



Factory Assessment Report

Sustainable Compliance Initiative (SCI)

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

FLA member(s)	Alo, LLC - 6238
Country	Thailand
Assessment Date	6/16/2026
Assessment Company	OneStep Viet Co., Limited - 200005

Workforce Summary

Number of Workers	312
Percentage female	85 %
Primary Languages	Thai

Wage Data information

Monthly minimum wage in country at time of assessment	The legal monthly minimum wage in Samut Prakan, Thailand in 2025 is 9672 THB.
GLWC living wage benchmark for the country or relevant region at time of assessment	The GLWC living wage net benchmark for Urban Thailand in 2025 is 14,542 THB. The GLWC living wage gross benchmark for Urban Thailand in 2025 is 15,292 THB.

Assessment Summary

Violations per FLA Code Element	Violated Benchmarks
Nondiscrimination (ND)	0
Health, Safety And Environment (HSE)	9
Employment Relationship (ER)	2
Hours Of Work (HOW)	0
Harassment Or Abuse (HA)	0
Freedom Of Association And Collective Bargaining (FOA)	0
Forced Labor (F)	1
Child Labor (CL)	0
Compensation (C)	2

Violations per Category	Violated Benchmarks
Immediate Action Required	13
Sustainable Improvement Required	1
Uncorroborated Risk of Non-Compliance	0
Notable Feature	0

24-Hour Findings Summary

24h Violations per FLA Code Element	Violated Benchmarks
Nondiscrimination (ND)	0
Health, Safety And Environment (HSE)	7
Employment Relationship (ER)	0
Hours Of Work (HOW)	0
Harassment Or Abuse (HA)	0
Freedom Of Association And Collective Bargaining (FOA)	0
Forced Labor (F)	1
Child Labor (CL)	0
Compensation (C)	0

Details 24h Findings

Benchmark	Forced Labor (F)
Benchmark ID	F.4.1
Benchmark Details	If workplace entrances are locked or guarded to prevent nonemployee access to the premises for security reasons, workers shall have free egress at all times
Finding Details	(24hr) WCDB_FL_Q02 - Are workers allowed to leave the factory during working time, including emergency cases? Answer: No, 24h Finding Explanation: The workers, security guards and supervisors stated that, in practice, workers were not allowed to go out during lunch time unless this had been allowed by supervisor with a signed consent form. Security guards control access at the factory gate, which remained closed at all times, and workers were not permitted to leave without presenting the signed consent form. During the closing meeting, the factory top manager shared that the purpose of this practice was for the time in / time out control. However, top management stated that workers are allowed to leave the premises during the lunch break without requiring supervisory approval and believed that the restriction resulted from a misunderstanding at the supervisory level. Remark: In practice, worker shall clock in/out 4 time per day: at the start and end of the regular working shift, and at the start and end of the lunch break.
Benchmark	Health, Safety And Environment (HSE)
Benchmark ID	HSE.1

Benchmark Details

Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.

Finding Details

(24hr) HSEB_WP_Q04 - Is the overall structural safety of the factory good (no cracks, unauthorized additions, etc.)?

Answer: No, 24h Finding

Explanation: There is on wall cracks (approximately 4 meters length) in chemical warehouse. This crack appears on both sides of the wall.

Benchmark

Benchmark ID

Benchmark Details

Health, Safety And Environment (HSE)

HSE.13

All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.

Finding Details

(24hr) HSEB_MSA_Q05 - Is the electrical wiring of the building/equipment/machinery in good condition, including dormitory?

Answer: No, 24h Finding

Explanation: There is no inner cover for 3 electrical cabinets at wastewater treatment plant, yarn warehouse 2 and mechanic area. Besides, no cover for electrical injection of air compressor at wastewater treatment plant.

Benchmark

Benchmark ID

Benchmark Details

Health, Safety And Environment (HSE)

HSE.14.1

All production machinery, equipment and tools shall be properly guarded and regularly maintained.

Finding Details

(24hr) HSEB_MSA_Q03 - Are all machines properly guarded as required?

Answer: No, 24h Finding

Explanation: Two out of three spinning machines in the dyeing room and the softening room do not have interlocking mechanisms to prevent the machine covers from being opened during operation.

Benchmark

Benchmark ID

Benchmark Details

Health, Safety And Environment (HSE)

HSE.14.2

Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use.

Finding Details

(24hr) HSEB_TRB_Q02 - Does the factory provide training to workers operating machinery and vehicles?

Answer: No, 24h Finding

Explanation: 1. One out of two forklift drivers does not obtain the required operator qualification certificate/license.
2. No qualified building electrician is available in the factory. The technicians performed the electric / machines maintenance in the factory. However, all of them do not obtain the license as required by law.

Benchmark	Health, Safety And Environment (HSE)
Benchmark ID	HSE.5.1.2
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: installation and maintenance of fire alarms;
Finding Details	(24hr) HSEB_FE_Q24 - Does the factory have a functional emergency alarm system to notify workers of emergencies? Answer: No, 24h Finding Explanation: 1. There is no fire detection system for the machine storage area (approximately 600 square meters) on the first floor of Knitting 1 building and the semi-product storage area (approximately 600 square meters) on the second floor of Knitting 1 building. Remark: There is no people who often work in those areas. 2. All (two) fire detectors in yarn storage (200 square meters) are out of order.
Benchmark	Health, Safety And Environment (HSE)
Benchmark ID	HSE.5.1.3
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: installation and maintenance of emergency lighting
Finding Details	(24hr) HSEB_FE_Q18 - Are exit signs lighted when the power goes out? Answer: No, 24h Finding Explanation: There no emergency light installed at one out of 2 exit doors of knitting area (second floor of knitting 1 workshop). There are 10 workers in this area at assessment time.
Benchmark	Health, Safety And Environment (HSE)
Benchmark ID	HSE.5.1.4
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following: ensuring aisles/exits are not blocked and that workers are not blocked within their workstations
Finding Details	(24hr) HSEB_FE_Q17 - Are emergency exits free from obstruction? Answer: No, 24h Finding Explanation: At least five exit aisles are obstructed by boxes of product in Knitting 1 building and Knitting 2 building.

Assessment Results

Compensation (C)	
Benchmark ID	C.1.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning the payment of compensation to workers.
Finding Details	Workers have to purchase scissors themselves for THB 20. In addition, workers are also required to pay THB 100 for the replacement of a lost ID badge and THB 20 for the replacement of lost earplugs.
Recommendations for Immediate Action	Provide work equipment/ID badge for free.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	Labor Protection Act B.E.2541 Section 76

Benchmark ID	C.19.1
Benchmark Details	Employers shall make every reasonable effort to ensure workers understand their compensation, including: the calculation of wages, incentives systems, benefits, and bonuses they are entitled to at the workplace and under applicable laws.
Finding Details	Employees are not aware of severance pay, sterilization leave, military leave, and skill and training leave.
Recommendations for Immediate Action	Provide training on those leaves to employees.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	Labor Protection Act B.E. 2541 (1998) Section 33, 35, 36 and Chapter 11 Severance Pay Section 118

Employment Relationship (ER)

Benchmark ID	ER.3.1
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Benchmark Details	Employers shall provide an orientation to new employees at the time of hiring, which includes explanations of the employers' rules, compensation package and policies for human resources, grievance systems, industrial relations, including respect of the right to freedom of association, workers' rights and responsibilities, FLA Code of Conduct, health and safety, and environmental protection.
Finding Details	The orientation training provided to a new employee did not include all FLA's Code elements. Additionally, no FLA training is provided to current employees.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	N/A

Benchmark ID	ER.17.2
Benchmark Details	There shall be a mechanism that allows workers to report harassment and grievances confidentially, including any concerns or problems they may be experiencing around legally owed payments during a retrenchment process.
Finding Details	Suggestion boxes are located in open areas, such as near the security guard and time-keeping machine.
Recommendations for Immediate Action	Relocate suggestion boxes to private areas (e.g., toilet).
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	N/A

Health, Safety And Environment (HSE)

Benchmark ID	HSE.14.1
Benchmark Details	All production machinery, equipment and tools shall be properly guarded and regularly maintained.
Finding Details	Two out of three spinning machines in the dyeing room and the softening room do not have interlocking mechanisms to prevent the machine covers from being opened during operation.
Recommendations for Immediate Action	Install safety mechanism for machines.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

The Notification of the Ministry of Labor Re: Occupational Health and working environment regarding machine, crane and boiler B.E. 2564 Clause 15

Benchmark ID

HSE.5.1.2

Benchmark Details

All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: installation and maintenance of fire alarms;
1. There is no fire detection system for the machine storage area (approximately 600 square meters) on the first floor of knitting 1 building and the semi-product storage area (approximately 600 square meters) on the second floor of knitting 1 building. Remark: There are no people who often work in those areas.
2. All (two) fire detectors in yarn storage (200 square meters) are out of order.

Finding Details

Recommendations for Immediate Action

1. Install smoke and heat detectors in all areas, even those that are not continuously occupied by personnel.
2. Fix all non-functional fire detectors.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

1. The Notification of the Ministry of Industry Re: Working Safety relating to protection and prevention of fire in the factory B.E. 2552, Section 4
2. The Notification of the Ministry of Industry Re: Working Safety relating to protection and prevention of fire in the factory B.E. 2552, Section 10

Benchmark ID

HSE.5.1.3

Benchmark Details

All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: installation and maintenance of emergency lighting

Finding Details

There is no emergency lighting installed at 1 out of 2 exit doors in the knitting area (second floor of knitting 1 workshop). There were 10 workers in this area at the time of assessment.

Recommendations for Immediate Action

Install emergency lights at exit doors and in stairwells.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Fire protection B.E.2555 Clause 10

Benchmark ID

HSE.5.1.4

Benchmark Details

All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following: ensuring aisles/exits are not blocked and that workers are not blocked within their workstations

Finding Details

At least five exit aisles are obstructed by boxes of product in Knitting 1 building and Knitting 2 building.

Recommendations for Immediate Action

Remove all obstructions from exit pathways.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

1. The Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment in Relation to Fire protection B.E.2555, Clause 8
 2. The Ministerial Regulations Prescribing Standards for Administration, Management and Operation of Safety, Occupational Health and Working Environment Regarding Fire Prevention and Suppression B.E. 2555, Chapter 2: Safety Regarding Buildings and Fire Escapes Section 11
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Benchmark ID

HSE.1

Benchmark Details

Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.

Finding Details

1. According to the last inspection on illumination, 6 out of 69 light inspection points did not meet the legal requirement of 400-500 lux (approximate 329 lux).
2. Follow-ups are not conducted for workers who receive abnormal results during their health check.
3. Plastic bags are not included on the waste disposal permit.
4. It is noted that:
 - (i) 1 out of 15 management-level employees has not received the required training and been appointed as safety officers at the executive level.
 - (ii) 5 out of 36 foremen have received the required training and been appointed as safety officers at the foreman level.
5. There are cracks on the wall (approximately 4 meters in length) in the chemical warehouse. The crack appears on both sides of the wall.

Recommendations for Immediate Action

1. Fix or install more lighting in those 6 areas.
2. Conduct further investigation on all employees who have an abnormal health check.
3. Report the disposal of plastic bags through the environmental authority's reporting system to obtain the required permission prior to disposal.
4. Arrange the rest of foreman and management staff to attend training and appoint to be safety officers at executive level and foreman level.
5. Fix the cracks to ensure the building is safe.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

Announcement from the Department of Labor Protection and Welfare Regarding Light Intensity Standards Section 4; Ministerial regulation Re: Rules and procedures for medical examination B.E. 2563 Clause 3; The Notification of Ministry of Industry Re: Waste/Scrap management B.E. 2566 Clause 9; Ministerial Regulation on the Provision of Safety Officers Personnel, Agencies or Groups of Personnel to Carry out Safety In Business Establishments B.E. 2565 Section 7 and 10.

Benchmark ID

HSE.8

Benchmark Details

Workers shall be provided with training on the use and maintenance of personal protective equipment. Training shall be upon hire with periodic refresher training offered to all workers. Management will ensure use of PPE as necessary. New employees are provided fewer than 6 hours (around 2-3 hours) of safety training before working.

Finding Details

Recommendations for Immediate Action

Provide at least 6 hours of safety training to new employees.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

Announcement of the Department of Labor Protection and Welfare on the Criteria, Methods, and Conditions for Training Executives, Supervisors, and Employees on Safety, Occupational Health, and the Work Environment Section 7

Benchmark ID

HSE.13

Benchmark Details

All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.

Finding Details

There are no inner covers for 3 electrical cabinets in the wastewater treatment plant, yarn warehouse 2, and mechanic area. There is also no cover for the electrical injection of the air compressor in the wastewater treatment plant.

Recommendations for Immediate Action

Install inner covers for electrical cabinets and a cover for the electrical injection of the air compressor.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

N/A

Benchmark ID

HSE.9.2

Benchmark Details

Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances.

Finding Details

The last chemical spill drills were conducted on July 17, 2025, for 11 workers in the dyeing department, and on November 18, 2025, for 18 workers. However, there are chemicals used in other areas (e.g., washing section and wastewater treatment plant) as well.

Recommendations for Immediate Action

Arrange chemical spill drills for the rest of workers working with chemicals.

Recommendations for Sustainable Improvement

Compliance Classifications

Immediate Action Required

Local Law

The Notification of the Ministry of Industry RE: Safety Measures for Chemical Management in Factory B.E. 2565 Clause 39

Benchmark ID	HSE.14.2
Benchmark Details	Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use.
Finding Details	1. One out of two forklift drivers does not possess the required operator qualification/certificate/license. 2. No qualified building electrician is available in the factory. The technicians performed the electric/machine maintenance in the factory. However, none of them have a license as required by law.
Recommendations for Immediate Action	Arrange a mandatory training for all relevant workers (e.g., forklift driver and electrical technicians).
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	The Ministerial Regulation on the Prescribing of Standard for Administration and Management of Electric B.E. 2554 Clause 4

Forced Labor (F)

Benchmark ID	F.4.1
Benchmark Details	If workplace entrances are locked or guarded to prevent nonemployee access to the premises for security reasons, workers shall have free egress at all times
Finding Details	Workers, security guards, and supervisors reported that workers were required to obtain a supervisor-signed consent form before leaving the factory during lunch breaks. Security guards managed access at the factory gate and verified the signed form before allowing workers to leave. During the closing meeting, senior management explained that the practice was intended to support attendance and timekeeping controls. Management confirmed that workers are permitted to leave the premises during lunch breaks without prior supervisory approval and stated that the requirement had resulted from inconsistent implementation at the supervisory level. The factory subsequently clarified the procedure to ensure that workers may leave during lunch breaks without prior approval. Workers are required to record their attendance four times per day: at the beginning and end of the regular shift and at the beginning and end of the lunch break.
Recommendations for Immediate Action	Discontinue the practice of using a signed consent form when leaving.



**Recommendations
for Sustainable
Improvement**

**Compliance
Classifications**

Immediate Action Required

Local Law

N/A
