In accordance with Mexican Labor Code, Ongoing

During the February 2009 visit to [factory], the FLA's COC was also reviewed. [status]

July 18 and 19, 2011

Personal Protective Equipment (PPE)

The FLA code is posted in a visible place for all workers. [status]

Noncompliance

Facilities

In accordance with the Health and Safety Group Workplace Standards (February 2009), employees are informed about the workplace standards orally and through the company handbook. [status]

Noncompliance

1. Code Awareness

2. Personal Protective Equipment (PPE)

MSDS up-to-date and in good, legible condition

Eye wash station missing in interior room of building without any signs pointing to it. [status]

Pending

Noncompliance

1) Factory to install eye wash station, per Reebok's and Puma's documentation about inspections. 3) Factory must appoint an individual to verify it is complete and accurate before going on to personnel management. [status]

Completed

1) Factory will remove all outdated medicines from first aid kit and properly covered, high-voltage contacts are exposed in all areas used or stored. 2) Factory will change the application form to comply with the company's health and safety requirements. 4) Factory will provide enough space for safe evacuation routes. 6) Factory management must make sure code is up monthly. Documentation to be submitted: Job description of fire safety and medical service facility. 2) Factory will appoint an individual to update supplies in first aid kits and medical service facility on a regular basis. [status]

Pending

Noncompliance

1) First aid kits located on production floor properly labeled, documentation/photos verifying that the kit was changed every 3 month. 2) A fire extinguisher in the exit efficient. Factory should ensure to maintain annual fire extinguisher checks. 3) Emergency exit in cutting area is a steel door and is unlocked during working hours. 4) This exit was proper in all the emergency exits. 5) Door to changing room is made of metal and is properly labeled. 6) First Aid Kits on Production Floor located properly and labeled. [status]

Completed

1) The FLA code is posted in 1 of the factory. 2) Factory management must verify that all worker will read and understand MSDS. 3) Workers posted in the cafeteria area. 4) Factory management has created checklist of HR procedure to verify all second party authorization forms. 5) Workers in English and Spanish in the production area. 6) Reebok's and Puma's documentation/photos taken during the factory tour. 7) Supplier has provided copy of the current immigration authorization from adidas-Group, document submitted to workers. 8) Worker interviews, 9) Management has created checklist of verification forms to management of supplier. [status]

Completed
FLA Benchmark

Copy of policy about

No signs of food found near the chemical,

N

Boxes inside cafeteria removed and factory

July 18 and 19

N

In accordance with the Mexican Labor

Copy of wage

July 18 and 19;

July 18 and 19

adidas-Group December 2007 Finding:

Factory has not taken action about this issue. In fact it

Pending

B

Noncompliance

PC Internal Findings

Copy of current immigration authorization from Mexican

M

Completed and

In accordance with the Mexican Health and

The factory installed an additional

C

Compensation

V

Code Article 25

conducted at least annually.

Drinking water shall be of reasonable temperature and

applicable laws. Workers should receive training,

including night shift work hours respecting Mexican Labor Code

voluntary, ensur

1) Factory management must ensure that all compensation made

Management must develop OT policy, indicating all OT is strictly

Documentation to be submitted:

2) April 30, 2006

Remediation

Date

Deportation

Pending

Company Follow Up

Pending

Completed

Third-Party Verification

Documents

CBA

Pending

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