



Member(s) Hugo Boss AG
Country Indonesia
Date of Inspection 10/31/2017

FLA Assessment Corrective Action Plan
Summary of Corrective Actions Taken or Planned

Additional CAP Notes

Benchmark ID	Benchmark details	Question(s)	Finding details	Recommendation for Immediate Action	Recommendation for Sustainable Improvement	Company Plan of Action	Company deadline (MM-DD-YYYY)	Action Taken	Company Progress Status
XX.1	Please refer to the assessment report for benchmark information. For assessments conducted prior to 2020 benchmark numbers reflect the FLA's 2011 Workplace Compliance Benchmarks.	1	1. The factory does not have a policy on performance review. The available procedures on performance review do not include prohibition of discrimination does not provide written feedback and does not comply with legal requirements. The factory conducts performance reviews only for supervisor levels and above not for production workers. ER.29 2. The factory only has policy and procedures on Recruitment and Hiring. There are no policies and procedures on Personnel Development. ER.28 ER.30 3. The grievance policy lacks an anti-retaliation policy. ER.1 4. The disciplinary procedures do not include the presence of a third-party witness during imposition of disciplinary actions and providing opportunity for workers to appeal disciplinary actions taken against them. ER.27 5. The procedure for managing environmental impact within factory and to its surroundings only includes information on waste spillage and not how to manage environmental impact caused by						

XX.2	<p>Please refer to the assessment report for benchmark information. For assessments conducted prior to 2020 benchmark numbers reflect the FLA's 2011 Workplace Compliance Benchmarks.</p>	2	<p>1. The orientation for new workers does not include Recruitment Hiring and Personnel Development Industrial Relations and Environmental Protection. In addition the workers do not receive written documentation that substantiates all the issues covered in orientation. ER.15</p> <p>2. The factory does not provide ongoing training to workers on all Employment Functions except for fire and evacuation drills. There is no training on Workplace Conduct for the relevant managers HR personnel and administrative staff. Additionally the factory does not provide specific training for relevant supervisors on all Employment Functions. ER.1 ER.15 ER.17 ER.25 ER.27</p> <p>3. There is inadequate PPE training conducted: HSE.8</p> <p>1. Last PPE training was conducted on March 27 2017 for 23 workers and on September 12 2017 for one worker out of 2028 total employees at the factory.</p> <p>2. There is no training material filed along with documentation of PPE training.</p> <p>3. The activity report of those training does not state that workers have been trained on</p>
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