

# Annual Evaluation Report - Full

Assessment Date :

**12 Nov 2021**

## INTRODUCTION

## INTRODUCTION

This report outlines your company's progress on all questions from the Annual Evaluation. Questions are scored on a scale of 0 to 100. Any questions with a score lower than 100 will include comments and recommendations on how to achieve a full score. Questions with N/A marked in the score column are not scored. Your company will also receive a separate report with all questions that require additional follow-up. As a reminder, these scores are only reflective of your company's progress on the questions in the Annual Evaluation. There will be additional requirements and additional accreditation activities as your company moves through the accreditation process.

## ALL QUESTIONS

### Annual Evaluation Sourcing


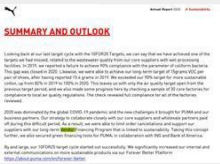
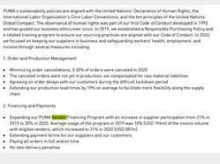
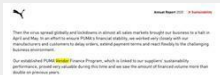
Subheader	P1: Top Management Commitment	
Finding Guideline	Resource allocation to the social compliance program takes into consideration the size of the company's supply chain, budgeting needs, technology needs, staff, and supplier capacity building.	
Assessment Question	Has your company's social compliance staff changed since the 2020 Self-Assessment? If yes, please upload a list of ALL staff positions involved in implementing the compliance program, including roles, country/region, and percentage of responsibility dedicated to compliance. If not, please indicate in the comments.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P1: Top Management Commitment	
Finding Guideline		
Assessment Question	Please upload the mechanism or policy that outlines the roles and responsibilities of the upmost levels of your company's governance structure (Board of Directors, Owner, CEO, etc.) in ensuring that your company is implementing and upholding workplace standards.	
Response		
FLA Comments Recommendations	Full credit given.	

Score	100.00	
Subheader	P1: Top Management Commitment	
Finding Guideline		
Assessment Question	Has your company changed its Code of Conduct since the 2020 annual evaluation? If yes, please upload the document. If not, please indicate in the comments.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P1: Top Management Commitment	
Finding Guideline		
Assessment Question	Has your company updated its compliance benchmarks to reflect the updates to the FLA Compliance Benchmarks made in October 2020? If yes, please upload. If no, please include a plan to do so.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P1: Top Management Commitment	
Finding Guideline		
Assessment Question	Has your company published a commitment to fair compensation? If yes, please upload a link to this commitment. If no, please upload your draft or plan to complete this by the end of December 2021.	

Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P1: Top Management Commitment	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 1 that are not related to any of the questions listed.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Upload an example of how your company's internal accountability mechanism(s) for responsible purchasing practices were used in 2020 or 2021. Examples could include performance reviews of relevant staff, product calendars, work-in-progress reports, meeting minutes, etc. Confidential information may be redacted.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P2: Responsible Purchasing Practices	

Finding Guideline		
Assessment Question	Please upload an example of the calendar system your company uses to ensure balanced planning and adequate lead time.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Upload an example of how your company holds relevant contracted agents/intermediaries accountable. If you do not utilize agents/intermediaries, please enter N/A in comments.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Upload an example of internal dialogue within your company related to responsible purchasing practices from either 2020 or 2021.	
Response		
FLA Comments Recommendations	Full credit given.	

Score	100.00	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Upload the system your company uses to evaluate and/or rank facilities' compliance with workplace standards and production practices.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Upload documentation of the types of incentives offered to suppliers for producing in a socially responsible and sustainable manner from 2020 to 2021. Additionally, upload evidence of suppliers receiving these incentives from your company.	

Response	   
FLA Comments Recommendations	Full credit given.
Score	100.00
Subheader	P2: Responsible Purchasing Practices
Finding Guideline	
Assessment Question	Describe your company's process to mitigate negative impacts for workers during the factory reopening following Covid-19 in 2020. Please explain in the comments or upload supporting documents.
Response	
FLA Comments Recommendations	
Score	N/a



Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	From how many factories has your company collected and analyzed wage data using the FLA's Wage Data Collection Tool and Dashboard?	
Response	47	
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Have you completed the Fair Compensation Blueprint? Please upload the finalized or drafted fair compensation blueprint.	
Response		
FLA Comments Recommendations	The Living Wage Analysis and the Annual Report Fair Compensation language address all Blueprint criteria except for including how purchasing practices departments will be held accountable to support improvement of living wages.	
Score	88.00	
Annual Evaluation Sourcing		
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		

Assessment Question	Has your company updated the Responsible Purchasing Practices Policy or related documents since the 2020 Annual Evaluation? If so please upload this document or additional documents. If not, please indicate in the comments.	
Response		
FLA Comments Recommendations	Puma's Responsible Sourcing policies should address responsible order reduction and factory exit. Key elements include providing sufficient time (no less than 6 months) in notifying the factory of order reductions and/or exits and steps the company will take to mitigate retrenchment at the facility.	
Score	91.00	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 2 that are not related to any of the questions listed above.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline	The company will submit evidence of processes and systems that support the facilitation of dialogue on responsible purchasing practices to mitigate negative impacts on factories and workers. Dialogue should occur internally, with suppliers, and with agents/intermediaries, as appropriate, to mitigate negative impacts.	

Assessment Question	Which of the following topics are regularly addressed in communication between compliance and sourcing/planning staff? Select all that apply.	
Response	Pre-sourcing assessments; New product development; Sampling and Testing; On Time Delivery (OTD); Order volume versus production capacity; Change authorizations; Pricing; Order size fluctuation; Raw Material / Component sourcing; Product design for improved manufacturing; Consistency of orders season to season; Decision to exit factories; Supplier communication	
FLA Comments Recommendations		
Score	N/a	
Subheader	P2: Responsible Purchasing Practices	
Finding Guideline	The company will submit evidence of processes and systems that support the facilitation of dialogue on responsible purchasing practices to mitigate negative impacts on factories and workers. Dialogue should occur internally, with suppliers, and with agents/intermediaries, as appropriate, to mitigate negative impacts.	
Assessment Question	Please list out the names of the departments involved in dialogue on responsible purchasing practices.	
Response	Sustainability, Production, Sourcing, Development, Order Planning, Quality, Material and etc.	
FLA Comments Recommendations		
Score	N/a	
<b>Annual Evaluation Sourcing</b>		
Subheader	P3: Responsibility & Head Office Training	

Finding Guideline		
Assessment Question	If your company has experienced organizational change since 2020, upload an organizational chart that indicates where the social compliance staff fit within the company structure and the organization of the compliance team. If the organizational chart has not changed since 2020, please indicate in the comments.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P3: Responsibility & Head Office Training	
Finding Guideline		
Assessment Question	Upload a list of trainings provided on compliance issues, workplace standards, and responsible purchasing practices through 2020 and 2021. The list should indicate the training topics, a brief description of the training, which parties receive the training, and how often the training is provided.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P3: Responsibility & Head Office Training	
Finding Guideline		

Assessment Question	Upload an example of agent training materials on the consequences of production planning & purchasing practices and an example of the mechanism used to ensure agent training effectiveness. If you do not utilize agents/intermediaries, please comment N/A in the comments.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P3: Responsibility & Head Office Training	
Finding Guideline		
Assessment Question	Upload the feedback mechanism used for agent training on consequences of production planning & purchasing practices. If your company does not use agents, please put "N/A" in the comments.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P3: Responsibility & Head Office Training	
Finding Guideline	The company will submit performance reviews, surveys, post-training feedback materials, and show recall of training learnings to demonstrate participant knowledge gained.	
Assessment Question	Upload an example of the feedback mechanism that your company uses to ensure these trainings are effective. This example could include a completed quiz, case study, performance review template, etc.	

Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P3: Responsibility & Head Office Training	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 3 that are not related to any of the questions listed above.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P4: Supplier Training	
Finding Guideline		
Assessment Question	Upload an example from 2020 to 2021 of how factory compliance data has impacted future orders and/or supplier relationships. An example could include actions taken in response to a zero tolerance violation, lack of remediation, lack of communication, etc.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P4: Supplier Training	

Finding Guideline		
Assessment Question	Please select what your monitoring procedures and/or audit tool verify for workplace standards training and effectiveness:	
Response	Monitoring Procedures and/or Audit tool checks for training on workplace standards for workers; Monitoring Procedures and/or Audit tool checks for training on workplace standards for supervisors/ managers; Monitoring Procedures and/or Audit tool checks for effectiveness of workplace standards training for workers; Monitoring Procedures and/or Audit tool checks for effectiveness of workplace standards training for managers/ supervisors	
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P4: Supplier Training	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 4 that are not related to any of the questions listed above.	
Response		
FLA Comments Recommendations		
Score	N/a	
Annual Evaluation Sourcing		
Subheader	P4: Supplier Training	


Finding Guideline	The company will submit its factory evaluation system or social compliance audit scorecard that shows how working conditions inform future business and examples of factory evaluations.	
Assessment Question	Upload your company's factory evaluation system or social compliance audit scorecard that shows how working conditions inform future business.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	

### Annual Evaluation Sourcing

Subheader	P5: Monitoring	
Finding Guideline		
Assessment Question	If your company has made any updates to the pre-sourcing audit tools and/or procedures since 2020, please upload the most updated document. If not, please indicate in the comments.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P5: Monitoring	
Finding Guideline		
Assessment Question	Please upload the most current version of your company's monitoring procedures and audit tool.	



Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P5: Monitoring	
Finding Guideline		
Assessment Question	How did your company evaluate factories during the Covid-19 period? Please indicate general activities, including in-person or virtual activities and how often they occurred.	
Response	Despite travel restrictions and partial lockdowns, in 2020 we were able to collect 490 audit reports from 406 suppliers. In addition to audits, we conduct annual workers' satisfaction survey, quarterly virtual sustainability meetings to maintain regular communication.	
FLA Comments Recommendations		
Score	N/a	
Subheader	P5: Monitoring	
Finding Guideline		
Assessment Question	Please upload an example of monitoring activities conducted during the Covid-19 period. Examples could include audits, consultations, trainings, etc.	
Response		
FLA Comments Recommendations	Full credit given	

Score	100.00	
Subheader	P5: Monitoring	
Finding Guideline		
Assessment Question	Did your company exit any factories during the COVID-19 period? If yes, provide an example of how your company ensured that the factory upheld its responsible retrenchment policies. If your company did not exit any factories during the COVID-19 period, indicate in the comments.	
Response	 <p>PUMA Response to COVID- 19.jpg</p>	
FLA Comments Recommendations		
Score	N/a	
Subheader	P5: Monitoring	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 5 that are not related to any of the questions listed above.	
Response		
FLA Comments Recommendations		

Score	N/a	
Subheader	P5: Monitoring	
Finding Guideline	The company submits its evaluation process to ensure responsible retrenchment policies and procedures are implemented at its facilities. This evaluation process is verified by the FLA through field observation or document review.	
Assessment Question	Upload the evaluation process to ensure factories are implementing responsible retrenchment policies and procedures.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P5: Monitoring	
Finding Guideline	The company will submit their audit tool and methodology. FLA will verify alignment with the company's tool, benchmarks, and implementation of the monitoring program.	
Assessment Question	Does your company's audit tool cover your company's full set of compliance benchmarks? If No, please include which benchmarks are not covered and why.	
Response	Yes	
FLA Comments Recommendations	Full credit given	
Score	100.00	
Subheader	P5: Monitoring	

Finding Guideline	
Assessment Question	For which factories is this audit tool used? (Some of tier 1 only, all of tier one only, all of tier one plus some upstream facilities, other.) Please comment as needed.
Response	All T1, Core T2 factories and Warehouses.
FLA Comments Recommendations	
Score	N/a

### Annual Evaluation Sourcing

Subheader	P6: Functioning Grievance Mechanisms
Finding Guideline	
Assessment Question	Upload an example of a completed audit tool that evaluated a factory's functioning grievance mechanisms. If possible, provide the audit finding where grievance mechanisms were found not effective or functioning and the corrective action plan.
Response	
FLA Comments Recommendations	Full credit given.
Score	100.00

Subheader	P6: Functioning Grievance Mechanisms
Finding Guideline	
Assessment Question	Upload evidence of the alternative channel direct to your company (e.g., confidential channel hotline poster, sample grievance received/resolved, etc.) and the system for how your company follows-up on grievances submitted through these channels.

Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P6: Functioning Grievance Mechanisms	
Finding Guideline		
Assessment Question	Please select what your company's monitoring procedures and/or audit tool verify for grievance mechanism training and training effectiveness:	
Response	Monitoring procedures and/ or Audit tool checks for training on Grievance Mechanisms for workers; Monitoring procedures and/ or Audit tool checks for training on Grievance Mechanisms for managers/ supervisors; Monitoring procedures and/ or Audit tool checks for effectiveness of training on Grievance Mechanisms for workers; Monitoring procedures and/ or Audit tool checks for effectiveness of training on Grievance Mechanisms for managers/ supervisors	
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P6: Functioning Grievance Mechanisms	
Finding Guideline		
Assessment Question	Did your company conduct any additional monitoring activities or provide any additional grievance mechanism resources during the COVID-19 period? If so, please explain in the comments.	

Response	Providing workers with avenues to advocate for themselves is a top priority for PUMA as part of our commitment to being a fair market leader. In addition to the internal PUMA hotline system, in 2020 we continued to promote third party grievance platforms such as MicroBenefits and Amader Kotha. By December 2020, our worker hotlines counted a record number of 1,122 cases and we succeeded in solving almost all of them.	
FLA Comments Recommendations		
Score	N/a	
Subheader	P6: Functioning Grievance Mechanisms	
Finding Guideline		
Assessment Question	How did your company work with factories to ensure factories accessed government aid or other temporary relief during the Covid-19 period? Please upload evidence or describe in the comments.	
Response	We deploy regular survey and regular catch up to understand factory situation. Please refer to attached meeting minutes about our follow up with suppliers.	
FLA Comments Recommendations		
Score	N/a	
Subheader	P6: Functioning Grievance Mechanisms	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 6 that are not related to any of the questions listed above.	
Response		

FLA Comments Recommendations		
Score	N/a	

### Annual Evaluation Sourcing

Subheader	P7: Collection & Management of Compliance Information	
Finding Guideline		
Assessment Question	Which of the following details on subcontractors and/or materials suppliers does your company collect and maintain? Select all that apply below.	
Response	Address and contact information; Historical social compliance audit data; Possible root causes of noncompliance; Past labor disputes; Past incidents/accidents; Presence of unions or worker representative structures; Existence of collective bargaining agreement (CBA)	
FLA Comments Recommendations	Full credit given.	
Score	100.00	

Subheader	P7: Collection & Management of Compliance Information	
Finding Guideline		
Assessment Question	Did your company collect any Covid-19 related data for 2020 to 2021?	
Response	Yes	
FLA Comments Recommendations		
Score	N/a	

Subheader	P7: Collection & Management of Compliance Information	
Finding Guideline		
Assessment Question	Upload evidence of how this analysis was presented to top management or other departments in the company in either 2020 or 2021.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P7: Collection & Management of Compliance Information	
Finding Guideline		
Assessment Question	Upload an example from 2020-2021 of how data analysis has led to improvements in your company's social compliance program to mitigate negative impacts on workers.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	



Subheader	P7: Collection & Management of Compliance Information	
Finding Guideline	The company will submit documentation of social compliance trend analysis and visualization for all facilities.	
Assessment Question	Upload your company's analysis from 2020 or 2021 of factory-level compliance data to identify noncompliance trends against code standards.	
Response		
FLA Comments Recommendations		
Score	100.00	
Subheader	P7: Collection & Management of Compliance Information	
Finding Guideline		
Assessment Question	If your company has found any linkages to Xinjiang, what actions have you taken or planned in response?	
Response	Please refer to our statement published at corporate website.	
FLA Comments Recommendations		
Score	N/a	
<b>Annual Evaluation Sourcing</b>		
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline		
Assessment Question	If your company's audit follow-up/remediation procedures have been updated since the 2020 Annual Evaluation, please upload them here. If not, please indicate in the comments.	

Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline		
Assessment Question	If your company changed its audit follow-up/remediation procedures during the Covid-19 period, please share these changes and updates in the comments.	
Response	We have extended the audit validity, for example A rated factories' validity is extended from 12 months to 24 months, B rating validity is extended from 12 months to 18 months.	
FLA Comments Recommendations		
Score	N/a	
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline		
Assessment Question	In conducting root cause analysis, with which of the following stakeholders does your company collaborate? Select all that apply below.	
Response	Facility Management; Auditors; Unions and/or worker representatives, where applicable; Civil society organizations; Other internal departments at your company	
FLA Comments Recommendations		

Score	N/a	
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline		
Assessment Question	Upload an example of root cause analysis where your company collaborated with stakeholders. This example could include internal departments at the company, auditors, and factory mangagement, factory representatives/ unions or CSO's.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline		
Assessment Question	Upload a completed CAP from 2020 or 2021 that shows all evidence your company collects through the remediation process. Evidence could include photos, documentary evidence, meeting minutes, permits, etc.	

Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline		
Assessment Question	Upload any additional documents that your company has created related to Principle 8 that are not related to any of the questions listed above.	
Response		



FLA Comments Recommendations		
Score	N/a	
Subheader	P8: Timely & Preventative Remediation	
Finding Guideline	The company will submit remediation and/or monitoring SOPs that includes a process for Root Cause Analysis (RCA) and how the process has been communicated and implemented.	
Assessment Question	Do your company's remediation SOPs include a defined root cause analysis methodology and an expectation to document root causes? If no, upload an alternative document that addresses this need.	
Response	Yes	
FLA Comments Recommendations	Full credit given.	
Score	100.00	

### Annual Evaluation Sourcing

Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Has your company updated the strategic plan for outreach with local civil society organizations (CSOs) since the 2020 Annual Evaluation? If yes, please upload this strategic plan. If no, please indicate in the comments.	
Response		

FLA Comments Recommendations	FLA recommends that Puma develop a strategy to direct the company's CSO outreach and engagement. The strategy should identify and prioritize high-risk and high production volume countries; include measurable goals for CSO Engagement and a system for measuring impact; and include an approach for responding to CSO inquiries that Puma may receive.	
Score	0.00	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Has your company updated its mapping of potential CSO partners since the 2020 annual evaluation? If yes, upload the updated document. If no, please indicate in the comments.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Upload an example of how your company engaged with civil society organizations in 2020 or 2021. This example could include projects, remediation plans, or trainings that have involved CSO collaboration.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	

Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Please upload a list of CSOs with which your company has engaged with on Covid-19 issues, if applicable.	
Response		
FLA Comments Recommendations		
Score	N/a	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Please select the applicable answers as to how your company has engaged with CSO's during 2020 to 2021.	
Response	Engaged with CSO's in the design/ implementation of trainings; Engaged with CSO's in the design/ implementation of communication channels; Engaged with CSO's in the design/ implementation of facility-specific remediation plans; Engaged with CSO's to understand local labor issues	
FLA Comments Recommendations		
Score	N/a	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Please upload one example of each selected option above.	
Response		

FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Upload the procedure relevant staff use to understand union structures in all sourcing and production countries.	
Response		
FLA Comments Recommendations	FLA would like to see Puma's procedures for engaging with unions and/or worker representatives outside of the regular monitoring process.	
Score	25.00	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		
Assessment Question	Upload an example of how your company has consulted with legally constituted unions/worker representatives structures, supplier management, and other relevant parties to understand existing relationship.	
Response		
FLA Comments Recommendations	Full credit given.	
Score	100.00	
Subheader	P9: Consultation with Civil Society	
Finding Guideline		



Assessment Question	Upload any additional documents that your company has created related to Principle 9 that are not related to any of the questions listed above.
Response	
FLA Comments Recommendations	
Score	N/a

### Annual Evaluation Sourcing

Subheader	P10: Verification Requirements
Finding Guideline	The company will submit FLA-related standard operating procedures (SOPs) for their facilities list, self-assessment, SCI & Field Observations, and payment of dues.
Assessment Question	Upload your company's written standard operating procedures related to fulfilling FLA requirements and obligations.
Response	
FLA Comments Recommendations	Full credit given.
Score	100.00
Subheader	P10: Verification Requirements
Finding Guideline	
Assessment Question	Has your company published its factory list in alignment with the FLA's Factory List Transparency guidance? If yes, please provide the hyperlink. If no, please provide your company's plan to do so by March 2022.
Response	<a href="https://about.puma.com/en/sustainability/social">https://about.puma.com/en/sustainability/social</a>

FLA Comments Recommendations	Full credit given. Sample of factory disclosure provided 7 April 2022.	
Score	100.00	