

### FLA Audit Profile

Factory Code	720019866G
Country	Dominican Republic
FLA Affiliate	Hanesbrands
Monitor	ALGI
Audit Date	August 4 – 5, 2008
Products	Tops (Intimates)
Processes	Manufacturing
Number of Workers	1735



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***FLA Comment:** This report was submitted with a corresponding corrective action plan to the FLA and was reviewed by FLA staff. In an effort to improve the effectiveness of remediation, the FLA has provided feedback and recommendations to the company. The FLA has not yet received a response from the company. Therefore, the report is posted in its current state and will be updated once a finalized report has been received.*

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## Non-Discrimination: O. Other - Non-Discrimination

Other

Audit Date	Audit Type	Audit Scope	Auditor	Score
08/05/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

**Explanation:** There is no written retrenchment policy in place (in practice, the process is based purely on seniority and company needs). Document Review

**Plan Of Action:** The Company is reviewing the FLA Retrenchment Policy and is attending the FLA Board Meeting on October 28-29 where the topic will be discussed. We will respond with our plan of action by the end of November.

**Deadline Date:** 03/31/2009

**Supplier CAP:**

**Supplier CAP Date:** 03/31/2009

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

**Action Verified:**

**Action Verified Text:**

**Action Verified Date:**

**Comments:**

## Health and Safety: I. 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 lighting systems, 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)

Audit Date	Audit Type	Audit Scope	Auditor	Score
08/05/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

**Explanation:** 1. The evacuation map is not posted in work areas. 2. The evacuation routes in the work areas are not clearly marked and the aisles at the Bali 1 Plant are obstructed with raw materials and boxes. Factory Tour In accordance with the Dominican Republic, Environmental Health and Safety Guidelines No. 807 of December 30th, 1966 article 76, The employer must ensure all workplaces adequately protect workers against environmental health and safety risks.

**Plan Of Action:** The evacuation maps are located in the work areas. We don't have a law that requires specific dimensions for evacuation maps. We will widen the size of the maps as a best practice. Responsible: Risk Management Supervisor. Due date: 11/08.

**Deadline Date:** 11/30/2008

**Supplier CAP:** This is a self-owned plant so the Company Plan of Action reflects the CAP.

**Supplier CAP Date:** 02/27/2009

**Action Taken:** Posting of evacuation maps was delayed due to layout changes; it will be complete by the end of February 2009.

Plan Complete:  
 Plan Complete Date:  
 Action Verified:  
 Action Verified Text:  
 Action Verified Date:  
 Comments:

### Health and Safety: J. 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)

Audit Date	Audit Type	Audit Scope	Auditor	Score
08/05/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

**Explanation:** The medicine Diazepam had expired in 2007 and Destroza had expired in 2006. Factory Tour In accordance with the Dominican Republic, Environmental Health and Safety Guidelines No. 807 of December 30th, 1966 article 76, The employer must ensure all workplaces adequately protect workers against environmental health and safety risks.

**Plan Of Action:** Will assure expired medicines to be disposed immediately and add to our health procedure the policy to make an inventory on a monthly basis with expired date of all the medicines. Responsible: Doctor / HR Manager / Risk Management Supervisor. Due date: 12/08.

**Deadline Date:** 12/31/2008

**Supplier CAP:** This is a self-owned plant so the Company Plan of Action reflects the CAP.

**Supplier CAP Date:** 12/31/2008

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:** 12/19/2008

**Action Verified:**

**Action Verified Text:**

**Action Verified Date:**

**Comments:**

### Health and Safety: W. Toilets

H&S.23 Employers shall establish the number of toilets required under applicable laws within reasonable distance of the workplace. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
08/05/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

**Explanation:** During the facility tour it was noted that there are 11 bathrooms for female workers at the Second Plant and there are 753 female workers, which is below the legal requirements. Facility's production and employee number growth has surpassed facility's infrastructure capabilities. Factory Tour Legal requirements establish that there should be 1/25 toilets per workers of one gender + 1 more for every 40 additional workers of one gender.

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**Plan Of Action:** The construction of seven new toilets will be included in CY09 budget. Responsible: Engineering Manager / Risk Management Supervisor. Due date: Third Quarter CY09.

**Deadline Date:** 08/31/2009

**Supplier CAP:** This is a self-owned plant so the Company Plan of Action reflects the CAP.

**Supplier CAP Date:** 08/31/2009

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

**Action Verified:**

**Action Verified Text:**

**Action Verified Date:**

**Comments:**

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**Hours of Work: B. Rest Day**

HOW.2 Workers shall be entitled to at least one day off in every seven-day period. If workers must work on a rest day, an alternative day off must be provided within that same seven-day period or immediately following the seven-day period. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
08/05/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

**Explanation:** Facility's maintenance workers come on occasions on Sundays (Rest day) to perform cleaning work. This is done when facility is engaged in working Monday to Saturday, leaving Sunday the only day for maintenance. According to management, because they work Monday to Saturday, Sunday is the only day available for maintenance work. Employee Interviews and Document Review. Art. 163. All employees are entitled to a day of rest within a work week. This time period starts mid Saturday and consists on 36 uninterrupted hours.

**Plan Of Action:** We are arranging the rest days in an alternate way to assure all employees that need to work on Sundays take a day off. We have a report that controls all personnel that works on Sundays for an extraordinary necessity, we will include in our policy that the manager of each area needs to be responsible for giving a day off in the following week for these employees. This will be monitored by the HR Department. Responsible: All Managers / HR Manager. Due date: 11/08.

**Deadline Date:** 11/30/2008

**Supplier CAP:** This is a self-owned plant so the Company Plan of Action reflects the CAP.

**Supplier CAP Date:** 11/30/2008

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:** 11/28/2008

**Action Verified:**

**Action Verified Text:**

**Action Verified Date:**

**Comments:**

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**Hours of Work: F. Time Recording System**

HOW.6 Time worked by all workers, regardless of compensation system, shall be fully documented by time cards or other accurate and reliable recording systems such as electronic swipe cards. Employers are prohibited from maintaining multiple time-keeping systems and/or false records for any fraudulent

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reason, such as to falsely demonstrate working hours. Time records maintained shall be authentic and accurate. (P)

<b>Audit Date</b>	<b>Audit Type</b>	<b>Audit Scope</b>	<b>Auditor</b>	<b>Score</b>
08/05/2008	External	FLA Independent External Monitoring	ALGI	2 (out of 5)

**Explanation:** UNCORROBORATED NONCOMPLIANCE: Although there is no physical evidence (record keeping), hours not logged after work and/or rest days may exceed the 60 hour per week FLA limitation. Employee Interview

**Plan Of Action:** We are reviewing our system to insure accuracy. Deadline Date: 11/08

**Deadline Date:** 11/30/2008

**Supplier CAP:** This is a self-owned plant so the Company Plan of Action reflects the CAP.

**Supplier CAP Date:** 11/30/2008

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:** 11/28/2008

**Action Verified:**

**Action Verified Text:**

**Action Verified Date:**

**Comments:**

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**Hours of Work: H. Overtime/Reduced Mandated Overtime**

HOW.8 The employer shall demonstrate a commitment to reduce overtime and to enact a voluntary overtime system, including for overtime mandated to meet extraordinary business circumstances. (P)

<b>Audit Date</b>	<b>Audit Type</b>	<b>Audit Scope</b>	<b>Auditor</b>	<b>Score</b>
08/05/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

**Explanation:** Facility does not maintain a system to track overtime accumulation. As a result during peak production seasons, as per management and review of time records, the packing department works approximately 15 hours of overtime per week (50 to 60 overtime hours per month), exceeding the 80 hours of limitation per quarter (3 months). Facility does not have a system to track overtime - they are working on a system to help track overtime hours. Document Review Art. 155 of the DR Labor Code states that in case of prolonging the normal hours to overtime, the limitation shall be no more that 80 overtime hours per quarter.

**Plan Of Action:** We are reviewing our system to insure accuracy. Deadline Date: 11/08

**Deadline Date:** 11/30/2008

**Supplier CAP:** This is a self-owned plant so the Company Plan of Action reflects the CAP.

**Supplier CAP Date:** 11/30/2008

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:** 11/28/2008

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