FLA Audit Profile	ı		1		
Country	USA				
Name of Factory	480082589F				
Independent External Monitoring Organization	CSCC		1		
Date(s) in Facility	October 16, 2007		1		
FLA Affiliated Compan(ies)	Ping		1		
Number of Workers	45				
Product(s)	Golf Club Bags				
Production Processes	Distribution, Embroidery, Shipping				
FLA Code/Benchmark	Compliance Status	Describe noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	List sources/documentation used for reference and corroborating evidence (e.g., worker interviews, factory walkthrough, records review, etc.)	Cite and describe local and/or country laws used for additional reference	Describe notable features implemented by factory management or Company
1. Code Awareness					
GEN 1: Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.	Noncompliance	The facility has a detailed employee handbook that describes factory's policies and regulations. However, there is no written policy on Child Labor or Freedom of Association.	Records review	FLA Code Awareness Requirements	
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.		The code of conduct is only posted in English, while the majority of the employees speak Spanish. Some of the buildings do not have the code of conduct posted at all.	Factory walkthrough, worker interviews	FLA Code Awareness Requirements	
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.		The code of conduct posted in the facility does not have a contact number for workers to report noncompliance issues to the Company (Ping).	Factory walkthrough, worker interviews	FLA Code Awareness Requirements	
O Francisco II al co					
Forced Labor There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. Child Labor					
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.					
4. Harassment or Abuse					
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.					
6. Health and Safety					

FLA Code/Benchmark	Compliance Status	Describe noncompliance, risk of	List sources/documentation used	Cite and describe local and/or	Describe notable features
		noncompliance or uncorroborated	for reference and corroborating	country laws used for additional	implemented by factory
		evidence of noncompliance	evidence (e.g., worker interviews,	reference	management or Company
			factory walkthrough, records review, etc.)		
Employers will provide a safe and healthy working			review, etc.)		
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.					
H&S.1 General Compliance Health and Safety	Noncompliance	The facility does not maintain safety (No.UDD)	Records review	1. California Code of	
		meeting records. (No IIPP) 2. No forklift training records.		Regulations, 3203 (a) 2. California Code of	
		No evacuation procedure training		Regulations, 3668(a)(f)	
		records.		3. 29 Code of Federal	
		10001401		Regulations	
				1910.28(a)(b)(c)(d)(e)(f)	
H&S.9 Evacuation Requirements and Procedure	Noncompliance	No evacuation training provided to the	Records review and worker	29 Code of Federal Regulations	
		employees.	interviews	1910.28(a)(b)(c)(d)(e)(f)	
H&S.10 Safety Equipment and First Aid Training	Noncompliance	1.No monthly checks on fire extinguishers,	Factory walkthrough	1. 29 Code of Federal	
		blocked fire extinguishers, missing fire		Regulations 1910.157(e)(2), and	
		extinguishers. 2. Blocked aisles/No yellow lines.		1910.157(c)(1). 2. 29 Code of Federal	
		No emergency lights.		Regulations 1910.22(b)(1) and	
		Lack of supplies in first aid kit.		(b)(2)	
				3. California Code of	
				Regulations, Title 8, Sec. 3215	
				(d)(e)	
				4. 29 Code of Federal	
				Regulations 1910.151, Appendix	
				A	
H&S.23 Toilets	Noncompliance	The women's restroom does not have lids on trash containers.	Factory walkthrough	29 Code of Federal Regulations 1910.141(a)(4)(i)	
				(-)(-)(-)(-)	
7. Freedom of Association and Collective					
Employers will recognize and respect the right of					
employees to freedom of association and collective					
bargaining.					
8. Hours of Work					
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.					
9. Wages, Benefits and Overtime Compensation					
WAGES AND BENEFITS: 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.					
promote a serior de la constantina della constan					
		I	I	ĺ	I

FLA Code/Benchmark	Compliance Status	Describe noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	List sources/documentation used for reference and corroborating evidence (e.g., worker interviews, factory walkthrough, records review, etc.)	Cite and describe local and/or country laws used for additional reference	Describe notable features implemented by factory management or Company
OVERTIME COMPENSATION: 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.					
WBOT.1 General Compliance Wages, Benefits and Overtime Compensation	Noncompliance	[#] customer service employees receive a 3%-6% of commission if they do not lose a sale. For the payroll records that were reviewed, only two out of four customer service employees have received such commission. The additional amount is compensated to the employees on the pay period where they receive such commission. This additional compensation is not incorporated into the employees' wages, as is required by Federal Law, since [#] of the [#] employees had worked overtime.		29 Code of Federal Regulations 778.208	
WBOT.12 Overtime Compensation for Piece Rates and Other Incentive Schemes	Noncompliance	[#] customer service employees receive a 3%-6% of commission if they do not lose a sale. For the payroll records that were reviewed, only two out of four customer service employees have received such commission. The additional amount is compensated to the employees on the pay period where they receive such commission. This additional compensation is not incorporated into the employees' wages, as is required by Federal Law, since [#] of the [#] employees had worked overtime.		29 Code of Federal Regulations 778.208	
WBOT.23 Posting Notices	Noncompliance	The federal minimum wage is outdated.	Factory walkthrough	29 CFR 516.4	
10. Miscellaneous Subcontracting, homework and other issues not covered by above benchmarks and code requirements.					