

FLA Audit Profile	
Country	Ecuador
Name of Factory	250020535F
Independent External Monitoring Organization	CERTINT
Date(s) in Facility	July 30-31, 2007
FLA Affiliated Compan(ies)	Concept One/Drew Pearson
Number of Workers	154
Product(s)	Knitted Apparel, knitted fabrics
Production Processes	Spinning, Knitting, Dyeing, Cutting, Sewing, Finishing

FLA Code/Benchmark	Compliance Status	[Status] Completed, Pending, Ongoing	Description of noncompliance, risk of noncompliance or uncorroborated evidence of noncompliance	Updates (Cite Date of Follow-Up)		Third-Party Verification		Company Verification Follow-Up	
				Company Follow-Up	Documentation	External Verification (Date)	Documentation	Company Follow-Up (cite date of planned or follow-up visit, if appropriate)	Documentation
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		Neither company COC nor workplace standards was known in this factory						
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		No training about COC or workplace standards at this facility						
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		No communications channel published anywhere at this facility						
F.3 Employment Terms/Voluntary Agreement	Risk of noncompliance		A number of workers do not sign a formal work contract						
Other	Risk of noncompliance		No written policy or procedures on child labor at this facility						
H&A.3 Discipline/Review of Disciplinary Action	Risk of noncompliance		No mention of revision or appeals in the internal work rules						
H&A.8 Discipline/Monetary Fines and Penalties	Noncompliance		Article 32 of the internal work rules indicate monetary fines for workers,						
Other	Risk of noncompliance		No written policy or procedures on harassment or abuse at this facility						
D.6 Pregnancy Testing	Risk of noncompliance		As part of the normal recruitment process women are given a pregnancy						
Other	Risk of noncompliance		No written policy or procedures on non-discrimination at this facility						
H&S.2 Document Maintenance/Worker Accessibility and Awareness	Risk of noncompliance		No H&S regulations or procedures published for view of workers						
H&S.6 Communication to Workers	Noncompliance		Workers do not know about the H&S policy. It is not published or						

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H&S.9 Evacuation Requirements and Procedure	Noncompliance		Emergency exits locked in the cutting and in the packing sections, emergency						
H&S.10 Safety Equipment and First Aid Training	Noncompliance		First aid kits are installed but do not contain adequate supplies, only gaze						
H&S.11 Personal Protective Equipment	Noncompliance		Workers do not wear PPE in most sections. In the cutting section, no						
H&S.17 Ventilation/Electrical/Facility Installation and Maintenance	Noncompliance		An electric underground duct was without proper cover in the knitting						
H&S.18 Machinery Maintenance and Worker Training	Risk of noncompliance		In general machinery is not kept clean						
H&S.22 Sanitation in Factory Facilities	Noncompliance		The factory is not kept clean, bathrooms are dirty and with no soap or						
Other	Noncompliance		Several fire extinguishers were missing(please see corresponding						
FOA.27 Restoration of Worker Rights/Reinstatement	In compliance		0						
HOW.6 Time Recording System	Noncompliance		Not all workers have time cards						
WBOT.13 Deposit of Legally Mandated Deductions	Noncompliance		social security deductions are not paid to the corresponding agency						
WBOT.21 Record Maintenance	Noncompliance		Personnel records were not complete						
WBOT.22 Worker Wage Awareness	Noncompliance		Workers are not informed about wages and benefits						
WBOT.26 Pay Statement	Noncompliance		a number of workers do not receive formal pay slips						
WBOT.27 Wage Receipt	Noncompliance		a number of workers do not receive formal pay slips						