

2010

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Acushnet
COUNTRY: United States
FACTORY CODE: 5200821107I
MONITOR: STR Responsible Sourcing
AUDIT DATE: December 3 – 4, 2010
PRODUCTS: Golf Balls
PROCESSES: Rubber Molding, Plastic
Layering, Mold Texture, Finishing,

Shipping NUMBER OF WORKERS: 573

On December 3<sup>rd</sup> and 4<sup>th</sup>, 2010 STR auditors conducted an IEM assessment on behalf of the FLA at a Acushnet Company facility in the US. With 573 employees, the facility produces golf balls and its operations include rubber molding, plastic layering, mold texture, finishing, and shipping.

STR Auditors met with the facility's management team: Plant Manager Plant II; Director of Quality; and Senior Manager of Human Resource, who provided all required information. The process included document review, management and employee interviews as well as a walkthrough of the facility. A balance of seniority, gender, and job function were taken into consideration in selection of workers for interview. Additionally 3 temporary employees were included in the sample to assess training policies for non-fulltime company employees.

Personnel records were selected for review based on the interview sample. Three pay periods were selected for review. Documentation review included time records and registers to assess any miscalculation or noncompliance regarding wage and work hours. Employee files were selected to check on applications and annual reviews to assess hiring and training practices at the facility. Based on the interviews, document review and visual inspection the auditors concluded that there were no apparent concerns at this facility at time of the IEM visit.