintenance of fire extinguisher and missing fire extinguishers in some areas of the workplace.	1. Provide adequate firefighting equipment. 2. Ensure regular maintenance 3. Specify who conducts regular checks to make sure that the equipment is in place & functioning	Corrected during the assessment.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The stockroom where raw materials are stored does not have a fire detection system installed.	1. Have a fire detection system in the stock of raw material 2. include this in the system of daily-weekly checks		
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	None of the workers working at night have been trained in first aid.	Train at least 10 percent of the workforce for the night shift		
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	First aids boxes are missing items listed in the inventory.	1. Equip first aid box 2. Define responsibility for refilling 3. Define responsibility for checking and include this in the system of daily-weekly checks		

Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff.	Hire the required medical staff for day shift and night shift workers.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Soap was not available in all toilets.	Provide soap dispenser- Define who will check that soap is available and include this in the system of daily-weekly checks.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Increase the number of toilets as required by law. Ensure that paper is available in the restroom all the time.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The level of lighting in the workplace is unacceptable.		The lux level comply with the recommended limits.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The level of noise in the workplace is unacceptable.	1- Add rubber under the machine2- Measure again the noise level & compare with threshold value		
Apr-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature level in the workplace is unacceptable.	1. Install additional fans2. Specify who is in charge of regular maintenance of the fans3. Conduct regular measurement of temperature & compare with threshold value	The factory has taken measure already to regulate the temperature in each area doing a proper a maintenance to the cooling system.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The circuit breakers were not or properly labelled. In addition, electrical boxes were obstructed in the factory.	1. Assign an electrician to labelled all circuit breakers and conduct more regularly checks 2. include this aspect in the system of daily-weekly checks		
Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several machines were missing finger guards, eye guards and pulley guards.	Develop a preventive maintenance on machine guards (which guards are needed on which machines)		
Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not provided proper PPE to all workers.	Provide employees with all necessary personal protective clothing and equipment. Post signs to remind workers about the PPE obligations.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several hazardous chemicals were found without chemical safety data sheets.	Keep chemical MSDS for all hazardous chemicals used in the workplace.		

Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical storage areas do not have not all the safety requirements and Safety data sheets are not available for all chemicals.	Provide protective equipment and Safety data sheets where chemicals are used and stored.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemicals.	Define who is entitled to pour chemicals in other recipients and label them.	The factory have been collected all the containers without label. Someone is assigned to properly label all chemicals that enter the	
Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory is inaccurate	Assign responsible persons for updating the inventories of hazardous substances in the various locations where they are stored or used.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer has not trained all joint OSH committee members and posted policies and work instructions around the workplace.	- Train all joint OSH committee members. - Post policies and work instructions around the workplace.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not record and submit work related accidents to OFATMA on a monthly basis.	1. Declare accidents to local authorities 2. Investigate accidents and develop preventive & remediation actions 3. Prepare investigation report		
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	Assessors were not able to verify if the employer pay workers their annual salary supplement or bonus upon termination.	Pay workers their annual salary supplement or bonus upon termination as required by law.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	Assessors were not able to verify if the employer pay workers their unused paid annual leave when they resign or terminated.	Pay workers their unused paid annual leave when they resign or terminated as required by law.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	Assessors were not able to verify if the employer pay workers their severance payment upon termination.	Pay workers their severance payment upon termination and keep records for at least 5 years.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not an have internal work rules approved by the Ministry of Labor and posted in the workplace.	Request the approval of the Internal work rules. Once approved the internal work rules need to be displayed in the workplace.		

Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The apprentice contracts were not approved by the Ministry of Labor (MAST), as legally required.	Review and make updates to the apprentice contract as required by law.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	Send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward workers' contributions to OFATMA.	Collect and forward workers' contributions to OFATMA monthly.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	ONA deduction are based on the minimum salary.	Calculate employer's contribution to ONA on Workers' basic salary. Then forward the contribution to ONA within the first 10 business days of the next month for the previous month.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer's contribution to OFATMA is made late. Furthermore, the calculation for the payment is based on the minimum salary.	Calculate Employer's contribution on Workers' basic salary. Then forward the contribution to OFATMA within the first 10 business days of the next month for the previous month.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contribution to ONA deduction are based on the minimum salary.	Calculate ONA deduction on Workers' basic salary. Then forward worker's contribution to ONA within the first 10 business days of the next month for the previous month.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Assessors were not able to verify that the employer pay workers correctly for annual salary supplement or bonus.	Pay annual salary supplement on the daily average salary and keep payment records for at least 5 years.		
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	The employer did not compensate workers for the weekly rest day when they completed 48 hours or less within 5 days.	Pay the weekly rest day after 48 hours of work or 6 working days per week as required by law. Weekly rest day payment is based on the average salary.		
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment.	Register with OFATMA for maternity and health insurance to OFATMA Send workers' pay slip and documents to OFATMA Ensure that workers receive full payment for maternity leave		

Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	Assessors were not able to verify that the employer pay workers correctly for sick leave.	Register with OFATMA for maternity and health insurance to OFATMA. Send workers' pay slip and documents to OFATMA for sick leave and maternity leave payment.		
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	Assessors were not able to verify that the employer pay workers correctly for annual leave.	Pay annual leave based on the daily average salary and keep payment records for at least 5 years.		
Apr-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Overtime hours were not registered for several workers.	Make an amendment to the employment contract and ensure that overtime are paid to all categories of workers.		
Apr-24	<b>Compensation</b>	<b>Overtime Wages</b>	Overtime performed at night were paid only at 50 percent above the normal wage.	Make adjustments in the payroll system and ensure that night overtime is paid with increases of 100 percent above the normal wage.		

118 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



Factory: **HANSAE HAITI S.A**  
 Supplier ID: **2319**  
 Location: **Arrondissement de Port-au-Prince**  
 Number of workers: **433**  
 Date of registration: **Jan-17**  
 Date of last two Better Work assessments: **Apr-24**                      **Mar-25**

Advisory and Training Services

1-Dec-25	Advisory meeting	Reviewed working conditions with the bipartite committee, conducted factory tour and checked records to confirm improvements and identify
3-Jul-25	Advisory meeting	Discussed the current situation at Better Work Haiti and the factory, reviewed the improvement plan, and conducted a factory tour.
3-Jun-25	Advisory meeting	The advisor conducted several interviews to verify the factory’s findings on a sexual harassment case, including discussions with the alleged victim, management, the alleged perpetrator, and workers.
27-May-25	Advisory meeting	Held an advisory meeting with management to review progress on key compliance areas (PR2), identify remaining non-compliances, and define
28-Mar-25	Industry Seminar	Virtual Workers’ Rights & Responsibilities.
20-Mar-25	Advisory meeting	Met with factory management and the union to discuss social dialogue, during which union members raised concerns and management committed to addressing the issues.
14-Mar-25	Advisory meeting	Held a session with HR, the compliance officer, and management to review assessment questions and conducted a mini-assessment to evaluate readiness for the upcoming assessment.
23-Jan-25	Advisory meeting	Held a tripartite meeting with factory management and MAST representatives on a WRC case, during which MAST provided recommendations that the EA advised the factory to follow.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment March 2025</b>						
Mar-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The written OSH policy is missing the necessary elements.	Ensure that the written OSH policy includes - Measurable objectives and improvements targets and is developed through consultation with workers representatives.	The factory has a written OSH policy signed by the plant manager.	41
Mar-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The hazard/risk management and control procedure does not include all the necessary elements.	The facility should develop a hazard/risk management procedure that includes all the necessary steps, including a risk register.		41
Mar-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management does not regularly review OSH procedures.	Ensure to have procedures to monitor and measure OSH issues. Develop measurable target and investigate accidents appropriately and adopt necessary changes.	Management is investigating recent material-related accidents and has begun providing PPE to workers to reduce the risk of further incidents.	9

Mar-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Management does not investigate shortcomings or issues in HR performance.	Ensure to keep records where management investigates shortcomings or issues in HR performance and makes necessary correctives actions.	The factory systematically records key HR performance indicators as part of its continuous improvement strategy.	41
Mar-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10 percent of the workforce is trained in fire-fighting, as recommended by Better Work.	Develop a comprehensive Fire-fighting training plan to ensure at least 10% of the workforce is trained,	11.91% of active workers are trained in fire-fighting equipment.	9
Mar-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire drills are not conducted every six months as recommended by Better Work.	Develop a formal emergency drill schedule to ensure drills are conducted at least every 6 months.	The last fire Drill was conducted in November 2025, and the previous one was conducted in June 2025.	9
Mar-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed fire extinguishers were observed in the workspace.	Ensure that fire extinguishers are accessible at any time,	Management as proceed with corrective and auditor was taking Photos the same day.	9
Mar-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10 percent of the workforce was trained in first aid, as recommended by Better Work.	Develop a comprehensive first-aid training plan to ensure at least 10% of the workforce is trained.	11.91% of active workers are trained in first aid.	9
Mar-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	One first aid box was obstructed in the chemical storage.	Ensure that first aid boxes remained unobstructed during working hours.	Management as proceed with corrective and Auditor was taking Photos the same day.	14
Mar-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The lighting levels in each department is unacceptable.	Ensure that lighting levels in each department is compliant with recommended standards.	Additional lighting fixtures were installed to improve visibility and ensure compliance with recommended standards.	9
Mar-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature level is unacceptable in the workplace.	The factory should monitor the work environment and keep the temperature at an acceptable level.		9
Mar-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Container of chemical and hazardous substances are not properly labeled.	Add proper labelling with all the specifications on the gun machine,	KP4 in the machine gun in the spot cleaning identified using assessors specifications and advices during closing meeting.	9
Mar-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management has not posted the names of OSH committee members.	The employer should take the necessary steps to post the name of the new committee members.	Management has posted names of new OSH committee members.	9

Mar-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Work related accidents are not reported monthly to OFATMA.	Send the accident report with OFATMA every month.	The factory started to notify OFATMA on a monthly basis.	9
Mar-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers deductions for OFATMA are calculated based on the minimum salary only.	A letter was sent to confirm with legal authorities the methodology of calculation.		41
Mar-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer contributions to ONA are calculated on the minimum salary only.	A letter was sent to confirm with legal authorities the methodology of calculation.		41
Mar-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer contributions for OFATMA are calculated based on the minimum salary only.	Update payroll calculation procedures to include the support column in OFATMA contributions.	The correction has been made in the payroll system to include the support column in OFATMA contribution calculations.	41
Mar-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for ONA are calculated on the minimum salary only.	Update payroll calculation procedures to include the support column in ONA contributions.	The correction has been made in the payroll system to include the support column in ONA contribution calculations.	41
Mar-25	<b>Compensation</b>	<b>Paid Leave</b>	Annual leave payments are not calculated based on their average daily earnings.	Review payroll calculation to ensure annual leave payments are calculated on the daily average earnings.		41
<b>Assessment April 2024</b>						
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The written OSH policy signed by management does not include all the necessary elements.	Add the missing elements in the OSH policy.		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a hazard/risk management and control procedure that includes all the necessary elements.	Develop a hazard/risk management and control procedures that includes: A systematic approach to identifying hazards, a structure to prioritize risks based on potential impact and likelihood, a hierarchy of controls that is used to select effective controls and a risk register that drives the		
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an OSH policy includes all the necessary elements.	Develop an OSH policy and procedures that includes regular management review of effectiveness of management system including performance on measurable objectives and targets. Ensure that accident investigations are followed by an actual change in		

Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not ensure effective functioning of the OSH committee.	Schedule regular OSH committee meetings to ensure it is effective functioning properly.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not investigate shortcomings or issues in HR performance.	Develop an HR procedure that includes investigations of HR issues and periodic reviews. Provide evidence of management investigations of shortcomings or HR violations.		
Apr-24	<b>Working Time</b>	<b>Overtime</b>	The employer did not receive prior authorization to work overtime from the department of labor.	Ensure to receive prior authorization from the department of labor before working overtime.	Management sent letters to the Ministry of Social Affairs requesting authorization to work overtime.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed evacuation routes.	Complete daily inspection tour on the floor. Ensure that evacuation routes are free of obstructions.		
Apr-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Evacuation routes are not clearly marked and the evacuation map is not updated.	Remark the evacuation route in building 1. Update the evacuation map to reflect the actual layout.	Maintenance traced the evacuation routes clearly, and Compliance updated the evacuation map to reflect the layout.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	One first aid box in building 20 that was missing medical supplies and no first aid box was available in the dormitory.	Ensure that first aid boxes have necessary medical supplies. Ensure that medical supplies are available in the dormitory.	The factory had installed the first aid boxes in the dormitory and put the missing medical supplies in the first aid boxes in Building 21.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Workers did not receive free annual health checks.	Pay the health cards for all the workers on a yearly basis.	The factory complies with local law, and we pay the health cards for all workers annually.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The workers exposed to work-related hazards had not received free health checks twice a year.	Ensure that workers exposed to work-related hazards received a health check twice a year.	The OFATMA medical team had started health checks on workers exposed to work-related risks, but continuity was not carried out due to insecurity.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Management did not pay for the health cards for the workers and they did not receive free health check within the first 3 months of hiring.	Ensure that workers received the health cards within the first 3 months of hiring.	The administration will continue to follow up with OFATMA so that workers can receive their health cards.	

Apr-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Unidentified circuit breakers were found in several areas within the various buildings of the factory.	Identify all the circuit breakers.	During the assessment, maintenance identified the circuit breakers in the compressor room of building 50 and the mechanical workshop of building 1.	
Apr-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemicals and hazardous substances does not specify the locations of all products.	Specify the location where all products in the chemical inventory are stored.	During the assessment, compliance specifies the location of chemicals in the inventory.	
Apr-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management has not posted names of OSH committee members.	Post OSH committee members' names where all workers can see.	Compliance posted the names of OSH committee members in all factories during the assessment.	
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	Foreign workers do not receive balance of annual salary supplement upon leaving the company because of dismissal or resignation.	Ensure to provide balance of annual salary supplement to foreign workers at the contract termination.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave payment is not calculated on the average daily earning. In addition, foreign workers do not receive balance of annual leave upon dismissal or resignation.	Include all the payment in the calculation of the daily average earning. Ensure that foreign workers receive the balance of their annual leave payment upon dismissal or resignation.		
Apr-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The contract for the foreign workers does not comply with the labor code.	Ensure that bonus should be once, at the end of the year.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer's contribution to ONA does not include production incentives and weekly rest day payments.	Include production incentives and weekly rest day payments in the ONA contribution.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The workers' contribution to ONA does not include production incentives and weekly rest day payments.	Include the production incentives and weekly rest day payments in the calculations of the ONA contribution.		
Apr-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Foreign workers do not receive an annual salary supplement payment or Bonus.	Pay the annual salary supplement to all employee.	The top management has already revised the contract of foreign workers to comply with local legislation.	
Apr-24	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not calculated on worker's average daily earnings.	Include all payments in the calculation of the average daily earning.		

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Apr-24	<b>Compensation</b>	<b>Overtime Wages</b>	The foreign workers who worked after 6pm were not paid overtime.	Pay the overtime at night 50 percent above the normal wage for the night shift.		
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124 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



Factory: **MD Industries**  
 Supplier ID: **3280**  
 Location: **Ouanaminthe**  
 Number of workers: **2,272**  
 Date of registration: **Jan-20**  
 Date of last two Better Work assessments: **May-24**                      **Nov-25**

Advisory and Training Services

5-Aug-25	Advisory meeting	1- Presentation by the Better Work Haiti Enterprise Advisor 2- Discussion on the context of Better Work Haiti 3- Operation of the PICC 4- Discussion on OFATMA insurance 5- Review of the improvement plan 6- Factory visits 7- Discussions with union committee members
30-May-25	Advisory meeting	FV 2 1) Meeting with the compliance team to review and update the improvement plan 2) Present the self monitoring checklist 3) Discuss the status of the bi-partite committee 4) Exchange on the national grievance mechanism system and the HOPE law

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment November 2025</b>						
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate OSH policy that is signed by top management.	Revise the OSH policy to include clear, measurable objectives and improvement targets, involve workers and their representatives in the policy development or review process, communicate the updated policy to all employees, and monitor progress toward achieving the defined OSH targets.		42
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an accident investigation procedure.	Develop and implement a comprehensive accident investigation procedure that includes root cause analysis, identification of sustainable corrective actions, and monitoring the implementation of changes to prevent future incidents, and train relevant staff on the new procedure.		42
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance procedure is not adequate.	Revise the grievance handling procedure to include options for anonymous reporting, communicate the updated procedure to all employees, train HR and management on handling anonymous grievances, and monitor the effectiveness of the system to ensure employees can safely report issues.		42

Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's recruitment procedure is not adequate.	Continue applying the current recruitment procedures consistently, periodically review and update hiring policies to maintain compliance with labor laws, and train HR staff on any changes to legal or internal	42
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not investigate, monitors and measures OSH issues.	Establish a formal procedure for investigating HR policy violations, document findings and corrective actions, implement measures to prevent recurrence, train management and HR staff on the investigation process, and conduct periodic reviews to ensure effectiveness of corrective measures.	42
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The communication on HR policies and procedures does not include all the necessary steps.	Develop and implement training sessions for all staff on HR policies and procedures, post internal policies and regulations in accessible areas throughout the plant, and establish a system to ensure ongoing awareness and understanding of HR policies among employees.	42
Nov-25	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on maternity leave six weeks before giving birth, as required by article 322 of the labor code.	Revise maternity leave procedures to ensure pregnant workers are sent home six weeks before their expected delivery, communicate the updated policy to management and employees, monitor adherence to the requirement, and train HR staff to enforce compliance with labor law.	20
Nov-25	<b>Working Time</b>	<b>Overtime</b>	Workers in some department work more than 80 hours of overtime during a trimester.	Review and redistribute workloads to reduce excessive overtime, implement a system to monitor and limit overtime in compliance with labor law, ensure proper compensation for all overtime worked, and train supervisors on managing work schedules to prevent overwork.	20
Nov-25	<b>Working Time</b>	<b>Regular Hours</b>	Some workers did not punch in and out. However, they had time for normal hours in their payroll record.	Enforce mandatory punch-in/punch-out procedures for all employees, including supervisors, align payroll calculations with verified attendance records, train staff on proper timekeeping practices, and implement regular audits to ensure accurate recording of working hours.	57
Nov-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Revise the work schedule to comply with the Labor Code, ensuring a maximum of 8 hours per day and 40 to 48 hours per week as legally allowed, communicate the new schedule to all employees, update internal policies and work rules accordingly, and monitor adherence to prevent future violations.	20

Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The employer has trained less than 10% of the workforce in the use of fire-fighting equipment.	Develop and implement a comprehensive fire-fighting training program for all employees, prioritize high-risk areas first, maintain detailed training records, and schedule regular refresher sessions to ensure workforce competency in fire emergency response.	20
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several modules were blocked by production materials, and floor-painted arrows indicating evacuation routes are required.	Clear all production materials from evacuation routes, mark evacuation paths on the floor with visible arrows, conduct regular inspections to ensure routes remain unobstructed, and train employees on maintaining clear emergency exits and following evacuation procedures.	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10 percent of the workforce is trained in first aid.	Develop and implement a comprehensive first aid training program to cover all employees, prioritize training for high-risk areas first, maintain detailed training records, and schedule periodic refresher courses to ensure ongoing workforce preparedness.	57
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Inventory of items in the first aid boxes are not accurate.	Replace missing items in all first aid boxes, update and communicate the list of current key holders, implement a regular inspection and maintenance schedule for first aid boxes, and assign responsibility to ensure ongoing compliance and readiness.	20
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	OFATMA has still not carried out annual medical checks for workers.	Coordinate with OFATMA to schedule and complete all pending medical examinations, maintain documentation of completed exams, assign a responsible staff member to monitor compliance, and implement a system to ensure timely medical checks in the future.	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	OFATMA has still not carried out medical checks twice a year for workers who are exposed to chemical and hazardous substances.	Follow up with OFATMA to schedule and complete all pending medical examinations, maintain documentation of completed exams, assign a responsible person to track compliance with medical check requirements, and implement a system to ensure timely medical checks in the future.	1

Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	OFATMA has still not carried out medical checks for workers, within the first three months of hiring.	Coordinate with OFATMA to schedule and complete all pending medical examinations for workers, maintain records of completed exams, establish a tracking system to ensure timely medical checks in the future, and assign a responsible staff member to monitor compliance with occupational health requirements.	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	The factory does not conduct tests to verify water quality every month.	Resume monthly water quality testing immediately, document all test results, establish a tracking system to ensure tests are conducted on schedule, and train responsible staff on compliance with water safety monitoring requirements.	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Construct additional toilets to meet the required ratios (75 for men and 115 for women), ensure all facilities are fully functional and accessible, implement regular maintenance checks, and monitor compliance with labor code requirements for sanitary facilities.	57
Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory has not provided any evidence that workers were properly trained in the use of personal protective equipment.	Develop and implement a comprehensive PPE training program for all employees, provide hands-on training and instructions on proper use, maintenance, and storage of PPE, document all training sessions, and schedule regular refresher training to ensure ongoing compliance and safety awareness.	1
Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer has not provided proper PPE to all workers.	Provide all warehouse workers and forklift operators with the required safety belts and shoes, conduct a comprehensive risk assessment to identify PPE needs for all roles, train employees on proper use and maintenance of PPE, and implement a monitoring system to ensure continuous compliance with safety requirements.	57
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning is not isolated from the production area.	Redesign the spot cleaning area to ensure it is isolated from other workspaces, install an appropriate extraction/ventilation system, train workers on safe handling of chemicals in the area, and implement regular inspections to ensure the area continues to meet occupational health and safety standards.	57

Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS is not available for all chemical product used in the workplace.	Remove all improperly stored chemicals and ensure MSDS are available for all chemical products, establish a chemical management system that includes proper storage, labeling, and documentation, train staff on MSDS requirements and safe chemical handling, and conduct regular inspections to ensure ongoing compliance.	57
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemicals products are found in the workplace.	Reinforce proper labeling and segregation of chemicals and waste, ensure all containers are clearly identified, train staff on safe handling and storage procedures, and implement regular inspections to prevent recurrence.	57
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemical and hazardous products is incomplete.	Conduct a full inventory reconciliation to account for all chemicals, remove or properly document chemicals belonging to other factories, update the inventory management system to ensure all items are recorded accurately, train staff on proper chemical tracking and documentation, and implement regular audits to maintain inventory accuracy.	57
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has not effectively communicated and implements OSH policies and procedures.	Develop and implement a comprehensive OSH training program for all workers relevant to their assigned tasks and for joint OSH committee members, document all training sessions, and establish a schedule for periodic refresher training to ensure ongoing compliance and competency.	42
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the payment of the annual salary supplement or bonus upon termination does not include the payment for the weekly rest day.	Revise the calculation method for the annual salary supplement or bonus to include night overtime and weekly rest day pay, recalculate and pay any outstanding amounts to affected employees, train HR and payroll staff on compliant bonus calculations, and implement periodic audits to ensure ongoing compliance.	20
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the payment of the unused annual paid leave upon termination does not include the payment for the weekly rest day.	Revise the annual leave payout calculation to include weekly rest day pay, recalculate and pay any outstanding amounts to affected employees, train HR and payroll staff on compliant leave payment practices, and implement regular audits to ensure full compliance with labor law.	20

Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules approved by the Ministry does not comply with the labor laws.	Revise the internal work rules to reflect the legally required 8-hour workday, submit the updated rules to the Ministry for approval, communicate the changes to all employees, and train management to ensure compliance with the Labor Code.	42
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	Submit all missing pay slips for the last three months to OFATMA, ensure future pay slips are submitted timely, train payroll/HR staff on OFATMA reporting obligations, and implement a tracking system to monitor compliance with statutory submission requirements.	57
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Inaccurate calculation of OFATMA deductions for maternity and health insurance	Recalculate OFATMA contributions to include weekly rest day pay, remit all outstanding contributions for July, August, and September 2025, train payroll staff on proper OFATMA reporting and deadlines, and implement a monitoring system to ensure timely and complete remittances in the future.	45
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Inaccurate calculation of ONA deductions.	Update payroll procedures to include all applicable wage components in ONA contribution calculations, recalculate and remit any underpaid contributions, train payroll staff on correct ONA deduction practices, and implement regular audits to ensure ongoing compliance.	45
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Inaccurate calculation of OFATMA contributions for maternity and health insurance	Revise payroll procedures to include all applicable wage components in OFATMA contribution calculations, recalculate and remit any underpaid contributions, train payroll staff on correct OFATMA reporting, and conduct periodic audits to ensure ongoing compliance.	57
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Inaccurate calculation of ONA contributions.	Update payroll procedures to include all relevant wage components in ONA contribution calculations, recalculate and remit any underpaid contributions, train payroll staff on proper ONA reporting, and implement regular audits to ensure ongoing compliance.	57
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation for the payment of annual salary supplement is incorrect because the payment for the weekly day off and overtime worked at night are not included.	Revise the calculation method for the annual salary supplement to include weekly rest day pay and night overtime, recalculate and pay any outstanding amounts to employees, train HR and payroll staff on compliant bonus calculations, and implement periodic audits to ensure ongoing compliance.	20

Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The payment for OFATMA for work-related accident insurance is not compliant with the labor code.	Update payroll and OFATMA reporting procedures to include all eligible wage components, including seventh day pay and night overtime; correct any previous misreported contributions; train payroll staff on accurate OFATMA declarations; and implement regular audits to ensure ongoing	1
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The payment for legally mandated holidays worked is incorrect because it does not include overtime pay for nighttime hours.	Revise holiday pay calculations to include night overtime hours, recalculate and pay any outstanding differences to affected employees, train HR and payroll staff on compliant holiday pay computation, and implement periodic audits to ensure ongoing compliance.	20
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The employer does not pay workers for the weekly rest day.	Implement a system to accurately track all hours worked, including overtime and weekly rest day eligibility; recalculate and pay all outstanding weekly rest day compensations; train HR and payroll staff on legal requirements for weekly rest day pay; and establish regular audits to ensure compliance	20
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation for the maternity leave payment is not accurate, as it does not include all the payment received by the employee.	Update payroll and reporting procedures to ensure that all eligible components (seventh day pay and night overtime) are included in OFATMA submissions, recalculate and correct any previous misreported contributions, train payroll staff on accurate OFATMA reporting requirements, and implement periodic audits	20
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation for the sick leave payment is not accurate, as it does not include all the payment received by the employee.	Revise sick leave pay calculations to include all applicable regular earnings, recalculate and pay any outstanding sick leave wage differences, train HR and payroll staff on compliant sick leave payment rules, and conduct regular payroll compliance audits to prevent recurrence.	20
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The calculation for the payment of annual paid leave does not include the payment for the weekly rest day.	Update the annual leave pay calculation method to include all legally required wage components (including regular night overtime and weekly rest day payments), recalculate and pay any outstanding differences to affected employees, train HR and payroll staff on correct leave pay computation, and	20

Nov-25	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	The time records between the payroll and attendance record did not match.	Enforce mandatory punch-in/punch-out procedures for all employees, including supervisors and quality staff; retrain workers and supervisors on timekeeping requirements; align payroll calculations strictly with verified attendance records; and conduct regular audits of time and payroll records to ensure accuracy and compliance.	57
Nov-25	<b>Compensation</b>	<b>Overtime Wages</b>	Overtime work hours performed beyond 6 PM for day shift were not paid correctly.	Update payroll rules to apply the 50% night overtime premium for all hours worked after 6 pm, recalculate and pay any underpaid wages retroactively, train payroll staff on night work regulations, and conduct regular payroll compliance checks.	20
Nov-25	<b>Compensation</b>	<b>Overtime Wages</b>	The employer did not pay all workers with 50% percent above the normal rate for overtime worked on weekly rest day.	Review and update payroll policies to comply with labor law, calculate and pay outstanding weekly rest day overtime at 50% of the normal rate, train HR and payroll staff on overtime requirements for all worker categories, and implement regular payroll audits to prevent recurrence.	20
Nov-25	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	Failure to implement several provisions of the CBA.	Provide required safety equipment, implement a PPE policy, and ensure training and supervision for compliance.	42
<b>Assessment May 2024</b>					
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate OSH policy that is signed by top management.	Develop an OSH policy in consultation with workers and their representatives, that establish measurable objectives and improvement targets.	
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an accident investigation procedure.	Develop an accident investigation procedure that includes:- Root cause analysis- Focus on sustainable solutions- Implementation of changes in order to avoid reoccurrence.	
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not investigate, monitors and measures OSH issues.	Hold regular meeting with management to define and review OSH performance on measurable objectives and targets.	
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance procedure is not adequate.	Review and update the policy, ensure it includes anonymity.	

May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's recruitment procedure is not adequate.	Develop a recruitment procedure that includes: - Hiring criteria that are applied equally to all job applicants - Verifying the age of workers prior to hiring - Ensuring compliance with legal requirements for workers under age 18 - Ensuring that workers retain ID documents		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not investigate violations of HR policies and procedures.	Develop HR system performance indicator procedure.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The communication on HR policies and procedures does not include all the necessary steps.	- Provide induction training for workers and staff - Staff training on how to carry out policies and procedures - Display policies and internal regulations in the factory.		
May-24	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on maternity leave six weeks before giving birth, as required by article 322 of the labor code.	Send workers home 6 weeks before giving birth as required by law.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not receive the approval notice from the Department of Labor prior to working overtime.	Request authorization to work overtime. Ensure that the factory received the approval notice from MAST before working overtime.		
May-24	<b>Working Time</b>	<b>Overtime</b>	Workers in some department work more than 80 hours of overtime during a trimester.	Have a time recording system, which indicates the accumulated overtime per week, per month and per year.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not receive authorization from MAST to work on Sundays.	Request prior authorization from MAST to work on Sundays.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The factory did not receive authorization from MAST to work at night.	Request prior authorization before working at night.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	Some workers did not punch in and out. However, they had time for normal hours in their payroll record.	Have a single and accurate attendance system for all workers.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Discuss legal requirements with the General Manager Ensure that the regular daily or weekly hours do not exceed the legal limit of 8 hours per day.		

May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The employer has trained less than 10% of the workforce in the use of fire-fighting equipment.	Train at least 10% of the workforce in the use of fire-fighting equipment.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The employer did not conduct an emergency drill every six months in all buildings.	Conduct at least 2 emergency drill per calendar year.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several escape routes were obstructed.	Discuss with the engineering department about the floor capacity and provide additional space for storing goods.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Undercharged, obstructed and missing fire extinguishers in several areas of the workplace.	Mark on the floor, to prevent that fire fighting equipment is blocked. Specify who conduct daily weekly checks and include this in the system of daily-weekly checks.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Alarm in systems was not working properly.	Have a fire detection and alarm system suitable for the factory conditions. Specify who is in charge of regularly checking its functioning and include this in the system of daily-weekly checks.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10% of the workforce has been trained in first aid.	Train at least 10% of the workforce in first aid.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	First aid boxes were missing in some buildings and keys were not available for some.	Add an additional first aid box and equip all first aid boxes. Make sure that keys are always available to open the boxes in case of an emergency.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff.	- Set up a clinic, in addition make a contract with a health care unit in the surroundings - Hire the required medical staff		
May-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Increase the number of toilets based on the current workforce as required by law.		
May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Lux level is insufficient in the workplace.	Increase the lux level with additional light. Specify who is in charge of regular maintenance of the lights and conduct regular measurement of temperature & compare with threshold value.		
May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Temperature level exceed 30 C in the workplace.	Increase the ventilation with additional fans. Specify who is in charge of regular maintenance of the fans and conduct regular measurement of temperature & compare with threshold value.		

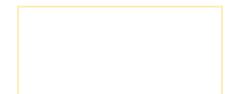
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer has not provided proper PPE to all workers.	Provide chemical mask to workers in the spot cleaning areas.		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	During the factory, assessors found 22 chairs found without back rest.	Provide chair with back rest.	The chairs without backrest have been removed.	
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The circuit breaker were not properly labelled in the electrical panels.	Label all circuit breakers and add this aspect in the weekly checks.		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	15% of all machines missing pulley guards and 90% of single needle machines are missing finger guards.	Develop a monitoring system and install all the missing guards. Add this aspect in the daily weekly checks		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not provide protective belts to employees doing heavy lifting.	Provide safety belts to employees doing heavy lifting.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Eye wash stations are not available in all areas where chemical products are used.	Provide eye wash bottles and specify who will conduct regular checks of the functioning of the eyewash.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning is not isolated from the production area.	Improve isolation from the chemical such as separate room for spot cleaning. Then, assign responsibility for regular check including wearing of PPEs.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS is not available for all chemical product used in the workplace.	Keep chemical MSDS for all hazardous chemicals used in the workplace.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemicals products are found in the workplace.	Define who control the chemical container on receipt from supplier and control the label.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemical and hazardous products is incomplete.	1. Assign responsible persons for updating inventories of hazardous substances in the various locations where they are stored or used 2. Specify who is in charge of maintaining one central inventory for the company 3. Define who will be responsible for checking		

May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has not effectively communicated and implements OSH policies and procedures.	- Post policies and work instructions in all buildings. - Post names of OSH committee members in all buildings.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide a structural safety certificate for one building.	Provide a structural safety certificate for building 5.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the payment of the annual salary supplement or bonus upon termination does not include the payment for the weekly rest day.	Include the payment for the weekly rest day in the calculation of average earnings for bonus upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the payment of the unused annual paid leave upon termination does not include the payment for the weekly rest day.	Include the payment for the weekly rest day in the calculation of average earnings for unused annual leave upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the payment notice upon termination does not include the payment for the weekly rest day.	Include the payment for the weekly rest day in the calculation of average earnings for notice period upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules does not specify the hours and location for the payment of the worker's salary.	Modify the internal work rules and specify the days of work, the hours and location for the payment of the worker's salary,		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The apprentice contracts were not approved by the Ministry of Labor (MAST).	Review and update the apprentice contract as required by law. Request approval from MAST.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	Send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward workers' contributions to OFATMA.	Collect and forward workers' contributions to OFATMA.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	ONA contributions are based on the minimum salary.	Include the weekly rest day payment in the calculation of the basic salary. Then forward employer contribution to ONA on time.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	the employer's contribution to OFATMA for maternity and health insurance is based on the minimum salary.	Calculate the employer's contribution to OFATMA on the basic salary and forward the contribution monthly.		

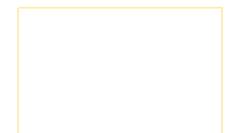
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	ONA deductions are based on the minimum salary.	Include the weekly rest day payment in the calculation of the basic salary. Forward ONA contribution on time.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The payment for the legally mandated holidays is made on the minimum salary instead of the average daily earnings.	Include the weekly rest day payment in the calculation of average earnings for the legally mandated holidays.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The employer does not pay workers for the weekly rest day.	Compensate workers for the weekly rest day after 48 hours or 6 days of work per week.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The maternity leave payment is not accurate.	Include weekly rest day payment in the calculation of the average daily earning for maternity leave payment. Ensure that workers receive 12 week of payment as required by law.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Sick leaves payment is not accurate.	Included weekly rest day payment in the calculation of the average daily earnings for sick leaves payment.		
May-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	The time records between the payroll and attendance record did not match.	Keep a single accurate attendance system for all workers.		
May-24	<b>Compensation</b>	<b>Premium Pay</b>	The factory did not pay workers on fix salary 50% above the normal wage when they worked on Saturdays.	Pay workers on fix salary 50% above the normal wage when they worked on Saturdays.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	Overtime work hours performed beyond 6 PM for day shift were paid 50 percent above normal wage instead of 100 percent.	Pay overtime work performed beyond 6 PM 100 percent above normal wage.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	The employer did not pay all workers with 50% percent above the normal rate for overtime worked on weekly rest day.	Register and pay all workers with 50% percent above the normal rate for overtime worked on weekly rest day.		
May-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	Failure to implement several provisions of the CBA.	Implement all the provisions of the collective agreement.		



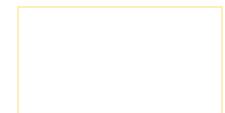
Jan-25	<b>Working Time</b>	<b>Overtime</b>	The factory had not obtained any authorization from MAST before working overtime.	The factory submitted to the Department of Labor to request the authorization to work overtime and receive the proper approval	The Factory has since received the approval from MAST.	23
Jan-25	<b>Working Time</b>	<b>Overtime</b>	Workers in some department work more than 80 hours of overtime during a by trimester.	The factory should organize its work schedule and limit overtime hours worked to less than 80 hours per trimester. The employer should ensure that work hours are properly recorded for all workers.		11
Jan-25	<b>Working Time</b>	<b>Overtime</b>	The factory had not obtained any authorization from MAST before working Saturday.	The factory should develop a procedure to request authorization to work on Saturdays. The factory should submit a letter to the Department of Labor to request the authorization to work overtime on Saturdays and receive the proper approval.		23
Jan-25	<b>Working Time</b>	<b>Overtime</b>	The factory had not obtained any authorization from MAST before working overtime.	The factory should develop a procedure to request authorization for overtime. The factory should submit a letter to the Department of Labor to request the authorization to work overtime and receive the proper approval.		23
Jan-25	<b>Working Time</b>	<b>Regular Hours</b>	Some workers did not punch in and out. However, they had time for normal hours in their payroll record.	Enforce mandatory punch-in/punch-out procedures for all employees, including supervisors, align payroll calculations with verified attendance records, train staff on proper timekeeping practices, and implement regular audits to ensure accurate recording of working hours.		23
Jan-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	The employer should consider reviewing it procedure and make sure that the work schedule does not exceed the regular hours prescribed by the labor code.		11
Jan-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several aisles were obstructed during the factory tour.	The factory should conduct daily tours of the factory to make sure that the sewing area and the warehouse remain unobstructed.		23
Jan-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	During the factory tour, assessors observed that evacuation routes are not clearly marked on the floor.	Identify routes in all areas of the plant. Evacuation plan need to be updated.		23
Jan-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff as required by art. 478 and 479 of the labor code.	The factory uses CODEVI's medical services.	The factory uses CODEV'S medical facility	23
Jan-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of annual medical checks were present in worker's files. .	The factory should request the annual medical from OFATMA, since they are participating and paying the CDS.	50% of payment was made and the letters requesting the annual medical check was sent to OFATMA	23



Jan-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks performed within the first 3 months of hiring was present in worker's files.	The factory should request the annual medical from OFATMA, since they are participating and paying the CDS.	The plant will be conducting a general examination in touch with the CODEVI health department for the first three months. It has been agreed to begin on Thursday, May 29, 2025. The plant paid 50% of the fiscal year 2024-2025	23
Jan-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	The employer should discuss the issue with the park's administration and find ways to increase the number of toilets.		23
Jan-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	During the factory tour, the assessors noticed that the circuit breaker in the compressor room were not labelled.	Identify electrical panels in all areas and check them weekly		23
Jan-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer did not provide proper PPE to all workers.	Conduct awareness meetings with general services staff. The plant delivers masks to the human resources office whenever any operator requires and requests them.		23
Jan-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning workers did not use the vacuum machines installed.	Train all washing operating personnel in the correct use of equipment and their PPE to reduce exposure.		11
Jan-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The factory does not keep an updated inventory of chemicals and hazardous substances.	The factory should designate somebody to review and update the inventory on a weekly basis.	Compliance will review by e-mail all the weekly report.	23
Jan-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does effectively communicates and implements OSH policies and procedures.	Post OSH policy and work instructions. Place in the plant different instructions for security measures to consider in the work areas.		23
Jan-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the payment annual salary supplement or bonus upon termination did not include payment for weekly rest day.	The factory should pay the weekly rest day and include it in the calculation of the average daily salary. Pay the annual salary supplement or bonus upon termination based on the correct calculation.		11
Jan-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The average salary used to do the calculation for the unused paid annual leave did not include payment for weekly rest day.	The factory should pay the weekly rest day and include it in the calculation of the average daily salary. Pay the unused paid annual leave based on the correct calculation.		11
Jan-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules specify that the regular hours are 9 hours per day instead of 8 hours as required by the labor code.	The factory should review it internal work rules to make sure that it complies with the requirements of the labor laws. The document should be submitted to MAST for approval.		23



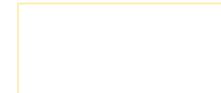
Jan-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	A review of worker contracts revealed that the apprentice contracts were not approved by the Ministry of Labor (MAST), as legally required.	The factory should review its workers' contract to make sure that it complies with the requirements of the labor laws. Apprentice contracts should be sent to MAST for approval.	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	The factory should review its management system, assign a person to be in charge of sending the workers' pay slips to OFATMA for the payment of sick leave and maternity leave.	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contributions to OFATMA for maternity and health insurance inaccurate.	The factory should make sure that all salaries except overtime pay are included in the calculation of the basic salary, pay OFTAMA on time regularly. They should pay the weekly rest day and include it in the calculation. OFATMA Payments should be made within the first 10 business days of the next month for the previous month.	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contributions to ONA is not properly calculated.	The factory should deduct and pay ONA contributions on the basic salary, which include all earnings except for overtime pay. Payments should be made within the first 10 business days of the next month for the previous month.	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for OFATMA maternity and health insurance is inaccurate.	The factory should make sure that all salaries except overtime pay are included in the calculation of the basic salary, pay OFTAMA on time regularly. They should pay the weekly rest day and include it in the calculation. OFATMA Payments should be made within the first 10 business days of the next month for the previous month.	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for ONA contribution is not properly calculated. to ONA.	The factory should deduct and pay ONA contributions on the basic salary, which include all earnings except for overtime pay. Payments should be made within the first 10 business days of the next month for the previous month.	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation for annual salary supplement or bonus does not include the weekly rest day payment.	The factory needs to pay the weekly rest day and include it in the calculation of the average daily salary, when paying the annual salary supplement or bonus	23
Jan-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory has not paid OFATMA for Work related accident insurance for the fiscal year 2024-2025.	The factory needs to follow up with OFATMA to make sure that they receive the invoice and make the necessary payment.	11
Jan-25	<b>Compensation</b>	<b>Paid Leave</b>	The employer pays the workers for the legally mandated holidays based on the minimum salary instead of the average daily earnings.	The factory should review its payroll system and ensure that legally mandated holidays are paid based on the average daily earnings.	11



Jan-25	Compensation	Paid Leave	The employer does not pay workers for the weekly rest day.	The factory should review its payroll system and pay the weekly rest day when workers work 6 consecutive day or when they complete 48 hours of work during the week.	23	
Jan-25	Compensation	Paid Leave	The employer only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment, based on labor Code.	The factory should make sure that all salaries except overtime pay are included in the calculation of the basic salary, pay OFTAMA on time regularly. The factory should send the workers' pay slips to OFTAMA for maternity leave payment. If the factory decides to pay for maternity leave, they should pay for 12 weeks of maternity leave.	23	
Jan-25	Compensation	Paid Leave	Sick leave payments are not based on average daily earnings.	The factory needs to pay the weekly rest day and include it in the calculation of the average daily wage, when paying the sick leave.	23	
Jan-25	Compensation	Paid Leave	The annual leave payment is not calculated based on worker's average daily earnings.	The factory should review its payroll system and ensure that the weekly rest day is paid as per the requirements of the labor laws.	11	
Jan-25	Compensation	Wage Information, Use and Deduction	The time records between the payroll and attendance record did not match.	Enforce mandatory punch-in/punch-out procedures for all employees, including supervisors and quality staff; retrain workers and supervisors on timekeeping requirements; align payroll calculations strictly with verified attendance records; and conduct regular audits of time and payroll records to ensure accuracy and	23	
<b>Assessment January 2024</b>						
Jan-24	Occupational Safety and Health	OSH Management Systems	The OSH policy should be reviewed to include all necessary elements.	The OSH policy should be reviewed in consultation with workers and their representatives. It should establish measurable objectives and improvement targets.		
Jan-24	Occupational Safety and Health	OSH Management Systems	The factory does not have an accident investigation procedure that includes all the necessary steps.	The factory should develop an accident procedure that includes all the necessary elements.		
Jan-24	Occupational Safety and Health	OSH Management Systems	The employer does not investigate, monitors and measures OSH issues.	The employer should log and analyze all violations of procedures. Conduct regular management review of effectiveness of management system including performance on measurable objectives and targets and ensure that accident investigations are followed by actual changes in procedure when		
Jan-24	Contracts and Human Resources	Employment Contracts	The grievance procedure is not adequate.	The factory should review the grievance procedure to make sure it ensures anonymity.		

Jan-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory applies Codevi's recruitment procedure that includes all the necessary steps.	The employer should develop its own recruitment procedure that includes all the necessary elements.			
Jan-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer did not share any evidence that it investigates violations of HR policies.	The employer should develop a procedure to investigate violations of HR policies. They should assign and train a person on the implementation of the procedure.			
Jan-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not communicate and implements HR policies and procedures effectively.	The communication on HR policies and procedures should include: Signed workers' contracts, induction training for workers and staff, training for staff on how to carry out the policies. Last the policies should be posted in the			
Jan-24	<b>Working Time</b>	<b>Overtime</b>	The factory had not obtained any authorization from MAST before working overtime.	The factory should develop a procedure to request authorization for overtime. The factory should submit a letter to the Department of Labor to request the authorization to work overtime and receive the proper approval.			
Jan-24	<b>Working Time</b>	<b>Overtime</b>	The factory had not obtained any authorization from MAST before working Saturday, since the weekly working day is from Monday to Friday.	The factory should develop a procedure to request authorization to work on Saturdays. The factory should submit a letter to the Department of Labor to request the authorization to work overtime on Saturdays and receive the proper approval.			
Jan-24	<b>Working Time</b>	<b>Regular Hours</b>	Some workers did not punch in and out. However, they had time for normal hours in their payroll record.	Enforce mandatory punch-in/punch-out procedures for all employees, including supervisors, align payroll calculations with verified attendance records, train staff on proper timekeeping practices, and implement regular audits to ensure accurate recording of working hours.			
Jan-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10 percent of workers are trained in fire-fighting.	Train at least 10 percent of the workforce in the use of fire fighting equipment.			
Jan-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several aisles were obstructed during the factory tour.	The factory should conduct daily tours of the factory to make sure that the sewing area and the warehouse remain unobstructed.			
Jan-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	One exit door was found closed during work hours. However, management opened it during the assessment.				
Jan-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	During the factory tour, assessors observed that evacuation routes are not clearly marked on the floor.	Identify routes in all areas of the plant. Evacuation plan need to be updated.			

Jan-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory provides first aid training. However, the total number of workers trained in first aid is less 10 percent of the workforce as recommended by Better Work.			
Jan-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff as required by art. 478 and 479 of the labor code.	The factory uses CODEVI's medical services.	The factory uses CODEVI'S medical facility	
Jan-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of annual medical checks were present in worker's files. .	The factory should request the annual medical from OFATMA, since they are participating and paying the CDS.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks performed within the first 3 months of hiring was present in worker's files.	The factory should request the annual medical from OFATMA, since they are participating and paying the CDS.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	During the factory tour assessors, observed that soap and paper were not available in all toilets.	The factory should ensure that soap and paper are always available during work hours.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	The employer should discuss the issue with the park's administration and find ways to increase the number of toilets.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The levels are not acceptable in all section of the factory.	The factory should ensure that light level are acceptable in all sections of the factory. The factory should measure the levels periodically and change bulbs as needed.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	During the factory tour, the assessors noticed that the circuit breaker were not labelled.	The employer should establish a maintenance schedule to review all circuit breakers and make sure that they are properly labeled.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several machines were missing eye guards and pulley guards.	The employer should perform regular maintenance on the machines and make sure that proper guards are installed.		
Jan-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer did not provide proper PPE to all workers.	Conduct awareness meetings with general services staff. The plant delivers masks to the human resources office whenever any operator requires and	Corrective action was taken during the assessment.	
Jan-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	During the assessment assessors noticed the training was not provided to worker in the chemical room.	Train all worker in the use of chemical and hazardous products.	The employer provided training to the workers using chemical and hazardous products.	



Jan-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS were missing for several chemical and hazardous products found in the workplace	The employer should designate a person to be in charge of the chemical inventory and ensure that MSDS is available for all chemical products used			
Jan-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical storage areas do not have not all the safety requirements such as proper ventilation.	The employer should make sure that the chemical storage room is properly ventilated.			
Jan-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Containers are not properly labeled.	The employer should label all containers, including pictogram and chemical composition as needed.			
Jan-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The factory does not keep an updated inventory of chemicals and hazardous substances.	The factory should designate somebody to review and update the inventory on a weekly basis.			
Jan-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does effectively communicates and implements OSH policies and procedures.	Post OSH policy and work instructions. Place in the plant different instructions for security measures to consider in the work areas.			
Jan-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The employer provides the payment for the applicable notice period. However, the calculation had some inaccuracy.				
Jan-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have internal work rules approved by the Ministry of Labor and posted in the workplace	The employer should contact the Ministry of Labor to ensure that the internal work rules is approved, and then posted in the workplace.			
Jan-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	A review of worker contracts revealed that the apprentice contracts were not approved by the Ministry of Labor (MAST), as legally required.	The factory should review its workers' contract to make sure that it complies with the requirements of the labor laws. Apprentice contracts should be sent to MAST for approval.	MD has an authorization from MAST to use the apprentice contract.		
Jan-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	The factory should review its management system, assign a person to be in charge of sending the workers' pay slips to OFATMA for the payment of sick leave and maternity leave.			
Jan-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward workers' contributions to OFATMA for maternity and health insurance.	The factory should deduct and pay OFATMA maternity and health insurance contributions on the basic salary, which include all earnings except for overtime pay. Payments should be made within the first 10 business days of the next month for the previous month.			

Jan-24	Compensation	Social Security and Other Benefits	Employer's contributions to ONA is not properly calculated.	The factory should deduct and pay ONA contributions on the basic salary, which include all earnings except for overtime pay. Payments should be made within the first 10 business days of the next month for the previous month.			
Jan-24	Compensation	Social Security and Other Benefits	Employer's contributions to OFATMA for maternity and health insurance inaccurate.	The factory should make sure that all salaries except overtime pay are included in the calculation of the basic salary, pay OFATMA on time regularly. They should pay the weekly rest day and include it in the calculation. OFATMA Payments should be made within the first 10 business days of the next month			
Jan-24	Compensation	Social Security and Other Benefits	Workers' deductions for ONA contribution is not properly calculated. to ONA.	The factory should deduct and pay ONA contributions on the basic salary, which include all earnings except for overtime pay. Payments should be made within the first 10 business days of the next month for the previous month.			
Jan-24	Compensation	Paid Leave	The employer only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment, based on labor Code.	The factory should make sure that all salaries except overtime pay are included in the calculation of the basic salary, pay OFATMA on time regularly. The factory should send the workers' pay slips to OFATMA for maternity leave payment. If the factory decides to pay for maternity leave, they should pay for 12 weeks of maternity leave.			
Jan-24	Compensation	Paid Leave	Sick leave payments are not based on average daily earnings.	The factory needs to pay the weekly rest day and include it in the calculation of the average daily wage, when paying the sick leave.			
Jan-24	Compensation	Wage Information, Use and Deduction	The time records between the payroll and attendance record did not match.	Enforce mandatory punch-in/punch-out procedures for all employees, including supervisors and quality staff; retrain workers and supervisors on timekeeping requirements; align payroll calculations strictly with verified attendance records; and conduct regular audits of time and payroll records to ensure accuracy and compliance.			
Jan-24	Freedom of Association and Collective Bargaining	Collective Bargaining	Several articles of the collective bargaining agreement are not properly enforced.	Article 3. The work hours must be specified in the contract. Several contracts were found without work hours. Article 4.1.7. Insurance coverage at OFATMA: All companies established at CODEVI are required to register their employees for insurance covering accidents at work and that for illnesses and maternity from OFATMA. The unions will work with CODEVI to educate workers about the OFATMA contribution. Article 4.9. The commission will ensure			



147 BETTER WORK HAITI – 28TH SYNTHESIS REPORT



Factory: **MGA Haiti S.A.**  
 Supplier ID: **28**  
 Location: Port-au-Prince  
 Number of workers: **844**  
 Date of registration: Oct-09  
 Date of last two Better Work: Feb-24 Apr-25

Advisory and Training Services

27-Nov-25 Advisory services Reviewed factory progress and aligned next steps through committee engagement, site verification, and improvement plan updates.  
 27-Jun-25 Advisory services Reviewed Better Work Haiti and factory context, assessed workforce and security impacts, evaluated the improvement plan, and conducted a  
 30-May-25 Advisory services Met with management to review compliance progress, identify remaining gaps, and provide recommendations; advised completion of Progress Report 1 due to limited improvement since the last assessment.  
 24-Mar-25 Bipartite Committee Meeting Met with the PICC committee to discuss incentive and HR concerns raised by workers; management committed to escalating these issues to

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment April 2025</b>						
Apr-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a formal hazard and risk management system.	The factory should develop a hazard/risk management and control procedure that includes all the necessary elements such as hazard identification, risk prioritization, control measures, and a risk register. .		40
Apr-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have accident investigation procedure.	The employer needs to develop an accident investigation procedure that includes all the necessary elements.		40
Apr-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	There is no evidence of regular reviews of the OSH management system.	The employer should conduct a review of the effectiveness of management system and include performance objectives and		40
Apr-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance procedure lacks a fair review and appeal process and clear communication of resolutions.	The employer needs to review the procedure to include a review and appeal process and develop a system to communicate changes made.		40

Apr-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	There is no evidence that management investigates HR policy violations or takes corrective actions to prevent recurrence.	the employer needs to periodically investigate violations of HR policies and procedures, identify weaknesses and make necessary adjustments to prevent recurrence.		40
Apr-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	HR policies are communicated through postings, contracts, and committees, but there is no induction or staff training.	The employer needs to review the procedure to include Induction for workers and staff. Additionally, the staff should be trained on how to carry out policies and procedure.		40
Apr-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10% of workers were trained in the use of fire extinguishers.	The employer needs to train at least 10% of the workforce as recommended by BW Haiti.		9
Apr-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Sources of ignition were unsafe.	Remove all sources of ignition from unsafe locations immediately.		9
Apr-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several obstructed aisles were observed in the workspace.	The compliance officer needs to conduct daily factory tours and ensure that aisles remain unobstructed.		40
Apr-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire extinguishers were obstructed by cardboard boxes.	The compliance officer needs to conduct a daily factory tour to make sure that the fire extinguishers are not obstructed.		40
Apr-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10% of workers are trained in first aid.	Ensure all workers receive adequate first aid training in compliance with legal and safety requirements.	The training has been conducted and more than 10% of the workforce are trained.	9
Apr-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	First aid box was obstructed by a sewing machine.	Ensure to keep the first aid boxes unobstructed during working hours.	The sewing machine was removed the same moment. The machine was temporary to the area as the mechanics were replacing another machine.	9
Apr-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient medical staff.	The factory needs to employ more nurses, to comply with the labor code.		85
Apr-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks are not conducted once a year for all workers.	The employer should make sure that the CDS is paid on time and follow up with OFATMA so the medical check can be provided to workers annually.		75

Apr-25	Occupational Safety and Health	Health Services and First Aid	Workers exposed to work related hazards did not receive free health checks twice a year	The employer needs to follow up with OFATMA to request the annual checks for workers who are exposed to chemical and hazardous substances.		75
Apr-25	Occupational Safety and Health	Welfare Facilities	Insufficient number of toilets	The employer should discuss the issue with the administration of the park to see how to increase the number of toilets.		85
Apr-25	Occupational Safety and Health	Working Environment	Workplace lighting do not meet recommended standards.	The employer needs to monitor the light level in the different sections of the factory to make sure that they are as recommended by BW.		9
Apr-25	Occupational Safety and Health	Working Environment	Noise levels are not acceptable in the workplace.	The employer should monitor the noise level and maintain it at the recommended level.		9
Apr-25	Occupational Safety and Health	Working Environment	Temperature level exceed Better Work recommended limit of 30 C.	The employer should monitor the temperature regularly and take the appropriate measure to ensure that the temperature level is acceptable.		9
Apr-25	Occupational Safety and Health	Worker Protection	PPE is provided in some areas but is insufficient, outdated, or unavailable for many workers.	The employer needs to provide proper PPE to all workers based on the requirements of their specific task.		40
Apr-25	Occupational Safety and Health	Chemicals and Hazardous Substances	Material safety data sheets were not available for all chemical and hazardous substances.	Factory should keep MSDS where chemical and hazardous product are stored and used. Workers should be trained on the use of the chemicals and be aware of safety		9
Apr-25	Occupational Safety and Health	OSH Management Systems	The employer does not performed an assessment of occupational safety and health risks in the factory on a regular basis.	Establish a schedule and procedure for regular occupational safety and health (OSH) risk assessments.	The risks assessment has been conducted on regular basis.	40
Apr-25	Occupational Safety and Health	OSH Management Systems	The employer didn't provide any structural safety certificate for the building.	Ensure all factory buildings have valid structural safety certification in compliance with industrial safety requirements.	Structural safety certificate received from SONAPI.	40
Apr-25	Occupational Safety and Health	OSH Management Systems	At the time of the assessment visit, several accident reports were missing..	The employer needs to record all work-related accidents and submit them to OFATMA monthly. The employer should keep a copy of the reports submitted to OFATMA.		17

Apr-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The unused annual leave payment is not calculated on the daily average earning.	Review the calculation of the average daily wage by including all earnings and pay the unused paid annual leave accordingly.	49
Apr-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules do not include entry and exit hours, pay locations and times of payment.	Review the internal work rules and include all necessary elements.	40
Apr-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' OFATMA contributions are improperly calculated and forwarded late.	Pay OFATMA for maternity and health in due time and calculated on the basic salary.	17
Apr-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer contributions to ONA are improperly calculated and submitted late.	Complete payment on a monthly basis.	17
Apr-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's OFATMA contributions are improperly calculated and forwarded late.	The employer needs to include all earnings in the calculation of the average daily salary and make the payment on time.	17
Apr-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' contributions to ONA are improperly calculated and submitted late.	The employer needs to include all revenues in the calculation of the average salary when making the deductions for ONA.	17
Apr-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	OFATMA Work related accident insurance payments for 2023-2024 were completed without a monthly salary statements and installment authorization.	The employer needs to submit the salary statement to OFATMA and follow up to receive the invoice for the fiscal year 2024-2025.	49
Apr-25	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not calculated on worker's average daily earnings.	The employer needs to review the way the average daily salary is calculated by including all earnings in the calculation.	49
<b>Assessment February 2024</b>					
Feb-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate hazard/risk management and control procedures.	Develop an adequate hazard/ risk management and control procedure that includes all the necessary elements.	
Feb-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate accident investigation procedure.	Develop an adequate accident investigation procedure.	

Feb-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of that the employer investigates monitors and measures OSH issues.	Develop a system to investigate and monitor OSH issues and record the evidence of regular management review of effectiveness of the management		
Feb-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have adequate grievance handling and dispute resolution procedures.	Include the missing elements in the grievance handling and dispute resolution procedures		
Feb-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	No evidence of performance evaluation procedures nor any investigations for violations of Human Resources policies and procedures.	Record evidence of investigation on HR violation and adjustment made to prevent recurrence.		
Feb-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The HR policies and procedures does not include all the adequate elements.	Include the missing elements in the HR policies and procedures.		
Feb-24	<b>Working Time</b>	<b>Leave</b>	The security guards had been granted only 8 days of annual leave instead the required 15 days.	Provide 15 consecutives days of annual leave to the security guards are .		
Feb-24	<b>Working Time</b>	<b>Overtime</b>	The employer did not receive prior authorization from the department of labor to work overtime.	Ensure to receive the authorization notice prior to perform overtime.		
Feb-24	<b>Working Time</b>	<b>Overtime</b>	Assessors could not verify the security guards' overtime hours because management did not provide their time records.	Keep accurate time records for all employees, including the security guards.		
Feb-24	<b>Working Time</b>	<b>Regular Hours</b>	The employer did not receive the authorization notice from the department of labor, to work night shift.	Request authorization from the department of labor before working at night.		
Feb-24	<b>Working Time</b>	<b>Regular Hours</b>	During the assessment visit the employer did not share the time records for the workers.	Provide the time records for the workers for verification.		
Feb-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several aisles were blocked by fabric tables in building 17.	Keep the aisles unobstructed during working hours.		
Feb-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Some products in a first aid box in building 10 were not identified .	Identify all items in the first aid boxes.		
Feb-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of nurses.	Hire one additional nurse.		

Feb-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The workers exposed to work related hazards had not received free health checks twice a year.	Provide free health check twice a year to workers who are exposed to chemical and hazardous materials.		
Feb-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of functioning toilets for women and men.	Have the adequate numbers of toilets for women and men.		
Feb-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Improper maintenance of electrical panels. Batteries in the generator room of building 17 do not have insulation cover.	Ensure that electrical panel remained closed and that the batteries generator are properly insulated.	The panel were closed during the assessment visit.	
Feb-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several machines were missing eye guards, and pulley guards.	Ensure that all the sewing machines have their necessary guards.		
Feb-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer did not provide proper PPE to all workers	Provide the necessary personal protective equipment to workers.	Management provided the necessary PPE to workers in the fabric warehouse and in the mechanic shop.	
Feb-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Eye wash station is not available in all areas where chemical and hazardous products are used and stored.	Install an eye wash station where chemicals are used and stored.		
Feb-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer has not performed an assessment of occupational safety and health risks in the factory on a regular basis.	Perform an OSH assessment on a regular basis.	OSH assessment is performed regularly.	
Feb-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management didn't provide any structural safety certificate, for the buildings.	Provide the structural safety certificate.		
Feb-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not send work related accident reports to OFATMA every month as required by the labor code.	Submit the accident report to OFATMA on a monthly basis.	Management submitted the OFATMA accident on a monthly basis.	
Feb-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave payment upon termination is not calculated on the average daily earning.	Calculate the annual leave based on the average daily earning.		
Feb-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal rules do not include entry and exit hours, pay locations and times of payment.	Include the missing elements in the internal rules.		

Feb-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The foreign workers' contracts do not include the employer's information as well as the employee's salary.	Include the employer information and the salary in the foreign workers contracts.		
Feb-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The workers' contribution to OFATMA for maternity and health insurance is not submitted on a monthly basis.	Pay the OFATMA contribution on monthly basis within the first 10 working days.	Last payment was made in June for the month of March 2024.	
Feb-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer contribution to ONA is not submitted on a monthly basis. Last payment was ma	Pay the ONA contribution on monthly basis within the first 10 working days.	Last payment was made in June for the month of May 2024.	
Feb-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer contribution to OFATMA for maternity and health insurance is not submitted on a monthly basis.	Pay the OFATMA contribution on monthly basis within the first 10 working days.	Last payment was made in June for the month of March 2024.	
Feb-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The workers' contribution to ONA is not submitted on a monthly basis.	Pay the ONA contribution on monthly basis within the first 10 working days.	Last payment was made in June for the month of May 2024.	
Feb-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The bonus payment does not include worker's overtime payment.	Include the overtime payment in the annual salary supplement.		
Feb-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Management did not provide the monthly salary statements and authorization for installment payments from OFATMA for the fiscal year 2022-2023.	Provide proof of payment for OFATMA work related accident insurance.		
Feb-24	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not calculated on worker's average daily earnings.	Calculate the annual leave based on the average daily earning.		
Feb-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Boiler room workers were paid separately and their total overtime hours were not reported in the payroll.	Ensure that the payroll include all the payment that the workers receive.		
Feb-24	<b>Compensation</b>	<b>Overtime Wages</b>	The employer does not pays 50% above normal wage for overtime worked at night.	Pay the overtime worked at night accurately.		
Feb-24	<b>Compensation</b>	<b>Overtime Wages</b>	The operators who stayed after the regular hours receive an incentive which is not reported in the payroll.	Pay the overtime hours 50 percent above normal wage.		

154 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



**Factory:** Pacific Sports Haiti S.A  
**Supplier ID:** 31  
**Location:** Port-au-Prince  
**Number of workers:** 405  
**Date of registration:** Oct-09  
**Date of last two Better Work:** Nov-24 Oct-25

Advisory and Training Services

1-Dec-25	Advisory meeting	Conducted a factory tour to identify gaps in OSH, labor practices, and management systems, and developed an improvement plan to implement corrective actions and strengthen worker safety and compliance.
30-Jun-25	Advisory meeting	Discussed the current situation at Better Work Haiti and the factory, reviewed the improvement plan, and conducted a factory tour.
28-May-25	Advisory meeting	Met with the compliance team to review and update the improvement plan, presented the self-monitoring checklist, discussed the status of the bipartite committee, and exchanged on the national grievance mechanism and the HOPE law.
31-Mar-25	Advisory meeting	Conducted a virtual OSH tour to verify improvements since the last assessment, reviewed the first progress report, provided recommendations on bipartite committee implementation, and followed up on the training plan.
28-Mar-25	Industry Seminar	Virtual Workers' Rights & Responsibilities

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment October 2025</b>						
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	No evidence of systematic OSH monitoring, inspections, violation analysis, or management review was provided.	Develop a structured OSH monitoring and measurement system, including schedules for inspections, surveys, logging violations, and reviewing performance against objectives.		14
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an OSH committee.	Develop a plan to establish an OSH committee with clearly defined roles, responsibilities, and accountability for health and safety management.		2
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance procedure lacks anonymity, non-retaliation safeguards, and communication of resolutions.	Assign responsibility for reviewing and updating the grievance procedure to include communication of resolutions, anonymity, and non-retaliation measures.		29
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedures, lack defined timeframes and do not include legal notice periods or termination payment requirements.	Assign responsibility for reviewing and updating disciplinary and termination procedures to ensure compliance with legal requirements.		29
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Management did not provide a performance evaluation procedures document to assessors.	Assign responsibility for updating and maintaining HR policies and procedures, including performance evaluation and investigation processes.		29

Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory floor is not properly painted and evacuation routes are therefore not clearly visible.	Develop a schedule for regular maintenance and repainting of floor markings, especially for evacuation routes.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	There is no smoke detector in the generator room.	Conduct a visual inspection of all fire safety equipment to ensure detectors are clearly visible and accessible.	The smoke detector was shown to the assessment team during the visit, confirming its presence and	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The mechanics who uses chemical and hazardous product receive a free health check once a year.	Update the occupational health program to include biannual health checks for all workers exposed to hazardous chemicals, and communicate the schedule clearly to affected employees.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Bathrooms do not have sufficient water service during workhours.	Assess the water system to identify leaks, inefficiencies, or billing discrepancies and develop a plan to ensure consistent water supply.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Insufficient light level in most section of the workplace.	Conduct an internal inventory of existing lighting, identify sections below recommended lux levels, and plan the purchase of new lighting fixtures.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not provide sufficient training on the use of PPE for workers in the mechanic room.	Develop a comprehensive PPE training program tailored to tasks in the mechanical workshop, including proper use, maintenance, and storage.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Workers doing heavy lifting were not given proper protective belts.	Establish a preventive maintenance and replacement schedule for all personal protective equipment, including belts, to ensure continuous availability.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The factory lacked MSDS for several chemicals and hazardous products used in the workplace.	Develop a procedure to maintain an up-to-date MSDS library for all chemicals used in the factory and assign responsibility for regular updates.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not effectively communicate or implement OSH policies.	Develop a comprehensive OSH training program for workers and committee members and establish procedures to communicate OSH policies and evacuation plans.		14
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a OSH committee in place.	Develop strategies to encourage worker participation in the OSH committee, including awareness campaigns and engagement sessions.		14
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide a structural safety certificate during the assessment.	Submit a formal request and follow-up procedure with SONAPI to obtain the structural safety certificate.		14

Oct-25	Compensation	Social Security and Other Benefits	The worker's pay slips are not sent to OFATMA for the payments of sick leave and maternity leave.	Prepare and submit the necessary documentation to register the factory with OFATMA. Update payroll procedures to ensure pay	2
Oct-25	Compensation	Social Security and Other Benefits	The factory is not registered to OFATMA for maternity and health insurance	Prepare the necessary documentation and internal procedures to complete OFATMA registration.	103
Oct-25	Compensation	Social Security and Other Benefits	The employer contributions for ONA is incorrect.	Review and standardize payroll calculation procedures for ONA contributions. Train payroll staff on accurate deduction methods and proper rounding rules.	2
Oct-25	Compensation	Social Security and Other Benefits	The factory is not registered to OFATMA for maternity and health insurance.	Prepare the necessary documentation and internal procedures to complete OFATMA registration.	103
Oct-25	Compensation	Social Security and Other Benefits	Workers' deduction for ONA contributions are sometimes inaccurate due to rounding errors.	Review and standardize payroll calculation procedures for ONA contributions. Train payroll staff on accurate deduction methods and proper rounding rules.	2
Oct-25	Compensation	Paid Leave	The factory paid only 6 weeks instead of the 12 weeks required by law for factories registered with OFATMA.	Complete OFATMA registration and implement the updated payroll calculations to pay 12 weeks of maternity leave. Update payroll procedures to ensure maternity leave payments comply with the Labor Code and prepare for OFATMA registration.	29
<b>Assessment November 2024</b>					
Nov-24	Occupational Safety and Health	OSH Management Systems	Management did not show any evidence that the employer investigates, monitors and measures OSH issues.	Ensure that all OSH issues are investigated, monitored and measured accurately, through: Regular test, survey and inspections Logging and analysis of violations of procedures.	
Nov-24	Contracts and Human Resources	Employment Contracts	The grievance handling and dispute resolution procedure does not include all the necessary elements.	Review the procedure and include the communication of changes made and/or resolution as appropriate and does not ensure the anonymity and non-retaliation.	
Nov-24	Contracts and Human Resources	Employment Contracts	The disciplinary and termination procedures the procedure does not include-	Develop a disciplinary and termination procedures that includes all the step such as: Timeframes for warnings and payments-Legal notice periods and termination payments	
Nov-24	Contracts and Human Resources	Employment Contracts	Management does not investigate violations of HR policies and procedures.	Develop a procedure on HR performance indicators and monitoring systems. Identify weaknesses and make necessary adjustments.	

Nov-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10% of the workforce was trained in fire fighting.	Train at least 10% of the workforce on the use of fire-fighting equipment.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire drills were not conducted every 6 months as recommended by Better Work.	Conduct fire drill at least twice a year.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several aisles were obstructed by a pallets of fabrics.	Keep routes unobstructed during working hours.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The evacuation plan does not reflect the current layout of the factory. In addition, the assembly point was not identified outside of the factory.	Update and post an evacuation plans for all buildings, and ensure that assembly point are clearly identified.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10% of the workforce was trained in first aid.	Train at least 10 percent of the workforce in first aid.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Storage rack in the trim warehouse is not protected to prevent storage boxes from falling	Provide appropriate storage rack in buildings, to prevent the falling of the storage boxes.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not communicates and implements OSH policies and procedures.	Ensure that the factory communicates and implements OSH policies and procedures.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	There is no evidence that the factory conducted a risk assessment.	Create a hazard/risk management and control procedure that includes that all the requirements.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a OSH committee in place.	Ensure the factory has a OSH committee in place, to conduct the joint meetings to address OSH issues.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide any structural safety certificate for the building.	Request a structural safety certificate from the city hall.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a bipartite committee in place.	Ensure the factory has a bipartite committee in place, to conduct the joint meetings to address non-compliances issues.		
Nov-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory is not registered to OFATMA for maternity and health insurance.	Register to OFATMA for maternity and health insurance and forward workers' contribution.		
Nov-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory only paid 6 weeks of maternity leave.	Registered the factory with OFATMA for maternity and health insurance and workers will be entitle to 12 weeks of payment.		





**Factory:** Palm Apparel S.A.  
**Supplier ID:** 175  
**Location:** Port-au-Prince  
**Number of workers:** 949  
**Date of registration:** Jan-11  
**Date of last two Better Work assessments:** Mar-23 Jul-24

**Notes:** This factory closed its doors in June 2025. It was not assessed prior to its closure. Better Work Haiti, the buyer and MAST reviewed the calculation for the payments of notice period, balance of unused annual leave and balance of bonus as well as unpaid monthly salaries due to the workers. Approximately 964 workers and administrative staff received approximately \$788, 863 US dollars in payment.

The factory had limited operations in March and June. The factory was in temporary suspension in April, May, September, October and November.

Advisory and Training Services

16-Aug-24	Industry Seminar	Virtual Chemical Management System
7-Jun-24	Advisory meeting	Virtual meeting with the OSH committee about the factory's current operation. Meeting with worker's representative on issues at the factory level and sectorial level. Meeting with the Human Resource team to follow up on Social security contributions and documentation reviews.
7-Mar-24	Advisory meeting	Meeting with the compliance officer to conduct a virtual OSH tour with a focus on emergency preparedness. Review of documents with HR staff to provide recommendation on internal policies and procedures in place.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment July 2024</b>						
Jul-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The hazard/risk management and control procedure is not accurate.	Review and update the hazard/risk management and control procedure.		34
Jul-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not investigate violations of HR policies and procedures.	Investigate violations of HR policies and procedures, identify weaknesses and make necessary adjustments to prevent recurrence.		6
Jul-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not received the notice of approval for overtime, from the Department of Labor.	Request authorization and wait for the approval from MAST before scheduling overtime.		6
Jul-24	<b>Working Time</b>	<b>Overtime</b>	Assessors could not verify if overtime hours worked exceeded 80 hours in one trimester, because the punch system is not available.	Install an accurate punch systems.		6
Jul-24	<b>Working Time</b>	<b>Overtime</b>	The factory had no prior authorization from MAST before working on Sunday.	Request authorization and wait for the approval from MAST before working on Sunday.		6

Jul-24	<b>Working Time</b>	<b>Regular Hours</b>	The punch system was not available; the attendance was done manually by supervisors.	Develop a manual attendance records where employees can sign and acknowledge the working hours.	21
Jul-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The sewing floor needs to be repainted and the evacuation map needs to be updated.	Update the evacuation plan and remark the evacuation routes.	21
Jul-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The assessors did not find any fire extinguisher close to the chemical room. In addition, assessors observed that the one in the generator room was obstructed.	Install a fire extinguisher where chemicals are stored.	6
Jul-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The first aid boxes are missing several items.	Develop an inventory for first aid boxes.	6
Jul-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient medical staff.	Hire additional nurses.	70
Jul-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The annual medical checks are not in line with the legal requirements.	Pay the CDS and send a request to OFATMA for the annual medical checks.	70
Jul-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The medical checks done within the first three months of employment are not in line with the legal requirements.	Pay the CDS and send a request to OFATMA for the medical checks.	70
Jul-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Inconsistent availability of soap in the toilets.	keep a stock of soap and paper and assign a person for the distribution.	6
Jul-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Increase the number of Toilets according to the workforce.	86
Jul-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Slippery due to water spillage from the roof when it is raining.	Fix the roof and develop a building maintenance plan.	6
Jul-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Electrical box is missing the hazard sign.	Identify electrical panels and post hazard signs.	6
Jul-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The battery terminals on the generator are not properly protected.	Install insulation covers to the battery terminals.	21

Jul-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not provide earplugs for workers in the generator room.	Conduct a risk assessment and distribute the PPEs to the necessary sections.		50
Jul-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several hazardous chemicals were found without chemical safety data sheets.	Train those responsible for MSDS on chemicals management.		34
Jul-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Chemical containers are not properly labelled.	Train those responsible for identifying containers on chemical management.		34
Jul-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory is not accurate.	Include the different locations in the chemical inventory report.		6
Jul-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory did not share any structural safety certificate with the assessors.	Contract a firm to assess the structure of the buildings.		34
Jul-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	OFATMA contributions are not calculated on the basic salary.	Include Sunday worked payment and production incentives in the calculation of OFATMA.		88
Jul-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	ONA contributions are not calculated on the basic salary.	Include Sunday worked payment and production incentives in the calculation of ONA for employer contribution.		158
Jul-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	OFATMA deductions are not calculated on the basic salary.	Include Sunday worked payment and production incentives in the calculation of OFATMA.		88
Jul-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	ONA deduction are not based on the basic salary.	Include Sunday worked payment and production incentives in the calculation of ONA.		158
<b>Assessment March 2023</b>						
Mar-23	<b>Child Labor</b>	<b>Documentation and Protection of Young Workers</b>	The factory's management did not confirmed that all of its workers are hired on the basis of a government issued CIN Card (National Identification Card).	Keep copies of either a birth certificate or a national photo ID in each worker's file.	Copies of either a birth certificate or a national photo ID are available in each worker's file.	15
Mar-23	<b>Compensation</b>	<b>Paid Leave</b>	The Calculation of the payment for annual leave does not include the lunch break.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28

Mar-23	Compensation	Paid Leave	Workers are entitled to full payment of sick leave. However, It does not include the lunch break payment in the calculation of the average salary.	Pay the lunch break	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28
Mar-23	Compensation	Paid Leave	Workers are entitled to full payment of maternity leave. However, It does not include the lunch break payment in the calculation of the average salary.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28
Mar-23	Compensation	Paid Leave	Workers are entitled to 1 hour daily break that is not compensated.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28
Mar-23	Compensation	Social Security and Other Benefits	At the time of the assessment, the factory's management did not share the salary statement sent to OFATMA for work related accident for fiscal year 2022-2023.	Keep records of the salary statement sent to OFATMA. Pay OFATMA work related accident insurance on time.		72
Mar-23	Compensation	Social Security and Other Benefits	The calculation of the average salary for the payment an annual salary supplement or bonus does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28
Mar-23	Compensation	Social Security and Other Benefits	The factory collects and forward workers' contribution to ONA. However, ONA deduction are based on the minimum salary and last payment was made in June 2022.	Calculate ONA on the basic salary and Forward worker's contribution to ONA within the first 10 business days of the next month for the previous month.		152
Mar-23	Compensation	Social Security and Other Benefits	The factory submits the employer's portion of worker's salary to OFATMA for maternity and health insurance. However, OFATMA contributions are based on the minimum salary.	Forward worker's and employer's contribution to OFATMA maternity and health insurance within the first 10 business days of the next month for the previous month.		82
Mar-23	Compensation	Social Security and Other Benefits	The factory submits employer's contributions to ONA. However, ONA contributions are based on the minimum salary	Calculate ONA on the Basic salary. Then, forward employer's contribution to ONA within the first 10 business days of the next month for the previous month.		152
Mar-23	Compensation	Social Security and Other Benefits	The factory collects and forward workers' contributions to OFATMA for maternity and health insurance. However, OFATMA deductions are based on the minimum salary.	Forward worker's and employer's contribution to OFATMA maternity and health insurance within the first 10 business days of the next month for the previous month.		82
Mar-23	Compensation	Termination	The employer provides the payment for the applicable notice period. However, the calculation of the average earning does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28

Mar-23	<b>Compensation</b>	<b>Termination</b>	The employer compensates workers for unused paid annual leave upon termination. However, the calculation of the average daily salary does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28
Mar-23	<b>Compensation</b>	<b>Termination</b>	The employers pays workers their annual salary supplement upon termination. However, the calculation of the average daily salary does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends the 3*8 law. The lunch break payment is no longer required..	28
Mar-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	During the assessment visit, the factory did not share any structural safety certificate delivered by the city with the assessors.	Request a structural safety inspection from a construction firm or the city council.	The factory had asked the construction firm to provide the necessary document. The structural safety certificate is available	28
Mar-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemicals found in the workspace.	Define who control the chemical container on receipt from supplier and control the label.	An internal verification was carried out in all sections to ensure that all containers had their labels.	28
Mar-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Management did not isolate the use of chemical substances in the spot cleaning section.	The factory needs to ensure that the use of chemicals are isolated from the floor.	The spot cleaning is totally isolated from the floor and contains a ventilation system.	28
Mar-23	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer has not provided proper PPE to all workers.	Provide employees with all necessary personal protective clothing and equipment according to PPE regulation.	The masks have been provided to workers.	50
Mar-23	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	During the factory tour, assessors notice that the battery terminals in the generator are not properly protected.	The factory needs to ensure that the batteries terminals are insulated.	Every precaution has been taken to ensure that insulators are fitted over the battery	15
Mar-23	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Increase the number of toilets to comply with the law.		80
Mar-23	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Health checks within the first three months of employment are not in line with the legal requirements.	Pay the health cards. Coordinate with OFATMA to do the health checks		64
Mar-23	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Annual health checks are not in line with the legal requirements	Pay the health cards. Coordinate with OFATMA to do the health checks		64
Mar-23	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient medical staff.	Hire additional medical staff for the current workforce.		64
Mar-23	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Document review reveals that the factory has trained less than 10% of the workforce in first-aid.	Train at least than 10% of the workforce in first-aid.		15

Mar-23	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Emergency exit and escape routes were obstructed.	The factory needs to assign responsibilities to someone to ensure that the emergency exits are unobstructed during work hours. The floor needs to be repainted.	The floor has been repainted. Arrows to identify the evacuation routes are in place and there are no cracks on the floor.	
Mar-23	<b>Working Time</b>	<b>Regular Hours</b>	The regular working hours are from 7 AM to 4:00 PM (including 60 minutes of daily break), 6 days per week, which is equivalent to 9 working hours per day and 54 hours per week.	Ensure that the regular hour do not exceed 48 h per week.	The June 13 decree suspends the 3*8 law. The lunch break is no longer part of the regular working hours.	28
Mar-23	<b>Working Time</b>	<b>Regular Hours</b>	The attendance record does not reflect the actual time worked.	Have an accurate attendance recording system.		15





Factory: **S&H Global 1-6**  
 Supplier ID: **421**  
 Location: **Arrondissement du Trou du Nord**  
 Number of workers: **2,263**  
 Date of registration: **Jul-12**  
 Date of last two Better: **May-24**                      **Sep-25**  
 Work assessments:

Advisory and Training Services

21-Oct-25	Advisory meeting	Discussed staff reduction strategy and negotiation approach with trade unions for potential dismissals.
26-May-25	Advisory meeting	Reviewed compliance progress with management, shared final recommendations, and followed up on OFATMA maternity concerns with
4-Apr-25	Advisory meeting	Reviewed the improvement plan with management, raised a recent union complaint, and confirmed the factory had issued a report on the case.
8-Jan-25	Advisory meeting	Met with the new compliance manager, compliance officer, and HR team to review pending PR2 issues and discuss 2024 challenges and

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment September 2025</b>						
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Insufficient number of workers trained in fire safety.	The factory should establish a system to keep track of people trained; they should design a plan to conduct training periodically and ensure that they keep a record of the number people trained.		20
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Emergency drills are not conducted at the recommended intervals.	The factory should review its management system to conduct an evacuation drill every six months.		20
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed emergency exits were observed in several areas of the workspace.	The factory should designate a person to conduct regular tour of the factory to ensure that all aisles remain free of obstructions.		30
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The maintenance area lacks floor markings.	The floor should be painted and evacuation routes clearly marked.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several fire extinguishers had not been inspected in months.	The factory should review the way the inspections are conducted and properly train the person in charge of doing the inspection of the fire extinguishers.		49
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of medical staff.	The factory should hire more nurses.		3

Sep-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	A safety/hygiene hazard was observed in the chemical storage area and in the boiler room.	The factory should discuss the issue with the park operator to see how it can best be resolved.	3
Sep-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Toilets in modules 1, 2, and 6 lack soap, preventing proper hand hygiene for employees.	The factory should conduct a tour of the welfare facilities daily, to ensure that supplies such as soap and toilet paper are readily available.	30
Sep-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	The factory needs to increase the number of toilets available for all workers.	3
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Workplace temperature exceed Better Work recommended limit of 30 C.	Factory should analyze the issue to see if it can be resolve by installing a cooling system or by the installation of additional fans.	43
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Improper maintenance of electrical panels.	A periodic OSH assessment should be conducted and a time limit to resolve all issues should be set.	20
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Proper PPE are not provided to all workers.	The factory needs to ensure that proper PPE is provided to all workers as needed, depending on the job requirements.	111
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Eyewash stations are not available in all sections where chemical and hazardous products are used or	The factory should make sure that all eye wash stations are fully functional.	117
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several hazardous chemicals lack Safety Data Sheets preventing proper hazard communication and safe handling.	The factory should make sure that all MSDS are available and placed where the chemical products are stored and used.	43
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Proper PPE is not available in all chemical storage areas.	The factory should make sure that the chemical storage areas have the necessary PPE and MSDS.	43
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several containers of chemical substances are unlabeled or improperly labeled.	The factory should perform an OSH assessment periodically and make sure all chemical and hazardous products are properly labelled, with pictogram.	77
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Incomplete chemical inventory in the maintenance department.	The factory should designate a person to oversee all inventories and keep a master inventory Ensure that the inventories are periodically updated for each location.	43

Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave calculated at the time of dismissal does not take into account fractions of a day.	The factory needs to review its process to ensure that the calculation method includes the proper time related to the annual leave.		3
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave calculated at the time of dismissal does not take into account fractions of a day.	The factory needs to review its process to ensure that the calculation method includes the proper time related to the annual leave.		20
<b>Assessment May 2024</b>						
May-24	<b>Working Time</b>	<b>Overtime</b>	Workers in some department work more than 80 hours of overtime during a trimester.	Ensure that workers don't work more than 80 hours of overtime during a trimester		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not received a notice of approval from the Department of Labor prior to performing overtime.	Ensure to receive the authorization before performing overtime.	Since The factory submitted a letter to the Department of Labor, requesting the authorization for working on Saturday, we've received the approval by the department of labor as requested.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The total number of workers trained in fire-fighting is less 10 percent of the workforce.	Ensure that 10 percent of the workforce is trained in fire-fighting equipment by a certified trainer.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory does not conduct fire drills every 6 months, as recommended by Better Work.	Ensure to conduct one evacuation drill every 6 months for all the premises.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed aisles in several areas of the factory.	Ensure that the aisles remained unobstructed during the working hours.	Management removed the obstruction and informed the team to keep the aisles cleared from obstruction during working hours.	

May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Locked and unidentified exit doors.	Ensure that exit doors are identified and remained open during working hours.	Compliance Officer visited the warehouse building and noticed three (3) exit doors. Two of them are in condition to remain open during working hours and one of them is a well identified no exit door and remain closed during all working hours. In fact, the authorized front and back exit doors are well opened during working hours and easy to access in case of emergency. In the back of cafeteria, the only one door is not well identified as an exit door.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Evacuation plans are inaccurate and evacuation routes are not properly identified.	Remark the evacuation routes in the chemical room. Update the evacuation plan in module 1, 2, and 4.	Management remarked the evacuation routes in the chemical room and updated the evacuation plan in module 1, 2. The module 4 is now closed.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Improper maintenance of fire extinguishers.	Regularly update the inspection tag as each inspection is completed. Ensure the equipment is properly maintained.	During the assessment visit, the identified fire extinguisher were replaced, recharged and properly label and management revoked all obstruction to their access.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory's alarm system was non-functional in several sections of the factory.	Ensure that alarm system is working properly in all buildings.	Management fixed the alarms where they were not properly working.	
May-24	<b>Occupational Safety and Health</b>	<b>Worker Accommodation</b>	No fire extinguishers in the dormitories and outdated evacuation maps	Ensure the fire extinguishers in the dormitory are properly maintained.	The fire extinguishers were installed in all floors of the dormitory.	
May-24	<b>Occupational Safety and Health</b>	<b>Worker Accommodation</b>	Exposed electrical wires on the 2nd and 3rd floors observed in the dormitory.	Ensure that electrical equipment in the dormitory are properly maintained.	The issue was fixed during the assessment visit.	
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10 percent of the workforce trained in first aid.	Ensure that first aid training are performed by certified trainer.	The Company makes sure that all first aid trainings are performed by authorized professionals.	
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Expired medicines and missing supplies in first aid boxes.	Ensure that the first aid boxes are regularly checked.	The expired medicines were replaced.	

May-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Soap is not available in several toilets in several buildings.	Ensure to provide soap in the toilet.	Management provides soap in the toilets on a daily basis. Refill are available upon request from the person in charge.	
May-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	No paper found in the toilet in module 1.	Provide paper in the toilet.	Paper is now provided in all our toilets and the workers no longer complain about that. COs and FCOs have got the situation under Control	
May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature levels in all sections exceeded Better Work's recommended maximum of 30°C.	Ensure to maintain the temperature level under 30 degree.	All factories temperature level is now at 30 degrees C.	
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Improperly labeled circuit breakers and improper maintenance of electrical installations.	Label all circuit breakers. Ensure that the electrical installation in the boiler room remained free from obstruction.	compliance team the equipment that was blocking the access to the electrical panel. All circuit breakers were also labelled	
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The motor section in the boiler of module 1 & 2 is covered with metal frame and clear plastic.	Ensure that boiler equipment is properly maintained.	Management team ensured that motor cover was made in proper material/	
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Proper PPE is not provided to all workers.	Provide the earplugs for the workers in the compressor room and the safety bell for the heavy lifting module 1 and warehouse.	Management has provides the earplugs for the workers in the compressor room and the safety bell for the heavy lifting module 1 and warehouse.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	No eye wash stations in several areas where chemicals are used. Obstructed eye wash station in module 2.	Install an eye wash in the chemical floor and everywhere chemical substances are used.	An eye wash is installed next to the chemical area and another one in the CI warehouse.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS are missing for several hazardous chemicals products.	Have the chemical safety data sheets available for all the chemical substances used and stored in the workplace. Train the factory compliance officers on chemical management.	All chemicals have their safety data sheets available to all users.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical storage in the back of the cafeteria lacks proper protective equipment.	Ensure that the storage area is equipped with safety data sheets and proper hazard signs.		

May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemical products and several chemical products with labels in a foreign language.	Label and translate the label in the local language. Train the factory compliance team in chemical management,	All the chemical products were labelled, Labels have been translated to the locals language.	
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Inaccurate inventory of chemical and hazardous products.	Ensure that the inventory of chemicals is accurate and updated on a regular basis.	The factory updated the inventory with the missing and specify the location.	
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Assessors found discrepancies in payrolls from February to April 2024, with holidays not paid at the average daily salary.	Pay the holiday based on the average of daily earnings.	The Factory has solved the issue of the payroll of holidays which were not paid on average daily salary to all workers for all modules due to the repairing of the system.	

172 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



Factory: **Sewing International S.A.**  
 Supplier ID: **33**  
 Location: Port-au-Prince  
 Number of workers: **1,480**  
 Date of registration: Oct-09  
 Date of last two Better: Sep-23                      Aug-24  
 Work assessments:

**Notes:** This factory closed its doors in June 2025. It was not assessed prior to its closure. Better Work Haiti, the buyer and MAST reviewed the calculation for the payments of notice period, balance of unused annual leave and balance of bonus as well as unpaid monthly salaries due to the workers. Approximately 1592 workers and administrative staff received approximately \$1,465,811. US dollars in payment.

Advisory and Training Services

26-Nov-24	Advisory meeting	Meeting the Compliance team and HR to review the last assessment report and session on Better work portal.
22-Aug-24	Industry Seminar	Virtual Workplace Cooperation & Communication (WCC)
5-Jul-24	Industry Seminar	Virtual Emergency
11-Apr-24	Advisory services	Session on HR management systems and training monitoring plan. Review and validate pending issues on the improvement plan.
19-Mar-24	Industry Seminar	Virtual Workers' Rights & Responsibilities
27-Feb-24	Industry Seminar	Virtual Preventing and Addressing Sexual Harassment for Supervisory
25-Jan-24	Advisory meeting	Virtual meeting to develop the training plan, session on OSH and HR performance Indicators. Review the last assessment findings to identified the root causes.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment August 2024</b>						
Aug-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy was not developed through consultation with workers representatives does not include all the necessary elements.	Develop the OSH policy in consultation with workers and Include: A clear commitment to continued improvement aimed at elimination of work related injury and illness.- Measurable objectives and improvements targets.		37
Aug-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a hazard/risk management and control procedure.	Develop a hazard/risk management and control procedure that includes:- A systematic approach to identifying hazards.		37
Aug-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a proper accident investigation procedure.	Develop an accident investigation procedure that includes: Root cause analysis and Focus on sustainable solutions.		37

Aug-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of:- regular review of OSH management systems.	Perform regular review of effectiveness of management system including performance on measurable objectives and targets. Ensure that accident investigations are followed by an actual change in procedures.		37
Aug-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has grievance handling and dispute resolution procedures does not include all the necessary elements.	Review the procedure and include clear options for submitting grievances and disputes that ensure anonymity and non retaliation.		37
Aug-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's disciplinary and termination procedures do not include all the necessary elements.	Include the following steps in the procedure:- The right to representation during disciplinary processes;- Legal notice periods and termination payments.		37
Aug-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST before working on Sunday.	Request authorization. to work on Sunday and Overtime.		5
Aug-24	<b>Working Time</b>	<b>Overtime</b>	The assessors were unable to verify whether overtime exceeded 80 hours in one trimester due to inaccuracies in the punch system.	Keep an accurate punch system		5
Aug-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST to perform overtime.	Request prior authorization from MAST to perform overtime.		5
Aug-24	<b>Working Time</b>	<b>Regular Hours</b>	Inaccurate punch system. Factory does not have a reliable attendance system for the temporary workers.	Have an accurate punch system for all categories of workers.		5
Aug-24	<b>Working Time</b>	<b>Regular Hours</b>	The working hours are not posted on the floor.	Post a document that display the working hour.	Management has posted the document in all building.	5
Aug-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several aisles were obstructed by boxes and sewing tables in almost all the buildings.	The management and the health and safety officer plan to do a session training for the employees.		5
Aug-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The assessors notice that one fire extinguisher in building 5 did not have sufficient pressure .	Conduct the inspection of fire extinguishers on a regular basis.	Management plan to conduct monthly inspection.	5
Aug-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Expired medicines found in first aid boxes.	Develop a regulation on the medicines that are used in the workplace.	We are going to develop and share a procedure and we will do a weekly inventory.	

Aug-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of nurses.	Hire additional medical staff.		121
Aug-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Annual medical checks are not in line with the legal requirements.	Pay the CDS and ensure that workers received free medical checks, based on the requirements of the labor code.		5
Aug-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The workers exposed to work related hazards received free medical checks. However, they are not in line with the legal requirements.	Pay the CDS and ensure that workers received free medical checks, based on the requirements of the labor code.		5
Aug-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical checks are provide to workers within the first 3 months of hiring. However, but they are not in line with the legal requirements.	Pay the CDS and ensure that workers received free medical checks, based on the requirements of the labor code.		5
Aug-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets for men and women.	Increase the number of toilets.		131
Aug-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The that spot cleaning area is very cluttered and poorly arranged.	Develop a housekeeping plan.	A daily supervision on the housekeeping will be done by the Health and safety team.	5
Aug-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The lux level is below Better Work recommended limit.	Take action to increase the lux level in the workplace such as installing LED light.		14
Aug-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Temperature level exceed Better Work recommended limit of 30 C.	Take action to reduce the temperature such as opening in the roof, water curtain, additional fans, or cooling systems.		115
Aug-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	During the factory tour, assessors noticed that the battery terminals in the generator are not properly protected.	Install insulation cover on the battery terminals.	Management plan to have a monthly meeting with the maintenance team.	5
Aug-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	10 percent of the sewing machine missing eye guards.	Develop a maintenance plan		5
Aug-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Eye wash station is obstructed by boxes in one building.	Keep the workplace clean and unobstructed during working hours.	A daily supervision on the housekeeping will be done by the health and safety team.	5
Aug-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	No chemical safety data sheets for the coolant stored in the generator room.	Keep MSDS for all products used in the workplace and provide training to workers.	Management has developed a training plan..	5

Aug-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Chemical and hazardous products found inappropriately stored in the generator room.	Define an appropriate place to stored chemicals.		5
Aug-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Improperly labeled chemical and hazardous products found in the workplace.	Define who control the chemical container on receipt from supplier and control the label.		37
Aug-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer was not able to provide the required structural safety certificate.	Request a structural safety certificate from the city council or a certified engineering firm to validate the safety of the building..		13
Aug-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer did not forward 3 percent of workers 'salary to OFATMA for work-related accident insurance on time.	Forward 3 percent of workers 'salary to OFATMA for work-related accident insurance on time.		53
Aug-24	<b>Compensation</b>	<b>Paid Leave</b>	The weekly rest day payment is not calculated based on the average daily earnings.	Discuss legal requirements with the General Manager and calculate the weekly rest day payment based on worker's average daily earnings.		5
Aug-24	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not calculated based on worker's average daily earnings.	Discuss legal requirements with the General Manager and calculate the annual leave payment based on worker's average daily earnings.		13
Aug-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	The current punch system used by the company is unreliable, leading to inaccurate payroll records.	Maintain an accurate time records for all employees.		5
<b>Assessment September 2023</b>						
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy did not establish measurable objectives and improvement targets and was not developed in consultation with workers and their representatives.	Develop a policy in consultation with worker representatives. Establish measurable objectives and periodically monitor and review the policy.		
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a hazard/risk management and control procedure.	Develop a hazard/risk management and control procedure that includes:- A systematic approach to identifying hazards.		
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a proper accident investigation procedure.	Develop an accident investigation procedure that includes: Root cause analysis and Focus on sustainable solutions.		

Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of: Regular management review of performance on measurable objectives and targets.	Review the procedure to include performance on measurable objectives and targets.		
Sep-23	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The grievance procedure does not include clear options for submitting grievances and disputes that ensure anonymity and non-retaliation.	Review the procedure and include clear options for submitting grievances and disputes that ensure anonymity and non-retaliation.		
Sep-23	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary procedures do not include: The right to representation during disciplinary processes and Legal notice periods and termination payments.	Include the following steps in the procedure:- The right to representation during disciplinary processes;- Legal notice periods and termination payments;		
Sep-23	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several evacuation routes were obstructed by boxes and sewing tables.	Develop a procedure when conducting general inventory. Ensure that aisles remain unobstructed.	The compliance officer and the health and safety auxiliaries are in charge of the daily weekly checks.	
Sep-23	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	During the assessment visit, assessors observed that there were no smoke detector in the compressor	Identify area where combustible materials are stored.	Area where combustible materials are stored have been identified.	
Sep-23	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient medical staff.	Hire additional medical staff.		
Sep-23	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	- Increase the number of toilets		
Sep-23	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The floor is neither clean nor tidy, and there is a water leak from the toilet.	Develop a preventive maintenance plan.	The auxiliary of health and safety is in charge to conduct some regular inspection.	
Sep-23	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The lux level is below Better Work recommended limit.	Take action to increase the lux level in the workplace such as installing LED light.		
Sep-23	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Temperature level exceed Better Work recommended limit of 30 C in building 1,2,3,4.	Take action to reduce the temperature such as opening in the roof, water curtain, additional fans, or cooling systems.		
Sep-23	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several chairs were in very poor condition. Several were missing their back rests.	Provide chairs in good conditions in all sections. Develop a monitoring plan	The chairs have been replaced by new ones and the factory has developed a monitoring plan.	

Sep-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	During the evaluation visit, the assessors noticed that some eye wash stations were missing their water bottle.	Provide eye wash bottles and cleansing materials	Eye wash bottles and cleaning materials have been provided to workers. The compliance officer and the auxiliaries of health and safety will conduct regular checks.	
Sep-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	During the evaluation visit, assessors noticed that a tank of diesel was not properly identified.	Define who control the chemical container on receipt from supplier and control the label.	the compliance officer is in charge of the labelling and the mechanic team has the responsibility to pour them. All the containers are	
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer was not able to provide the required structural safety certificate.	Request a structural safety certificate from the city council or a certified engineering firm to validate the safety of the building..		
Sep-23	<b>Contracts and Human Resources</b>	<b>Termination</b>	The employer compensates workers for unused paid annual leave upon termination. However, the calculation is not based on the average of daily earnings.	Discuss legal requirement with the General Manager. Ensure the calculation for unused paid annual leave upon termination is based on the average daily earnings.		
Sep-23	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not share any proof that last workers' pay slip was sent to OFATMA for sick leave and maternity leave payment.	Keep records of workers' pay slip sent to OFATMA for sick leave and maternity leave payment.	Workers' pay slip are sent to OFATMA on a regular basis.	
Sep-23	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer collects and forward the workers' contribution to OFATMA. However, the payment were made late consistently.	Forward workers' contribution to OFATMA on time as required by law. Contributions to OFATMA should be submitted within the first 10 working days of the subsequent month.		
Sep-23	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer consistently paid the required employers' contribution to ONA late.	Forward employers' contribution to ONA on time as required by law. Contributions to ONA should be submitted within the first 10 working days of the subsequent month.		
Sep-23	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer pays employers' contribution to OFATMA. However, the payment were made late consistently.	Forward employers' contribution to OFATMA on time as required by law. Contributions to OFATMA should be submitted within the first 10 working days of the subsequent month.		

Sep-23	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer forwards the workers' contribution to ONA consistently late.	Forward workers' contribution to ONA on time as required by law. Contributions to ONA should be submitted within the first 10 working days of the subsequent month.		
Sep-23	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer did not forward 3 percent of workers' salary to OFATMA for work-related accident insurance on time.	Forward 3 percent of workers' salary to OFATMA for work-related accident insurance on time.		
Sep-23	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not calculated based on worker's average daily earnings.	Discuss legal requirements with the General Manager and calculate the annual leave payment based on worker's average daily earnings.		
Sep-23	<b>Compensation</b>	<b>Overtime Wages</b>	A review of the payroll showed that the overtime hours were not registered for the supervisors and the non-production workers such as mechanics and administrative staff.	Pay overtime hours to all workers as required by law.	Overtime hours are paid to all workers as required by law.	
Sep-23	<b>Compensation</b>	<b>Overtime Wages</b>	A review of the payroll showed that the overtime hours were not registered for the supervisors and the non-production workers such as mechanics and administrative staff.	Pay overtime hours to all workers as required by law.	Overtime hours are paid to all workers as required by law.	



Factory: **Superior Sourcing**  
 Supplier ID: **3279**  
 Location: **Ouanaminthe**  
 Number of workers: **1,401**  
 Date of registration: **Jan-20**  
 Date of last two Better Work assessments: **May-24**      **Oct-25**

Advisory and Training Services

2-Dec-25	Advisory meeting	A virtual meeting was held with the compliance officer to review current practices and develop the factory's improvement plan.
30-May-25	Advisory meeting	1-Check if the NC points have been corrected 2-Check Social Security payments 3-Check payment of the 7th day 4-Check sick and maternity leave payments 5-Factory visits 6-Meet with the bipartite committee
30-Jan-25	Bipartite Committee Meeting	1- Presentation of the new advisor. 2- Discussion around certain non compliance of the year 2024 3- Operation of the bipartite committee 4- Factory tours 5- Method of calculating OFATMA contributions 6- Training needs

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment October 2025</b>						
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not properly investigate monitors and measures OSH issues	Develop a comprehensive OSH monitoring and evaluation system including regular inspections, logging of incidents, and management reviews.		64
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's disciplinary and termination procedures does not include all the necessary steps..	Review disciplinary and termination procedures against Labor Code requirements to include the right to defense and representation.		64
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	No. The factory did not share any proof that it investigates violations of HR policies and procedures.	Develop a procedure for investigating HR policy violations, identifying root causes, and implementing corrective actions.		2
Oct-25	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on leave 6 weeks before giving birth.	Review the Labor Code requirements on maternity leave and develop a compliant leave schedule for pregnant workers.		2

Oct-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Review and adjust the factory's work schedule to ensure compliance with daily and weekly legal limits.		20
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed emergency exit and unmarked evacuation routes.	Develop a plan to ensure all emergency exits are unobstructed, clearly marked, and lead to visible designated meeting points.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Evacuation route in building 2 is obstructed by a structural post.	Review all evacuation routes in the factory to identify obstructions and develop a plan to ensure clear and safe pathways.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Improper maintenance of fire extinguishers.	Develop a schedule and procedure for regular inspection, maintenance, and tagging of all fire extinguishers in the factory.	Issue was resolved during the assessment.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	There are no smoke detectors in building 3 and in building 2 near the final audit area where cardboard boxes are stored and used.	Develop a plan to install smoke detectors in all high-risk areas, including storage and production zones, based on fire safety requirements.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	First aid boxes are missing several items. Additionally, one first aid box was obstructed.	Develop a standard procedure for maintaining first aid boxes, including minimum required contents, access protocols, and weekly checks.		20
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of annual medical checks were present in worker's files.	Establish a procedure to ensure all employees undergo annual medical checks and that proper documentation is maintained.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks performed within the first 3 months of hiring was present in worker's files.	Establish a procedure to ensure all new employees undergo medical checks within the first three months of employment and that proper documentation is maintained.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	During interviews, workers complain that soap was not readily available in the bathroom.	Develop a plan to ensure continuous availability of soap, including training workers on hygiene practices and proper use of communal supplies.		2
Oct-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets.	Develop a maintenance and supply plan to ensure compliance with Haitian Labor Code, including regular inspection of toilets and consistent availability of toilet paper.		64

Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not share any proof of training for the use of PPE with assessors.	Develop a training plan for PPE use, including content, schedule, and documentation requirements for all relevant employees.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer did not provide proper PPE for heavy lifting.	Develop a comprehensive PPE management plan that includes clear responsibilities, authorized personnel for each task, and a system to ensure proper use of PPE.	20
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The employer does not provide adequate washing and cleansing facilities in case of exposure to hazardous chemicals.	Establish a system to ensure proper maintenance and timely replacement of all eye wash bottles and stations across the factory.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The factory did not share any proof of training on the use of chemicals with the assessors.	Develop a training schedule for all new employees, including topics on occupational safety, chemical handling, and proper use of PPE, to be implemented starting January 2026.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning areas are not properly isolated from the production floor and are not properly ventilated.	Close the current spot cleaning areas and design properly isolated spaces with adequate ventilation and exhaust systems to protect workers from chemical exposure.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	No MSDS' were available for several chemical products used in the workplace.	Ensure that all MSDS are properly organized, updated, and readily accessible in the chemical storage and usage areas.	64
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemical and hazardous products found in several areas of the workspace.	Develop and reinforce proper chemical labeling and transfer procedures, ensuring all containers are clearly labeled with hazard classification and safety precautions.	64
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical inventory does not list all the products used in the workplace.	Develop a centralized chemical inventory system that includes all products used in the factory, their quantities, storage locations, and associated safety data.	64
Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	Improper calculation of annual salary supplement or bonus upon termination.	Review Labor Code requirements on weekly rest day payments and update payroll procedures to include weekly rest day pay in the calculation of the annual salary supplement or bonus.	20

Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The average salary used for the payment of unused annual paid leave upon termination does not include the payment for weekly rest day.	Review Labor Code requirements on weekly rest day payments and update payroll procedures to include weekly rest day pay in the calculation of unused annual leave.		20
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The Internal work rules Has not been approved by MAST.	Submit the internal work rules to MAST for review and approval, prepare a plan to post the approved rules visibly in the workplace.	The internal work rules has been submitted to MAST for approval.	64
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' pay slip for the last 3 months are not sent to OFATMA for payment of sick and maternity leave.	Starting January, ensure that all required pay slips and supporting documents are sent to OFATMA in accordance with legal procedures. Train payroll and HR staff on OFATMA reporting requirements and update internal procedures.	The factory pays the workers for sick leave.	64
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Improper calculation of workers' contributions for OFATMA Maternity and Health insurance.	Inform the payroll and finance departments of the legal requirements for calculating OFATMA contributions and reinforce the need to complete payroll on time to meet submission deadlines. Update payroll procedures to ensure all required wage components are included in the		64
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Improper calculation of employer's contributions to ONA.	Inform the finance and payroll departments of the legal requirements for ONA calculation and submission deadlines. Update payroll procedures to ensure all eligible wage components are included in ONA calculations.		64
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Improper calculation of employer's contributions to OFATMA for maternity and health insurance.	Inform the finance and payroll departments of the legal requirements for OFATMA calculation and submission deadlines. Update payroll procedures to ensure all eligible wage components are included in OFATMA calculations.		64
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Improper calculation of worker's contributions to ONA.	Inform the finance and payroll departments of the legal requirements for ONA calculation and submission deadlines. Update payroll procedures to ensure all eligible wage components such as production earnings, and allocations are included in ONA		64

Oct-25	Compensation	Social Security and Other Benefits	The annual salary supplement or bonus calculations does not include the payment for weekly rest day,	Review the legal provisions related to weekly rest day payments and the annual salary supplement. Update payroll procedures to ensure the annual bonus includes all required wage components, including the	20
Oct-25	Compensation	Paid Leave	The factory only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment.	Review legal requirements for maternity leave, OFATMA obligations, and weekly rest day payment rules. Update payroll procedures to ensure accurate calculation of maternity leave based on the correct average salary, including weekly rest day payments.	64
Oct-25	Compensation	Paid Leave	Inaccurate calculation for the payment of sick leave.	Review legal requirements and internal policies related to sick leave payment and ensure all relevant wage components such as weekly rest day pay and attendance incentives are	64
Oct-25	Compensation	Paid Leave	The average salary used to do the calculation of annual leave did not include payment for weekly rest day,	Review Labor Code requirements on weekly rest day payments and adjust payroll procedures to ensure compliance. Recalculate annual leave entitlements using the correct average salary that includes weekly rest day payments	20
Oct-25	Freedom of Association and Collective Bargaining	Collective Bargaining	Several articles of the collective bargaining agreement are not implemented.	Install a PPE board in the mechanic workshop for proper storage and accessibility; purchase the required PPE (gloves, goggles, protective belts, masks) and provide appropriate masks to workers in the spot-cleaning section; reinforce the policy requiring authorization before assisting in other	33
<b>Assessment May 2024</b>					
May-24	Occupational Safety and Health	OSH Management Systems	The employer does not properly investigates monitors and measures OSH issues	Develop OSH performance indicators and have follow-up meetings with management on the indicators	
May-24	Contracts and Human Resources	Employment Contracts	The factory's disciplinary and termination procedures does not include all the necessary steps..	Include the right to defend oneself prior to termination and to representation during the disciplinary process.	
May-24	Working Time	Overtime	The factory did not obtain authorization from MAST before working on overtime.	Request prior authorization from MAST before working on overtime.	

May-24	<b>Working Time</b>	<b>Overtime</b>	Several workers were found to have completed more than 80 hours overtime per trimester.	Inform all the department about the limit of overtime allow per trimester. Monitor the quantity of overtime hours worked with Production.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain authorization from MAST before working on Saturday and Sunday.	Request prior authorization from MAST before working Saturday and Sunday.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The factory did not obtain authorization from MAST before working at night.	Request prior authorization from MAST before working at night.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The employer did not post the factory's working hours for all shifts, including break time in all buildings.	Post the factory's working hours for all shifts, including break time in all buildings.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Discuss legal requirements with the General Manager. make updates to the internal regulations and the employment contract		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10 percent of workers are trained in fire-fighting as recommended by Better Work.	Train at least 10 percent of the workforce Develop a Monitoring system		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Source of ignition is not properly safeguarded.	Train supervisors and workers about fire hazards and the need to report hazards.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The floors need to be marked. In addition, the evacuation plan needs to be updated.	Update the evacuation map and Paint yellow lines on the floor to show the exit pathway.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire extinguishers were obstructed and another one was missing.	Mark on the floor space that should not be obstructed.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The fire detection alarm system is not functioning and one alarm switch was obstructed.	Have a fire detection and alarm system suitable for the factory conditions. Specify who is in charge of regularly checking its functioning and include this in the system of daily-weekly checks		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	First aid boxes are missing several items. Additionally, one first aid box was obstructed.	Equip first aid box and define responsibility for refilling.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	insufficient number of medical staff.	Increase the number of medical staff.		

May-24	Occupational Safety and Health	Welfare Facilities	The toilets did not have soap during working hours.	Provide soap dispenser and define who will check that soap is available all the time.	
May-24	Occupational Safety and Health	Welfare Facilities	Insufficient number of toilets.	Increase the number of toilets based on the quantity of workers as required by law.	
May-24	Occupational Safety and Health	Working Environment	Workplace temperature exceed the recommended limit of 30C.	install additional fans and specify who is in charge of regular maintenance of the fans.	
May-24	Occupational Safety and Health	Worker Protection	During the factory tour, assessors found 17 chairs missing back rest.	Provide chairs with back rest.	
May-24	Occupational Safety and Health	Worker Protection	Improperly labelled circuit breakers found in three electrical boxes.	Labelled all circuit breakers. Ensure that the factory electrician conduct more regularly checks.	
May-24	Occupational Safety and Health	Worker Protection	10 percent of the single-needle and double needle machines were missing their finger guards.	Install all machine guards and develop a preventive maintenance plan.	
May-24	Occupational Safety and Health	Worker Protection	The employer did not provide proper PPE for heavy lifting.	Provide worker proper PPE for heavy lifting.	
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	Assessors did not observe any eye wash in the compressor room, where chemicals has been used.	Provide eye wash bottles and specify who will conduct regular checks of the functioning of the eyewash.	Management took corrective action during the assessment.
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	No MSDS' were available for several chemical products used in the workplace.	Keep chemical MSDS for all hazardous chemicals used in the workplace.	
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	Unlabeled containers of chemical and hazardous products found in several areas of the workspace.	Define who control the chemical container on receipt from supplier and control the label.	
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	The chemical inventory does not list all the products used in the workplace.	Assign responsible persons for updating inventories of hazardous substances in the various locations where they are stored or used.	
May-24	Occupational Safety and Health	OSH Management Systems	The factory does not have an OSH committee.	1. Change the composition of the committee 2. Conduct regular meeting 3. Keep minutes of meetings	

May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual salary supplement or bonus did not include payment for weekly rest day,	Pay workers their annual salary supplement or bonus upon termination and include payment for weekly rest day in the calculation.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The average salary used for the payment of unused annual paid leave upon termination does not include the payment for weekly rest day.	Pay workers their annual leave when they resign or terminated and include payment for weekly rest day in the calculation.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The average salary used to do the calculation of the notice of termination payment is not accurate.	Pay workers their notice of termination when they resign or terminated and include payment for weekly rest day in the calculation.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The Internal work rules Has not been approved by MAST.	Request Approval of the internal work rules from MAST.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' pay slip for the last 3 months are not sent to OFATMA for payment of sick and maternity leave.	Send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward workers' contributions to OFATMA for maternity and health insurance.	Calculate workers' contribution to OFATMA on Workers' basic salary. Then collect and forward the contribution to OFATMA within the first 10 business days of the next month for the previous month		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contributions to ONA are based on the minimum salary.	Calculate employer's contribution to ONA on Workers' basic salary. Then forward the contribution to ONA within the first 10 business days of the next month for the previous month.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer's contribution for OFATMA for maternity and health insurance is made late.	Calculate employer's contribution to OFATMA on Workers' basic salary. Then forward the contribution to OFATMA within the first 10 business days of the next month for the previous month.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for ONA are based on the minimum salary.	Calculate workers' contribution on Workers' basic salary. Then forward the contribution to ONA within the first 10 business days of the next month for the previous month.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Holidays are not paid on average daily salary to all workers.	Make adjustments in the Payroll system. Pay holidays on average daily salary to all workers.		

May-24	<b>Compensation</b>	<b>Paid Leave</b>	The weekly rest day is not paid to workers who have accumulated 48 hours during the work week.	Pay the rest day when worker works for 48 hours or 6 consecutive days.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment.	Pay the weekly rest day when worker works for 48 hours or 6 consecutive days and include the payment in the calculation of the average salary for maternity leave. The factory must ensure that worker entitled to maternity leave receives 12 weeks of maternity leave.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Payment of sick leave is not accurate.	Pay the rest day when worker works for 48 hours or 6 consecutive days and include the payment in the calculation of the average salary for sick leave.		
May-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	The overtime hours were not registered for several workers on fix salary.	Register hours of overtime for the supervisors, workers on fix salary and the non-production workers such as administrative staff. Then, pay overtime hours worked as required by law.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	Assessors noted that overtime performed on weekly rest day were pay 50 percent above the normal overtime wage.	Make adjustments in the payroll system and ensure that overtime work hours performed beyond 6 PM for day shift are paid 100 percent above normal wage		
May-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	Several articles of the collective bargaining agreement are not implemented.	Implement all provisions of the collective agreement.		



Factory: **The Willbes Haitian 2A S.A.**  
 Supplier ID: **142**  
 Location: **Port-au-Prince**  
 Number of workers: **1,286**  
 Date of registration: **Sep-10**  
 Date of last two Better: **Oct-24**                      **Sep-25**  
 Work assessments:

#### Advisory and Training Services

26-Nov-25	Advisory meeting	Conducted a bipartite committee review, factory tour to verify improvements, and a working session to update the factory improvement plan.
10-Nov-25	Advisory meeting	Held discussions with the compliance officer on employment contracts and wages, chemical product identification, ergonomic mats for standing work, and sewing machine equipment.
23-May-25	Advisory meeting	Met with management to review progress, assess implemented improvements, evaluate supporting evidence, and provide final recommendations for long-
1-Sep-25	Advisory meeting	Met with the compliance officer to develop an annual roadmap aligned with the factory's key priorities and review steps taken to obtain a structural safety certificate through a former park administrator.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment September 2025</b>						
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy lacks top management approval and does not include measurable objectives or improvement targets.	Revise the OSH policy to include measurable objectives and improvement targets aligned with legal requirements and industry standards. Have it approved and signed by top management.		38
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have a formal hazard and risk management procedure.	Develop a formal hazard/risk management procedure including hazard identification, risk prioritization, hierarchy of controls, and a risk register.		38
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management does not investigate, monitor or measure OSH issues.	Develop a plan to implement regular OSH inspections, surveys, and logging of violations, along with periodic management reviews of system effectiveness.		38
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedure is inadequate.	Update disciplinary and termination procedures to include statutory notice periods, severance pay, and timelines for warnings and compensation.		29
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Management does not conduct performance evaluations or investigate violations of HR policy .	Develop and document a standard procedure for performance evaluations and investigation of HR policy violations.		29

Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of nurses.	Develop a staffing plan to recruit additional nurses to meet the Labor Code requirements.		153
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	OFATMA has not yet conducted the required medical examinations for newly hired workers.	Establish communication with OFATMA to follow up on pending health card issuance and ensure all workers are registered. Ensure that medical checks are conducted within the first three months of hiring.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Required annual medical examinations have not been conducted by OFATMA for all workers.	Establish communication with OFATMA to follow up on pending health card issuance and ensure all workers are registered. Ensure that annual medical checks are conducted.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	OFATMA has not yet distributed health cards to all workers.	Establish communication with OFATMA to follow up on pending health card issuance and ensure all workers are registered.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Insufficient light levels in several sections of the workplace.	Meet with the maintenance department to identify defective lights and develop a replacement schedule.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Workplace temperatures exceed the Better Work recommended maximum of 30 °C.	Develop a maintenance and improvement plan for cooling systems, extractors, and ventilation to ensure optimal workplace temperatures.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	More than 5% of sewing machines do not have eye protection.	Ensure that all new sewing machines are equipped with proper eye protection guards.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	PPE are not provided to all Workers.	Procure necessary PPE and standing mats locally and ensure sufficient stock for all relevant work areas.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS is not available for all chemicals used in the Factory.	Ensure all MSDS for chemicals used in the factory are accounted for, clearly identified, and accessible to all relevant personnel.	MSDS for BALSAMINE and other chemicals in the chemical warehouse are posted where chemicals are stored.	3
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide a valid structural safety certificate confirming that the buildings meet industrial safety requirements.	Establish a procedure to ensure that all required safety certificates are available, up-to-date, and properly documented for inspections and assessments.	The structural safety certificate has been obtained and recorded.	3

Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Workers' contract are not compliant with the requirements of the labor laws.	Develop a procedure for verifying that all employee contracts are properly signed and contain accurate salary and employment information.	The factory created and distributed recto-verso copies of contracts to HR supervisors for new employees. Corrections to existing contracts were made immediately after the assessment.	3
<b>Assessment October 2024</b>						
Oct-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy is not signed by top management and does not establish measurable objectives and improvement targets.	Ensure to have an adequate OSH policy		
Oct-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate hazard/risk management and control procedures.	Develop an adequate hazard/risk management and control procedure.		
Oct-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not investigate, monitors and measures OSH issues	Ensure to file evidence that management investigates and monitors OSH issues through: regular test, survey and inspections; Logging and analysis of violations of procedures.		
Oct-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedures are not adequate.	Include the missing elements in the disciplinary and termination procedures		
Oct-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Management does not investigate violations of HR policies and procedures.	Establish proper performance evaluation procedures.		
Oct-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Expired products found in first aid boxes	Ensure that the first aid boxes are well maintained and properly equipped.		
Oct-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of nurses.	Ensure that the medical staff can service the worker's needs.		
Oct-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Standing mats were not available for standing workers.	Ensure to provide standing mats to all standing workers.		
Oct-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	25 percent of sewing machines are missing eye guards.	Ensure that sewing machines have all their necessary guards.		
Oct-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management didn't provide any structural safety certificate.	Provide the structural safety certificate.		
Oct-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules does not cover date and time for wage payment.	Ensure to add the date and time for the wage payment in the internal work rules.		

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Oct-24	<b>Compensation</b>	<b>Paid Leave</b>	Annual leave payment is calculated on worker's average salary, it is not calculated on the average daily earnings.	Ensure that the annual leave is calculated on the average daily salary.		
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**Factory:** The WILLBES Haitian III S.A  
**Location:** Port-au-Prince  
**Number of workers:** 613  
**Date of registration:** Sep-10  
**Date of last two Better Work assessments:** Aug-22 Sep-23

**Notes:**

The factory experienced several temporary shutdowns due to raw material shortages and the broader security situation, which restricted the movement of goods and materials. These disruptions ultimately led to the facility closing in July 2024. In the months before the closure, Better Work Haiti provided advisory support to factory management and worker representatives, including guidance on relevant retrenchment procedures and workers’ entitlements under national labor law. The closure process was communicated to the Ministry of Social Affairs and Labour (MAST), the Special Labour Mediation Office (BMST), and Better Work Haiti, which monitored the process and reviewed the calculation of final payments. These payments included the notice period, unpaid wages, unused annual leave, and earned bonuses. About 644 workers and administrative staff received their severance payments and other legal entitlements. The company was able to absorb a small number of workers in another facility. Trade union members and pregnant workers were offered the possibility of transfer to this facility. Among the 24 union members at the factory, 15 chose to accept reassignment, while nine voluntarily opted to receive their severance payments.

**Advisory and Training Services**

23-Apr-24	Advisory services	Meeting with PICC members. The discussion was on verbal abuse by supervisors and Lack of communication.
12-Apr-24	Advisory services	Meeting with Managers on the priorities for the year. Factory faces several days of suspension due to the country situation. Managers fear about workers' security and shortage of raw materials.
01-Mar-24	Industry Seminar	Virtual Preventing and Addressing Sexual Harassment for Middle Management
23-Feb-24	Industry Seminar	Virtual Preventing and Addressing Sexual Harassment for Workers
08-Dec-23	Industry Seminar	Virtual Awareness on Convention 190 & Recommendation 206
06-Dec-23	Advisory services	Meeting with management to review the highlights of the year. EA review the Improvement and ask compliance officer to follow up regarding the PR1. Factory will share proof of the remediations. Management asked regarding the annual leave payment and EA share the recommendation based on article 148.
16-Nov-23	Industry Seminar	Virtual Grievance Policy on Violence and Harassment
09-Nov-23	Advisory services	Meeting with to train compliance on the PR1 and follow up on improvements. Meeting with the OSH committee on the responsibilities of the OSH committee. EA review 5 whys technique with members with practical example on their OSH monitoring tasks.
13-Oct-23	Industry Seminar	Virtual Leadership Skills
28-Jul-23	Industry Seminar	Virtual Preventing and Addressing Sexual Harassment for Middle Management
24-Jul-23	Advisory services	Review of the Improvement plan with management. Virtual factory with OSH and PICC representatives members to observe the remediation.
21-Jul-23	Industry Seminar	Virtual Preventing and Addressing Sexual Harassment for Workers
21-Jul-23	Industry Seminar	Virtual Preventing and Addressing Sexual Harassment for Supervisory

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment September 2023</b>						
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The OSH policy is not signed by top management and does not establish measurable objectives and improvement targets.	Ensure that OSH policy id sign by the top management.	The Osh policy is already signed by top management.	22
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate hazard/risk management and control procedures.	Include the missing criteria in the hazard/risk management and control procedure.		22

Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of that the employer investigates monitors and measures OSH issues.	Keep the evidences of the test, survey and inspections Logging and analysis of violations of OSH procedures readily accessible for one's review.	22
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management has not assigned accountability at the level of OSH committee for carrying out Health and Safety responsibilities.	Assign an OHS officer to be in charge of the committee and hold meeting on a monthly basis.	22
Sep-23	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedures are not adequate.	Include the missing criteria in the disciplinary and termination procedures.	22
Sep-23	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	No evidence of performance evaluation procedures nor any investigations for violations of Human Resources policies and procedures.	Investigate violations of HR policies and procedures to identify weaknesses and make necessary adjustments.	22
Sep-23	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of nurses.	Hire sufficient staff medical to efficiently serve all the workers in the workplace.	142
Sep-23	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient toilets for women.	Ensure to have the adequate number of toilet as prescribed by the labor code.	151
Sep-23	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The level of lighting was insufficient in several sections.	Ensure that lux level is adequate in all section of the workplace.	83
Sep-23	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature level exceeded 30C in several sections.	Keep the temperature level under 30 C in all sector of the workplace.	58
Sep-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several hazardous chemicals were found without chemical safety data sheets.	Ensure that MSDS are available for all chemical used and stored in the workplace.	84
Sep-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Assessors found Chemicals product that are not properly labelled in the workplace.	Ensure that chemical and hazardous substances are properly labelled in the workplace.	73
Sep-23	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemicals is not accurate and missing items.	Keep the inventory of chemical accurate. Include the names and locations of all chemical products that are used in the factory.	63
Sep-23	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide a structural safety certificate.	Provide the building's structural safety certificate.	11

Sep-23	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave payment upon termination is not calculated on the average daily earning.	Calculate the annual leave upon termination based on the average daily earnings.		36
Sep-23	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules does not cover the break times, different categories of workers and their wages, date and time for wage payment.	Ensure that the internal work rules cover all the categories of workers in the workplace.		36
Sep-23	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment is not calculated on the average daily earnings.	Calculate the annual leave based on the average daily earnings.		36
<b>Assessment August 2022</b>						
Aug-22	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	OSH policy is not signed by top management and did not have all the necessary elements.	Include missing criteria in the OSH policy. Establish measurable objectives and improvement targets.		
Aug-22	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate hazard/risk management and control procedures.	Include missing criteria in the hazard/risk management and control procedures.		
Aug-22	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not show evidence of that the employer investigates monitors and measures OSH issues.	Submit and record actions and procedures to investigate, monitor and measure OSH issues.		
Aug-22	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management has not assigned accountability at the level of OSH committee for carrying out Health and Safety responsibilities.	Update the OSH procedures to assign clear responsibility to the OSH committee members.		
Aug-22	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The disciplinary and termination procedures are not adequate.	Include the missing criteria in the disciplinary and termination procedures.		
Aug-22	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	No evidence of performance evaluation procedures nor any investigations for violations of Human Resources policies and procedures.	Submit and record actions and procedures to investigate, monitor and measure violations of HR policies.		
Aug-22	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not clearly assign accountability at all levels of management for Human Resources management responsibilities.	Assign accountability at all levels for Human Resources management.		
Aug-22	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an adequate an Human Resources policy.	Include the missing criteria for an adequate HR policy.		

Aug-22	<b>Working Time</b>	<b>Regular Hours</b>	Attendance records for temporary workers were not available during the assessment visit .	Have a reliable attendance system for temporary workers to record accurate working time.	Facility will keep attendance records for temporary workers.	
Aug-22	<b>Working Time</b>	<b>Regular Hours</b>	Additional breaks are not provided to pregnant women.	Ensure that the pregnant workers can take their additional breaks.	Facility will inform all supervisors about the additional breaks for pregnant women. This break will be	
Aug-22	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Insufficient number of nurses.	Have a number of nurse compatible with the workforce.		
Aug-22	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Factory has not conducted a water test on a monthly basis by a certified laboratory.	Conduct the water test on a monthly basis.		
Aug-22	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets for women.	Have a sufficient number of toilets for women.		
Aug-22	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The level of lighting was insufficient in several sections.	Ensure that light level are appropriate in all sections		
Aug-22	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature level exceeded 30C in several sections.	Ensure the workplace temperature does not exceed the recommended 30 C.		
Aug-22	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not check all workers and visitors body temperature upon entry in a systematic way.	Ensure to check all workers and visitors body temperature upon entry in a systematic way. Ensure to keep a registry for all persons who present a temperature of 38C and above.	The measure is no longer a requirement.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The social distance is not respected on the floor in the preparation section, as well as during entry and leaving.	Ensure that the 1.5 meter of distance is respected in the preparation section as well during entry and leaving.	The measure is no longer a requirement.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Improper maintenance of electrical system.	Ensure that proper maintenance are conducted for electrical installation on a regular basis. Electrical wires should not be	Issue was corrected immediately. Facility will properly maintain all electrical installation.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Standing workers in the sewing floor and packing area were not provided with foot rests or shock absorbing mats.	Provide foot rest or shock absorbing mats to all standing workers.	Shock absorbing mats were purchased.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer has not been provided the support belt for workers doing heavy lifting work.	Provide support belt for workers doing heavy lifting work.		

Aug-22	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Eye wash station is not installed in all areas where chemical and hazardous products are used and stored.	Install an eye wash facility in the mechanic shop, spot cleaning area and chemical warehouse where chemicals are used and stored.	Facility has eye wash station installed in the spot cleaning room and the chemical warehouse. It is not necessary to install an eye wash station at the mechanic shop.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several hazardous chemicals were found without chemical safety data sheets.	Ensure that all chemical have their safety data sheets available where they are used and stored.	Compliance team ensured that missing data safety sheets where added where the chemicals are used and stored.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Containers of chemical and hazardous products were not properly labelled.	Ensure that all chemicals and hazardous products are properly labelled.	The issue was fixed during the evaluation visit.	
Aug-22	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemical and hazardous products was not available.	Ensure that all chemicals used the workplace are included in the inventory of chemicals.	Factory registered new products as soon as they are stored.	
Aug-22	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual salary supplement upon termination does not include the lunch break payment.	Include the lunch break payment in the calculation of the annual salary supplement or bonus upon termination.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual leave payment upon termination does not include the lunch break payment.	Include the lunch break payment in the calculation of annual leave upon termination.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Contracts and Human Resources</b>	<b>Termination</b>	The payment for the applicable notice period does not include the lunch break payment.	Include the lunch break in the calculation of the notice period payment.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The internal work rules does not include all the necessary elements.	Specify terms and conditions for the different categories of workers in the internal work rules.		
Aug-22	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employment contracts do not specify the hours of work and the nature of the work to be performed as required by law.	Specify the hours of work and the nature of the work to be performed in the employment contracts.		
Aug-22	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The annual salary supplement or bonus does not include the lunch break payment.	Include the lunch break payment in the calculation of the annual salary supplement or bonus.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	

Aug-22	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer did not forward workers' last 3 months pay slips to OFATMA for workers for sick or maternity leave payments.	Forward last 3 months pay slips to OFATMA for workers for sick or maternity leave payments.		
Aug-22	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer contribution to OFATMA for work related accident does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The workers contributions to ONA does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer contribution to OFATMA for maternity and health insurance does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Paid Leave</b>	The factory did not pay annual leave, Sick leave and the daily break correctly.	Pay the lunch break.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Paid Leave</b>	Lunch breaks is not compensated in the payroll.	Pay the lunch break.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Paid Leave</b>	The maternity leave payment does not include the lunch break payment.	Pay the lunch break.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Paid Leave</b>	Sick leave payments do not include the lunch break payment.	Ensure that lunch break is included in the calculation of the sick leave payment.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave payment does not include the lunch break payment.	Include the lunch break in the annual leave payment.	The June 13 decree suspends all provisions of the 3*8 law. The lunch break payment is no longer required.	
Aug-22	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	The factory does not have an accurate payroll for temporary workers.	Ensure that payroll form for the temporary workers includes all necessary information such as hours worked and overtime.		

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Aug-22	<b>Compensation</b>	<b>Minimum Wages/Piece Rate Wages</b>	No time record was available for temporary workers.	Ensure to have a time record system for temporary workers.		
Aug-22	<b>Child Labor</b>	<b>Documentation and Protection of Young Workers</b>	Three employment records were missing their identification cards or birth certificate.	All workers' file should include an identification card to prove that are above age minimum.		



**Factory:** The Willbes Haitian S.A (HT - Print Shop)  
**Supplier ID:** 2704  
**Location:** Port-au-Prince  
**Number of workers:** 31  
**Date of registration:** Feb-18  
**Date of last two Better Work assessments:** Jul-23 Nov-24

Note: This factory has had limited operations throughout the year.

Advisory and Training Services

28-Nov-25	Advisory Meeting	Conducted a factory visit to assess workplace safety, health, and operational practices, and to review corrective actions and progress on
10-Nov-25	Advisory Meeting	Held discussions on employment contracts, holiday pay for permanent employees, implementation of the timekeeping system, calculation of annual paid leave based on average salary, authorization for overtime from MAST, and social security contributions.
27-May-25	Advisory Meeting	Met with the compliance team to review and update the improvement plan, presented the self-monitoring checklist, discussed the status of the bipartite committee, and exchanged on the national grievance mechanism and the HOPE Law.
28-Mar-25	Industry Seminar	Virtual Workers' Rights & Responsibilities
28-Mar-25	Advisory Meeting	Conducted a virtual OSH tour focused on chemical management, met with management to discuss the last assessment report, reviewed the first progress report, and followed up on the training plan.
21-Mar-25	Industry Seminar	Virtual Workers' Rights & Responsibilities.
10-Jan-25	Bipartite Committee Meeting	Evaluated last year's progress and proposed a new meeting structure.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment November 2024</b>						
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has neither an OSH committee nor an OSH manager.	Continue to maintain a functioning bipartite committee with an OSH mandate. Ensure all roles, responsibilities, and procedures are clearly	Consultant confirmed that the bipartite committee exists and is performing OSH functions.	3
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	There is no evidence that the factory investigates shortcomings in Human Resource performance.	Develop a HR performance evaluation framework. Implement changes in practice or procedure as needed.		28
Sep-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer has not clearly assigned HR accountability across management levels.	Review all HR functions to define responsibilities at each management level.		13
Sep-25	<b>Working Time</b>	<b>Overtime</b>	The employer did not obtain an authorization from the Ministry of Labor before working overtime.	Develop a formal procedure to request and document MAST authorization before scheduling overtime.		13

Sep-25	<b>Working Time</b>	<b>Overtime</b>	There are some discrepancies in the time records.	Develop procedures to ensure accurate and transparent tracking of working hours, even during system downtime.		3
Sep-25	<b>Working Time</b>	<b>Regular Hours</b>	There are some discrepancies in the time records.	Develop procedures to ensure accurate and transparent tracking of working hours, even during system downtime.		59
Sep-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory did not provide any evidence of a fire drills conducted.	Establish a schedule for fire and emergency drills every six months.	The factory has conducted fire drills in April and October 2025, meeting the semi-annual recommendation.	13
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The employer does not have any healthcare personnel.	Assess the factory's occupational health requirements in line with labor laws and Better Work standards.		13
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Annual medical examinations for workers have not yet been conducted by OFATMA.	Develop a follow-up plan with OFATMA to schedule and conduct medical examinations for all employees annually.		13
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical exams are conducted for workers within the first three months of hiring.	Develop a follow-up plan with OFATMA to schedule and conduct medical examinations for newly hired employees.		13
Sep-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Medical exams are conducted twice a year for workers who are exposed to chemical products.	Develop a follow-up plan with OFATMA to schedule and conduct medical examinations twice a year for all employees who are exposed to chemical and hazardous products.		13
Sep-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	There is no evidence of monthly water test.	Ensure responsibilities for conducting and documenting tests are clearly assigned.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The Lux level in the workplace is unacceptable.	Develop a maintenance plan for regular inspection and timely replacement of defective lights.		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Noise levels are unacceptable in the workplace.	Develop a plan for engineering, administrative, and personal protective controls.		3

Sep-25	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Workplace temperature exceeds the Better Work recommended maximum of 30 °C.	Develop a plan to improve ventilation, cooling, or other temperature control measures in		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Improper maintenance of electrical panels.	Establish a clear procedure for controlled access to electrical panels. Communicate rules for keeping panels closed and locked when not in use		3
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS are not available for all chemical and hazardous products used in the workplace.	Establish procedures for proper storage, MSDS availability, and risk assessment prior to use.		13
Sep-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Several containers of chemical and hazardous products were not properly identified.	Develop a formal chemical management procedure with clear container labeling requirements.		59
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	OSH committee not in place.	Clarify the roles and responsibilities of the bipartite committee, including its function as the OSH committee.	Consultant confirmed that the bipartite committee exists and is performing OSH functions	3
Sep-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The building structure did not meet the safety requirements for an industrial structure.	Discuss findings with the Compliance Officer to clarify the scope of the SONAPI report.		28
Sep-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	Annual leave payment is not calculated based on average daily salary.	Ensure clarity in payroll verification procedures to avoid misinterpretation of data in future assessments.	Consultant verified the payroll records and confirmed compliance with legal requirements.	3
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	Some workers that the factory considers as jobbers are not paid for holidays.	Review labor law obligations regarding payment for public holidays and temporary employees with inspectors from MAST.	The corrective actions have been implemented, and temporary employees have now received payment for non-working public holidays.	13
Sep-25	<b>Compensation</b>	<b>Paid Leave</b>	Annual leave payment was not calculated based on average daily wages.	Meet with the General Director to review the correct method for calculating annual leave based on the average daily wage.	Calculation of annual leave compensation is currently being carried out using the new method based on average daily wages.	13

Sep-25	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Timekeeping records are unreliable due to frequent system failures.	Develop a plan to repair or replace necessary hardware and ensure system functionality.	The factory sent a computer for repair to reinstall and restore the electronic punch system.	28
Sep-25	<b>Compensation</b>	<b>Overtime Wages</b>	Workers classified as jobbers are not compensated for legally mandated holidays.	Review labor law obligations regarding payment for public holidays and temporary employees with inspectors from MAST.	The corrective actions have been implemented, and temporary employees have now received payment for non-worked public holidays.	3
<b>Assessment November 2024</b>						
Nov-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not investigate shortcomings in Human Resource performance.	Develop indicators and investigate shortcomings in Human Resource performance.		
Nov-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer did not clearly assign accountability at all levels of management for HR responsibilities.	Assign accountability at all levels of management for HR responsibilities through : Job description for HR staff and Management, Organizational chart		
Nov-24	<b>Working Time</b>	<b>Overtime</b>	The factory had no prior authorization from MAST before working on Sunday and overtime.	Request an authorization from MAST, to work overtime and on Sundays. Wait for authorization to be granted before working overtime.		
Nov-24	<b>Working Time</b>	<b>Regular Hours</b>	Some discrepancies were found in the time records, because the factory does the attendance manually when the electronic system fails.	Instruct workers to acknowledge the manual validation of the attendance system.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The last fire drill was conducted in June 2023 and the one before that, in December 2022.	Conduct an emergency drill every 6 months.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The factory has an alarm system installed. However, it was not working when the assessors asked management to try it, because the electricity breaker was off.	Improve the preventive maintenance plan. Install an alarm system that is working properly in the workplace.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory did not provide any prove of free medical check on a annual basis.	Pay the CDS and request OFATMA to conduct medical check on a annual basis.		

Nov-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory did not provide any prove of free medical check for workers exposed to work related hazards.	Conduct medical check every 6 months for workers exposed to work related hazards.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory did not provide any prove of free medical check within the first 3 months of hiring.	Pay the CDS and request OFATMA to conduct medical check for workers within the first 3 months of hiring.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The industrial platform ladder missing one side rail of at least 0.90m as recommended by the labor Code.	Replace or repair the industrial platform ladder.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The battery terminals in the generator are not properly protected.	Install insulation cover on the battery terminals.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	During the factory tour, three hazardous chemicals were found without chemical safety data sheets.	Include this aspect in the daily or weekly checklist and assign someone to post safety data sheet where chemicals are used and stored in the workplace.		
Nov-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	During factory tour, assessors found 1 unlabeled container of chemical and hazardous products.	Develop an inventory list and create labels for all chemical products used and stored in the workplace.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	During the assessment visit, management failed to provide the emergency preparedness procedure.	Develop an emergency preparedness procedure.		
Nov-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not provide any structural safety certificate, certifying the structure of the buildings meets the safety requirements for an industrial structure.	Contract a firm to assess the building structural safety.		
Nov-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer collects and forward the workers' contribution to OFATMA. At the time of assessment visit no proof of payment for the month of September was share with assessors.	Forward workers' contribution to OFATMA within the first 10 business days of the next month for the previous month.		

Nov-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer pays the employers' contribution to OFATMA. However, no proof of payment for the month of September was share with assessors.	Forward employers' contribution to OFATMA within the first 10 business days of the next month for the previous month.		
Nov-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not provide the salary statement and the proof of payment for OFATMA Work Related Accidents for the 2023-2024 fiscal year.	Pay OFATMA work related accident on time.		
Nov-24	<b>Compensation</b>	<b>Paid Leave</b>	Factory did not share any proof of payment for sick leave during the assessment visit.	Keep proof of payment for sick leave.		
Nov-24	<b>Compensation</b>	<b>Paid Leave</b>	Although the annual leave payment is calculated on worker's average salary, it is not calculated on the average daily earnings.	Calculate the annual leave on the average daily earnings.		
Nov-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	During the assessment, assessors found some discrepancies in the payrolls reviewed over the past three months.	Develop a manual attendance where workers can acknowledge the working hours.		



Factory: **Top Choice Apparel Corp**  
 Supplier ID: **3275**  
 Location: **Ouanaminthe**  
 Number of workers: **1,927**  
 Date of registration: **Jan-20**  
 Date of last two Better: **May-24**      **Nov-25**  
 Work assessments:

#### Advisory and Training Services

29-May-25	Advisory meeting	Verified paid leave and social security contributions; engaged in discussions with the bipartite committees, and conducted visits to both plants.
28-Mar-25	Industry Seminar	Virtual Workers' Rights & Responsibilities
27-Mar-25	Bipartite Committee Meeting	Reviewed workforce data, addressed payments and medical issues, evaluated safety and PPE compliance during factory tours. Discussed administrative procedures including paid leave, night-shift pay, and lawful dismissal of pregnant or breastfeeding employees.
27-Mar-25	Advisory meeting	Reviewed procedures for lawful dismissal of pregnant or breastfeeding employees.
29-Jan-25	Bipartite Committee Meeting	Conducted a bipartite meeting to review compliance with ONA/OFATMA contributions, wage calculations (night and rest day work), employment contracts, internal regulations, and MAST minimum wage standards.
29-Jan-25	Advisory meeting	Discuss compliance with Haitian labor laws regarding social security payments, wages, contracts, and workplace regulations.

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDATION EFFORTS	MONTHS
<b>Assessment May 2025</b>						
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not adequately investigate, monitor and measures OSH issues.	Review and measure the effectiveness of the management system.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an appropriate grievance handling and dispute resolution procedures.	Develop a policy with clear guidelines on how to learn from a conflict and define the different steps to follow.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have a disciplinary and termination procedure.	Include in the procedure a clear specification of unacceptable behaviors or performance.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not properly investigate violations of HR policies and procedures.	Define mechanisms to evaluate HR policy in order to identify weaknesses and make the necessary corrections		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not adequately communicate and implement HR policies.	Communicate and implement HR policies through : Induction training for workers and staff. Conduct staff training on how to carry out policies and procedures.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The HR policy that defines accountability and responsibility for HR issues to HR staff is in Spanish.	Translate the document in local language.		59

Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an HR policy that is signed by top management and includes all the necessary elements.	Develop an HR policy including all necessary information .	59
Nov-25	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on leave 6 weeks before giving birth.	Grant 12 weeks of maternity leave to all pregnant women, and this leave must begin 6 weeks before the expected date of delivery.	1
Nov-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not provide 15 days of annual leave to all workers.	Provide 15 days of annual leave to all workers including mechanics.	20
Nov-25	<b>Working Time</b>	<b>Overtime</b>	Several workers accumulated more than 80 hours overtime during a trimester.	Ensure that overtime worked per trimester is less than 80 hours.	20
Nov-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST before working on Sunday.	Request prior authorization from MAST before working on Sunday.	20
Nov-25	<b>Working Time</b>	<b>Overtime</b>	The Factory did not obtain prior authorization from MAST to perform overtime.	Always obtain authorization to work overtime in order to comply with the Haitian labor code.	20
Nov-25	<b>Working Time</b>	<b>Regular Hours</b>	The factory did not receive authorization from the Ministry of Labor to work at night	Request authorization from MAST to work at night	20
Nov-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Adjust the factory's working hours to comply with the legal limit required by law.	20
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10 percent of workers were trained in fire-fighting equipment.	Ensure that at least 10% of the factory staff are trained in firefighting	59
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire drills are not conducted on twice a year as recommended by Better Work.	Conduct at least 2 emergency drill per calendar year.	59
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	One exit door was obstructed by cardboard boxes on the floor.	Take all necessary measures to ensure that exit door remain clear at all times.	20
Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed aisles in the sewing areas.	Provide additional space for storing goods and ensure that aisles are not obstructed.	33

Nov-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several fire extinguishers were not properly maintained.	.Provide adequate firefighting equipment and ensure regular maintenance.		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10 percent of the workforce is trained in first aid, as recommended by Better Work.	Ensure that at least 10% of workers have first aid training		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of annual medical checks for workers were present in worker's files.	Take all necessary measures to ensure that workers can benefit from medical checks.		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks for workers exposed to work-related hazards were present in worker's files.	Take all necessary measures to ensure that workers can benefit from medical checks.		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks for newly hired workers were present in worker's files.	Take all necessary measures to ensure that workers can benefit from medical checks.		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	Insufficient number of toilets	Increase the number of toilets.		
Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Electrical wires are not properly maintained.	Take all necessary steps to ensure that all electrical wires are properly insulated .		1
Nov-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer does not provide all the necessary PPE to all workers.	Ensure that PPE is available and in sufficient quantity for all workers who need it.		49
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The factory did not provide training to all workers using chemical and hazardous products.	Conduct training, document attendance, and establish a system to maintain updated training records.		20
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS's are missing for several chemical and hazardous products.	. Keep chemical MSDS for all hazardous chemicals used in the workplace.		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical storage areas on both floors do not meet all safety requirements.	Define who control the chemical container on receipt from supplier and control the label.		59

Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemical and hazardous substances found in the workspace.	Define who control the chemical container on receipt from supplier and control the label.		59
Nov-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemical products is not accurate.	Include all chemicals used in the workplace in the actual inventory.		1
Nov-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory has not reported any accidents to OFATMA in the last 12 months.	Record work related accidents and send them to OFATMA monthly.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the annual salary supplement or bonus upon termination did not include payment for weekly rest day.	Calculate the supplementary salary or bonus by adding up all earnings received.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The average salary calculation for the annual leave when worker resign or are terminated is not accurate.	Include the payment for weekly rest day in the calculation of unused paid annual leave when worker resign or terminated.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation for the annual salary supplement or bonus is inaccurate	Calculate the average salary for the payment of day of notice by adding up all earnings received.		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Some employees' contracts did not specify working hours.	Drafting employment contracts that comply with all legal requirements		59
Nov-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Several workers' files were missing the contract.	Give each worker an employment contract and provide one to each of them.		1
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	Register with OFATMA for maternity and health insurance. Then, send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.		59
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' contribution to OFATMA for maternity and health insurance is inaccurate.	Pay the OFATMA contribution within 10 working days according to the law and add the 7th day payment as well as any other income except those earned for overtime.		59

Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Workers' deductions for ONA are based on the minimum salary.	Pay the ONA contribution within 10 working days according to the law and add the 7th day payment as well as any other income except those earned for overtime.	59
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer's contribution for OFATMA contribution maternity and health insurance is inaccurate.	Pay the OFATMA contribution within 10 working days according to the law and add the 7th day payment.	59
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer contributions to ONA are based on the minimum salary.	Calculate ONA deduction on the basic salary including money for production and allocation. Then, forward contribution on time.	59
Nov-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	OFATMA work related accident payment for the fiscal year 2024-2025 is not accurate.	Revised OFATMA payment for work accidents.	59
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The factory does pay workers for the weekly rest day.	Pay the rest day when worker works for 48 hours or 6 consecutive days.	20
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	The factory only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment.	Pay OFATMA contributions correctly and regularly to enable pregnant women to receive their 12-week maternity leave allowance.	59
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	Sick leave payment is not properly calculated.	Include the payment for the weekly day of rest in the calculation of the average salary for payment of sick leave.	59
Nov-25	<b>Compensation</b>	<b>Paid Leave</b>	Annual leave payment is not accurate.	The factory must pay the 7th day and apply the 50% increase provided for night work and that applicable to overtime.	59
Nov-25	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Overtime hours were not registered for workers on fix salary and the non-production workers.	Register overtime hours for the supervisors, workers on fixed salary and the non-production workers then pay them in accordance with the law.	20
Nov-25	<b>Compensation</b>	<b>Overtime Wages</b>	The employer did not pay all workers with 50% percent above the normal rate for overtime worked on weekly rest day.	Modify the payroll system and compensate overtime with the 50% increase stipulated by law for anyone who works beyond normal working hours.	20

Nov-25	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The employer failed to implement all the provisions of the collective agreement.	Ensure strict compliance with the CODEVI collective agreement regarding the provision of PPE to workers.		33
<b>Assessment May 2023</b>						
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an appropriate grievance handling and dispute resolution procedures.	Develop a grievance handling and dispute resolution procedures that includes communication of changes made or resolution, fair review and appeal process.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an appropriate recruitment procedure.	Develop a recruitment procedure that includes: Hiring criteria that are applied equally to all job applicants.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have a disciplinary and termination procedure.	Include in the procedure a clear specification of unacceptable behaviors or performance.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not properly investigate violations of HR policies and procedures	Develop an HR system performance indicator. Investigate violations of HR policies and procedures and review the procedures accordingly.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer does not adequately communicate and implement HR policies.	Communicate and implement HR policies through : Induction training for workers and staff. Conduct staff training on how to carry out policies and procedures.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The HR policy that defines accountability and responsibility for HR issues to HR staff is in Spanish.	Translate the document in local language.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an HR policy that is signed by top management and includes all the necessary elements.	Develop an HR policy that is signed by top management and includes: - Mandatory minimum age requirements - Non-utilization of child labor - Equal treatment and non-discrimination - Prevention of sexual harassment - Legal requirements in relation to termination		
May-24	<b>Working Time</b>	<b>Leave</b>	The factory did not provide 15 days of annual leave to all workers.	Provide 15 days of annual leave to all mechanic workers.		

May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST before working on overtime.	Request prior authorization from MAST before working on overtime.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The employer does not investigate, monitor and measures OSH issues.	Conduct regular meeting with management to define and review Occupational safety target and performance.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less than 10 percent of workers were trained in fire-fighting equipment.	Train at least 10 percent of workers in fire-fighting equipment.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Sources of ignition are not properly safeguarded.	Inform workers about fire hazards and the need to report hazards for correction.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Fire drills are not conducted on twice a year as recommended by Better Work.	Conduct at least 2 emergency drill per calendar year.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Obstructed aisles in the sewing areas.	Provide additional space for storing goods and ensure that aisles are not obstructed.	The tables and boxes have been removed.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	One exit door was lock during work hours.	Provide instructions not to close the exit door in case of fire.	Management issued instructions and all the exit doors remain unlocked during working hours.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The floor needs to be repainted and evacuation maps need to be updated.	Update the evacuation map in Top choice 3- Paint evacuation arrows and signs in Top Choice 2.	The evacuation plan has been updated and the floor has been remarked.	
May-24	<b>Working Time</b>	<b>Overtime</b>	Several workers accumulated more than 80 hours overtime during a trimester.	Ensure that overtime worked per trimester is less than 80 hours.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Several fire extinguishers were not properly maintained.	Provide adequate firefighting equipment and ensure regular maintenance.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST before working on Sunday.	Request prior authorization from MAST before working on Sunday.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	Workers complain that they are not receiving the full amount of their salary because the punch system is not working properly.	Have an accurate attendance recording system. Train workers on clock in / clock out procedure.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The working hours posted on the floors is not accurate.	Display the factory's working hours for all shifts.		

May-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Change the regular daily or weekly hours to comply with the labor code.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Less than 10 percent of the workforce is trained in first aid, as recommended by Better Work.	Train at least than 10 percent of the workforce in first Aid.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of annual medical checks for workers were present in worker's files.	Pay OFATMA work related accident including the CDS for the fiscal year 2023-2024. Request OFATMA to conduct the annual medical checks.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of medical checks for workers exposed to work-related hazards were present in worker's files.	Provide free medical checks for workers exposed to work-related hazards twice a year.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Worker interviews across the factory confirmed they did not receive the health cards within the first 3 months of hiring.	Pay OFATMA for work related accident and request the health cards within the first 3 months of hiring.		
May-24	<b>Occupational Safety and Health</b>	<b>Welfare Facilities</b>	During interview workers said they never find soap in the toilets.	- Provide soap dispenser - Define who will check that soap is available and include this in the system of daily-weekly checks		
May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	Insufficient lux level in several areas of the workspace.	Increase the lux level in Packing and sewing section to at least 500 lux.		
May-24	<b>Occupational Safety and Health</b>	<b>Working Environment</b>	The temperature exceed Better Work recommended limit of 30 C.	Install additional fans in the workplace		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have onsite medical facilities and staff as required by art. 478 and 479 of the labor code.	Hire the required medical staff.		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The factory did not provide any training records on the use of personal protective equipment.	Develop an internal training plan and train all worker on the use of PPE.		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several chairs were missing back rest.	Provide chair with back rest.		

May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several sewing machines are missing eye guards, finger guards and belt guards.	Define who is in charge of installing and regularly maintaining the machine guards .		
May-24	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	The employer does not provide all the necessary PPE to all workers.	- Consult the MSDS to see which PPE is required for each product - Provide proper PPE to workers working with chemicals.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	No eye wash station has been installed where chemicals are used and stored.	Provide eye wash bottles and specify who will conduct regular checks of the functioning of the eyewash.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The factory did not provide training to all workers using chemical and hazardous products.	Train workers and supervisors on chemical management.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area is not isolated.	Improve isolation from the chemical such as separate room for spot cleaning.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS's are missing for several chemical and hazardous products.	. Keep chemical MSDS for all hazardous chemicals used in the workplace.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The chemical storage areas on both floors do not meet all safety requirements.	Train workers on proper storage of chemicals and specify who conducts regular chemical safety checks.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unlabeled containers of chemical and hazardous substances found in the workspace.	Define who control the chemical container on receipt from supplier and control the label.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not send the report of work related accident to OFATMA monthly.	Record work related accidents and send them to OFATMA monthly.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The annual salary supplement or bonus is not accurate.	Include payment for weekly rest day in the calculation of payment of annual salary supplement or bonus upon termination.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The average salary for annual leave when worker resign or are terminated is not accurate.	Include the payment for weekly rest day in the calculation of unused paid annual leave when worker resign or terminated.		

May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the payment for the notice period did not include payment for weekly rest day.	Include the payment for weekly rest day in the calculation of payment for the notice period.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have internal work rules approved by the Ministry of Labor and posted in the workplace.	Update the internal work rules and send it to MAST for approval.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The apprentice contracts were not approved by the Ministry of Labor (MAST), as legally required.	Request approval for the apprentice contracts. make an amendment to workers' contracts to include all the information as stated in the labor code.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.	Register with OFATMA for maternity and health insurance. Then, send workers pay slip for the last 3 months to OFATMA for sick leave and maternity leave payment.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not collect and forward workers' contributions to OFATMA for maternity and health insurance.	Collect and forward workers' contributions to OFATMA for maternity and health insurance.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	ONA deduction are based on the minimum salary.	Forward employer's contributions to ONA on time. Moreover, ensure that ONA deduction is based on the basic salary including the weekly rest day payment.		
May-24	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemical and hazardous substances does not specify the location where they are stored in all building.	Assign responsible persons for updating inventories of hazardous substances in the various locations where they are stored or used.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The last OFATMA payment for maternity and health insurance. made in November 2023.	Forward employer's contribution to OFATMA maternity and health insurance on time. Furthermore, ensure the calculation for the payment is based on the basic salary.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	Employer contributions to ONA are based on the minimum salary.	Calculate ONA deduction on the basic salary including money for production and allocation. Then, forward contribution on time.		

May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The annual salary supplement or bonus did not include payment for weekly rest day.	Include payment for weekly rest day in the calculation of annual salary supplement or bonus.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory did not provide proof of payment for the fiscal year 2023-2024, for OFATMA work related accident insurance.	Pay OFATMA work related accident for the fiscal year 2023-2024.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Holidays are not paid on average daily salary to all workers.	Calculate holiday payment on average daily salary to all workers.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory does pay workers for the weekly rest day.	Pay the rest day when worker works for 48 hours or 6 consecutive days.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory only paid 6 weeks of maternity leave where workers are entitled to 12 weeks of payment.	Pay the rest day when worker works for 48 hours or 6 consecutive days and include the payment in the calculation of the average salary for the payment of maternity leave. The factory must ensure that worker entitled to maternity leave receives 12 weeks of payment.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the average salary for the payment of unused paid annual leave does not include the payment for weekly rest day.	Include the payment for weekly rest day in the calculation of unused paid annual leave when worker resign or terminated.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Payments for sick leave are based on the minimum salary and did not include payment for weekly rest day.	Include the payment for the weekly day of rest in the calculation of the average salary for payment of sick leave.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the average salary for the payment of the notice period does not include payment for weekly rest day.	Include the payment for weekly rest day in the calculation of payment for the notice period.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Payments for annual leave are based on the minimum salary and did not include payment for weekly rest day.	Include payment for weekly rest day in the calculation of annual leave.		

May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have internal work rules approved by the Ministry of Labor and posted in the workplace.	Update the internal work rules and send the internal work rules to MAST for approval.		
May-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Overtime hours were not registered for workers on fixed salary and the non-production workers.	Register overtime hours for the supervisors, workers on fixed salary and the non-production workers such as administrative staff and pay them in accordance with the law.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	Overtime work hours performed beyond 6 PM for day shift were paid 50 percent above normal wage instead of 100 percent.	Modify the payroll system and pay the overtime work performed beyond 6 PM for day shift were paid 100 percent above the normal wage.		
May-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The employer failed to implement all the provisions of the collective agreement.	Implement all the provisions of the collective agreement.		

217 BETTER WORK HAITI – 29TH SYNTHESIS REPORT



Factory: **Uniwell Apparel, LLC.**  
 Supplier ID: **3285**  
 Location: **Ouanaminthe**  
 Number of workers: **664**  
 Date of registration: **Jan-20**  
 Date of last two Better Work assessments: **May-24**      **Oct-25**

Advisory and Training Services

5-Jun-25	Advisory meeting	1- Verification of paid leave 2- Verification of social security contributions 3- Discussions with the bipartisan committee 4- Factory tour 5- Discussion with the administration regarding a strike that occurred earlier this week
30-Jan-25	Bipartite Committee Meeting	1-Presentation of new enterprise Advisor 2- Discussion regarding the dismissal of a union committee member 3- Factory tour
30-Jan-25	Advisory meeting	1- Introduce myself to the factory 2- Discussion on the dismissal of a union committee member 3- Factory tour

ASSESSMENT	COMPLIANCE CLUSTER	COMPLIANCE POINT	DETAILS OF NON COMPLIANCE	IMPROVEMENT PRIORITIES	REMEDIATION EFFORTS	MONTHS
<b>Assessment October 2025</b>						
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate OSH policy.	Develop an OSH policy with measurable targets and include worker consultation.		58
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an adequate grievance handling and dispute resolution procedures.	Develop a grievance procedure that ensure confidentiality and accessibility in the local language.		58
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's disciplinary and termination procedures does not include all the necessary elements.	Design a disciplinary and termination procedures that fully comply with labor law and protect employee rights. Include : - The right to representation during disciplinary processes; - Timeframe for payments; - Legal notice periods and termination payments; -The right to defend oneself prior to termination through an appeal request issued in writing		58

Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer did not investigate violations of HR policies and procedures.	Establish a procedure to investigate HR policy violations, identify weaknesses, and implement corrective actions.	58
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The communication on HR policies and procedures does not include all the necessary steps.	Plan for a comprehensive HR communication that includes induction training, posted policies, and accurate translations.	58
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory's HR policy is in a foreign language.	Plan to provide the HR policy in a language accessible to all employees.	58
Oct-25	<b>Working Time</b>	<b>Leave</b>	Pregnant workers do not go on leave 6 weeks before giving birth.	Establish procedures to ensure maternity leave is scheduled in accordance with the Labor Code (6 weeks before childbirth).	58
Oct-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST, to perform overtime.	Establish a procedure to obtain MAST authorization before scheduling overtime work.	20
Oct-25	<b>Working Time</b>	<b>Overtime</b>	Overtime hours worked exceeds 80 hours per trimester.	Establish controls to limit overtime hours in accordance with labor regulations.	2
Oct-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST to perform overtime on Sundays.	Establish a procedure to obtain MAST authorization for overtime work on Sundays.	20
Oct-25	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST to perform overtime.	Establish a procedure to obtain MAST approval before scheduling overtime work.	20
Oct-25	<b>Working Time</b>	<b>Regular Hours</b>	The employer did not obtain any prior authorization from the Ministry of Labor to perform work during night hours.	Establish a process to obtain required authorization from the Ministry of Labor before scheduling night work.	2
Oct-25	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Develop work schedules in accordance with Article 97 of the Labor Code.	20
Oct-25	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Emergency fire drills are not conducted every six months.	Establish a consistent schedule for conducting fire drills every six months.	2

Oct-25	Occupational Safety and Health	Emergency Preparedness	The factory floor of building #2 needs to be painted.	Schedule routine maintenance or painting for factory floors.	58
Oct-25	Occupational Safety and Health	Emergency Preparedness	Improper maintenance of fire extinguishers	Establish a scheduled inspection and maintenance program for all fire extinguishers.	58
Oct-25	Occupational Safety and Health	Health Services and First Aid	Less than 10 percent of the workforce is trained in first aid.	Schedule first aid training for at least 10% of the workforce as required.	58
Oct-25	Occupational Safety and Health	Health Services and First Aid	First aid boxes were missing supplies listed in there inventory.	Establish a proper system for maintaining and regularly checking first aid box inventories.	2
Oct-25	Occupational Safety and Health	Health Services and First Aid	Free annual health check is not provided to all workers.	Establish a clear procedure to ensure timely annual health checks and formalize the payment agreement with OFATMA.	58
Oct-25	Occupational Safety and Health	Health Services and First Aid	Workers who have been exposed to work-related hazards did not receive two free health on a yearly basis.	Implement a system to ensure workers exposed to hazards receive two free health check-ups per year.	58
Oct-25	Occupational Safety and Health	Health Services and First Aid	Worker did not receive health cards within the first three months of hiring.	Establish a clear procedure for timely issuance of health cards and formalize a payment agreement with OFATMA.	58
Oct-25	Occupational Safety and Health	Welfare Facilities	Insufficient number of toilets.	Increase the number of toilets to meet legal requirements for the current female workforce.	58
Oct-25	Occupational Safety and Health	Working Environment	The workspace is not tidy.	Establish clear housekeeping standards and schedules for the sewing floor.	2
Oct-25	Occupational Safety and Health	Working Environment	Insufficient light levels in several sections of the workspace.	Implement a lighting plan that meets recommended lux levels for each work area.	2
Oct-25	Occupational Safety and Health	Working Environment	The temperature level is unacceptable in several sections of the workspace.	Implement temperature control measures to maintain safe and comfortable working conditions.	2
Oct-25	Occupational Safety and Health	Worker Protection	There are no warning signs and safety precautions where chemicals containers are stored.	The factory did not plan or implement a system for warning signals and safety precautions in chemical storage areas.	2

Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Several machines are missing pulley guards and eye guards.	Establish a comprehensive maintenance and machine safety program to ensure all guards are in place.	20
Oct-25	<b>Occupational Safety and Health</b>	<b>Worker Protection</b>	Proper PPE is not provided to all workers.	Develop a comprehensive PPE program that addresses all specific hazards, including heavy lifting in the cutting department.	58
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	An eye wash station is not installed in all areas where chemical and hazardous products are used and stored.	Implement the installation of eye wash stations in areas where chemicals are used.	58
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Training is not provided to all workers using chemical and hazardous substances.	Develop a comprehensive chemical safety training program covering all workers exposed to hazardous products, including mechanics.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The spot cleaning area lacks proper conditions to prevent workers from unnecessary exposure to chemicals.	Plan a properly isolated and ventilated spot cleaning area with functional equipment to minimize chemical exposure.	58
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	MSDS is not available for all chemical products.	Develop a procedure to obtain and maintain MSDS for all chemicals used on-site.	58
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Improper storage of chemical and hazardous products.	Design a dedicated chemical warehouse with proper ventilation and segregation for hazardous substances.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	Unidentified containers of chemicals in the storage room.	Establish a clear procedure for labeling and storing all chemicals safely.	2
Oct-25	<b>Occupational Safety and Health</b>	<b>Chemicals and Hazardous Substances</b>	The inventory of chemical and hazardous products is incomplete.	Establish a comprehensive system to track and document all chemicals and hazardous substances used on-site.	58
Oct-25	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory did not provide a structural safety certificate to assessors.	Define a process to obtain and maintain up-to-date structural safety certification.	2
Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the payment for the annual salary supplement upon termination does not include the weekly rest day payment.	Establish a clear procedure to calculate the annual salary supplement that includes weekly rest day payments.	20

Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the payment for unused paid annual leave upon termination does not include the weekly rest day payment.	Define a clear procedure for calculating unused annual leave that includes weekly rest day payments.	20
Oct-25	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the average earnings for the applicable notice period when the time is not provided is not accurate.	Establish a clear procedure to calculate notice period pay that includes weekly rest day compensation.	20
Oct-25	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has internal work rules, which have not been approved by the Ministry of Labor.	Develop a comprehensive internal work rules covering all required elements and plan for submission to MAST.	58
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not submit workers' pay slips to OFATMA for sick leave or maternity leave payments.	Establish a procedure to document and provide evidence of OFATMA submissions for sick and maternity leave.	58
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of workers' contribution to OFATMA is inaccurate.	Establish a clear procedure for calculating OFATMA worker contributions that includes weekly rest day pay and timely payment deadlines.	58
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of the employer's contribution to ONA is inaccurate.	Establish a comprehensive calculation method for ONA contributions that includes weekly rest day pay and actual overtime, nor a schedule for timely payments.	58
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of the employer's contribution to OFATMA is inaccurate.	Define a complete method for calculating OFATMA contributions that includes weekly rest day pay and a schedule for timely payment.	58
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of workers' contribution to ONA is inaccurate.	Establish a clear procedure for calculating ONA contributions that includes all salary components, such as weekly rest days and actual overtime, and did not plan timely payments.	58
Oct-25	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of the payment for the annual salary supplement or bonus does not include the weekly rest day payment.	Establish a comprehensive calculation method for the annual salary supplement that includes weekly rest day pay.	58

Oct-25	Compensation	Social Security and Other Benefits	The factory does not pay OFATMA for accident insurance in a one payment. They pay monthly.	Establish clear procedures for OFATMA accident insurance payments and accurate salary declarations including weekly rest days and night overtime.		58
Oct-25	Compensation	Paid Leave	The payment for legally mandated holidays is not properly calculated.	Establish a clear and complete method for calculating average earnings that includes correctly rated night overtime hours.		20
Oct-25	Compensation	Paid Leave	The weekly rest day is not compensated, when workers accumulate 48 hours within five days.	Define controls to ensure adherence to the Monday to Friday work schedule and legal weekly rest day requirements.	The weekly rest day is not compensated, when workers accumulate 48 hours within five days or less.	20
Oct-25	Compensation	Paid Leave	The factory has only paid 6 weeks of maternity leave, whereas eligible workers are entitled to 12 weeks of paid leave.	Plan timely OFATMA registration and establish a complete maternity leave payment procedure aligned with legal requirements.		58
Oct-25	Compensation	Paid Leave	Sick leave payment is not paid on the average earning since.	Establish a clear and compliant sick-leave payment formula that includes weekly rest day pay.		58
Oct-25	Compensation	Paid Leave	The annual leave calculation does not include the weekly rest day payment.	Establish a complete and compliant annual-leave calculation method that includes weekly rest day pay.		58
Oct-25	Compensation	Wage Information, Use and Deduction	Some employees were not compensated for overtime work performed.	Plan a uniform overtime policy covering all employee groups, including supervisors, mechanics, and administrative staff.		20
Oct-25	Compensation	Overtime Wages	Assessors noted that overtime performed beyond 6 pm, workers not paid the night time increase rate.	Define or communicate clear rules for applying night-time overtime premium in payroll planning.		20
Oct-25	Compensation	Overtime Wages	Some employees were not compensated for overtime work performed.	Plan or define overtime payment rules for all positions, especially non-production roles.		20
Oct-25	Freedom of Association and Collective Bargaining	Collective Bargaining	The factory failed to implement some provisions of the collective agreement.	Planned and budgeted for Safety and environmental requirements.		58
<b>Assessment May 2024</b>						
May-24	Occupational Safety and Health	OSH Management Systems	The factory does not have an adequate OSH policy that is signed by top management.	Develop the policy in consultation with workers and their representatives and include measurable objectives and improvement targets in the policy		

May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an adequate hazard/risk management and control procedure.	Develop a hazard/risk management and control procedure that includes:- A hierarchy of controls that is used to select effective controls- A risk register that drives the implementation of controls.		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	The factory does not have an accident investigation procedure.	Develop an accident investigation procedure that includes: - Root cause analysis - Focus on sustainable solutions - Implementation of changes in order to avoid reoccurrence		
May-24	<b>Occupational Safety and Health</b>	<b>OSH Management Systems</b>	Management did not define accountability and/or responsibilities for OSH officer as well as top management.	- Appoint an OSH officer with sufficient expertise - Ensure effective functioning of the OSH committee		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an adequate grievance handling and dispute resolution procedures.	Translate the procedure in local language and ensure it include anonymity.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory does not have an HR policy that is signed by top management.	review the policy to include :- The right to representation during disciplinary processes;- Timeframe for payments. Have it signed by top management.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The employer did not investigate violations of HR policies and procedures.	Develop a procedure to review violations of on HR policy and include system performance indicators.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The communication on HR policies and procedures does not include all the necessary steps.	Provide Induction training for workers and staff. Post Policies and internal regulations in the factory.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST, to perform overtime.	Request prior authorization from MAST to perform overtime.		
May-24	<b>Working Time</b>	<b>Overtime</b>	The factory did not obtain prior authorization from MAST, to work overtime on Sundays.	Request prior authorization from MAST to perform overtime on Sundays.		

May-24	<b>Working Time</b>	<b>Regular Hours</b>	The internal work rules are not aligned with the actual working hours.	Ensure the working hours are aligned with the internal work rules.		
May-24	<b>Working Time</b>	<b>Regular Hours</b>	The regular daily or weekly hours exceed the legal limit.	Change the regular daily or weekly hours to comply with the labor code.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Less 10 percent of worker in the use of firefighting equipment.	Train at least 10 percent of worker in the use of firefighting equipment.		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	Sources of ignition are not properly safeguarded.	-Post appropriate safety warnings in the workplace. - Include this aspect in the daily-weekly checklist	Safety warnings has been posted around the workplace.	
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The floor needs to be repainted in the packing and warehouse area.	- Paint evacuation arrows and signs - Paint yellow lines on the floor to show the exit pathway		
May-24	<b>Occupational Safety and Health</b>	<b>Emergency Preparedness</b>	The fire extinguisher on the forklift did not have any inspection tag.	Provide adequate firefighting equipment. Ensure regular maintenance.	All fire extinguishers have been inspected. The inspection tag has been installed in the forklift in July 2024.	
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The number of workers trained in first aid is less than 10% as recommended by BWH.	Train at least 10 percent of workers in first Aid.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	The factory does not have an onsite medical facilities and staff.	Make a contract with a health care unit in the surroundings or Hire the required medical staff.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	No evidence of annual medical checks were present in worker's files.	Pay the health card to OFATMA for all workers and request medical checks for all workers.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Workers who have been exposed to work-related hazards did not receive two free health on a yearly basis.	Provide free health checks to workers who have been exposed to work-related hazards twice a year.		
May-24	<b>Occupational Safety and Health</b>	<b>Health Services and First Aid</b>	Worker did not receive health cards within the first three months of hiring.	Pay the health card to OFATMA for all workers and request medical checks for newly hired workers.		

May-24	Occupational Safety and Health	Welfare Facilities	The water test is not conducted on a monthly basis by a certified laboratory.	Conduct the water test monthly.		
May-24	Occupational Safety and Health	Welfare Facilities	Insufficient number of toilets.	Increase the number of toilets based on the workforce as required by law.		
May-24	Occupational Safety and Health	Worker Protection	The assessors observed 8 chairs found without back rest.	Provide chairs with backrest to workers.		
May-24	Occupational Safety and Health	Worker Protection	Exposed wires were noticed in the compressor room.	Insulate the exposed electrical wires.	The factory electrician removed the exposed wire.	
May-24	Occupational Safety and Health	Worker Protection	70% of single needle machines are missing finger guards.	Define who is in charge of installing & regularly maintaining the machine.	An inventory of sewing machines missing protective equipment has been conducted.	
May-24	Occupational Safety and Health	Worker Protection	Proper PPE is not provided to all workers.	Provide safety belt for workers doing heavy lifting in the cutting department.	Safety belt has been provided to all workers doing heavy lifting.	
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	An eye wash station is not installed in all areas where chemical and hazardous products are used and stored.	Provide eye wash bottles. Specify who will conduct regular checks of the functioning of the eyewash and include this in the system of daily-weekly checks.	Eye wash bottles have been installed in the mechanic workshop.	
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	The spot cleaning area lacks proper conditions to prevent workers from unnecessary exposure to chemicals.	1. Improve isolation from the chemical and have a separate room for spot cleaning 2. Repair the vacuum		
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	MSDS is not available for all chemical products.	Keep MSDS for all hazardous chemicals used in the workplace.	Management displays all MSDS where chemicals are stored.	
May-24	Occupational Safety and Health	Chemicals and Hazardous Substances	The inventory of chemical and hazardous products is incomplete.	Assign responsible persons for updating inventories of hazardous substances in the various locations where they are stored or used.	All chemicals and hazardous substances have been included in the chemicals inventories.	
May-24	Contracts and Human Resources	Termination	The calculation of the payment for the annual salary supplement upon termination does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation for annual salary supplement upon termination.		

May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the payment for unused paid annual leave upon termination does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation of unused paid annual leave when they resign or are terminated.		
May-24	<b>Contracts and Human Resources</b>	<b>Termination</b>	The calculation of the average earnings for the applicable notice period when the time is not provided is not accurate.	Include the weekly rest day payment in the calculation of the notice period when the time is not provided.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	The factory has internal work rules, which have not been approved by the Ministry of Labor.	Translate the internal work rules in local language and send it to MAST for approval.		
May-24	<b>Contracts and Human Resources</b>	<b>Employment Contracts</b>	Worker's contract does not comply with the labor code.	Review and update Worker's contract including the duration of the workday and the hours during which it must be performed.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory does not submit workers' pay slips to OFATMA for sick leave or maternity leave payments.	Submit workers' pay slips to OFATMA for sick leave or maternity leave payments.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The employer is affiliated with OFATMA for maternity and health insurance. However, no proof of payment was shared with the assessors.	Register with OFATMA for maternity and health insurance. Then collect and forward the contributions monthly.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory has not submitted the required employer contribution to ONA in 2023 and 2024.	Forward employer contribution to ONA for 2023 and 2024.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory has not forwarded the workers' contribution to ONA in 2023 and 2024.	Forward workers' contribution to ONA on Time as required by law.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The calculation of the payment for the annual salary supplement or bonus does not include the weekly rest day payment.	Include the weekly rest day payment in the calculation for annual salary supplement or bonus.		
May-24	<b>Compensation</b>	<b>Social Security and Other Benefits</b>	The factory is affiliated with OFATMA for accident insurance and paid 50 percent of the fiscal year 2023-2024 including the health card (CDS).	Pay OFATMA work related accident on time for the fiscal year 2023-2024 including the health card (CDS).		

May-24	<b>Compensation</b>	<b>Paid Leave</b>	Non working holiday payment is not based on the average earning.	Calculate the payroll for non working holiday on the average earning.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The weekly rest day is not compensated, when workers accumulate 48 hours within five days or less.	Pay the rest day when worker works for 48 hours or 6 consecutive days.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The factory has only paid 6 weeks of maternity leave, whereas eligible workers are entitled to 12 weeks of paid leave.	Pay the rest day when worker works for 48 hours or 6 consecutive days and include the payment in the calculation of the average salary for maternity leave.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	Sick leave payment is not paid on the average earning since.	Include the weekly rest day payment in the calculation of sick leave payment.		
May-24	<b>Compensation</b>	<b>Paid Leave</b>	The annual leave calculation is not based on the average daily earning and does not include the weekly rest day.	Include the weekly rest day payment in the calculation of annual leave.		
May-24	<b>Compensation</b>	<b>Wage Information, Use and Deduction</b>	Some employees were not compensated for overtime work performed.	Register hours of overtime for workers on fix salary and the non-production workers. Then, pay overtime hours worked as required by law.		
May-24	<b>Compensation</b>	<b>Premium Pay</b>	The payment for legally mandated holidays does not include production salary, incentives and weekly rest day payment.	Make adjustments in the payroll system and ensure that payment for legally mandated holidays is based on the average salary and include production incentives.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	The employer does not pay workers 100 percent above the normal wage for overtime hours worked on legally mandated holidays.	Make adjustments in the payroll system and ensure that overtime hours worked on legally mandated holidays are paid 100 percent above normal wage.		
May-24	<b>Compensation</b>	<b>Overtime Wages</b>	Assessors noted that overtime performed beyond 6 pm, workers not paid the night time increase rate.	Make adjustments in the payroll system and ensure that overtime work hours performed beyond 6 PM for day shift are paid 100 percent above normal wage		
May-24	<b>Freedom of Association and Collective Bargaining</b>	<b>Collective Bargaining</b>	The factory failed to implement some provisions of the collective agreement.	Implement all provisions of the collective agreement.		





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