2008

FAIR LABOR ASSOCIATION
INDEPENDENT EXTERNAL MONITORING REPORT

COMPANY: Wilson Sporting Goods
COUNTRY: United States
FACTORY CODE: 830082883G
MONITOR: Accordia Global Compliance Group
AUDIT DATE: September 22 – 23, 2008
PRODUCTS: Footballs
PROCESSES: Warehouse, Production
NUMBER OF WORKERS: 105

For an explanation on how to read this report, please visit the FLA website here.
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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: Monitors inspected the facility for presence of documentation via postings or communications from the Company that would explain the workplace standards. Additionally, monitors interviewed workers a) to determine if the workplace standard has been established or explained to them and b) to assess their understanding of the standard. Monitor did not find documented evidence of a posting or through memorandums from Company communicating the standard. Monitor's interviews with workers corroborated this finding as there were no workers found in sample of 15 who could claim awareness of standard. These actions and lack of evidence indicate company has not effectively established written workplace standards as required under the FLA's company obligations.

Plan Of Action: The applicable facility, at the time of this audit, already had well established written workplace standards. [Factory name] conducts its operations concerning working conditions, minimum age standards, wages and similar conditions in accordance with its ethical issues policy. In order to better articulate its workplace standards and to ensure that factory employees are made aware of the workplace standards, a copy of the workplace standards will (1) be conspicuously posted in a prominent place where employees have access and (2) be provided to the worker's union, which will inform workers orally of the workplace standards on at least a semi-annual basis.

Deadline Date: 12/31/2008

Action Taken:

Plan Complete:
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:  Factory employees are not aware of the workplace standards. Company has not undertaken efforts to educate employees about the workplace standards.

Plan Of Action: The applicable facility, at the time of this audit, already had well established written workplace standards. [Factory name] conducts its operations concerning working conditions, minimum age standards, wages and similar conditions in accordance with its ethical issues policy. In order to better articulate its workplace standards and to ensure that factory employees are made aware of the workplace standards, a copy of the workplace standards will (1) be conspicuously posted in a prominent place where employees have access and (2) be provided to the worker's union, which will inform workers orally of the workplace standards on at least a semi-annual basis.

Deadline Date: 12/31/2008

Action Taken:

Plan Complete:
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: Facility has not developed a secure communications channel to allow employees to report to the Company on noncompliance with the workplace standards without fear of retribution.

Plan Of Action: It should be noted that the applicable facility is a wholly-owned facility of Wilson. All Wilson employees, employees of contractors, and suppliers are free to speak with Wilson’s Human Resources Office located at the facility at any time with security that they shall not be punished or prejudiced for doing so. Additionally, Wilson will place a comment box at or near the Human Resources Office to enable employees and employees of contractors and suppliers to anonymously report to Wilson on noncompliance with Wilson’s established workplace standard, with security that they shall not be punished or prejudiced for doing so.

Deadline Date: 12/31/2008

Action Taken:

Plan Complete:

Plan Complete Date:
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)

Uncorroborated Evidence of Noncompliance

Explanation: Facility conducted a formal fire drill on August 1, 2007. According to employees and management, there was a recent non-documented false alarm drill where employees evacuated building as well. This event was not documented.

Plan Of Action: It should be noted that all applicable legally required or recommended elements of safe evacuation have been complied with. Workers are trained in evacuation procedures. Alarm systems are regularly tested and evacuation drills are undertaken at least annually. As to the documentation of such evacuation drills, all area supervisors have been instructed to report all evacuation drills, whether announced or unannounced, to the Human Resources Office, which will keep a written record of all such events.

Deadline Date: 12/31/2008

Action Taken:

Plan Complete:

Plan Complete Date:
Health and Safety: Other - Health and Safety

Other

Noncompliance

Explanation: Monitor found that the portable eye wash units at the battery charger station were blocked.

Plan Of Action: All obstacles to the portable eye wash units at the battery charger station were removed. The floor surrounding such units was painted red, so as to indicate that no materials shall be placed in the area. While this red indicator is understood by most employees, a reminder in the form of a newsletter will be sent to all employees. This will prevent any future blockage.

Deadline Date: 12/31/2008

Action Taken:

Plan Complete:

Plan Complete Date: