



2010

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Neil Enterprises, Inc.
COUNTRY: United States
FACTORY CODE: 109008210301
MONITOR: STR Responsible Sourcing, Inc.
AUDIT DATE: November 16, 2010
PRODUCTS: Gift Items
PROCESSES: Imprints, Packaging, Shipping,
Receiving
NUMBER OF WORKERS: 46



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Code Awareness:

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.

Noncompliance

Explanation: Per employee testimony, no training or information is reviewed with them regarding the code of conduct. This is not in compliance with the FLA Code of Conduct and management should ensure that this information is reviewed with all employees in their language (Spanish).

Plan Of Action: During our staff meetings we will review the FLA Code of Conduct in English and Spanish. It will also be posted on our information board in both languages. Any new hire will have this in their packet. Orientation about the code will be conducted regularly.

Deadline Date: 02/01/2011

Supplier CAP: FLA Code of Conduct has been posted in English and Spanish. Any new hire will have this information in their "New Hire Packet."

Supplier CAP Date: 02/04/2011

Action Taken: We have weekly staff meetings and now review FLA Code of Conduct in English and Spanish. It is also posted on our information board in both languages. Any new hire will have this information in their "New Hire Packet."

Plan Complete: Yes

Plan Complete Date: 02/04/2011



Health and Safety: General Compliance Health and Safety

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

Noncompliance

Explanation: Eye wash station is not available in proximity of 1 chemical dispensing/storage station. While conducting a facility walkthrough it was observed that an eye wash station is not available near a chemical dispensing zone. This finding is not in compliance with 29 CFR (2005) § 1910.151(c).

Plan Of Action: The company ordered 4 wash stations to be within 10 feet of any employee working with or around any chemical.

Deadline Date: 02/01/2011

Supplier CAP: Wash stations have been installed along with portable wash all around the factory. During staff meetings, training on how to use the wash stations has been performed and posted.

Supplier CAP Date: 02/04/2011

Action Taken: Wash stations have been installed within 10 feet from any employee working with chemical, along with portable wash all around the factory. Signs have been posted and demonstrations have been performed.

Plan Complete: Yes

Plan Complete Date: 02/07/2011

Health and Safety: Evacuation Requirements and Procedure

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 lightingsystems, 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)

Noncompliance

Explanation: The facility does not conduct annual fire drills; however, emergency evacuation procedures are regularly reviewed with employees. This area of improvement was identified through employee and management interviews. This concern is not in compliance with the client's code of conduct. No legal requirements were noted.

Plan Of Action: Local Fire Department will assist in conducting a fire drill. Fire and evacuation drills to be conducted annually.

Deadline Date: 03/01/2011

Supplier CAP: Local Fire Department has been notified regarding training for extinguishers and evacuation procedures.

Supplier CAP Date: 03/04/2011

Action Taken: Local Fire Department was here to perform training for extinguishers and evacuation procedures. Signs have been posted and managers have been certified with the fire department on extinguisher use.

Plan Complete: Yes

Plan Complete Date: 03/31/2011

Health and Safety: Safety Equipment and First Aid Training

H&S.10 All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be available in sufficient numbers throughout the factory, maintained and stocked as prescribed and easily accessible to workers. A sufficient number of workers shall be trained in first aid and fire fighting techniques. (S)

Noncompliance

Explanation: 1. Monthly visual inspections of fire fighting equipment are not recorded. This concern was observed while conducting the health and safety walkthrough with management. This finding is not in compliance with 29 CFR (2002) § 1910.157(e)(2).

2. Employees are not trained on fire extinguisher use. This was confirmed by monitor while conducting a review of the facility's health and safety documentation and management interviews. This observation is not in compliance with 29 CFR (2002) § 1910.157(g)(2).

Plan Of Action: Inspection of fire fighting equipment will be changed from annually to monthly on our maintenance checklist. Local Fire Department has been notified regarding training for extinguishers and evacuation procedures.

Deadline Date: 02/01/2011

Supplier CAP: Inspection of fire fighting equipment logs have been changed from annually to monthly on our maintenance checklist. Local Fire Department has been notified regarding training for extinguishers and evacuation procedures.

Supplier CAP Date: 02/04/2011

Action Taken: Inspection of fire fighting equipment logs have been changed and updated from annually to monthly on our maintenance checklist. Local Fire Department was here to perform training for extinguishers and evacuation procedures. Signs have been posted and managers have been certified with the fire department on extinguisher use.

Plan Complete: Yes

Plan Complete Date: 03/31/2011

