



2009

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Gildan Activewear, Inc.
COUNTRY: Honduras
FACTORY CODE: 290029205H
MONITOR: Oxfander Ramirez
AUDIT DATE: November 12-13, 2009
PRODUCTS: Sweatpants, Sweatshirts
PROCESSES: Sewing, Inspection, Packing,
Dispatch
NUMBER OF WORKERS: 2465



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Health and Safety: Personal Protective Equipment

H&S.11 Workers shall be provided with effective and all necessary personal protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to health and safety hazards, including medical waste. (S)

Noncompliance

Explanation: The personal protective equipment (PPE) at the stains removal area needs to be revised, as the workers conducting this assignment have contact with the product they use for cleaning garments. Workers who perform the clothes cleaning process do not have protection elements to prevent skin (hand) contact with the cleaning product used. In the corresponding material safety data sheet (MSDS), it is stated that the workers need to use gloves as a protection measure.

Legal reference: General Rules of Preventive Measures of Occupational Accidents and Diseases, Articles 46 and 272

Plan Of Action: Perform an evaluation taking into consideration the related MSDS hazards and recommendations for all chemicals used in the area. While observing the methods for each chemical, determine the need for protective gloves on both hands while garment cleaning.

Deadline Date: 06/04/2010

Supplier CAP: Evaluate the MSDS for the chemical in use, to determine either if protective gloves are needed with its use or if a more user-friendly product should be considered.

Supplier CAP Date: 06/04/2010

Action Taken: The MSDS of the garment cleaning product on current was reviewed. It was determined through the MSDS that there is no need to use PPE, but there should be an adequate ventilation extraction system in the area. Additionally, gloves are being provided and pipes on the spray bottles are being used to avoid hand contact.

Plan Complete: Yes

Plan Complete Date: 05/18/2010

Health and Safety: 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)

Noncompliance

Explanation: FINDING 1: During the factory tour it was noted that the chemicals' shelves are unlabeled and that there are mixed paints and greases.

Legal reference: General Rules of Preventive Measures of Occupational Accidents and Diseases Article 398, Ordinal C and Articles 409 and 413.

FINDING 2: At the chemical products storage area, there are not enough recipients designated to deposit the materials used to clean up accidental spills.

Legal reference: General Rules of Preventive Measures of Occupational Accidents and Diseases Article 398, Ordinal D.

Plan Of Action: FINDING 1: Provide chemical safe handling and storage training to the workers responsible for storing chemicals in this area. Segregate chemical products according to reactivity.

FINDING 2: Stock an emergency clean-up spill kit that contains absorbent material, containment barriers, hazardous waste bags or containers and appropriate collecting tools, according to the type of risks in the area.

Deadline Date: 05/07/2010

Supplier CAP: FINDING 1: Segregate the chemicals and label each shelf.

FINDING 2: Complete the spill kit and hire the services of a spill re-collecting company.

Supplier CAP Date: 05/07/2010

Action Taken: FINDING 1: The chemicals have been segregated on shelves according to type. The shelves have been labeled to easily identify where each chemical product should be stored.

FINDING 2: An emergency spill kit has been incorporated in the chemical storage area. The kit includes PPE (gloves and boots), shovel, waste bin, sand, bags, absorbent material, etc.

Plan Complete: Yes

Plan Complete Date: 04/30/2010

Health and Safety: Other - Health and Safety

Other

Noncompliance

Explanation: FINDING 1: The fire hydrant located in the external part of the factory should have its location clearly marked so it can be easily identified by workers and emergency services, such as the fire department.

Legal reference: General Rules of Preventive Measures of Occupational Accidents and Diseases Article 212, Ordinals B, C, D.

FINDING 2: During the factory tour it was noted that the cafeteria's entrance and exit stairs are not clearly marked. It has been noted that due to years of use, the marks have been erased on the stairs.

Legal reference: General Rules of Preventive Measures of Occupational Accidents and Diseases, Article 239

Plan Of Action: FINDING 1: Label the fire fighting equipment so it can be easily identified and properly operated.

FINDING 2: According to the auditor, the finding was classified as a noncompliance to a best practice established by the facility. The facility has resolved to replace the marking tape to keep the practice in place.



Deadline Date: 07/30/2010

Supplier CAP: FINDING 1: A sprinkler and fire hydrant system will be installed by the company and will follow the requirements of the FMG.

FINDING 2: According to the auditor, the finding was classified as a noncompliance to a best practice established by the facility. The facility has resolved to replace the marking tape to keep the practice in place.

Supplier CAP Date: 07/30/2010

Action Taken:

Plan Complete: No

Plan Complete Date:
