

**TOE del 9 de octubre del 2012**

<b>Vendor:</b>	Inversiones The Top Gear, C.A.
<b>Factory:</b>	Texmaquila, S.A.
<b>FFC number:</b>	20383
Location:	Colombia, South America
Operating Profile:	Sewing for jeans.
Sourcing Flow:	VF Jeanswear Latinoamerica.
Audit Date:	Oct. 9, 2012
Audit Nature:	Annual.
<b>Current Activity Status:</b>	Lee
<b>Designation:</b>	<b>Accepted.</b>
VF %:	5 %
Subcontractor use:	No
Last CAP feedback:	N/A
Other buyers (brands):	Chevignon, Americanino, Offcorss, Pinto.

**General Information:**

Facility only does the sewing process, all other processes as cutting, laundry and embroidery (For Lee seems like facility will be using following laundries, Termimoda, Pelco and Proteco)  
 Texmaquila has two floors, first floor is used for offices, sewing and finishing areas, second floor has sewing, warehouse and raw material areas.  
 There are two floors building made out of brick, cement and metal roofing.  
 It was established on 1,996 having a construction area of 1,800 m2; actually production is 40,000 units monthly with a work force of 172 employees and 8 people working at administration.  
 The facility still works with four production modules, three for sewing and one for finishing process.  
 Every year a visit is done at this facility new good changes seen in benefit of employees.

<b>Country minimum wage:</b>	Monthly 566,700 a month plus monthly transportation bonus of 67,800.00 Texmaquila pays 567,000 working hours by law: 48 hours.
<b>Other payments:</b>	13th bonus, 7th day, maternity, vacations, holidays. Overtime rate: 25% daytime, 35% nighttime recharge, 75% night overtime
<b>Facility working hours:</b>	M/S 6:00 AM / 2:30 PM. Break time: 15 minutes for breakfast and 15 minutes for lunch, active pause of 5 min. AM.
<b>Days off:</b>	Sunday
<b>Vacations:</b>	After a year worked, Employees have the right for a vacation period of 15 days, facility provide collective vacation at end of the year.

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<b>Holidays:</b>	January 1,7, Thursday and Friday Holly Week, Mar 24, May 1, Ascension del senor (Variable) and Corpus Christi (Variable), June 2 and Sagrado Corazon (Variable), August 7, 18, October 13, November 3,17 December 8,25. The dates may vary.
<b>Time record system:</b>	Dactyl system, also employees have notebook to write their time in / out.
<b>Pay day:</b>	15th and end of month
<b>Payment:</b>	(Check, cash Etc) Bank deposit. Percentages paid by employee / employer: Employee social security EPS 4.00% and AFP 4.00%. Employer social security EPS 8.5%, AFP 12%
<b>Extra benefits to employees:</b>	Production bonus, extra Christmas bonus, hot chocolate everyday for all employees at breakfast, if employees are scheduled for overtime then cake and milk is provided at break time, when overtime finishes if transportation is required due to the time out employees are provided with it to get back home, personal loans. Vaccination programs at very low price extended to employees family members and friends, people working at pressing department get daily a glass of milk for hydration, leadership seminars given to middle management, monthly birthday celebration. Every Monday employees get a little chat to get a better life quality, party for employees children, mother's and father's day celebration.

### **Audit Issues:**

Facility again found with very good safety, health and human resources procedures, all of the open items from last cap solved and only found that some machinery are missing finger guards. Also they need to measure boiler atmospheric emission.

### **Conclusion:**

Facility has maintained the different safety and health / environment programs to provide workers a good working environment and because there is only a couple of safety and health open item to be improved, facility again rated accepted.

Berquin Santos Leiva.

VF Corporate Social Compliance Auditor.

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