

<b>FLA Audit Profile</b>	
Country	Thailand
Name of Factory	420274594F
Independent External Monitoring Organization	Global Standards
Date(s) in Facility	November 30, 2007
FLA Affiliated Compañ(ies)	Nike, Inc., Ashworth
Number of Workers	265
Product(s)	Shirts
Production Processes	Cutting, Sewing, Inspection and Packing

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 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	Completed	Workers do not demonstrate an understanding of the code.						
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		There is no way for workers to communicate with the Company.						
H&S.1 General Compliance Health and Safety	Noncompliance	Completed	Electrical safety inspection not conducted, boiler certificate provided by unqualified technician. Environmental testing has not been conducted. No building inspection.						
H&S.2 Document Maintenance/Worker Accessibility and Awareness	Noncompliance	Completed	No MSDS available for chemicals used at cleaning stations.						
H&S.3 Written Health and Safety Policy	Noncompliance	Completed	Not available						
H&S.5 Health and Safety Management System	Noncompliance	Completed	No safety officer.						
H&S.6 Communication to Workers	In compliance	Completed	No records of training.						
H&S.7 Notification and Record Maintenance	Risk of noncompliance	Completed	Accident records are not available for inspection						
H&S.8 Permits and Certificates	Risk of noncompliance								
H&S.9 Evacuation Requirements and Procedure	Noncompliance	Completed	Evacuation maps in several sections in the area between 1st and 2nd building had no evacuation signage. No emergency numbers posted on evacuation plans.						
H&S.10 Safety Equipment and First Aid Training	Noncompliance	Completed	Not all listed first aid staff have had proper training. There is no fire hose in this building - it is required for a 4 floor bldg.						
H&S.11 Personal Protective Equipment	Noncompliance	Completed	No PPE are available at cleaning station (specifically gloves).						
H&S.13 Chemical Management and Training	Noncompliance	Completed	There is no record of related training.						

H&S.14 Material Safety Data Sheets/Worker Access and Awareness	Noncompliance	Completed	MSDS is not available at the place of chemical use. The chemicals that are used at cleaning stations are not marked.						
H&S.17 Ventilation/Electrical/Facility Installation and Maintenance	Noncompliance	Completed	Heavy amounts of dust in some areas. Some workers reported ironing area on 1st floor is excessively hot in summer.						
H&S.18 Machinery Maintenance and Worker Training	Noncompliance	Completed	Machines which are not in use are not tagged properly.						
H&S.19 Proper Use of Machinery	Noncompliance	Completed	Needle guards are in place but many have been dismantled or are not in use.						
Other	Noncompliance		In the lunch room evacuation related signage was not found.						
HOW.1 General Compliance Hours of Work	Noncompliance	Completed	64 hours of OT in some situations						
HOW.2 Rest Day	Uncorroborated noncompliance	Completed	Sunday work was not recorded in many cases found through special investigation methods.						
HOW.6 Time Recording System	Uncorroborated noncompliance	Completed	Workers reported that they worked OT during the last 3 months, but we did not find corresponding records.						
HOW.19 Sick Leave	Noncompliance	Completed	Some workers stated that the factory requires a medical certificate for 1 day sick leave.						
WBOT.23 Posting Notices	Risk of noncompliance	Completed	Could not find posting of laws or recent wage notices.						
WBOT.26 Pay Statement	Noncompliance	Completed	Pay slip does not show breakdown of OT wages.						