

FLA Audit Profile

Factory Code	720273142H
Country	Taiwan
FLA Affiliate	Hanesbrands
Monitor	Global Standards
Audit Date	September 18 2009
Products	Sportswear Cutting, Sewing, Packing, Inspection and Shipping
Processes	
Number of Workers	65



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Freedom of Association: Z. Grievance Procedure

FOA.26 Employer shall have in place written grievance procedures that allow first an attempt to settle grievances directly between the worker and the immediate supervisor but that, where this is inappropriate or has failed, it is possible for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the structure and size of the enterprise. Employers shall ensure that the grievance procedures and applicable rules are known to workers. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: There was no written grievance procedure and meeting records kept. However, the workers could come to supervisor or factory manager for help with their problems. Sources: Through document review, workers and management interview.

Plan Of Action: Hbl sent the CAP report to the factory on 10/7/2009 and obtained the feedback from factory on 10/30/2009 about this issue. We will continue monitoring the grievance channels (i.e. suggestion box, regular monthly employee meetings) which are effective and efficiently to be used by workers. We will request the factory to document all meetings and records though it did not have any complaint from workers. We plan to have a visit of this factory in Spring 2010.

Deadline Date: 03/31/2010

Supplier CAP:

Supplier CAP Date:

Action Taken: Reply on 10/30/2009: The factory has established a grievance procedure mechanism between workers and the general manager. Grievances can be posted in a grievance box on the first floor of the factory. The grievance procedure box is clearly labeled. Workers are able to voice all grievances to the supervisor. The factory representative will pass this information to the General Manager. The reason of auditor found that there is no meeting records to be kept because it did not have occurrences yet. Once this happens, meetings will be held and reports will be kept. This is a small facility and workers had been working here for a long time. They prefer to talk with the factory management for any complaints and the management fixes it immediately. Please refer to the photos sent to FLA for review.

Plan Complete:

Plan Complete Date:

Action Verified:

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Action Verified Date:

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Health and Safety: A. General Compliance Health and Safety

H&S.1 Employers shall comply with all local laws, regulations and procedures concerning health and safety. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: Although there were health and safety procedures, they were not implemented in the factory. There was no specific person appointed to monitor or supervise health and safety or supervise the working environment. Source: factory walkthrough.

Plan Of Action: Hbl will ensure the factory to select the proper person to lead the health & safety program in the facility and also that it is properly communicated to all employees by posting the announcement on the notice board.

Deadline Date: 12/31/2009

Supplier CAP:

Supplier CAP Date:

Action Taken: Reply on 10/30/2009: The factory manager has been delegated to monitor and supervise the implementation of H&S procedures.

Plan Complete:

Plan Complete Date:

Action Verified:

Action Verified Text:

Action Verified Date:

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Confidential Comments:

Health and Safety: C. Written Health and Safety Policy

H&S.3 Employers are required to develop, maintain and regularly review a written health and safety policy. The policy must, at the very least, be aimed at complying with legal minimum safety and health standards, regulations and procedures. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: There were no operating procedures for machines in the production area. More

specially, there was no illustration in the stain removal room. Source: factory walkthrough.

Plan Of Action: Hbl sent the CAP report to the factory on 10/7/2009 and obtained the feedback from factory on 10/30/2009 about this issue. We will ensure the factory post the operation manuals in working areas and illustration at stain removal room.

Deadline Date: 03/31/2010

Supplier CAP:
Supplier CAP Date:

Action Taken: Reply on 10/30/2009: Operating procedures are now posted on each machine. In addition, the factory has posted illustrations in the stain removal room. Photos have also been uploaded for FLA to reference upon the review of this audit.

Plan Complete:

Plan Complete Date:

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Action Verified Date:

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Confidential Comments:

Health and Safety: D. Worker Consultation

H&S.4 The health and safety policy shall be developed and implemented in consultation with workers or their representatives. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: There was no evidence that the health and safety policy was made in consultation with workers or their representatives.

Plan Of Action: Hbl will ensure the factory to communicate the H&S policies by holding an introductory training to workers and confirming their participation with employees by signature and their agreement on consultation sheet after the training. A follow up visit will be done in Spring 2010.

Deadline Date: 03/31/2010

Supplier CAP:

Supplier CAP Date: 12/31/2009

Action Taken: Reply on 10/30/2009: The H&S representatives will regularly give workers safety training. After the training, representatives will ask workers to sign a document as part of their agreement with H&S policies

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Health and Safety: H. Permits and Certificates

H&S.8 The employer shall at all times be in possession of all legally required and valid permits and certificates related to health and safety issues, such as those related to the purchase and storage of chemicals, fire safety inspections, inspection of machinery, and (chemical) waste disposal. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: Two first aid certificates were expired. These documents should have been renewed on Aug, 27, 2009. Sources: document review.

Plan Of Action: Hbl will ensure that the first aid certificates will be available at the follow up visit in Spring 2010.

Deadline Date: 03/31/2010

Supplier CAP:

Supplier CAP Date: 12/31/2009

Action Taken: Reply on 10/30/2009: The first aid certificates were renewed in December 2009. Copies will be sent for reference once the documents are ready.

Plan Complete:

Plan Complete Date:

Action Verified:

Action Verified Text:

Action Verified Date:

Comments:

Confidential Comments:

Health and Safety: I. Evacuation Requirements and Procedure

720273142H – Taiwan: Hanesbrands

H&S.9 All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, the installation and maintenance of an employee alarm and emergency lighting systems, ensuring aisles/exits are not blocked and that workers are not blocked within their workstations, employee education, evacuation procedures, etc.) shall be complied with. Workers shall be trained in evacuation procedures. Alarm systems shall be regularly tested and evacuation drills shall be undertaken at least annually. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: 1) The escape slings were blocked by factory material and boxes. There was only one exit on the eighth floor; there is only an Escape sling. Trolleys and boxes block some aisles and fire hose reels. 2) The aisles and fire safety equipment were blocked. The workers were not trained for evacuation. Sources: factory walkthrough.

Plan Of Action: Hbl sent the CAP report to the factory on 10/7/2009 and obtained feedback from factory on 10/30/2009 about this issue. We will ensure that the factory to keep the aisles and evacuation equipments to be clear.

Deadline Date: 03/31/2010

Supplier CAP:

Supplier CAP Date:

Action Taken: Reply on 10/30/2009: 1) The escape slings aren't blocked. The building is designed to have one exit at 8F. Due to the space limitations, the building does not have a second exit on that floor. Hence why the escape slings are used as alternative evacuation method. The factory trained workers to keep aisles and fires hose reels clear. 2) The fire-safety equipment is no longer blocked and all the workers will receive evacuation training this coming December.

Plan Complete:

Plan Complete Date:

Action Verified:

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Confidential Comments:

Health and Safety: M. Chemical Management and Training

H&S.13 All chemicals and hazardous substances shall be properly labeled and stored in accordance with applicable laws. Labels shall be placed in the local language and the language(s) spoken by workers, if different from the local language. Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances. (S)

720273142H – Taiwan: Hanesbrands

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: There were no specific markings on two oil tanks in the stain removal room. The irons were not properly stored. The electrical cords for the irons were not properly contained and present a hazard for people walking by. Source: factory walkthrough.

Plan Of Action: HBI sent the CAP report to the factory on 10/7/2009 and obtained the feedback from factory on 10/30/2009 about this issue. We will ensure the chemicals with proper label and stored in proper area without flammable substances. A follow up visit will be done in Spring 2010.

Deadline Date: 12/31/2009

Supplier CAP:

Supplier CAP Date:

Action Taken: Reply from a factory representative on 10/30/2009: The two unknown tanks in the stain removal room are now labeled CH46. All the electrical cords for the irons are now stored away from the walking path. We have uploaded photos that can be reviewed by the FLA. For worker's safety, the factory has also trained workers about the knowledge of it.

Plan Complete:

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Health and Safety: Q. Ventilation/Electrical/Facility Installation and Maintenance

H&S.17 All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and in such a manner as to prevent or minimize hazardous conditions to workers in the facility. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: No rubber mats were placed under the control panels to prevent electric shock.

There were no yellow or red boxed areas to delineate hazards. The control panel was too close to workers working at cutting area. Sources: factory Walkthrough.

Plan Of Action: Hbl will ensure the factory have rubber mats on the control panel and keep proper distance between control panel and cutting section. Follow up visit will be done in Spring 2010.

Deadline Date: 03/31/2010

Supplier CAP:
Supplier CAP Date:

Action Taken: Reply from the factory on 10/30/2009: Rubber mats have been placed under the control panel areas. We have also uploaded photos which can be reviewed by the FLA.

Plan Complete:

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Health and Safety: R. Machinery Maintenance and Worker Training

H&S.18 All production machinery, equipment and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use. Employers shall ensure safety instructions are either displayed/posted near all machinery or are readily accessible to the workers. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
09/18/2009	External	FLA Independent External Monitoring	Global Standards	Noncompliance

Explanation: Most of sewing machines do not have safety guards to prevent injury. Some scissors are not bound to working table securely. Sources: factory walkthrough.

Plan Of Action: Hbl will ensure the health & safety manager monitors the workers place - the safety devices on machines when operating it. Also, we will encourage the factory to have regular training to employees about H&S.

Deadline Date: 03/31/2010

Supplier CAP: The factory strongly requires that sewing workers not remove the safety guards from sewing machines. The factory also requires them to keep their scissors bound to working tables. Workers must understand the safety procedures in the working area and how to protect themselves from injury.

Supplier CAP Date: 03/31/2010

Action Reply from the factory representative on 10/30/2009: The workers have been

Taken: trained the workers on machine safety and the correct use of protective devices.
There is a also a photo which can be referred to when this audit is sent to the FLA
for review.

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