

	A	B	C	D	E	F	G
1	FLA Audit Profile			IEV Profile			
2	Country	Mexico		Mexico			
3	Factory name	03005016D		03005016DV			
4	IEM	ALGI		Intertek			
5	Date(s) in facility	October 10-11, 2005		September 27-28, 2007			
6	PC(s)	GFSI, Inc.					
7	Number of workers	194					
8	Product(s)	Fleece, Jersey, Mower Bags					
9	Production processes	Cutting, Sewing, Embroidery, Packing, Warehouse/Distribution,					
10							
11	IEM Findings						
12	FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why
13	1. Code Awareness						
14	Code Posting/Information		FLA Principle of Monitoring, Obligation of Companies: Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.				
15	Confidential Noncompliance Reporting Channel		FLA Principle of Monitoring, Obligation of Companies: 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.				
16	Worker/Management Awareness of Code		FLA Principle of Monitoring, Obligation of Companies: 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.				
17	2. Forced Labor						
18	There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.						
19	Labor Contracts	Mexican Labor Regulations, (Title 8, Chapter II, Article 504) All employees must be provided with an original copy of their labor contract.					

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11	IEM Findings						
12	FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why
20	Holidays	Collective Bargaining Agreement (CBA): If a holiday falls on a Sunday, the following Monday shall be considered a holiday (time off) with full compensation.					
22	3. Child Labor						
23	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.						
24	4. Harassment or Abuse						
25	Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.						
26	Other						
27	5. Nondiscrimination						
28	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.						
29	Hiring Discrimination Practices		Employment decisions will be made solely on the basis of education, training, demonstrated skills or abilities. All employment decisions will be subject to this provision. They include: hiring, job assignment, wages, bonuses, allowances, and other forms of compensation, promotion, discipline, assignment of work, termination of employment, provision of retirement.				
30	Retrenchment Policy		Employment decisions will be made solely on the basis of education, training, demonstrated skills or abilities. All employment decisions will be subject to this provision. They include: hiring, job assignment, wages, bonuses, allowances, and other forms of compensation, promotion, discipline, assignment of work, termination of employment, provision of retirement.				

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11				IEM Findings			
12	FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why
31	Pregnancy Discrimination		Information arising from pregnancy testing undertaken voluntarily will not be used as a factor in involuntarily reassigning, firing or making any other employment decision that disadvantages a pregnant woman.				
32	6. Health and Safety						
33	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						
34	Evacuation Procedure	Mexican Norm-001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	Evacuation floor plan should be redone to reflect the actual markings.			
35	Emergency Exits	Mexican Norm-001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	Building used as a cafeteria needs a second emergency exit. Existing emergency exit door does not swing out.			
36	Safety Equipment	Mexican Norm-001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.	Cafeteria needs a fire extinguisher.			

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12	FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why
37	Personal Protective Equipment (PPE)	Mexican Norm-017 STPS 1999 Health and Safety Personnel Protective Equipment	Workers shall wear appropriate 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 hazardous elements including medical waste.	PPE: Gloves, eye protection filter mask and eye wash missing in stain remover and chemical areas (production area D).			
38	PPE	Mexican Norm-017 STPS 1999 Health and Safety Personnel Protective Equipment	Workers shall wear appropriate 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 hazardous elements including medical waste.	Metal gloves available and in use, but damaged.			
39	Chemical Management	Mexican Norm-005 STPS 1993 Health and Safety Chemical Management	All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.	Production area D (chemical storage) is not segregated from workplace and needs ventilation.			
40	Chemical Management	Mexican Norm-005 STPS 1993 Health and Safety Chemical Management	All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.	Facility needs permanent training in handling, storage and use of chemicals.			
41	Ventilation/Electrical/Facility Maintenance	Mexican Norm-016 STPS 1993 Health and Safety Facility Maintenance Electrical	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Emergency lighting should be corrected in production areas E & G to be functional.			
42	Ventilation/Electrical/Facility Maintenance	Mexican Norm-016 STPS 1993 Health and Safety Facility Maintenance Ventilation	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Ventilation system had poor airflow and needed maintenance in production areas A & D (sewing and zipper).			

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43	Ventilation/Electrical/Facility Maintenance	Mexican Norm-016 STPS 1993 Health and Safety Facility Maintenance Noise	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Noise reduction in production areas A & D (sewing & zipper).			
44	Sanitation in Facility	Mexican Norm-001 STPS 1999 Health and Safety Hygiene and Security	All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.	Lint was abundant in sewing areas; very notable on employees head and around their eyes. Blowers connected to sewing machines disconnected due to cost cutting, which increased lint around work area.			
45	Sanitation in Dining Area	Mexican Norm-001 STPS 1999 Health and Safety Hygiene and Security	All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.	Food is not properly prepared in cafeteria. There have been numerous complaints of bugs and worms.			
46	Chemical Management		All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.				
47	Ventilation/Electrical/facility Maintenance		All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.				
48	Evacuation Procedure		All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety.				
49	Electrical Maintenance		All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.				
50	Safety Equipment		All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to employees.				

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11	IEM Findings						
12	FLA Code/Compliance Issue	Country Law/Legal Reference	FLA Benchmark	Noncompliance	Risk of Noncompliance	Evidence of Noncompliance (Uncorroborated)	If Not Corroborated, Explain Why
51	Safety Equipment		All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.				
52	Safety Equipment		All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.				
53	PPE Instructions and Use		Workers shall wear appropriate 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 hazardous elements.				
54	PPE Instructions and Use		Workers shall wear appropriate 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 hazardous elements.				
55	Ventilation/Electrical/Facility Maintenance		All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.				
56	7. Freedom of Association and Collective Bargaining						
57	Employers will recognize and respect the right of employees to freedom of association and collective bargaining.						
58	8. Wages and Benefits						
59	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.						
60	Accurate Recording of OT Hours Worked		Employees will be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work.				

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61	9. Hours of Work						
62	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 1 day off in every 7 day period.						
63	10. Overtime Compensation						
64	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.						
65	OT Compensation	Collective Bargaining Agreement: Workers shall be compensated at minimum double pay when working on a holiday.	Factory shall comply with applicable law for premium rates for overtime compensation.				
66	Miscellaneous						

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11	Remediation							[Status]
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
13								
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	H	I	J	K	L	M	N	O
11	Remediation							
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
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11	Remediation							[Status]
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
31								
32								
33								
34			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all operation to a new building, then we will have a different evacuation floor plan.	Factory moved to a new facility.	Third-party audit did not find any issues with the evacuation floor plan.	Completed
35			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all operation to a new building, then we will take into consideration these points for the new cafeteria.	Factory moved to a new facility.	Third-party audit did not find any issues with the cafeteria emergency exits.	Completed
36			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all operation to a new building, then we will take into consideration this point for the new cafeteria.	Factory moved to a new facility.	Third-party audit did not find any issues with the cafeteria fire extinguishers.	Completed

	H	I	J	K	L	M	N	O
11	Remediation							[Status]
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
37			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all operation to a new building, then we will take into consideration these points for the new building.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed
38			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	Done	Replace damaged metal gloves.	Factory advised new gloves were replaced.	No issues were found by third-party auditor.	Completed
39			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all operation to a new building, then we will take into consideration these points for the new building.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed
40			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	28-Jan-06	We will determine the personnel that will be authorized to use these chemicals, then we will request the handling instructions for those chemicals be given to the suppliers and we will train all personnel involved.	Factory confirmed training was completed.	No issues were found by third-party auditor.	Completed
41			Factory will be re-audited by an third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed
42			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	2-Jan-06	We will move all of the operation to a new building.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed

	H	I	J	K	L	M	N	O
11	Remediation							[Status]
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
43			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Feb-06	We will move all the operation to a new building.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed
44			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	1-Mar-06	We will move all the operation to a new building. We will install another device in order to avoid trimmings on the floor.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed
45			Factory will be re-audited by a third-party auditor after they move to their new facility to ensure all issues have been corrected.	Done	Changed the food supplier.	Factory moved to a new facility.	No issues were found by third-party auditor.	Completed
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	H	I	J	K	L	M	N	O
11	Remediation							
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
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	H	I	J	K	L	M	N	O
11	Remediation							[Status]
12	Sources/ Documentation	Notable Features	PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow Up (November 9, 2006)	Documentation	Completed, Pending, Ongoing
61								
62								
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11	Third-Party Verification		Company Verification Follow Up		Remediation		
12	External Verification (September 27-28, 2007)	Documentation	Company Follow Up (Cite Date of Planned or Follow- up Visit, if Appropriate)	Documentatio n	PC Remediation Plan (November 30, 2007)	Target Completi on Date	Factory Response (Optional)
13							
14	Plant 1, New Finding: GFSI's and [Factory name]'s Codes of Conduct (COC) observed posted in work area; however, 25 of 30 employees were not aware of FLA or GFSI benchmarks. All claimed to be knowledgeable of WRAP principles only.	factory tour, employee interviews			Employees should be made aware of GFSI's COC and it should be posted. Train employees on COC and add our COC to new employee orientation. We will work with factory to ensure procedures are in place for ongoing training and education as related to COC.	30-Dec-07	November 2007: GFSI's COC is posted in the factory and reviewed with all employees by module. GFSI's CC has been added to the employee orientation packet.
15	Plants 1, 2 New Finding: Facility does not have a confidential means of communication available for workers to directly contact GFSI.	factory tour, employee interviews			Per factory, factory has a union. They have a union representative that they voice their grievances to and they bring issues to the factory. Factory will write up a process for handling issues when they are brought to the factory. We are working on a method for a confidential reporting channel for workers to contact our company.	30-Dec-07	Factory is unionized. There is a union representative that employees can voice their grievances to. Factory has GFSI's COC with our e-mail address for employees to contact.
16	Plants 1, 2, New Finding: Although Human Resource Manager is aware of GFSI's COC, they have not received any training on FLA's COC. Human Resource Manager has been employed for a period of 1.5 years.	management interview			We have provided factory with our factory obligation letter, which has been signed. They will share this information with all members of management.	30-Dec-07	November 2007: Factory will share the factory's obligation letter and the GFSI affiliation with the FLA with all members of management.
17							
18							
19	Plants 1, 2 New Finding: All reviewed personnel files contained an individualized labor contract; however, facility does not provide copies of labor contracts to employees. Per Mexican Labor Regulations, (Title 8, Chapter II, Article 504) all employees must be provided with an original copy of their labor contract.	document review; worker and management interviews			Factory will provide employees with copies of their labor contract. GFSI will help factory create a procedure that ensures each employee receives a copy of their employment contract at time of hire.		November 2007: Factory will provide employees with copies of their employment contracts and will have them sign a sheet confirming their receipt of the copy of their employment contract.

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11	Third-Party Verification		Company Verification Follow Up		Remediation		
12	External Verification (September 27-28, 2007)	Documentation	Company Follow Up (Cite Date of Planned or Follow- up Visit, if Appropriate)	Documentatio n	PC Remediation Plan (November 30, 2007)	Target Completi on Date	Factory Response (Optional)
20	Plants 1, 2 New Finding: September 16, 2007 (Sunday) was a national holiday. Per presidential decree effective 2006, if a holiday falls on a Sunday, all employees are obligated/required to come to work the following Monday. However, per CBA (effective January 2007), between facility and union, if a holiday falls on a Sunday, the following Monday shall be considered a holiday (time off) with full compensation. Monday, September 17, 2007, employees were required to come to work. Several employees interviewed felt forced to come to work on Monday.	document review. worker interviews			The factory will review the CBA and speak with union reps to make sure they understand this policy.	30-Dec-07	Factory will work with the union representative on work days and overtime. The union representative will give the okay on workdays and overtime.
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25							
26	Plants 1, 2, New Finding: Form used to record disciplinary actions does not have a section for employees to express their opinions or challenge facility evaluations.	document review			Factory will revise the form so it includes a section for employees to express their opinions or challenge facility evaluations.	Immediate	October 2007: Factory has revised the form so there is a section for employees to express their opinion or challenge a facility evaluation.
27							
28							
29	Plants 1, 2, New Finding: Facility's employment application form asks the following question: "Have you ever been affiliated to a union?" Management did not have any response as to why they had this question on the application form.	Document review and management interview			Factory will remove this question from the employment application form.	Immediate	October 2007: The employment application was from a template that they had purchased. The factory has removed the question from the employment application.
30	Plants 1, 2, New Finding: Facility has not structured a policy on retrenchment.	document review, management interview			Factory will write up a policy on retrenchment.	30-Jan-07	November 2007: The factory has a written policy on retrenchment. The most common way to accept workers for retrenchment is to select workers with the least time with the company.

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31	Plants 1, 2, New Finding: An additional component for hiring is a medical examination, requiring females to answer if they have their menstrual period every month. When monitor asked management why they needed that information, there was no justification, other than fact that form and procedure had always been structured like that, and they had never considered it necessary to change it.	document review, management interview			Factory will remove this question from the employment application form.	Immediate	October 2007: The factory has removed the question from the medical examination form.
32							
33							
34	Plant 1, Pending corrective action: Evacuation floor plan has not been modified. Posted evacuation plan is missing actual markings as suggested during IEM, and changes have taken place since its restructuring activities.	factory tour			Factory will update their evacuation floor plan to include actual markings suggested during IEM and changes that have taken place since its restructuring activities. Factory will select an individual to be responsible for maintaining evacuation route markings.	Immediate	October 2007: The factory has updated the evacuation routes in both plants.
35	Plant 1, Not Applicable: Cafeteria observed during IEM has been moved to a new internal section of the building. New entrance does not have doors, as it has been structured to permanently be an open area.	factory tour					
36	Plant 1, Pending corrective action: Cafeteria in use at the present time has a demarcated area for 1 extinguisher; however, during this visit, the extinguisher was missing.	factory tour			Factory will replace the fire extinguisher that was missing from its demarcated area.	Immediate	October 2007: The factory has replaced the fire extinguisher that was missing from the demarcated area.

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37	Plant 1, Pending corrective action: Employees operating the stain removing station still do not use the appropriate PPE (masks, gloves and goggles).	factory tour			Factory will make sure the employees operating the stain removing station are wearing the proper PPE.	Immediate	November 2007: Employees wear appropriate PPE at the stain removing station.
38	Plant 1, Corrected: Cutting room has been moved to Plant 2. All cutters in Plant 2 were wearing metal gloves.	factory tour					
39	Plant 1, Pending corrective action: Chemical storage room remains in same place as observed during IEM. There has been no improvement in regards to ventilation. Chemical storage room is a small enclosed area with strong odors of toxic fumes.	factory tour			Factory will purchase an exhaust system and duct work to improve the ventilation in the storage room.	29-Feb-08	The factory will improve the ventilation by January 30, 2008. The maintenance department will purchase the duct work and exhaust system in early January and will install it by the end of January 2008.
40	Plant 1, Pending corrective action: Day shift and night shift workers confirmed that no training has been received on how to use toxic agents. No material safety data sheets (MSDS) observed in areas where chemicals are stored or used.	factory tour, worker interviews			The factory will conduct a training on how to use toxic agents. They will also post MSDS in the local language in areas where chemicals are stored or used.	30-Jan-08	December 2007: The HR department will hold a training on how to use toxic agents. The factory will ensure that MSDS in the local language is at areas where chemicals are stored and used.
41	Plant 1, Pending corrective action: Emergency lighting in Exits D & C are out of order. They are missing glass cover and light bulbs.	factory tour			The factory will repair all emergency lighting to make sure they have glass covers and light bulbs and are in good working condition.	29-Feb-08	The factory will order new lights, batteries, and light covers to fix the emergency lighting. Due to expense, this will be completed by February 2008.
42	Plant 1, Corrected: Facility has installed ventilators to help air circulation in the facility's interior. Additionally, sewing and zipper activities have been relocated in Plant 2.	factory tour					

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43	Plant 1, Not Applicable: Sewing and zipper activities have been moved to plant 2.	factory tour					
44	Plant 1, Not Applicable: Cutting and sewing operations that spread lint in working environment have been moved to Plant 2.	factory tour					
45	Plant 1, Corrected: At present time, Plant 1 does not prepare food in cafeteria. Food is prepared outside of the premises and brought to be consumed in cafeteria. Interviews confirmed quality of food has improved.	factory tour, worker interviews					
46	Plant 1, New Finding: 1) Stain removing area and storage do not have MSDS for toxic agents used (Albatross, etc.).	factory tour			Factory will make sure there are MSDS in local language for the stain removing area and storage for toxic agents used.	Immediate	November 2007: The factory will post the MSDS in the local language in the stain removing and storage areas.
47	Plant 1, New Finding: 2) Stain removing machine has an exhaust system that is intended to release fumes to outside of building. Nevertheless, exhaust piping is missing and machine is presently discharging fumes inside work area.	factory tour			Factory will move the stain removing machine closer to an outside wall and install exhaust piping so it is not discharging fumes inside work area.	Immediate	November 2007: The stain removing machine was moved to a location closer to the outside wall of the building. An exhaust pipe has been installed to ensure the exhaust is discharged outside the building.
48	Plant 1, New Finding: 3) Demarcation throughout the facility has faded away. Aisles' demarcation is not recognizable.	factory tour			Factory will remark all aisles since markings have faded away. Factory will designate an individual to ensure the evacuation markings remain in good condition.	30-Jan-08	December 2007: The factory started the process of removing old aisle markings and replacing them with the new evacuation routes.
49	Plant 1, New Finding: 4) Switch box in compressor room and switch box #4 have open outlets.	factory tour			Factory will fix open outlets in compressor room and switch box #4.	30-Jan-08	December 2007: The factory fixed the open outlets in the compressor room and switch box #4.
50	Plant 1, New Finding: 5) Extinguishers #11,13, 12, 15, 14, and 18 are missing monthly check tag.	factory tour			Factory will replace all extinguishers and make sure all have their monthly check tags.	29-Feb-08	February 2008: The factory will purchase 3 additional fire extinguishers and will ensure the rest are reloaded. Will add the monthly check tags and ensure they are checked monthly.

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11	Third-Party Verification		Company Verification Follow Up		Remediation		
12	External Verification (September 27-28, 2007)	Documentation	Company Follow Up (Cite Date of Planned or Follow- up Visit, if Appropriate)	Documentatio n	PC Remediation Plan (November 30, 2007)	Target Completi on Date	Factory Response (Optional)
51	Plant 1, New Finding: 6) 2 first aid kits located in the facility floor were empty.	factory tour			Factory will make sure the first aid kits are filled; will send a procedure to ensure they are kept filled.	30-Dec-07	November 2007: The factory has filled the first aid kits.
52	Plant 1, New Finding: 7) For the night shift, the first aid kits are locked in the nurse room.	factory tour			Factory will make sure first aid kits are in an unlocked area.	Immediate	November 2007: The first aid kits have been moved out of the locked area and are now available to workers on the night shift. The nurse has been scheduled to come to the factory on Wednesday and Friday for 2 hours each day to provide assistance to workers.
53	Plant 2, New Finding: 1) Facility has posted requirement to wear a mask on the wall. Observed that approximately 40% of workforce did not wear a mask during working hours.	factory tour			Factory has advised that they had a particles study that has not recommended use of masks in this area and they will remove requirement for employees to wear masks. They will still provide masks if employees choose to wear them. They are sending the study for our review.	30-Dec-07	The factory hired a third party to conduct a particle study. The particles study has not recommended the use of masks in this area and they will remove the requirement for employees to wear masks. They will still provide masks if employees choose to wear them. They are sending the study for our review.
54	Plant 2, New Finding: 2) Employees working in the stain removing station do not wear required and available PPE.	factory tour			Factory will post signs that PPE is required in the stain removing station. Factory will also educate supervisors on need for PPE, so they can share that education with their employees.	Immediate	November 2007: The factory posted signs stating that PPE needs to be worn. Supervisors have been educated on the need for PPE and that they need to ensure that workers are wearing the PPE.
55	Plant 2, New Finding: 3) Although Plant 2 has a good ventilation system, observed that lint was abundant in sewing areas, notable on employees' heads and bodies.	factory tour			Factory will begin deep cleaning plant monthly to cut down on lint and will implement a procedure for cleaning the plant monthly.	30-Dec-07	October 2007: The factory has implemented a monthly cleaning of walls, feed rails, lamps, etc. in order to reduce the amount of particles in the air.
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60	Plant 1, New Finding: Several floor employees mentioned that transportation provided by facility arrives at workplace normally at 6:30am, half an hour earlier than beginning of their shift. In order to reach production bonuses, they normally start working at that time on a voluntary basis, without compensation for time worked.	worker interviews			Factory offers employees an hourly rate plus bonuses on production rates. Employees like to start work early to get a head start on their bonuses. Factory will institute a policy that work cannot begin before clocking in at 7am, when work begins.	30-Dec-07	January 2008: The factory implemented a policy that work cannot begin before 7am.

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11	Third-Party Verification		Company Verification Follow Up		Remediation		
12	External Verification (September 27-28, 2007)	Documentation	Company Follow Up (Cite Date of Planned or Follow- up Visit, if Appropriate)	Documentatio n	PC Remediation Plan (November 30, 2007)	Target Completi on Date	Factory Response (Optional)
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65	Plant 1, 2, New Finding: September 16, 2007 (Sunday) was a national holiday. Per presidential decree effective 2006, if a holiday falls on a Sunday, all employees obligated/required to come to work the following Monday. However, per CBA (effective January 2007), between facility and union, if a holiday falls on a Sunday, the following Monday shall be considered a holiday (time off) with full compensation. Monday, September 17, 2007, employees were required to come to work. Several employees interviewed felt forced to come to work on Monday.	document review; worker and management interviews			Factory will review CBA and speak with union representatives to make sure they understand this policy. The union representative approved working on September 17. Factory will work with union to change CBA to follow the presidential decree.	30-Jan-07	The factory will work with the union representative on workdays and overtime. The union representative will give the okay on workdays and overtime.
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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
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14	5/30/2008: Received photos of posted GFSI COC. 4/7/2009: Received photos of posted GFSI COC. 3/30/2010: Received photos of posted GFSI COC. 4/20/2010: Received documentation that GFSI COC is posted on the production floor and in offices in Spanish and English. The factory has had meetings with employees to show and explain the COC elements. All associates are trained once per year; they also explain this at new employee orientation. This training is done in the conference room for 1 hour.	5/30/2008: photos of posted GFSI COC; 4/7/2009: photos of posted GFSI COC; 3/30/2010: photos of posted GFSI COC; 4/20/2010: documentation of posted GFSI COC on production floor and offices in Spanish and English	Verified by third-party audit, according to evidence showed by the facility, the currently status is in compliance. The COC is posted in the local languages of workers. Workers are orally informed of the COC and code provisions at the time of hire and on an ongoing basis. Workers demonstrate knowledge of labor laws and regulations.		
15	5/30/2008: Received photos of the notice board that advises employees of union and union representatives.	5/30/2008: photos on notice board	Verified by third-party audit, there is a confidential reporting channel which allows workers to directly contact the participating company. The facility showed evidence sent in the last follow up. With this evidence, the facility is in compliance with the FLA.		
16	2/5/2008: Received signed factory obligation letter. 4/6/2009: Received signed factory obligation letter. 3/30/2010: Received signed factory obligation letter. 4/20/2010: Received confirmation from factory that management, supervisors, and production workers are provided yearly training on the GFSI COC elements and expectations.	2/5/2008: signed factory obligation letter; 4/6/2009: signed factory obligation letter; 3/30/2010: signed factory obligation letter; 4/20/2010: confirmation that management, supervisors, and production workers provided yearly training on GFSI COC	Verified by third-party audit, factory is aware of the association with the FLA. With this evidence, the facility is in compliance with the FLA.		
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19	5/30/2008: Received copies of the signature page where workers confirmed receiving copies of their employment contracts.	5/30/2008: copies of signature page	Verified by third-party audit, factory provides workers with copies of their employment in the languages of workers. With this evidence, the facility is in compliance with the FLA.		

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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
20	1/25/2008: Received a copy of the Presidential Decree.	1/25/2008: copy of Presidential Decree	Verified by third-party audit, facility showed evidence sent in the last follow up. With this evidence, the facility is in compliance with the FLA.		
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26	1/21/2008: A copy of the revised disciplinary action form; 4/20/2010: Received update from the factory that disciplinary procedure is still in place. Documentation is kept in personnel files and all supervisors are trained in the disciplinary procedure.	1/21/2008: copy of revised disciplinary action form; 4/20/2010: update from factory that disciplinary procedure is still in place	Verified by third-party audit, factory now has a disciplinary system in place that provides workers with an opportunity to express their opinion or challenge a facility evaluation. With this evidence, the facility is in compliance with the FLA.		
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29	1/25/2008: A copy of the revised employment application.	1/25/2008: copy of revised employment application	Verified by third-party audit, facility showed evidence sent in the last follow up. With this evidence, the facility is in compliance with the FLA.		
30	1/25/2008: A copy of the policy on retrenchment from collective contract.	1/25/2008: copy of policy on retrenchment from collective contract	Verified by third-party audit, facility has a policy for termination and retrenchment and has shown evidence sent in the last follow up. With this evidence, the facility is in compliance with the FLA.		

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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
31	1/25/2008: Copy of the reviewed employment application and the medical examination form.	1/25/2008: copy of reviewed employment application and medical examination form	Verified by third-party audit, facility showed evidence sent in the last follow up. With this evidence, the facility is in compliance with the FLA.		
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34	1/25/2008: Photos of new evacuation routes posted in the factory. 5/30/2008: Received photos of new evacuation routes posted in the factory.	1/25/2008: photos of new posted evacuation routes; 5/30/2008: photos of new posted evacuation routes	The evacuation plan is correct, according with the plant; workers are trained on evacuation procedures.	facility tour	
35			The exit door is in compliance with the law.	facility tour	
36	1/25/2008: Photos of the fire extinguisher in place in the cafeteria.	1/25/2008: photos of fire extinguisher in place in cafeteria	The cafeteria has a fire extinguisher and all fire extinguishers are visible, in working order, easily accessible, and fully charged with current inspection dates.	facility tour	

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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
37	1/21/2008: Photos of employee wearing PPE at the stain removing station and photos of signs posted showing suggested use of mask. 4/20/2010: Received update from the factory that workers are trained in health and safety and that the factory maintains MSDS.	1/21/2008: photos of employee wearing PPE at stain removing station, photos of signs posted showing suggested use of masks	Eye protection filter mask and eye wash already are in stain remover and chemical areas. ESH assessments have been conducted to determine appropriate PPE for the hazards. Diagrams in local languages are posted to indicate where PPE is required.	facility tour, posted diagrams	
38			Metal gloves are available, in use, and in good condition.	facility tour	
39	5/30/2008: Ventilation has been installed in the storage room. A particles study was also conducted by a third party.		Production area D (chemical storage) is segregated from workplace and has enough ventilation.	facility tour	
40	2/25/2008: Photos of training and training materials used in the local language, and log of who attended. Received photos of MSDS posted in the local language.	2/25/2008: photos of training, training materials used in local language and log of who attended; received photos of MSDS posted in local language	Facility provides permanent training in handling, storage, and use of chemicals.	document review, employee interview	
41	1/25/2008: Photos of exits A, C & D with fixed emergency lights. 4/20/2010: Received update that a H&S Committee is in place. This committee meets monthly and checks through the entire plant to look for risks or improvements. Evacuation drills are held twice per year.	1/25/2008: photos of exits A, C & D with fixed emergency lights	Emergency lightings already are functional.	facility tour	
42			Sewing and zipper activities have been moved to Plant 2.		

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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
43			The ventilation system had good maintenance in production areas A & D (sewing and zipper) and there was good air circulation.	facility tour	
44			Factory moved to a new facility.		
45			Plant 1: Corrected: At the present time, Plant 1 does not prepare food in cafeteria. Food is prepared off the premises and brought in to be consumed in the cafeteria. Interviews confirmed that the quality of the food has improved.	interviews	
46	1/21/2008: Photos of MSDS in the local language at the stain removing area.	1/21/2008: photos of MSDS in local language at stain removing area	All MSDS are in the local language.	document review	
47	1/21/2008: Photos of the stain removing machine in the new location.	1/21/2008: photos of stain removing machine in new location	Facility was well ventilated.		
48	1/21/2008: Photos of workers working on evacuation route. 5/30/2008: Received photos of completed and marked evacuation routes.	1/21/2008: photos of workers working on evacuation route 5/30/2008: photos of completed and marked evacuation routes	New evacuation routes are marked.	facility tour	
49	1/25/2008: Photos of open outlets covered.	1/25/2008: photos of open outlets covered	Switch box in the compressor room and switch box #4 are good.	facility tour	
50	1/25/2008: Photos of fire extinguishers throughout the factory, with photos of extinguishers with check tags.	1/25/2008: photos of fire extinguishers throughout factory, photos of extinguishers with check tags	All fire extinguishers have the monthly check tags.	facility tour	

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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
51	1/25/2008: Photos of stocked first aid kits throughout factory and in nursing station; posted on nursing door is phone number for emergency contact if nurse is not available. 4/20/2010: Received update from factory that there are 7 first aid kits distributed throughout plant and in the nurse room. It is the responsibility of the H&S Committee to ensure they are stocked. 30 people in the factory are trained in first aid.	1/25/2008: photos of stocked first aid kits throughout factory and in nursing station	The first aid kits located on the facility floor were with all the necessary medicines in order to attend to an emergency.	facility tour	
52	1/25/2008: Photos of stocked first aid kits throughout factory and in nursing station; posted on nursing door is phone number for emergency contact if nurse is not available. 4/20/2010: Received update from factory that there are 7 first aid kits distributed throughout plant and in the nurse room. It is the responsibility of the H&S Committee to ensure they are stocked. 30 people in the factory are trained in first aid.	1/25/2008: photos of stocked first aid kits throughout factory and in nursing station; posted on nursing door is phone number for emergency contact if nurse is not available	Employees informed that on the night shift, first aid kits are not locked. They are available on all shifts.	employee interviews	
53	1/21/2008: Photos of signage showing proper use of masks and copies of the third party particles study that was conducted.	1/21/2008: photos of signage showing proper use of masks; copies of the third party particles study that was conducted	All of the workforce wear a mask during working hours.	facility tour	
54	1/21/2008: Photos of employee wearing PPE and of PPE signage.	1/21/2008: photos of employee wearing PPE and of PPE signage	PPE is worn in stain remover and chemical areas. ESH assessments have been conducted to determine appropriate PPE for the hazards. Diagrams in local languages are posted to indicate where PPE is required.	facility tour	
55	2/25/2008: Photos of monthly cleaning.	2/25/2008: photos of monthly cleaning	Factory has implemented a monthly cleaning of walls, feed rails, lamps, etc., in order to reduce the amount of particles in the air. They already continue doing this practice.		
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60	2/25/2008: Photos of working schedule notice posted on production floor in various locations. Workers have received training on this policy.	2/25/2008: photos of working schedule notice posted on production floor in various locations	Schedule notice was posted on the production floor in various locations. Workers have received training on this policy. Shift begins at 7:00am.	document review, employee interview	

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11			Third-Party Verification	Remediation	
12	Company Follow Up	Documentation	External Verification Third-Party Audit, Intertek (February 22, 2011)	Documentation	Company Follow Up
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65	1/25/2008: A copy of the Presidential Decree.	1/25/2008: copy of Presidential Decree	Along with document review and management interview, a copy of Presidential Decree was shown about this issue.	document review, management interview	
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