

Fair Labor Association: Independent External Factory Assessment

Assessment Date :

26 Sep 2023



Factory Information

FLA Affiliates	Amer Sports
Country	Canada
Number of Workers	430

Understanding this Report

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

FLA Code Element

Number of Violations

Employment Relationship (ER)	3
Forced Labor (F)	1

Assessment Information

Assessor	Rodriguez Compliance Group
Assessment Date	26 Sep 2023
Assessment Purpose	

ASSESSMENT RESULTS

Employment Relationship (ER)

Benchmark ID	ER.7.1
Benchmark Details	Employers shall have written policies and procedures with regard to performance reviews that outline the review steps and process, demonstrate linkages to job grading, prohibit discrimination, are provided in writing and seek feedback and agreement/disagreement from employees in writing, and that follow all local legal requirements.
Finding Details	The facility does not conduct performance review for all level of employees, specifically for production workers. The facility has scheduled to roll out performance reviews for production workers in FY 2024.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.19.1
Benchmark Details	Employers shall maintain on file all documentation needed to demonstrate compliance with the FLA Workplace Code and required laws.
Finding Details	During the physical review of the facility, the auditor identified a storage work area that management has allowed or permitted workers to use for religious practices such as prayers. The area is a decommissioned work area in which there is equipment, materials, and discarded or unused supplies. Even though the area provides privacy, the uncleanliness and usage as a storage space may be perceived as inappropriate or disrespectful for religious practices.

Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.17.2
Benchmark Details	There shall be a mechanism that allows workers to report harassment and grievances confidentially, including any concerns or problems they may be experiencing around legally owed payments during a retrenchment process.
Finding Details	The current channel does not support anonymous reporting. Currently, the employee may send an email to "hey@arcteryx.com" but this channel does not provide anonymity, nor advise if the communication is safeguarded from breaches of privacy or acts of retaliation.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Forced Labor (F)	
Benchmark ID	F.2.1
Benchmark Details	All workers shall have the right to enter into and to terminate their employment freely.

Finding Details	<p>#1 The facility communicates that an employee must provide written resignation notice 14 days prior. This practice is not legally required. #2 A review of the current labor contract utilized by the facility requests that worker provide authorization to deduct debts owed to company. This request is inappropriate and not in practice at this facility. When questioned on this request management did agree the request was not appropriate for hourly employees. A review of payroll records and interviews with workers did not identify any improper deductions or debts to the facility.</p>
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

