

Outland Denim Cambodia 2018

Internal Social Compliance Report Response

Updated Version - 7th November 2018

Initial 3rd party ELEVATE Audit Inspection Date: 3rd March 2018

Internal Social Compliance Follow-up Report Inspection Date: 7th November 2018

Internal Social Compliance Auditor/Reporter: Ms Leisl Lancaster

Location: Outland Denim Sewing Rooms - Kampong Cham, Cambodia

Outland Denim Cambodia was graded an A in the following areas:

- Transparency and Business Integrity
- Management Systems
- Hiring, Disciplinary and Termination
- Young Worker and Child Labour
- Forced Labor
- Harassment and Abuse
- Discrimination
- Freedom of Association and Grievance
- Foreign Migrant Labor
- Hours of Work
- Environment
- Subcontracting
- Homework

Outland Denim Cambodia was graded a B in the following areas in March 2018

- Wages and Benefits
 - Maternity Leave payment date adjusted to last day before leave is taken
 - Payment date to workers that resign has been adjusted to within 48hrs of leaving
 - NSSF process to be completed
 - Strict overtime regulations
 - Setup to begin with Ministry of Labour for overtime approvals

- Health and Safety
 - Please see below for further information

Outland Denim Cambodia has formulated a *Corrective Action Plan* to address all findings from the ELEVATE audit. Please see a summary of the corrective responses from Outland Denim below.

November 2018 - Internal Social Compliance Report amendments in blue.

Wages and Benefits

Maternity leave payments are now being paid the day before maternity leave is taken, instead of when other staff members are paid. This will be updated as required by Cambodia Labour Law (1997), Art. 183

- *Policy corrected with evidence pending next maternity leave*

Resigning workers are now to be paid within 48 hours of leaving their position in accordance with Cambodia Labor Law, Article Art. 113 – 119

- *Policy corrected with evidence pending next staff resignation*

Outland Denim will be in contact with the Ministry of Labour to organise the process involved with getting the ministry’s prior approval for overtime for staff members in accordance with Prakas 80/99.


- *Corrected with evidence from the MOL*

Health and Safety

Outland Denim commits to organising the following safety items to be installed in their sewing rooms before June 2018, in addition to the fire equipment already installed:

- Fire Hose - *Corrected with evidence*
- Mounting Fire Extinguishers (already installed) - *Corrected with evidence*
- Ensuring Fire Extinguisher instructions were also in Khmer (already in English and Chinese) - *Corrected with evidence*
- Adding additional illuminated Exit signs above doors - *Corrected with evidence*
- Installing additional emergency lighting - *In process (90% completed)*
- Marking factory floors with guidelines - *In process (50% completed)*
- Install upper pulley guards on sewing machines - *In process (50% completed)*
- In addition to private health insurance, Outland commits to organising health checks for all employees - *In process*
- Research and obtain solid/liquid waste disposal permit - *Corrected with evidence*

Signed by Outland Denim Cambodia Management

Name: Caleb Bjorem Signature: 

Name: Katie Bjorem Signature: 

Signed by Outland Denim Australia Management

Name: James Bartle Signature: 

Signed by Outland Denim Internal Social Compliance Auditor

Name: Leisl Lancaster Signature: 