



2010

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Hillerich and Bradsby
COUNTRY: United States
FACTORY CODE: 10400821096I
MONITOR: Accordia Global Compliance
Group
AUDIT DATE: November 22, 2010
PRODUCTS: Baseball Bats
PROCESSES: Sawing, Sanding, Dipping,
Painting, Branding
NUMBER OF WORKERS: 44



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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: 1. Worker Training: Monitor did not find evidence that Company has provided training and information to the factory regarding the Code. Code is posted, only.

2. Worker awareness and comprehension: Workers did not have knowledge, awareness or comprehension about the code based on interviews with the Monitor.

Plan Of Action: Safety Director will go over Code with all employees on March 9, 2011 at the next employee meeting. Safety Director will continue to cover the Code of Conduct annually.

Deadline Date: 03/09/2011

Action Taken: Safety Director will go over Code with all employees on March 9, 2011 at the next employee meeting.

Plan Complete: No

Plan Complete Date:



Health and Safety: Written Health and Safety Policy

H&S.3 Employers are required to develop, maintain and regularly review a written health and safety policy. The policy must, at the very least, be aimed at complying with legal minimum safety and health standards, regulations and procedures. (P)

Noncompliance

Explanation: It was determined through management interview that facility has not developed, maintained and regularly reviewed a written health and safety policy.

Plan Of Action: Develop a health and safety policy and hand out to employees.

Deadline Date: 02/22/2011

Action Taken: Code created and uploaded under FFC files.

Plan Complete: Yes

Plan Complete Date: 02/22/2011



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 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)

Noncompliance

Explanation: Evacuation plans were not found posted in the facility. Evacuation (29CFR 1910.38)

Plan Of Action: Currently developing maps and marking factory. Workers will be trained on the evacuation process and execute it during our next fire drill. The maps will be placed in prominent areas for all to see.

Deadline Date: 04/29/2011

Action Taken: Developed map, just need to label the factory. Uploaded map to FFC site.

Plan Complete: No

Plan Complete Date:



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. Monitor found that Fire Extinguisher training has not been recently conducted (within past 12 months). Management and workers confirmed that training has not taken place. Annual training is required by OSHA 29CFR1910.157.

2. Eye wash station was not in close proximity to the flammables storage room, it exceeds recommended time/distance of 10 seconds travel time. Storage room is an enclosed room that is elevated by one step up from ground level. Eye wash unit was found outside the room, down a step and at the end of the walkway approximately 15 yards away to the right of the walkway. OSHA 29CFR1910.151

Plan Of Action: Have fire extinguisher training annually. Move eye wash system.

Deadline Date: 02/21/2011

Action Taken: Our Safety Director conducted fire extinguisher training and moved the eye wash station on February 21st. Will upload training to FFC site.

Plan Complete: Yes

Plan Complete Date: 02/21/2011

Health and Safety: Chemical Management and Training

H&S.13 All chemicals and hazardous substances shall be properly labeled and stored in accordance with applicable laws. Labels shall be placed in the local language and the language(s) spoken by workers, if different from the local language. Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances. (S)

Noncompliance

Explanation: 1. Three plastic spray bottles located within the maintenance department and carpentry shop were found containing liquid substances not identified by labels.
OSHA29CFR1910.1200

2. Facility did not have proof of training in Hazardous Chemicals for newly hired workers as well as annual/recurrent training for existing workers. Management and workers confirmed that training has not taken place in the last 12 months. Both training events are required under OSHA 29CFR1910.1200.

Plan Of Action: Safety manager will label all spray bottles and conduct training on hazardous chemicals annually.

Deadline Date: 01/13/2011

Action Taken: We have labeled the containers and conducted training on January 13, 2011. I have uploaded the PowerPoint presentation to the FFC website. I have also uploaded a picture of a container.

Plan Complete: Yes

Plan Complete Date: 01/13/2011

Health and Safety: Machinery Maintenance and Worker Training

H&S.18 All production machinery, equipment and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use. Employers shall ensure safety instructions are either displayed/posted near all machinery or are readily accessible to the workers. (S)

Noncompliance

Explanation: Three floor grinders located at the south wall near the outside of the flammable storage room found without proper safety guards (eye shield) to protect workers from injury due to use during grinding and polishing operations. OSHA 29CFR1910.212

Plan Of Action: Install eye shield and have safety manager ensure all machinery is installed correctly.

Deadline Date: 03/31/2011

Action Taken: Maintenance will install eye shield.

Plan Complete: No

Plan Complete Date:
