

Factory Code	720032926G
Country	India
FLA Affiliate	Hanesbrands
Monitor	Fair Wear Foundation
Audit Date	October 22 – 23, 2008
Products	Garments
Processes	Cutting to Packing
Number of Workers	273



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Freedom of Association: R. Right to Collective Bargaining

FOA.18 Employers shall recognize the rights of workers to free and voluntary collective bargaining with a view to the regulation of terms and conditions of employment by collective agreements. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: The facility does not have a union, but workers representatives elected by workers have formed committees like Works committee, H&S committee and anti-sexual harassment committee. The works committee addresses grievance issues, but is not a forum for collective bargaining of wages and benefits.

Plan Of Action: Hanesbrands' Global Standards for Suppliers state that facilities shall respect the right of workers to freely associate and collectively bargain, and we expect factories to abide by this.

Deadline Date: 03/31/2009

Supplier CAP: The collective bargaining of wages and benefits are being discussed in meetings from now on and the increment proposal is purely depends upon the performance surveyed by the higher officials and got approval and informed the same to workers at the time of meeting conducted.

Supplier CAP Date: 01/31/2009

Action Taken: Factory enclosed the latest minutes for reference. (see photo attachment) Hanesbrands' auditor performed follow up visit on 2/26/2009: Wages and benefits are determined according to Indian Labor and Employment rules as issued from time to time where average consumer price indexes are considered. Attached few circular for reference.

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Miscellaneous: A. 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.

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: The Company has not informed the factory of its association with FLA

Plan Of Action: Hanesbrands conducted a vendor summit on 6/13/2008 through its by Senior Manager of CSR in Bangalore. We informed the facility that Hanesbrands' is a participating company of FLA. Also, we sent an email notice to all suppliers in May & Aug. However, it may not be communicated to all levels in factory. We will keep sending regular notices to suppliers

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reminding them of this issue. We will have 1st follow up visit in January.

Deadline Date: 01/31/2009

Supplier CAP: Factory management was informed that Hanesbrands had joined FLA. It will ensure all levels of personnel to be acknowledged.

Supplier CAP Date: 11/30/2008

Action Taken: Factory participated in the vendor summit in June and Hanesbrands Inc has informed of its association with FLA and sent mail on 7th August 2008 regarding the FLA audit. (the attachment is provided to FLA for record) Hanesbrands auditor performed follow up visit on 2/26/2009: Factory management communicated both this both verbally and by email.

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Action Verified Date:

Comments:

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
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: The code of conduct display does not show a local contact number for communication, if needed.

Plan Of Action: Hanesbrands will work to ensure that there are effective means of communication between factory workers and their management.

Deadline Date: 03/31/2009

Supplier CAP: Factory will support what Hanesbrands proposed.

Supplier CAP Date: 03/31/2009

Action Taken: Hanesbrands auditor performed follow up visit on 2/26/2009: Poster for Global Standards for Suppliers of Hanesbrands Inc. was found in production floor and workers have been communicated about the contents of the GSS poster. Factory has different channels for non-compliance reporting like workers' committees, management representative, suggestion boxes etc.

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Comments:

Health and Safety: I. Evacuation Requirements and Procedure

H&S.9 All applicable legally required or recommended elements of safe evacuation (such as

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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)

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: There are markings in all locations, but these have worn out over time. In addition, the direction of movement during an evacuation is not seen at any location - both of these issues were addressed overnight and found present on the second day of the audit. The exits are clearly marked and easily accessible. However, the aisles leading to these exits are not free.

Plan Of Action: Hanesbrands will perform a follow up visit to this factory regularly to ensure that the exits are clearly marked and easily accessible always. We will invite the factory compliance person to draw the plan to monitor these issues monthly.

Deadline Date: 01/31/2009

Supplier CAP: Immediate action: Markings are arranged in all locations. In addition, the direction of movement during an evacuation is marked. The exits are clearly marked and easily accessible. Long term: Assign compliance person to monitor those 2 issues monthly and follow up with the related department to correct those issues if the marking is removed or peeled off from time.

Supplier CAP Date: 01/31/2009

Action Taken: All areas had been repainted. Evacuation lines are clear now. Exits are clearly identified and accessible. Photo attachment has been sent to FLA for reference. Hanesbrands auditor performed follow up visit on 2/26/2009: Aisles markings are found in order and no blocked aisles are observed. All the production personnel are instructed by the management to keep the exit routes free in all working time. They also have rented a new shed for storage of cartons to ensure free exit routes.

Plan Complete:

Plan Complete Date:

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Action Verified Date:

Comments:

Health and Safety: J. Safety Equipment and First Aid Training

H&S.10 All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be available in sufficient numbers throughout the factory, maintained and stocked as prescribed and easily accessible to workers. A sufficient number of workers shall be trained in first aid and fire fighting techniques. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: The fire extinguishers are in working order, but in fabric storage building,

the markings are not clear and they are not easily accessible since there are rolls of fabric blocking the approach. At the time of the audit some of the items were in short supply in the first aid boxes in production area. E.g. plaster, band aids, bandages. Regular stock replenishment was not in evidence. In contrast, some supplies stored are not appropriate to be stored in the first aid box. E.g. there is no need to stock anti-biotic eye/ear drops in the first aid box. No procedures were posted for first-aid.

Plan Of Action: Hanesbrands will monitor the factory to set up a system and assign factory staff to ensure that fire extinguishers are in workable condition; markings are kept clear; fabric rolls are kept in designated area; first aid boxes are stored proper and sufficient medicines. The follow up visit will be done in January.

Deadline Date: 01/31/2009

Supplier CAP: 1. Assign staff to: Inspect fire extinguishers monthly to ensure in workable condition; Inspect the markings to be kept clear and the fabric rolls to be kept in the designated place. 2. A sufficient quantity of appropriate first aid articles will be stored in the first aid boxes. A check list for essential first aid items will be attached with all first aid boxes. Then, we will assign a staff to check the first aid items daily to ensure its sufficiency.

Supplier CAP Date: 01/31/2009

Action Taken: The Fire extinguishers are in working order in fabric storage building and the markings are cleared and those are now easily accessible and the fabric rolls are removed from the place of Fire extinguishers. The first aid boxes are provided with sufficient first aid medicines. The antibiotic eye/ear drops are removed from the first aid boxes. See photo attachment.
Hanesbrands auditor performed follow up visit on 2/26/2009: Having visited fabric storage area, newly leased and old finished carton storage area, no fire extinguishers have been installed. Factory is recommended to install sufficient number of fire extinguishers in all storage areas by 7th March, 2009.

Plan Complete:

Plan Complete Date:

Action Verified:

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Action Verified Date:

Comments:

Health and Safety: K. Personal Protective Equipment

H&S.11 Workers shall be provided with effective and all necessary personal protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to health and safety hazards, including medical waste. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: As regards guarding of machine-parts for safety, not all of the machines have been provided with needle guards and Perspex eye guards. Even where available, none of the workers are using these protective measures aptly. Although the factory has obtained a noise level certificate for different locations in the factory, the exact conditions while the readings were made were not documented. For instance at the time of the visit,

music was being played on the public address system. The noise levels because of the music played on this system added to the machine-running noise appears excessive.

Regarding PPE, -This being a unit that deals with knitted clothing there is excessive dust production. However, the workers are not using any masks. Only a few members use part of their clothing to cover their mouth and nose. - Rubber Mats have not been provided for workers in standing position.

Plan Of Action: Hanesbrands will ensure the factory to understand the importance & root cause of those safety issues; then we will monitor the factory to have safety devices on the machines, provide proper PPE to workers, adjust the noise level in production floor, not using public address system for playing music, provide rubber mats to standing workers and provide on-job training to their workers. We will have 1st follow up visit in January

Deadline Date: 03/31/2009

Supplier CAP:

1. All machines will be inspected and be provided with needle guards and Perspex eye guards. On-job training is provided to machines operators on regular basis to ensure they use those safety devices.
2. Music will no longer be played through the public address system. The noise levels with the music will be measured again to ensure it is playing at comfortable sound level.
3. Factory will recheck the fitting of face masks to workers to ensure it is fit to their body. On-job training is provided to them on regular basis to ensure the awareness of PPE.
4. Rubber Mats will be provided to all workers who work in standing position.

Supplier CAP Date: 06/30/2009

Action Taken: Re-installed the needle guard and Perspex eye guards. See photo attachment. Hanesbrands auditor performed follow up visit on 2/26/2009: Needle guards and Perspex eye glasses are provided. A check has been done in cooperation with production personnel for all sewing machines, and found all the sewing machines are provided needle guards/ eye guards. Workers were found not using masks, and having talked to workers and management, it is understood that all the workers do not have mask. Management is advised to procure mask for each worker and to preserve at least 10% inventory to replace instantly if any worker damaged or lost his/her mask. Rubber mats are provided to standing workers.

Plan Complete:

Plan Complete Date:

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Action Verified Date:

Comments:

Health and Safety: N. Material Safety Data Sheets/Worker Access and

Awareness

H&S.14 Material Safety Data Sheets (MSDS) for all chemicals used in the factory must be available at the usage and storage sites of the chemicals, in the local language and the language(s) spoken by workers, if different from the local language. Workers shall have free access to MSDS. (P)

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: The soap solution used for spot-washing has an applicable MSD Sheet. This sheet was not translated and posted in the area where the washing takes place.

Plan Of Action: Hanesbrands will ensure the factory posts the complete MSDS in the chemical usage area. Also, we will coach the factory how to train their workers by reviewing their training notes and evidences. Follow up visit will be done in January.

Deadline Date: 03/31/2009

Supplier CAP: 1. MSDS will be posted in local language. 2. Provide chemical awareness training to workers on regular basis.

Supplier CAP Date: 01/31/2009

Action Taken: Factory posted the MSDS in local language in spot cleaning area. See photo attachment. Hanesbrands auditor performed follow up visit on 2/26/2009: MSDS are posted in local language. No harmful chemical is used and the room is found well ventilated.

Plan Complete:

Plan Complete Date:

Action Verified:

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Action Verified Date:

Comments:

Health and Safety: T. Bodily Strain

H&S.20 Workstations, including seating and standing arrangements and reach required to obtain tools, shall be designed and set-up in such a manner as to minimize bodily strains. Employers shall train workers in proper lifting techniques and items such as belts shall be provided. (S)

Audit Date	Audit Type	Audit Scope	Auditor	Score
10/21/2008	External	FLA Independent External Monitoring	Fair Wear Foundation (FWF)	1 (out of 5)

Explanation: There were no backrests provided on the chairs to the workers.

Plan Of Action: Hanesbrands will ensure the factory provides the backrest chairs to employees in the next 6 month since it will involve additional cost burden to factory. We will have 1st follow up visit in January.

Deadline Date: 06/30/2009

Supplier CAP: Plan to purchase the backrest chairs to workers for sitting purpose. It should discuss with factory management how to pay for it progressively.

Supplier CAP Date: 06/30/2009

Action Taken: Hanesbrands auditor performed follow up visit on 2/26/2009: Factory has not yet provided the seats with back rest facility. Company says that their

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business is unstable this moment and is not able to spend extra money on procuring the new seats.

Plan Complete:

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