

FLA Audit Profile

Factory Code	400082979G
Country	USA
FLA Affiliate	Asics
Monitor	ALGI
Audit Date	December 9 th , 2008
Products	Active wear
Processes	Running wear - shorts, t-shirts
Number of Workers	156



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Miscellaneous: A. 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.

Audit Date	Audit Type	Audit Scope	Auditor	Score
12/09/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

Explanation: There is no noncompliance reporting mechanism to the PC in place. Management interviews.

Plan Of Action: ASICS to perform a training of the HR staff and a sampling of the workers. The training will cover the code of conduct and be completed with distribution of contact information for ASICS. The same information will be attached to the Code Poster. Company contact information was distributed and attached to the Code poster. Incorporated in the training was the addition of a direct phone number to ASICS. The phone number was attached to the poster.

Deadline Date: 02/09/2009

Supplier CAP: HR manager will attend the training and perform it to the remaining workers in the factory.

Supplier CAP Date: 04/10/2009

Action Taken: On February 9th, the code of conduct training was completed for 12 employees

Plan Complete:

Plan Complete Date:

Action Verified:

Action Verified Text:

Action Verified Date:

Comments:

Health and Safety: B. Document Maintenance/Worker Accessibility and Awareness

H&S.2 All documents required to be available to workers and management by applicable laws (such as health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language(s) spoken by the workers if different from the local language. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
12/09/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

Explanation: MSDS is not in Spanish, the language spoken by most workers. Factory walkthrough OSHA29CFR1910.106 Employer states he could not obtain MSDS in Spanish

Plan Of Action: Chemicals are only stored in two areas. One is the janitorial closet and one is the engineer's closet. Only three workers are authorized to be in the two storage areas and to work with those chemicals. Two of the workers are janitors and one is the engineer. A complete MSDS is stored in each of those areas and in the HR office. All three workers receive training in the handling of the chemicals by management who speak both the local language and worker's languages. Management maintains that because the law--OSHA 1910.1200.4.B--only requires the MSDS to be in English, they will not translate the MSDS when a Spanish version is not available from the manufacturer. ASICS recommends that the factory continue to pursue MSDS in Spanish, especially if staff changes and more employees are allowed to handle the chemicals.

Deadline Date: 05/15/2009

Supplier CAP:

Supplier CAP Date:

Action Taken:

Plan Complete:

Plan Complete Date:

Action Verified:

Action Verified Text:

Action Verified Date:

Comments:

Health and Safety: Q. Ventilation/Electrical/Facility Installation and Maintenance

H&S.17 All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and in such a manner as to prevent or minimize hazardous conditions to workers in the facility. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
12/09/2008	External	FLA Independent External Monitoring	ALGI	1 (out of 5)

Explanation: There is no lockout/tag out program in place. Factory walkthrough OSHA 29CFR1910.147, 29CFR1926.417 Taken under advisement.

Plan Of Action: There was already a complete lockout tag out program in place. Complete with regular trainings for the sole authorized member of the program the mechanic. Last training took place in April 2008. In addition to training of the mechanic, supervisors attend the training to ensure they know what the procedure looks like.

Deadline Date: 02/09/2009

Supplier CAP:

Supplier CAP Date:

Action Taken:

Plan Complete:

Plan Complete Date:

Action Verified:

Action Verified Text:

Action Verified Date:

Comments:
