



2011

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Longaberger

COUNTRY: United States

FACTORY CODE: 13400821345J

MONITOR: Accordia Global Compliance Group

AUDIT DATE: October 25 – 25, 2011

PRODUCTS: Logoed Cutting Boards, Basket Lids,
Hand-Assembled Baskets

PROCESSES: Wood Cutting, Shaping, Banding,
Stain/Oil Dipping, Basketmaking, Packaging

NUMBER OF WORKERS: 18

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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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

Explanation: No evidence was found to show that a code of conduct had been established or adopted.

Plan Of Action: Adopted code was posted on company bulletin boards on November 1, 2011.

Deadline Date:

Action Taken:

Plan Complete: Yes

Plan Complete Date:



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: As there were no codes of conduct established or adopted, there were no code of conduct trainings for workers, either.

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: Company-adopted code of conduct has been included in the company guidebook; hourly employees signed guidebook acknowledgement forms with their annual evaluations in the 4th quarter of 2011. The company's workplace code of conduct policy was made available to employees and posted on the company website under company policies and procedures.

Deadline Date:

Action Taken:

Plan Complete: No

Plan Complete Date:



Code Awareness:

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.

Noncompliance

Explanation: There are no effective confidential reporting mechanisms for the workers to report any noncompliances at the factory to the Longaberger corporate staff.

Plan Of Action: Company takes exception, noting a confidential channel of communication directly to company ownership (direct line). This confidential channel of communication was highlighted in the company application to the FLA.

Deadline Date:

Action Taken:

Plan Complete: No

Plan Complete Date:



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: Worker and management interviews and training documentation review found that 13 workers that work in the woodcraft area have not received training in hazardous materials since 2005. (Hazardous Communication 29CFR1910.1200)

Plan Of Action: 14 employees from the woodcraft area underwent hazardous materials training on January 19, 24 and 25, 2012. Documentation maintained in the company office.

Deadline Date:

Action Taken:

Plan Complete: No

Plan Complete Date:



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: Worker and management interviews and training documentation review found that 13 workers that work in the woodcraft area have not received training in Lock-Out/Tag-Out since 2007. Control of Hazardous Energy/ Lock-Out/Tag-Out (29CFR1910.147.7 (A)(B)(C))

Plan Of Action: Employees in the woodcraft area received updated training in Lock-Out/Tag-Out in November 2011. Documentation maintained in the company office.

Deadline Date:

Action Taken:

Plan Complete: No

Plan Complete Date:
