

FLA Audit Profile			This factory received an Independent External Monitoring visit in 2003. Previous remediation for this factory can be seen in the earlier report, 010274908B Thailand.	Patagonia Comment: In late 2010 the factory communicated to P they had decided to close their business, not due to lack of order customers, but due to management's undisclosed decision. As p. diligence, Patagonia inquired how the closure was going to affect factory informed that employees were given 6 months' notice prior closure (from January to end of June 2011). In order to help their through transition the factory recommended their workers to other factories. By the time the factory closed at the end of June, more off employees had been placed in new jobs, according to the factory also informed that all employees received severance pay according month's wage per year worked at the factory) on their last day at Patagonia attempted to verify these actions, however, the factory				
Country	Thailand							
Name of Factory	310274540F							
Independent External Monitoring Organization	Global Standards							
Date(s) in Facility	June 22-23, 2007							
FLA Affiliated Compan(ies)	Cutter and Buck, Patagonia							
Number of Workers	2648							
Product(s)	Shirts, Tops, Pullovers							
Production Processes	Knitting, Dyeing, Sewing							
FLA Code/Benchmark	Compliance Status	[Status]	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow Up)		Third-Party Verification		Company Verification
		Completed, Pending, Ongoing		Company Follow Up	Documentation	External Verification (Date)	Documentation	Company Follow Up (cite date of planned or follow-up visit, if appropriate)
GEN 1: Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.		Pending	Factory has posted the Company's Code of Conduct and their agent is responsible for educating the factory on FLA requirements. However, the factory is not very clear on FLA procedures.					
GEN 2: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.		Pending	Workers do not demonstrate an understanding of the Company's Code of Conduct.					
GEN 3: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.		Pending	A method for the workers to communicate noncompliance issues of concern with the Company has not been communicated.					
H&A.4 Discipline/Fair and Non-discriminatory Application		Ongoing	If a worker cannot show their worker ID card, or is late by more than 10 minutes, the supervisor or human resource officer makes a decision for each case whether to allow that worker to work that day. If not, then the worker has to decide to take annual leave or a day off without pay.					
H&S.4 Worker Consultation			As there are no general level workers on the safety committee, but not sure how they can demonstrate compliance to this point.					
H&S.6 Communication to Workers			There are health and safety trainings and announcements, however workers showed minimal knowledge of safety.					

FLA Code/Benchmark	Compliance Status	[Status]	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow Up)		Third-Party Verification		Company Verification
		Completed, Pending, Ongoing		Company Follow Up	Documentation	External Verification (Date)	Documentation	Company Follow Up (cite date of planned or follow-up visit, if appropriate)
H&S.7 Notification and Record Maintenance			Accident records are not completely filled out, no clear remediation plans.					
H&S.9 Evacuation Requirements and Procedure			Evacuation maps in several sections do not match floor plans or are not present in new sewing building, knitting room #1 and boiler room. Yellow painted lines worn and not available in many areas of new sewing building. Many emergency lights are not well maintained: no charge, not plugged in or other technical problems.					
H&S.12 Use of Personal Protective Equipment			Many workers not wearing earplugs in dyeing area and generator room, forklift driver not wearing PPE in dyeing section, worker not wearing prescribed PPE during cleaning of chemical drums in dyeing section.					
H&S.13 Chemical Management and Training			Found unmarked containers, which are used for hazardous chemicals in sewing section. Absence of explosion proof lighting and switches in chemical storage areas.					
H&S.17 Ventilation/Electrical/Facility Installation and Maintenance			Heavy amounts of dust throughout the factory, some areas have poor electrical connections.					
H&S.20 Bodily Strain			At the nurse's station we found excessive records of workers suffering from physical stress and pain.					
HOW.1 General Compliance Hours of Work			Shift production (knitting, dyeing and chemical store). Some workers stated there are 3 hours overtime on night shift. However, management stated that this is not correct. This requires further follow-up.					
HOW.19 Sick Leave			Some workers stated that the factory requires a medical certificate for 2 days sick leave.					
HOW.22 Suspension of Work			When some workers arrive late they are suspended without pay for unspecified periods of time.					
WBOT.7 Payment for All Hours Worked			For night shift workers, some workers said they work 3 hours of overtime, according to the payroll this time was calculated at 2 hours of overtime.					

FLA Code/Benchmark	Compliance Status	[Status]	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow Up)		Third-Party Verification		Company Verification
		Completed, Pending, Ongoing		Company Follow Up	Documentation	External Verification (Date)	Documentation	Company Follow Up (cite date of planned or follow-up visit, if appropriate)
WBOT.19 False Payroll Records			For night shift workers, some workers said they work 3 hours of overtime, but the payroll calculated this time as 2 hours of overtime.					
WBOT.27 Wage Receipt			No pay slip provided.					

atagonia that
s from their
art of our exit due
t workers. The
or to factory's
employees
r garment
than 90% of laid-
tory. The factory
ing to Thai law (1
the factory.

was
Follow Up

Documentation

Follow Up

Documentation

Follow Up
Documentation