

# Avery Dennison Solutions Group

Higg Verified FSLM 2022 Score



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		Section									Step Score		
Site / Factory Name	Total	Recruitment & Hiring	Working Hours	Wages & Benefits	Worker Treatment	Worker Involvement	H&S	Termination	Management System	Above & Beyond	Step 1 Essentials	Step 2 Progressive	Step 3 Advanced
AD Vietnam	70.8%	98.3%	92.6%	95.8%	96.6%	98.8%	92.8%	100.0%	22.1%	N/A	97.7%	76.8%	N/A
AD Vietnam FRU	84.4%	100.0%	96.0%	98.6%	99.5%	94.5%	96.5%	100.0%	71.9%	21.60%	98.7%	83.8%	53.2
AD Turkey Saray	91.6%	92.8%	96.2%	100.0%	100.0%	92.3%	97.3%	100.0%	87.4%	62.7%	97.0%	92.6%	77.7%
AD Nansha	83.0%	100.0%	89.1%	97.1%	100.0%	84.3%	95.4%	100.0%	77.8%	32.7%	94.9%	90.4%	43.3%
AD Panyu	74.2%	100.0%	87.9%	97.8%	98.3%	84.9%	95.4%	100.0%	84.5%	N/A	94.8%	90.0%	N/A
AD Suzhou	87.7%	100.0%	85.4%	100.0%	99.6%	86.4%	97.0%	100.0%	86.6%	29.4%	95.9%	92.1%	61.5%
AD Italy	74.7%	99.4%	100.0%	98.6%	100.0%	95.4%	97.1%	100.0%	75.8%	N/A	98.5%	86.0%	N/A
AD Honduras	68.0%	93.4%	100.0%	91.1%	99.5%	88.1%	93.5%	98.4%	45.9%	N/A	95.1%	72.1%	N/A
AD Bangladesh Unit 1	89.4%	100.0%	98.5%	99.3%	99.5%	94.0%	96.9%	100.0%	85.6%	36.4%	98.9%	91.4%	64.3%
AD Bangladesh Unit 3	89.0%	100.0%	98.5%	99.3%	99.5%	94.0%	96.3%	100.0%	85.6%	34.5%	98.9%	90.8%	63.6%
AD India Main Unit	73.1%	100.0%	87.1%	97.8%	97.6%	95.9%	96.7%	100.0%	70.8%	N/A	97.9%	83.0%	N/A
AD India FRU	73.8%	100.0%	89.1%	98.5%	100.0%	93.2%	95.6%	100.0%	76.9%	N/A	97.9%	85.0%	N/A
AD Sri Lanka	75.5%	100.0%	100.0%	90.0%	100.0%	94.9%	96.3%	100.0%	84.8%	N/A	97.8%	90.0%	N/A
AD Indonesia	72.8%	100.0%	95.3%	98.5%	99.50%	89.2%	93.1%	95.8%	75.0%	N/A	96.2%	84.3%	N/A
AD Ningbo JV	73.6%	100.0%	85.6%	94.0%	98.3%	84.3%	95.6%	100.0%	83.3%	N/A	94.9%	88.3%	N/A
AD Romania	72.3%	99.3%	90.4%	97.7%	99.0%	85.7%	94.7%	100.0%	74.8%	N/A	96.6%	82.5%	N/A
AD Mexico (Q)	75.3%	100.0%	98.5%	98.6%	100.0%	95.6%	97.3%	100.0%	80.5%	N/A	98.9%	88.1%	N/A

# Avery Dennison Solutions Group

Outsource Partners  
based on Geographical  
Location

Country	Percentage
China	47%
Vietnam	9%
India	6%
Sri Lanka	5%
Taiwan	4%
Turkey	4%
Indonesia	3%
Italy	2%
Pakistan	2%
Portugal	1%
Romania	1%
Bangladesh	1%
Cambodia	1%

Country	Percentage
El Salvador C.A	1%
Guatemala	1%
Korea	1%
Mexico	1%
South Africa	1%
Spain	1%
Thailand	1%
United Arab Emirates	1%
United Kingdom	1%
USA	1%
Brazil	0%
Germany	0%
Honduras	0%
Mauritius	0%

# Thank you



**AVERY  
DENNISON**