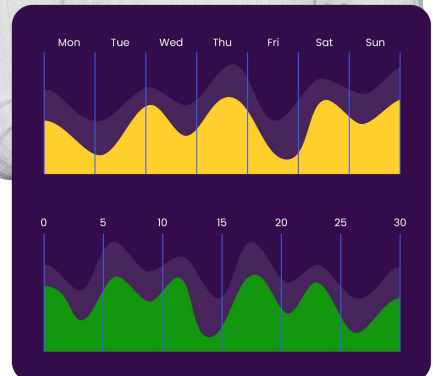


# SMETA Corrective Action Plan Report (CAPR)

Version 7



# Contents

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## Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

### Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
  - 0: Enabling accurate Assessment
  - 1: Employment is Freely Chosen
  - 1.A: Responsible Recruitment & Entitlement to Work
  - 2: Freedom of Association and Right to Collective Bargaining are Respected
  - 4: Child Labour Shall Not be Used
  - 5: Legal Wages are Paid
  - 5.A: Living Wages are Paid
  - 6: Working Hours are Not Excessive
  - 7: No Discrimination is Practiced
  - 8: Regular Employment is Provided
  - 8.A: Sub-contracting and Homeworkers are Used Responsibly
  - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
  - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
  - 10.A: Environment 2-Pillar

### Included in a 4-Pillar audit:

1. Labour Standards Code Areas
  - As 2-pillar
2. Health & Safety Code Area
  - As 2-pillar
3. Environment Code Area:
  - 10.A: Environment 2-Pillar
  - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
  - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

# Audit and site details

## Audit details

<b>Sedex company reference</b>	ZC5000019780	<b>Auditor company name</b>	Extensive Standard Technical Services Co Ltd
<b>Date of audit</b>	2024-12-17	<b>Audit conducted by</b>	Sedex member
<b>Audit pillars</b>	Labour Standards   Health and safety		

## Site details

<b>Sedex site reference</b>	ZS1000022427	<b>Site name</b>	Fujian Putian Shuanglian Shoes Co Ltd
<b>Business name</b>	Fujian Putian Shuanglian Shoes Co Ltd	<b>Site address</b>	351131 Houzhuo village, Liyuan Industrial Zone, Xitianwei Town, Licheng District, Putian City, Fujian Province, China 中国福建省莆田市荔城区西天尾镇荔园工业区后卓村, Putian, CN
<b>Site phone</b>	13615995092	<b>Site email</b>	linqi@sems1991.com

# Audit parameters

Time in and out	Day 1		Day 2	
	In	09:30	In	09:30
	Out	18:30	Out	18:30
Audit type	Full initial			
Was the audit announced?	Announced			
Was the Sedex SAQ available for review?	Yes			
Who signed and agreed CAPR?	Ms. Lin Qi / Manager			
Any conflicting information SAQ/Pre-Audit Info	No			
Is further information available?	No			

# Audit attendance

	Senior management	Worker representative	Union representative
<b>A: Present at the opening meeting?</b>	Yes	Yes	No
<b>B: Present at the audit?</b>	Yes	Yes	No
<b>C: Present at the closing meeting?</b>	Yes	Yes	No
<b>Reason for absence at the opening meeting</b>	There was no trade union on site.		
<b>Reason for absence during the audit</b>	There was no trade union on site.		
<b>Reason for absence at the closing meeting</b>	There was no trade union on site.		

# SMETA declaration

## Auditor team

### SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

Nil

Lead auditor

Edward Yan

APSCA Number

21703354

Additional auditor

Date of declaration

2024-12-18

## Site representation

<b>Declaration</b>	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
<b>Full name</b>	Ms. Lin Qi
<b>Title</b>	Manager
<b>Date of declaration</b>	2024-12-18

## Summary of findings

Code area	Workplace requirement	Local law	Finding
0. Enabling accurate assessment	0.D Maintain a written human rights policy st...		NC <a href="#">ZAF-</a>
3. Working conditions are safe and hygienic	3.F Have a system in place to measure the eff...		NC <a href="#">ZAF-</a>
	3.N Maintain a log of all hazardous substance...	§1	NC <a href="#">ZAF-</a>
	3.H Where identified as necessary to reduce r...	§2	NC <a href="#">ZAF-</a>
5. Legal wages are paid	5.B Ensure that workers receive the insurance...	§3	NC <a href="#">ZAF-</a>
6. Working hours are not excessive	6.F Ensure that where overtime is used, it is...	§4	NC <a href="#">ZAF-</a>

## Local law issues

§1	<p>Regulations on the Control over Safety of Dangerous Chemicals, Article 20          The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipment for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, firefighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moisture-proof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc.. In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipment.</p>
§2	<p>Law of the People's Republic of China on Work Safety (effective since September 1, 2021), Article 45          Production and business units shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears in accordance with the rules for their use.</p>
§3	<p>Labor Law of the People's Republic of China, Article 72, The sources of social insurance funds shall be determined according to the branches of insurance, and an overall raising of social insurance funds shall be practised step by step. The employing unit and laborers must participate in social insurance and pay social insurance premiums in accordance with the law. Article 73, laborers shall, under the following circumstances, enjoy social insurance benefits in accordance with the law: (1) Being retired; (2) Being ill or injured; (3) Being injured or disabled while on duty or contracted with occupational diseases; (4) Being unemployed; or (5) Childbirth. After the death of a laborer, the surviving family members of the deceased shall be entitled to subsidies for such survivors according to law. The conditions and standards for laborers to enjoy social insurance benefits shall be stipulated by laws, rules and regulations. The social insurance money that laborers are entitled to must be paid on schedule and in full</p>
§4	<p>Labor Law of the People's Republic of China, Article 41 The employing unit may extend working hours as necessitated by its production or business operation after consultation with the trade union and laborers, but the extended working hour per day shall generally not exceed one hour; if such extension is needed for special reasons, under the condition that the health of laborers is guaranteed, the extended hours shall not exceed three hours per day. However, the total extension in a month shall not exceed thirty six hours.</p>

# Findings: non-compliances

ZAF-

Non-compliance

**Code area**

0 Enabling accurate assessment

**Status**

Open\*

**Workplace requirement**

0.D Maintain a written human rights policy statement that is approved at the most senior level, communicated to all personnel, and trained to relevant personnel.

**Time given to resolve**

60 days

**Issue title**

804 - Written human rights policy in place but does not meet the full requirement to be approved at the most senior level, communicated to all personnel, and trained to relevant personnel.

**Verification method**

Desktop audit

**Description**

Based on site observation, workers and management interview, it was noted that the factory did not communicate ETI Base Code to all employees effectively. (10 out of 26 interviewees did not know the ETI Base Code well).

**Area of non-compliance/non-conformance**

Base code

通过现场走访、员工和管理层访谈确认，工厂没有将ETI行为准则有效的传达给所有员工。(26个受访者中有10个不太了解ETI行为准则)。

**Corrective and preventative actions**

It is recommended that the factory should communicate ETI Base Code to all employees effectively.

建议工厂将ETI要求有效传达给所有员工。

\* PDF generated at 07:34 (UTC) on 18 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF-

Non-compliance

**Code area**

3 Working conditions are safe and hygienic

**Status**

Open\*

**Workplace requirement**

3.F Have a system in place to measure the effectiveness of health and safety training carried out. Ensure training content is understood/implemented by workers.

**Time given to resolve**

60 days

**Issue title**

848 - There is no system to measure the effectiveness of health and safety training or there are systemic failures

**Verification method**

Desktop audit

**Description**

There was no system to measure the effectiveness of health and safety training, and there were no detailed measure records for the training within the last 12 months.

**Area of non-compliance/non-conformance**

Base code

工厂没有健康安全培训效果的评估体系，也没有近12个月内的培训详细的评估记录。

### Corrective and preventative actions

It is recommended that the factory should establish the system to measure the effectiveness of health and safety training, and measure the effectiveness of related training particularly.

建议工厂建立健康安全培训效果的评估体系，并对相关的培训进行详细地效果评估。

\* PDF generated at 07:34 (UTC) on 18 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF-

Non-compliance

#### Code area

3 Working conditions are safe and hygienic

#### Status

Open\*

#### Workplace requirement

3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

#### Time given to resolve

30 days

#### Issue title

240 - No/inadequate safety measures/anti-explosion measures for chemicals (e.g. no anti-leaking system/secondary container/unbundled)

#### Verification method

Desktop audit

#### Description

Based on site tour and management interview, it was noted that no secondary container was provided for 10% glue container used on site.

通过现场考察和管理层访谈，现场使用的10%胶水容器没有二次容器。

#### Area of non-compliance/non-conformance

Local law

Base code

### Corrective and preventative actions

It is recommended that the factory should provide the secondary container for the relevant chemical containers.

建议工厂为相关化学品容器提供二次容器。

#### Local law reference

Regulations on the Control over Safety of Dangerous Chemicals, Article 20

The units producing, storing dangerous chemicals shall, according to the categories and hazardous characteristics of the dangerous chemicals they producing, storing, set up the corresponding safety facilities and equipment for monitoring, aeration, protection against exposure to sun, temperature adjusting, fireproof, firefighting, flameproof, pressure discharging, prevention of toxicants, neutralization, moisture-proof, protection against thunder, protection against static, antiseptis, prevention of leakage, protection dams or segregated operations, etc..

In addition, the units shall carry out maintenance and caring regularly according to the national standards, industrial standards or the relevant provisions of the State, thus to guarantee the safety operations of facilities and equipment.

#### Evidence

[No Secondary Container.jpg](#)

\* PDF generated at 07:34 (UTC) on 18 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF-

Non-compliance

**Code area**

3 Working conditions are safe and hygienic

**Status**

Open\*

**Workplace requirement**

3.H Where identified as necessary to reduce residual risk, provide (without charge to workers) and ensure the use of appropriate personal protective equipment (PPE).

**Time given to resolve**

30 days

**Issue title**

278 - Personal Protective Equipment (PPE) provided but incidents of workers not using PPE where appropriate

**Verification method**

Desktop audit

**Description**

Based on site tour, workers and management interview, it was noted that 2 out of 12 workers who worked in chemical environment in the gluing section at the forming workshop did not wear protective gloves, though the protective gloves were provided for them.

通过现场考察、工人和管理层访谈发现，成型车间刷胶段12名在化学环境下工作的工人中，有2名工人没有佩戴防护手套，尽管工厂提供了防护手套给他们。

**Area of non-compliance/non-conformance**

Local law  
Base code

**Corrective and preventative actions**

It is recommended that the factory should supervise and educate employees to wear personal protective equipment properly where applicable.

建议工厂应监督和教育员工在适用的情况下正确佩戴个人防护设备。

**Local law reference**

Law of the People's Republic of China on Work Safety (effective since September 1, 2021), Article 45

Production and business units shall provide their employees with work protection gears that are up to national standards or industrial specifications, and they shall give instruction to their employees and see to it that they wear or use these gears in accordance with the rules for their use.

**Evidence**

[No Wearing Protective Gloves.jpg](#)

\* PDF generated at 07:34 (UTC) on 18 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF-

Non-compliance

**Code area**

5 Legal wages are paid

**Status**

Open\*

### Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

### Issue title

423 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - systemic

### Description

There were 415 employees in the factory. Based on social insurance records of November 2024, it was noted that 210 out of 415 employees (50.6%) were not covered with unemployment insurance and retirement insurance, 248 out of 415 employees (59.8%) were not covered with medical insurance and maternity insurance, 24 out of 415 employees (5.8%) were not covered with work-related injury insurance. Remark: The factory provided commercial accident insurance to all employees (valid from May 30, 2024 to May 29, 2025).

这家工厂有415名员工。根据2024年11月的社会保险记录，415名员工中有210人（50.6%）没有参加失业保险和养老保险，415名员工中有248人（59.8%）没有参加医疗保险和生育保险，415名员工中有24人（5.8%）没有参加工伤保险。备注：工厂为所有员工投保商业意外险（有效期为2024年5月30日至2025年5月29日）。

### Corrective and preventative actions

It is recommended that the factory should provide 5 categories of social insurance for all employees required by law.

建议工厂给所有员工提供5种社会保险

### Local law reference

Labor Law of the People's Republic of China, Article 72, The sources of social insurance funds shall be determined according to the branches of insurance, and an overall raising of social insurance funds shall be practised step by step. The employing unit and laborers must participate in social insurance and pay social insurance premiums in accordance with the law. Article 73, laborers shall, under the following circumstances, enjoy social insurance benefits in accordance with the law: (1) Being retired; (2) Being ill or injured; (3) Being injured or disabled while on duty or contracted with occupational diseases; (4) Being unemployed; or (5) Childbirth. After the death of a laborer, the surviving family members of the deceased shall be entitled to subsidies for such survivors according to law. The conditions and standards for laborers to enjoy social insurance benefits shall be stipulated by laws, rules and regulations. The social insurance money that laborers are entitled to must be paid on schedule and in full

### Evidence

[Commercial Insurance Contract.jpg](#)

[Social Insurance Record \(5\).jpg](#)

[Social Insurance Record \(4\).jpg](#)

[Social Insurance Record \(3\).jpg](#)

[Social Insurance Record \(2\).jpg](#)

[Social Insurance Record \(1\).jpg](#)

\* PDF generated at 07:34 (UTC) on 18 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF-

Non-compliance

### Code area

6 Working hours are not excessive

### Status

Open\*

### Workplace requirement

6.F Ensure that where overtime is used, it is in order to manage changes in demand or in exceptional circumstances and not used to replace regular employment.

### Issue title

480 - Overtime is not used responsibly (i.e. extent, frequency and level of hours worked by individual workers and/or whole workforce are excessive)

### Description

The factory provided workers attendance records from November 2023 to audit day for review. 26 workers were randomly selected to check their working hours in December 2023, June and October of 2024. Based on those records, 25 out of 26 sample workers worked overtime for 60-70 hours in October 2024 (current month) (one worker's monthly overtime did not exceed 36 hours). 26 out of 26 sample workers worked overtime for 70 hours in June 2024 (random month). 26 out of 26 sample workers worked overtime for 42-70 hours in December 2023 (random month). As a result, the monthly overtime hours exceeded 36 hours as the labor law required.

工厂提供了2023年11月至审核日的工人考勤记录供审核。在2023年12月、2024年6月和10月，随机选择26名工人检查他们的工作时间。根据这些记录，在2024年10月（当前月），26名样本工人中有25名加班60-70小时（1名工人月加班不超过36小时）。2024年6月（随机月份），26名样本工人中有26名加班70小时。2023年12月（随机月份），26名样本工人中有26名加班42-70小时。因此，月加班时间超过了劳动法规定的36小时。

### Corrective and preventative actions

It is recommended that the factory should make sure the overtime hours of all workers are in accordance with legal requirements.

建议工厂确保工人的加班时间符合法规要求。

### Local law reference

Labor Law of the People's Republic of China, Article 41 The employing unit may extend working hours as necessitated by its production or business operation after consultation with the trade union and laborers, but the extended working hour per day shall generally not exceed one hour; if such extension is needed for special reasons, under the condition that the health of laborers is guaranteed, the extended hours shall not exceed three hours per day. However, the total extension in a month shall not exceed thirty six hours.

### Evidence

[Attendance Record.png](#)

\* PDF generated at 07:34 (UTC) on 18 Dec 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

### Time given to resolve

60 days

### Verification method

Follow up audit

### Area of non-compliance/non-conformance













Local law


Base code


## Findings: good examples


No good examples


# Management systems













	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				


 Not addressed


 Fundamental improvements required


 Some improvements recommended


 Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly				
9. No harsh or inhumane treatment is allowed				
10.A. Environment 2-Pillar				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

## Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to re-record actions taken and to categorise the status of the non-compliances/ non-conformances.

Good practice examples should be pointed out at the closing meeting as well as discussing non-compliances/ non-conformances and corrective actions, Collaborative Action Required findings and the Management Systems Assessment.

### Next steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, NCs, CARs, MSA and good examples. If you have not already received instructions on how to do this then please visit the [Sedex Members' E-learning Platform](#).
2. Sites shall action its NCs and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request that the audit body verify its actions. Please visit [Sedex Members' E-learning Platform](#) for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via the Sedex Platform or by Follow-up Audit.
5. Some NCs that cannot be closed off by "Desk-Top" review may need to be closed off via a "Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that NC. Any follow-up audit must take place within twelve months of the previous initial/periodic audit and the information from the previous audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).
7. The site shall develop and share with Sedex an action plan to work on CAR findings, and take actions to work on these areas as identified.

8. The site should use the MSA gradings to help to improve internal systems, focusing where their systems are weakest and the risks of harm are highest. These actions should better prepare them for future audits and help sustain compliance.

## Management Systems Assessment (MSA)

A management system is defined as a comprehensive framework comprising of processes, policies, procedures, and tools that are strategically designed and implemented within a business to plan, organise, execute, monitor, and continuously improve its activities. Management systems are the systems that underpin how a company runs its day-to-day operations, makes decisions, and helps avoid the recurrence of common problems.

Where management systems are weak a site is at higher risk of non-compliance over time, the SMETA MSA can help sites to proactively reduce the likelihood of risks occurring. Sites should take actions commensurate with their size and resources, focusing on where their systems are weakest and the likelihood of risks is highest, based on their sector, location and workforce profile.

The MSA Grades do not result in NCs, and will not be re-assessed in follow-up audits.

For more information on Management Systems please refer to the Management Systems Workbooks.

## Collaborative Action Required

The SMETA Workplace Requirements identify certain specific issues where a site may not meet the Base Code, but the usual mechanisms of NC verification and closure are not appropriate, for some or all of the following reasons;

- The audited party does not have the capacity/ responsibility to close the issue without support from other relevant stakeholders, such as commercial partners/buyers.
- Remediation of the issue requires an indeterminate and possibly extended timeframe, rather than a predetermined deadline as set within the Sedex platform.
- There is a risk of adverse consequences if closure of a particular issue is not approached with due consideration and time provided for adequate risk assessment.
- Evidencing effective remediation is complex and it is outside the capacity of existing SMETA methodology to validate through evidence provided during an onsite assessment alone.

These specific WRs have a Collaborative Action Required (CAR) finding raised against them.

Collaborative Action Required findings require a different way of working from other NCs for buyer and supplier members. The activities required to close these issues may involve actions from both buyers and suppliers, as well as additional stakeholders such as third-party labour providers, impacted workers, local NGOs, and trade unions. Due to the complexity of the issues and the spectrum of potential stakeholders that may need to act, CARs may need long-term closure plans, potentially spanning multiple years. To facilitate a longer-term approach and to reduce the likelihood of undue pressure on suppliers to close issues that may be out of their control, Sedex does not prescribe a closure date nor a verification methodology for these findings. Sedex encourages all its members to work collaboratively and responsibly on these issue areas, sharing responsibilities and actions as appropriate.

When developing a methodology to prioritise action on these more complex areas, Sedex recommends following a due diligence process and prioritising activities based on the most salient risks.

#### **For Suppliers**

Where CARs are raised suppliers should create an action plan for how they are going to address these areas. Sedex also recommends suppliers reach out to their buying partners to understand their expectations on these issues and start a constructive dialogue. The action plans can be uploaded on to the Sedex platform, which will change the status of the CAR finding from “open” to “in progress”. Management and assessment of action plans is encouraged as an activity between linked buyer and supplier members.

#### **For Buyers**

Where CARs are raised buyer members should prioritise resolution of these issues based on a salient risk approach. Buyers should assess their own roles and responsibilities in the closure of these findings, especially considering any increased financial costs and how these may relate to the buyers own purchasing practices. Buyers should work with suppliers to ensure that closure plans are realistic, taking a long-term approach to improvement where it is necessary, and working with multi-stakeholder initiatives, NGOs, Trade Unions and other third parties to address these issues, which may be widespread. In the interests of enabling transparency, collaboration and long-term effective remediation, the application of commercial penalty against suppliers where these issues are identified and action plans are in place is not encouraged.

### **For Auditors**

Auditors will assess whether the CARs are met through the SMETA audit process and raise the findings where relevant. Auditors will not assess the action plans shared or provide guidance on closure methodology, due to the limitations of assessing scope and responsibilities through a supplier site assessment alone. CAR findings will be superseded and closed in periodic audits. The auditor will assess the Workplace Requirements anew and raise a CAR in following audits until there is no longer a finding to raise.



For more information visit <https://www.sedex.com>