

FLA Audit Profile	
Country	Mexico
Factory name	48005020D
IEM	ALGI
Date(s) in facility	October 17-18, 2005
PC(s)	Ping
Number of workers	215
Product(s)	Golf Bags
Production processes	Full package

FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings			
			Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated )	If Not Corroborated, Explain Why
<b>1. Code Awareness</b>			In Compliance			
<b>2. Forced Labor</b>			In Compliance			
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.						
<b>3. Child Labor</b>			In Compliance			
No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.						
<b>4. Harassment or Abuse</b>			In Compliance			
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.						
<b>5. Nondiscrimination</b>			In Compliance			
No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.						
<b>6. Health and Safety</b>			In Compliance			
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.						

<b>7. Freedom of Association and Collective Bargaining</b>			In Compliance			
Employers will recognize and respect the right of employees to freedom of association and collective bargaining.						
<b>8. Wages and Benefits</b>			In Compliance			
Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.						
<b>9. Hours of Work</b>			In Compliance			
Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.						
<b>10. Overtime Compensation</b>			In Compliance			
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.						
<b>Miscellaneous</b>			In Compliance			



	<p>This Ping facility was a pleasure to visit. The employees are noticeably happy and well treated. Ping provides a clean and safe work environment for all of its employees. This exemplary business adheres to the FLA's Code of Conduct in</p>										



