

Supply Chain Policy Violation Report

Session Information

Session ID:	33
Factory Name:	Summitex Enterprise Co., Ltd
Location:	Taiwan
Language:	English
Created:	2025-07-17 04:10:59
Case Type:	Employer Exploitation

Policy Violations

Violation #1 - Adidas

Violation Details:

```
{ "error": "Model did not return valid JSON.", "raw_response": ""}`json\n{\n  \"complaint_summary\": \"The worker is alleging excessive working hours (up to 12 hours daily without compensation) and passport retention by the employer, hindering their ability to take the passport back and potentially violating labor laws and the company's policies.\",\n  \"incidents\": [\n    \"Working up to 12 hours per day without compensation.\",\n    \"Manager withholding passport and preventing the worker from obtaining a Google Form to retrieve it.\",\n    \"Manager's refusal to return the passport after the worker submitted the form.\",\n    \"Lack of return of the passport after submitting the retrieval form.\" ]\n  \"policy_violations\": [\n    \"Violation of the 'Working Hours' policy: The policy states that employees must not be required to work more than 60 hours per week, and overtime must be consensual. The worker claims working up to 12 hours daily without compensation.\",\n    \"Violation of the 'Confiscation of travel/ identity documents' policy: The policy states that workers' identity documents should not be confiscated, destroyed, or retained. The worker alleges passport retention.\",\n    \"Potential violation of the 'Freedom of Association & Collective Bargaining' policy: The policy states that employers must respect the right of employees to join and organize associations and bargain collectively. The worker's passport retention could be seen as a barrier to their ability to exercise these rights.\",\n    \"Potential violation of the 'Disciplinary Practices' policy:
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Violation Details:

```
{ "error": "Model did not return valid JSON.", "raw_response": ""}json\n{\n  \"complaint_summaary\": \"The worker is alleging passport confiscation and withholding, coupled with excessive working hours without compensation, and seeks to retrieve their passport and ensure this does not recur.\",\n  \"incidents\": [\n    \"Working up to 12 hours per day without compensation.\",\n    \"Manager withholding passsport and requiring completion of a Google form for its return.\",\n    \"Manager's delay in returning the passport after the form was submitted.\",\n    \"No compensation for overtime work.\"\n  ],\n  \"policy_violations\": [\n    \"Withholding migrant workers' travel documents (such as passport or visa) is prohibited.\",\n    \"Costs related to recruitment shall not be passed on to applicants; Factories shall pay them, not workers.\"\n  ]\n}
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Violation #5 - VF Corporation

Violation Details:

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{"error": "No policy information found for company: VF Corporation"}
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Supply Chain Policy Violation Report

Associated Buyer Companies

Company Name	Association Type
Adidas	Supply Chain Partner
Columbia Sportswear	Supply Chain Partner
Petland Brands	Supply Chain Partner
Puma	Supply Chain Partner
VF Corporation	Supply Chain Partner