

GAP INC.

WORKING CONDITIONS

DATA

2011-2014

	2011	2012	2013	2014
ALL SOURCING REGIONS				
NUMBER OF FACTORIES	1255	1178	1152	1083
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	4.5%	4.9%	4.3%	2.8%
Employs worker below the legal minimum age or 15, whichever is higher	0.6%	0.4%	0.5%	0.4%
Forced Labor				
Uses involuntary labor	0.2%	0.3%	0.0%	0.6%
Discrimination				
Discriminatory distribution of wages and benefits	0.2%	0.3%	0.5%	0.5%
Discriminatory hiring policy	2.6%	2.2%	2.0%	1.9%
Working Hours				
Does not allow workers to refuse overtime	2.2%	2.8%	3.3%	2.3%
Does not provide 1 day off in 7	15.5%	17.7%	24.1%	25.9%
Wages & Benefits				
Does not pay overtime and incentives as required	15.5%	17.7%	17.4%	17.9%
Does not provide understandable wage statement	14.3%	15.2%	16.1%	12.9%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	9.1%	10.0%	8.6%	10.6%
Does not prohibit physical punishment or coercion	0.5%	0.3%	0.3%	0.6%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	3.1%	3.6%	5.1%	10.2%
Penalizes workers' efforts to organize	0.0%	0.0%	0.6%	1.6%
Contract Labor Regulations				
Employee contract in home country	0.3%	0.3%	0.2%	0.2%
Return fee	0.4%	0.2%	0.3%	0.1%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	25.9%	31.3%	29.1%	31.3%
Does not provide sufficient lighting	4.6%	3.1%	3.0%	2.3%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	52.4%	53.1%	53.7%	52.0%
Dormitory & Canteen				
Does not maintain clear exit routes	1.4%	2.5%	1.5%	1.1%
Does not provide individual mats or beds	0.6%	0.5%	0.1%	0.1%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.6%	0.3%	0.2%	0.1%
Factory has not established a contractor monitoring system	0.8%	0.3%	0.3%	0.5%
Legal & Customer Requirements				
Does not allow unrestricted access	25.3%	24.1%	24.0%	22.7%
EMS (Environmental Management System)				
Does not have an EMS	40.6%	42.4%	37.0%	37.0%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	11.0%	10.2%	7.4%	8.1%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	47.2%	45.4%	46.5%	46.6%

Information regarding our Code of Vendor Conduct and Assessment & Remediation Program can be found here: <http://www.gapinc sustainability.com/people/improving-factory-working-conditions>

	2011	2012	2013	2014
Top 3 Sourcing Regions Combined				
NUMBER OF FACTORIES	984	955	952	968
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	5.6%	6.1%	5.0%	3.1%
Employs worker below the legal minimum age or 15, whichever is higher	0.7%	0.5%	0.6%	0.3%
Forced Labor				
Uses involuntary labor	0.2%	0.3%	0.0%	0.4%
Discrimination				
Discriminatory distribution of wages and benefits	0.1%	0.0%	0.2%	0.2%
Discriminatory hiring policy	1.6%	2.0%	2.4%	1.9%
Working Hours				
Does not allow workers to refuse overtime	1.6%	2.5%	3.3%	1.7%
Does not provide 1 day off in 7	17.7%	19.5%	27.5%	26.3%
Wages & Benefits				
Does not pay overtime and incentives as required	18.1%	20.1%	19.4%	16.8%
Does not provide understandable wage statement	15.0%	15.5%	16.3%	10.3%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	8.6%	10.6%	9.2%	9.3%
Does not prohibit physical punishment or coercion	0.5%	0.4%	0.4%	0.5%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	3.9%	4.0%	5.8%	9.6%
Penalizes workers' efforts to organize	0.0%	0.0%	0.5%	1.4%
Contract Labor Regulations				
Employee contract in home country	0.3%	0.1%	0.0%	0.1%
Return fee	0.3%	0.1%	0.2%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	25.9%	32.0%	29.2%	27.6%
Does not provide sufficient lighting	5.8%	3.7%	3.3%	2.3%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	57.0%	56.4%	58.6%	51.2%
Dormitory & Canteen				
Does not maintain clear exit routes	1.5%	2.8%	1.8%	1.0%
Does not provide individual mats or beds	0.7%	0.6%	0.1%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.7%	0.4%	0.2%	0.1%
Factory has not established a contractor monitoring system	1.0%	0.4%	0.4%	0.5%
Legal & Customer Requirements				
Does not allow unrestricted access	27.1%	25.4%	26.4%	21.5%
EMS (Environmental Management System)				
Does not have an EMS	45.5%	47.4%	42.3%	36.5%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	13.5%	11.8%	8.8%	8.5%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	50.4%	48.8%	50.3%	45.8%

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	2011	2012	2013	2014
Other Sourcing Regions Combined				
NUMBER OF FACTORIES	271	223	200	115
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	0.4%	0.0%	0.5%	0.0%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.9%
Forced Labor				
Uses involuntary labor	0.4%	0.4%	0.0%	1.7%
Discrimination				
Discriminatory distribution of wages and benefits	0.4%	1.3%	2.0%	2.6%
Discriminatory hiring policy	6.3%	3.1%	0.0%	1.7%
Working Hours				
Does not allow workers to refuse overtime	4.4%	4.0%	3.5%	6.1%
Does not provide 1 day off in 7	7.4%	9.9%	8.0%	6.1%
Wages & Benefits				
Does not pay overtime and incentives as required	5.9%	7.6%	8.0%	15.7%
Does not provide understandable wage statement	11.8%	13.9%	14.5%	22.6%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	10.7%	7.6%	5.5%	20.0%
Does not prohibit physical punishment or coercion	0.4%	0.0%	0.0%	0.9%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	0.4%	1.8%	1.5%	10.4%
Penalizes workers' efforts to organize	0.0%	0.0%	1.0%	1.7%
Contract Labor Regulations				
Employee contract in home country	0.4%	0.9%	1.0%	0.9%
Return fee	0.7%	0.4%	0.5%	0.9%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	25.8%	28.3%	28.5%	33.0%
Does not provide sufficient lighting	0.4%	0.4%	2.0%	0.9%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	35.4%	38.6%	30.5%	33.0%
Dormitory & Canteen				
Does not maintain clear exit routes	1.1%	0.9%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	0.9%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	18.8%	18.4%	12.5%	20.9%
EMS (Environmental Management System)				
Does not have an EMS	22.9%	20.6%	11.5%	13.9%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	1.8%	3.1%	0.5%	0.0%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	35.4%	32.7%	28.0%	27.0%

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<http://www.gapinc sustainability.com/people/improving-factory-working-conditions>

Greater China	2011	2012	2013	2014
NUMBER OF FACTORIES	326	343	329	314
COVC PRINCIPLE & DETAIL - Percentage of factories with findings	2011	2012	2013	2014
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	10.4%	9.3%	8.5%	6.7%
Employs worker below the legal minimum age or 15, whichever is higher	1.2%	0.6%	0.6%	0.3%
Forced Labor				
Uses involuntary labor	0.0%	0.0%	0.0%	0.0%
Discrimination				
Discriminatory distribution of wages and benefits	0.0%	0.0%	0.0%	0.0%
Discriminatory hiring policy	0.6%	0.0%	0.0%	0.0%
Working Hours				
Does not allow workers to refuse overtime	1.2%	0.9%	1.2%	0.3%
Does not provide 1 day off in 7	23.9%	28.6%	28.9%	26.1%
Wages & Benefits				
Does not pay overtime and incentives as required	16.3%	21.0%	14.9%	13.4%
Does not provide understandable wage statement	19.9%	22.4%	20.1%	13.1%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	7.7%	7.9%	5.5%	3.2%
Does not prohibit physical punishment or coercion	0.0%	0.0%	0.0%	0.0%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	0.3%	0.3%	0.0%	0.0%
Penalizes workers' efforts to organize	0.0%	0.0%	0.0%	0.0%
Contract Labor Regulations				
Employee contract in home country	0.0%	0.0%	0.0%	0.0%
Return fee	0.0%	0.0%	0.0%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	25.5%	36.7%	36.8%	32.5%
Does not provide sufficient lighting	2.8%	2.0%	1.5%	1.0%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	56.4%	54.8%	52.0%	49.0%
Dormitory & Canteen				
Does not maintain clear exit routes	4.3%	7.6%	4.9%	2.9%
Does not provide individual mats or beds	0.3%	0.0%	0.0%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	27.6%	25.7%	24.0%	22.0%
EMS (Environmental Management System)				
Does not have an EMS	62.6%	72.3%	63.2%	54.5%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	29.4%	21.3%	19.1%	18.2%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	62.9%	61.2%	60.5%	50.3%

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South Asia	2011	2012	2013	2014
NUMBER OF FACTORIES	361	284	317	313
COVC PRINCIPLE & DETAIL - Percentage of factories with findings	2011	2012	2013	2014
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	4.2%	5.6%	3.2%	1.3%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.6%	0.6%
Forced Labor				
Uses involuntary labor	0.3%	0.4%	0.0%	1.3%
Discrimination				
Discriminatory distribution of wages and benefits	0.3%	0.0%	0.0%	0.3%
Discriminatory hiring policy	0.3%	0.4%	0.0%	0.0%
Working Hours				
Does not allow workers to refuse overtime	1.1%	1.8%	1.9%	1.0%
Does not provide 1 day off in 7	13.3%	14.8%	26.5%	30.7%
Wages & Benefits				
Does not pay overtime and incentives as required	26.9%	25.7%	20.2%	19.2%
Does not provide understandable wage statement	10.0%	8.1%	5.4%	4.5%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	10.5%	14.8%	9.1%	14.7%
Does not prohibit physical punishment or coercion	0.8%	1.4%	0.9%	1.6%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	4.2%	6.3%	6.0%	14.1%
Penalizes workers' efforts to organize	0.0%	0.0%	0.9%	1.6%
Contract Labor Regulations				
Employee contract in home country	0.3%	0.4%	0.0%	0.3%
Return fee	0.0%	0.0%	0.0%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	28.8%	46.8%	31.2%	29.4%
Does not provide sufficient lighting	6.4%	7.4%	3.2%	1.6%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	59.8%	68.0%	54.9%	48.2%
Dormitory & Canteen				
Does not maintain clear exit routes	0.0%	0.0%	0.3%	0.3%
Does not provide individual mats or beds	1.7%	2.1%	0.3%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	1.9%	1.4%	0.6%	0.3%
Factory has not established a contractor monitoring system	2.5%	1.1%	1.3%	1.3%
Legal & Customer Requirements				
Does not allow unrestricted access	30.5%	36.6%	28.7%	24.3%
EMS (Environmental Management System)				
Does not have an EMS	35.5%	38.7%	34.1%	28.1%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	31.3%	36.6%	27.4%	32.3%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately				

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	2011	2012	2013	2014
Southeast Asia				
NUMBER OF FACTORIES	297	328	306	341
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	2.0%	3.0%	3.3%	1.5%
Employs worker below the legal minimum age or 15, whichever is higher	1.0%	0.9%	0.7%	0.0%
Forced Labor				
Uses involuntary labor	0.3%	0.6%	0.0%	0.0%
Discrimination				
Discriminatory distribution of wages and benefits	0.0%	0.0%	0.7%	0.3%
Discriminatory hiring policy	4.4%	5.5%	7.5%	5.3%
Working Hours				
Does not allow workers to refuse overtime	2.7%	4.9%	6.9%	3.5%
Does not provide 1 day off in 7	16.2%	14.0%	27.1%	22.6%
Wages & Benefits				
Does not pay overtime and incentives as required	9.4%	14.3%	23.5%	17.9%
Does not provide understandable wage statement	15.8%	14.6%	23.5%	13.2%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	7.4%	9.8%	13.4%	10.0%
Does not prohibit physical punishment or coercion	0.7%	0.0%	0.3%	0.0%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	7.4%	5.8%	11.8%	14.4%
Penalizes workers' efforts to organize	0.0%	0.0%	0.7%	2.6%
Contract Labor Regulations				
Employee contract in home country	0.7%	0.0%	0.0%	0.0%
Return fee	1.0%	0.3%	0.7%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	22.9%	14.3%	19.0%	21.4%
Does not provide sufficient lighting	8.4%	2.1%	5.2%	4.1%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	54.2%	48.2%	69.6%	56.0%
Dormitory & Canteen				
Does not maintain clear exit routes	0.3%	0.3%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.3%	0.3%	0.0%	0.3%
Legal & Customer Requirements				
Does not allow unrestricted access	22.6%	15.5%	26.5%	18.5%
EMS (Environmental Management System)				
Does not have an EMS	39.1%	29.0%	28.4%	27.6%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	8.8%	8.5%	4.9%	5.3%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	59.9%	45.1%	63.1%	54.0%

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Africa and Middle East	2011	2012	2013	2014
NUMBER OF FACTORIES	35	32	26	24
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	0.0%	0.0%	0.0%	0.0%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	4.2%
Forced Labor				
Uses involuntary labor	2.9%	3.1%	0.0%	8.3%
Discrimination				
Discriminatory distribution of wages and benefits	2.9%	9.4%	15.4%	12.5%
Discriminatory hiring policy	11.4%	9.4%	0.0%	4.2%
Working Hours				
Does not allow workers to refuse overtime	14.3%	15.6%	7.7%	4.2%
Does not provide 1 day off in 7	25.7%	46.9%	46.2%	25.0%
Wages & Benefits				
Does not pay overtime and incentives as required	20.0%	18.2%	19.2%	29.2%
Does not provide understandable wage statement	22.9%	25.0%	23.1%	12.5%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	42.9%	34.4%	26.9%	50.0%
Does not prohibit physical punishment or coercion	2.9%	0.0%	0.0%	0.0%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	0.0%	3.1%	3.8%	45.8%
Penalizes workers' efforts to organize	0.0%	0.0%	7.7%	8.3%
Contract Labor Regulations				
Employee contract in home country	2.9%	6.3%	7.7%	4.2%
Return fee	5.7%	3.1%	3.8%	4.2%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	48.6%	43.8%	50.0%	41.7%
Does not provide sufficient lighting	2.9%	0.0%	3.8%	4.2%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	74.3%	71.9%	69.2%	54.2%
Dormitory & Canteen				
Does not maintain clear exit routes	8.6%	6.3%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	4.2%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	31.4%	31.3%	26.9%	37.5%
EMS (Environmental Management System)				
Does not have an EMS	17.1%	9.4%	3.8%	8.3%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency				
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	42.9%	46.9%	30.8%	33.3%

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	2011	2012	2013	2014
Europe				
NUMBER OF FACTORIES	28	28	16	9
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	3.6%	0.0%	0.0%	0.0%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%
Forced Labor				
Uses involuntary labor	0.0%	0.0%	0.0%	0.0%
Discrimination				
Discriminatory distribution of wages and benefits	0.0%	0.0%	0.0%	0.0%
Discriminatory hiring policy	0.0%	0.0%	0.0%	0.0%
Working Hours				
Does not allow workers to refuse overtime	0.0%	0.0%	12.5%	22.2%
Does not provide 1 day off in 7	14.3%	14.3%	12.5%	0.0%
Wages & Benefits				
Does not pay overtime and incentives as required	7.1%	3.6%	12.5%	44.4%
Does not provide understandable wage statement	3.6%	0.0%	18.8%	44.4%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	7.1%	0.0%	0.0%	0.0%
Does not prohibit physical punishment or coercion	0.0%	0.0%	0.0%	0.0%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	0.0%	0.0%	0.0%	0.0%
Penalizes workers' efforts to organize	0.0%	0.0%	0.0%	0.0%
Contract Labor Regulations				
Employee contract in home country	0.0%	0.0%	0.0%	0.0%
Return fee	0.0%	0.0%	0.0%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	28.6%	25.0%	37.5%	33.3%
Does not provide sufficient lighting	0.0%	0.0%	0.0%	0.0%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	53.6%	46.4%	31.3%	55.6%
Dormitory & Canteen				
Does not maintain clear exit routes	0.0%	0.0%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	42.9%	39.3%	25.0%	11.1%
EMS (Environmental Management System)				
Does not have an EMS	17.9%	10.7%	6.3%	11.1%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	0.0%	0.0%	0.0%	0.0%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	25.0%	25.0%	6.3%	11.1%

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Latin America and Caribbean	2011	2012	2013	2014
NUMBER OF FACTORIES	97	66	61	36
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	0.0%	0.0%	1.6%	0.0%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%
Forced Labor				
Uses involuntary labor	0.0%	0.0%	0.0%	0.0%
Discrimination				
Discriminatory distribution of wages and benefits	0.0%	0.0%	0.0%	0.0%
Discriminatory hiring policy	13.4%	6.1%	0.0%	2.8%
Working Hours				
Does not allow workers to refuse overtime	7.2%	6.1%	4.9%	8.3%
Does not provide 1 day off in 7	5.2%	3.0%	3.3%	2.8%
Wages & Benefits				
Does not pay overtime and incentives as required	2.1%	7.6%	4.9%	5.6%
Does not provide understandable wage statement	7.2%	9.1%	11.5%	13.9%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	11.3%	6.1%	3.3%	30.6%
Does not prohibit physical punishment or coercion	0.0%	0.0%	0.0%	2.8%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	1.0%	4.5%	3.3%	0.0%
Penalizes workers' efforts to organize	0.0%	0.0%	0.0%	0.0%
Contract Labor Regulations				
Employee contract in home country	0.0%	0.0%	0.0%	0.0%
Return fee	0.0%	0.0%	0.0%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	24.7%	30.3%	16.4%	41.7%
Does not provide sufficient lighting	0.0%	0.0%	3.3%	0.0%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	29.9%	50.0%	29.5%	33.3%
Dormitory & Canteen				
Does not maintain clear exit routes	0.0%	0.0%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	12.4%	4.5%	1.6%	5.6%
EMS (Environmental Management System)				
Does not have an EMS	22.7%	22.7%	13.1%	13.9%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	1.0%	1.5%	0.0%	0.0%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	42.3%	50.0%	44.3%	38.9%

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North Asia (Factories in Philippines were reclassified to Southeast Asia in 2014)	2011	2012	2013	2014
NUMBER OF FACTORIES	75	64	63	31
	2011	2012	2013	2014
COVC PRINCIPLE & DETAIL - Percentage of factories with findings				
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	0.0%	0.0%	0.0%	0.0%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%
Forced Labor				
Uses involuntary labor	0.0%	0.0%	0.0%	0.0%
Discrimination				
Discriminatory distribution of wages and benefits	0.0%	0.0%	0.0%	0.0%
Discriminatory hiring policy	0.0%	0.0%	0.0%	0.0%
Working Hours				
Does not allow workers to refuse overtime	0.0%	0.0%	0.0%	3.2%
Does not provide 1 day off in 7	0.0%	0.0%	0.0%	0.0%
Wages & Benefits				
Does not pay overtime and incentives as required	6.7%	7.8%	9.5%	16.1%
Does not provide understandable wage statement	21.3%	26.6%	19.0%	45.2%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	0.0%	0.0%	0.0%	0.0%
Does not prohibit physical punishment or coercion	0.0%	0.0%	0.0%	0.0%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	0.0%	0.0%	0.0%	0.0%
Penalizes workers' efforts to organize	0.0%	0.0%	0.0%	0.0%
Contract Labor Regulations				
Employee contract in home country	0.0%	0.0%	0.0%	0.0%
Return fee	0.0%	0.0%	0.0%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	0.0%	1.6%	0.0%	0.0%
Does not provide sufficient lighting	0.0%	0.0%	0.0%	0.0%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	10.7%	7.8%	6.3%	6.5%
Dormitory & Canteen				
Does not maintain clear exit routes	0.0%	0.0%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	20.0%	25.0%	19.0%	38.7%
EMS (Environmental Management System)				
Does not have an EMS	16.0%	9.4%	4.8%	25.8%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	1.3%	0.0%	0.0%	0.0%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	26.7%	18.8%	12.7%	22.6%
	0.0%	0.0%	0.0%	0.0%

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United States and Canada	2011	2012	2013	2014
NUMBER OF FACTORIES	36	33	34	15
COVC PRINCIPLE & DETAIL - Percentage of factories with findings	2011	2012	2013	2014
Child Labor & Young Workers				
Does not comply with child labor laws, including hiring, wages, hours and conditions	0.0%	0.0%	0.0%	0.0%
Employs worker below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%
Forced Labor				
Uses involuntary labor				
Discrimination				
Discriminatory distribution of wages and benefits	0.0%	0.0%	0.0%	0.0%
Discriminatory hiring policy	0.0%	0.0%	0.0%	0.0%
Working Hours				
Does not allow workers to refuse overtime	0.0%	0.0%	0.0%	0.0%
Does not provide 1 day off in 7	5.6%	3.0%	0.0%	0.0%
Wages & Benefits				
Does not pay overtime and incentives as required	0.0%	0.0%	0.0%	0.0%
Does not provide understandable wage statement	0.0%	0.0%	2.9%	0.0%
Humane Treatment				
Does not prohibit verbal or psychological abuse or coercion	2.8%	6.1%	5.9%	0.0%
Does not prohibit physical punishment or coercion	0.0%	0.0%	0.0%	0.0%
Freedom of Association & The Right to Collective Bargaining				
Does not permit workers to organize	0.0%	0.0%	0.0%	0.0%
Penalizes workers' efforts to organize	0.0%	0.0%	0.0%	0.0%
Contract Labor Regulations				
Employee contract in home country	0.0%	0.0%	0.0%	0.0%
Return fee	0.0%	0.0%	0.0%	0.0%
Occupational Safety				
Does not maintain sufficient, clearly marked exits and routes	41.7%	57.6%	29.4%	0.0%
Does not provide sufficient lighting	0.0%	0.0%	2.9%	0.0%
Machine Safeguarding				
Does not equip machinery with operation safety devices and inspect on a regular basis	50.0%	36.4%	47.1%	40.0%
Dormitory & Canteen				
Does not maintain clear exit routes	0.0%	0.0%	0.0%	0.0%
Does not provide individual mats or beds	0.0%	0.0%	0.0%	0.0%
Handwork Monitoring				
Does not maintain hand work supply chain details	0.0%	0.0%	0.0%	0.0%
Factory has not established a contractor monitoring system	0.0%	0.0%	0.0%	0.0%
Legal & Customer Requirements				
Does not allow unrestricted access	2.8%	3.0%	2.9%	0.0%
EMS (Environmental Management System)				
Does not have an EMS	47.2%	57.6%	29.4%	0.0%
Environmental Emergency Plan				
Does not have a notification procedure in case of accidental discharge or environmental emergency	0.0%	12.1%	0.0%	0.0%
Hazardous Substances				
Does not store and dispose of hazardous materials appropriately	36.1%	18.2%	35.3%	6.7%

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