

Zero Tolerance- LABS & Non- LABS related issues				
Categories	Zero Tolerance Issues- Non LABS related	Categories	Zero Tolerance Issues- LABS Related	Priority- Issues
Labor	Lack of Business License	Structural Issues	Evidence of potential structural collapse	Priority 1
	Underage Labor (15 or legal age in country, whichever is higher)		Local damage to structural elements which may lead to local failure of the element	Priority 1
	Involuntary Labor: Forced Overtime with extreme threat, coercion or penalty		Significant cracking in structural elements and non structural elements; such as vertical column cracking, cracking to top surface of a slab in a flat slab structure, severe cracking in walls etc.	Priority 1
	Involuntary Labor: Prison Labor		Risk of collapse in Non- Engineered structures	Priority 1
	Involuntary Labor: Bonded or indentured Labor		Significant corrosion making the structural element ineffective	Priority 1
	Involuntary Labor: Use of trafficked humans or slavery for labor		Severe settlement issues impacting the overall stability of the building	Priority 1
	Freedom of Association - Factory recognizes workers Right to join or form a trade union of their own choosing		Dampness/ Damage due to water ingress deteriorating the structural elements	Priority 1
	Withholding employees' original identification documents (ID)		Childcare, dormitories or living quarters are not separated from production or warehouse buildings	Priority 1
	Physical Abuse/ Corporal Punishment		The factory added additional floor / equipment's without proper load assessment and approval from authorities	Priority 2
	Sexual Harassment		Lack of loading plans in a situation where there is a concern over extensive areas of high load or where there is significant loading changes in short term	Priority 2
	High Overtime Working Hours	Fire Issues	Locked or systematically obstructed emergency exit	Priority 1
	Discrimination in the form of: - Hiring/firing based on race, religion, gender, or political/union affiliation - Employment termination based on pregnancy - Unlawful testing during recruitment (pregnancy, HIV)		Inadequate means of escape from Basement	Priority 1
	Juvenile workers: - Engaged in night shifts - Improperly shielded from strenuous/hazardous working conditions		Internal doors/ Exit doors on Escape paths not sideswing and/ or with lockable devices and/or not always easily openable	Priority 1
Compensation & wages	Escape path/ stairways/ evacuation pathways not clear of temporary/ permanent obstacles		Priority 1	
	Payment below minimum wage		Inadequate occupant load on floors to ensure capacity of means of egress matches the occupancy number	Priority 1
Accountability/ Transparency and Ethics	Attempted/ committed bribery, dishonesty and wilful acts of non-transparency		No fire rated self closing doors to protected stairs	Priority 1
	Reports of the facility denying / preventing inspectors from entering (part of) factory premises		Protection of basement with Fire rated lobby, walls and self closing doors	Priority 1
	Reports of unauthorized subcontracting		Storage areas facing onto exit pathways and/ or not separated with fire rated construction	Priority 1
	Reports of unauthorized home working		Inadequate enclosure for Boiler room, Generator room, Transformer room, Chemical room etc.	Priority 2
Non-LABS related OHS	Reports of (equivalency to) report falsification		Inadequate back- up power to detectors, emergency lights, fire alarm.	Priority 1
	Hazardous and/or toxic substances mismanaged, stored unsafe or stored in residence, Uncontrolled discharge of untreated wastewater	Inadequate fire fighting systems such as sprinklers, smoke detectors, hydrants, emergency lights etc.	Priority 1	
Other* (*= specific to certain Participants)	Reports of animal welfare violations	Combustible goods stacked near heat/ electrical sources	Priority 2	
	Reports of substance abuse within the facility	Smoking in a non-smoking area with flammable/combustible goods	Priority 1	
	Failure to remediate critical issues despite deadline extension and issue escalation	Electrical Issues	High temperatures within electrical equipments, cables or connections	Priority 1
			Exposed live conductors within reach of people or close to flammable materials	Priority 1
			Unsecured substation or Electrical room	Priority 2
			Poor or taped joints on cables	Priority 2
			Faults on primary or secondary power supplies to life safety services	Priority 2
			Significant levels of lint/ dust where high temperatures were recorded in other panels in the same facility	Priority 2
NOTE: All Priority 1 issues have been included and few Priority 2 rated issues which are highly important and may lead to severe accident have also been added (all Issues listed are as per LABS Methodology)				