



FAIR LABOR
ASSOCIATION®

INDEPENDENT EXTERNAL ASSESSMENT REPORT



COMPANIES: Lakeshirts, Inc.

COUNTRY: Mexico

ASSESSMENT DATE: 11/16/17

ASSESSOR: VeLar

PRODUCTS: Apparel

NUMBER OF WORKERS: 150

Summary of Code Violations

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.

While it is important to note when violations of the FLA Workplace Code of Conduct occur, the purpose of these assessments is not simply to test compliance against a particular benchmark, but rather to develop an understanding of where and how improvements can be made to achieve sustainable compliance. Code of Conduct violations can be found throughout the course of an assessment of the employment and management functions, and are addressed in companies' action plans.

Findings and Action Plans

FINDING NO.1

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Training (Macro)

Finding Explanation

1. The factory has not provided new workers with specific training on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Industrial Relations, Workplace Conduct & Discipline, Grievance System, Environmental Protection, Health & Safety, and Termination & Retrenchment. ER.15
2. The factory has not provided supervisors with specific and recordable training on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Industrial Relations, Workplace Conduct & Discipline, Grievance System, Environmental Protection, Health & Safety, and Termination & Retrenchment. ER.17, ER.27
3. The factory has not provided workers with ongoing training on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Industrial Relations, Workplace Conduct & Discipline, Grievance System, Environmental Protection, Health & Safety, and Termination & Retrenchment. ER.1, ER.15, ER.25
4. Factory has not provided workers with a copy of the Internal Rules Handbook during the orientation or any other moment. In addition it was noted that the document was not posted along the building. ER.15

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.1, ER.15, ER.17, ER.25, and ER.27)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Factory needs to establish specific training(s) and document those training's and who participated in the training's. Also Factory needs to provide all workers with a copy of the Handbook along with posting in the building.

Company Action Plan Update

07/24/18 : Factory needs to establish specific training(s) and document those training's and who participated in the training's. Also Factory needs to provide all workers with a copy of the Handbook along with posting in the building.

FINDING NO.2

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Responsibility & Accountability (Macro)

Finding Explanation

1. The factory has not defined in writing the responsible or accountable person for: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Termination & Retrenchment, Industrial Relations, Workplace Conduct & Discipline, Grievance System, Environmental Protection, Health & Safety or person who has the ultimate responsibility for workplace standards. ER.1

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.1)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Factory shall have in place written policies and practices and maintain proper and accurate records governing all aspects of employment from recruitment, hiring and probation, including written terms and conditions of employment, job positions, through to retrenchment and termination processes.

08/09/18: Factory has in place written policies and practices and has maintained proper and accurate records.

FINDING NO.3

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Policies & Procedures (Macro)

Finding Explanation

1. The factory does not have written policies for the following employment functions: Personnel Development, Compensation, Hours of Work, Termination & Retrenchment, Industrial Relations, Workplace Conduct & Discipline, Grievance System, Environmental Protection, Health & Safety and responsibility and accountability. ER.1, ER.25, ER.27, ER.28, ER.29, ER.30, ER.31.

2. The factory has not developed an internal Code of Conduct ER.1, ER.28, ER.29, ER.30, ER.31

3. The factory does not have written procedures for all workers functions: Recruitment, Hiring and Personnel Development, Compensation, Hours of Work, Termination and Retrenchment, Industrial Relations , Workplace Conduct and Discipline, Grievance System, Environmental Protection, Health and Safety and responsibility and accountability. ER.28, ER.29, ER.30, ER.31, HSE.1

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.25, ER.27, ER.28, ER.29, ER.30, ER.31, ER.32; Health, Safety, and Environment Benchmark HSE.1)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Factory needs to communicate to all workers in local language or language spoken by workers if different from the local language, Workplace rules, policies, and practices.

FINDING NO.4

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation

1. The factory has not developed job descriptions for any position; so there are no specific requirements or defined responsibility for each job. ER.1
2. The factory has no performance review procedures or protocol. Therefore, they do not conduct periodic performance reviews for any position. ER.29.1
3. There is no evidence of contract distribution to workers. In addition, during interviews workers confirmed they have not received a copy of their labor contract. ER.10.1.1

Local Law or Code Requirement

Federal Labor Law Article 24; FLA Workplace Code (Employment Relationship Benchmark ER.1, ER.10, ER.29)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Factory 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.

08/09/18: Factory has provided most of the policies and procedures but still have some pending.

FINDING NO.5

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Compensation

Finding Explanation

1. The factory changed their name in 2017. In accordance with the law, the factory should inform workers in writing that they will respect workers' previous seniority or the factory has to provide them with the corresponding severance payment for the years worked. In this case, the factory signed new contracts with workers not respecting their original seniority and did not provide any severance payment. This affects workers because it will be harder to claim the correct benefits if workers are terminated as benefits are based on worker's salary, and not duration of service. ER.22, C.1
2. The factory does not pay the vacation bonus as required by law which states that workers must be paid 25% of workers' daily salary per each day of vacation, in accordance with duration of service. ER.22, C.1
3. During the factory tour it was noted that there were posts around the factory in which the factory advised workers that their payment from November 24th will be delayed until Monday 27th; since their main customer is in USA and will pay on Monday 27th instead of Friday due to the American holiday (Thanksgiving). Managers confirmed this information and explained that its payroll resources are based on the customer's payments. Workers will receive their payment with one business day (three natural days) of delay. C.1, C.4
4. On worker's working anniversary, workers must receive a factory letter or official advice indicating the vacation days they are allowed to enjoy based on their duration of service and the period they have to enjoy them (must be taken within six months). The factory does not inform workers in writing about the total vacation days and workers do not enjoy their vacation days within the six months after

their anniversary; they take their complete vacation days within a year from their working anniversary. C.1

Local Law or Code Requirement

Federal Labor Law Article 41; Federal Labor Law Article 80; Federal Labor Law Article 81; FLA Workplace Code (Employment Relationship Benchmark ER.22; Compensation Benchmark C.1, C.4)

Recommendations for Immediate Action

1. Provide workers with official letters confirming their service duration and respect the original contracts. In cases where workers are terminated, provide employees with the severance payment corresponding to their complete years of service.
2. Pay vacation bonus in accordance with the legal requirement based on employees' seniority.
3. Ensure to always pay employees on time no matter the customers schedule.
4. Provide employees with an official letter on its working anniversary date indicating the number of years they have accomplished, their corresponding vacation days and the period they have to take the vacation days.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Provide workers with official letters confirming their service duration and respect the original contracts. In cases where workers are terminated, provide employees with the severance payment corresponding to their complete years of service. Pay vacation bonus in accordance with the legal requirement based on employees' seniority. Ensure to always pay employees on time no matter the customers schedule. Provide employees with an official letter on its working anniversary date indicating the number of years they have accomplished, their corresponding vacation days and the period they have to take the vacation days.

08/09/18: Pending: factory is still working on the process.

FINDING NO.6

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Compensation

Finding Explanation

1. The factory does not inform workers about the payroll calculation process, when and how it is elaborated, which benefits they must receive and how to read the payroll receipt. However, it was noted that workers understand the wage structure and are provided with their receipt and are able to raise any question to the payroll responsible. ER.16, C.17

Local Law or Code Requirement

Federal Labor Law Article 109; FLA Workplace Code(Employment Relationship Benchmark ER.16; Compensation Benchmarks C.17)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Documented communication with the workers to inform them about the payroll calculation process and how to read and understand it.

08/09/20: Factory is still working on.

FINDING NO.7

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Industrial Relations

Finding Explanation

1. The factory does not provide any space for labor union representative inside the factory. FOA.15
2. In addition workers are not aware of where to find the union representative. FOA.15
3. Workers do not participate in the Union negotiations with managers; therefore this is not a functioning communication channel. However workers declared that if they have any concern they can contact the Operations Manager. ER.25
4. The Collective Bargaining Agreement (CBA) was negotiated between the labor union and the managers. However there are no worker representatives in the union. Therefore there is no opportunity for workers to raise concerns or requirements for this agreement; they are not aware of the negotiation process. Manager accepted that they have a "White Union" which means they do not have activity with the workers and union members were not elected by them. FOA.16
5. During interviews workers did not report any attempt to create another union, they do not feel the company forbids it, and no one was aware of any case of retaliation or punishment for creating another union. FOA.16
6. Factory has not provided workers with a copy of the Collective Bargaining Agreement (CBA) after negotiation or in any other moment. In addition it was noted that the document was not posted along the building. FOA.16

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship ER.25; Freedom of Association Benchmark FOA.15, FOA.16)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

Factory recognized 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.

FINDING NO.8

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Workplace Conduct & Discipline

Finding Explanation

1. Disciplinary actions are recorded in employee's files but there is no evidence of third party witnessed during the imposition. ER.27.4

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.27)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : The disciplinary system shall include a third party witness during imposition, and an appeal process.

08/09/18: Factory still in progress.

FINDING NO.9

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Grievance System

Finding Explanation

1. The factory has a suggestion box as the only form of grievance mechanism. However, there is no formal procedure for revision and handling of workers comments; it is not clear who is responsible for revision, how records will be kept, the investigation and follow up protocol, feedback mechanism, etc. In addition, no records were presented of suggestion box revision and workers' comments handling and feedback. ER.25
2. Workers do not know the process and what will happen if they raise any issue through the suggestion box. HR Manager confirmed workers have received no training regarding this point. ER.25
3. The factory does not maintain documentation in relation to grievance processes; neither suggestion box inspection, grievances follow up or final results recording. ER.2

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.2, ER.25)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Formal procedure for factory grievance mechanism, proof all workers have been informed and are aware and understand the process if an issue would arise.

08/09/18: Factory is still working on a board

FINDING NO.10

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The company has not provided training on chemicals used, handling and storage to workers using chemicals. Production workers use mainly paints although there are other chemicals in the factory. HSE.9
2. Chemicals are stored in different areas along the building throughout the inspection, maintenance workshop, the cutting, production, inspection, and steam generators' without a secondary container or security measures to prevent spillage leak . In all these areas they are missing second containers. They are also at a risk of spills mainly in the steam generators area where the floor is missing floor protection to prevent ground contamination. HSE.9
3. As the chemicals are stored along the production line, there is a higher fire risk due to the chemicals covering a large area of the factory. HSE.9
4. The factory is missing chemicals storage area with adequate security conditions such as: Proper ventilation, Eye-shower station, Anti spillage equipment, MSDS for chemicals stored, PPE use signs, PPE storage area, "No smoking" signs and Fire extinguisher. HSE.9

5. The chemical management system is not working correctly. The chemical risk assessment that is required by law does not include the finding that all chemicals do not have an MSDS, meaning not all risks are reported in the chemical risk assessment. HSE.9

6. The Chemical risk assessment does not specify all PPE needed for chemicals used. HSE.9

7. Chemicals are stored all along the building in different places in production area in which are used; such as cutting and inspection. MSDS's are not attached to containers. In addition while reviewing the Chemicals' Risk Assessment there were missing MSDS for several chemicals. HSE.9

Local Law or Code Requirement

Mexican Official Norm NOM-002-STPS-2010 Article: 5.10; Mexican Official Norm NOM-005-STPS-1998 Points 5.4, 5.9, 5.10. 8 (a), 8 (h); Mexican Official Norm NOM-017-STPS-2008 Points: 5.8. And 7.1 (m); Mexican Official Norm NOM-005-STPS-1998 Points: 5.10, 5.13, 7.1 (b), 8 (b), 8 (d), 8 (g.1); FLA Workplace Code (Health, Safety & Environment Benchmark HSE.9)

Recommendations for Immediate Action

1. Provide chemical handling and storage training to workers that use them.

2. Establish a chemicals' warehouse, store all chemicals in there and make sure to have all necessary safety devices and measures such as secondary containers, proper ventilation, eye-shower station, anti spillage equipment, MSDS for chemicals stored, PPE use signs, PPE storage area, "No smoking" signs and fire extinguisher and floor protection to prevent ground contamination.

3. Store all chemicals at the chemicals' warehouse and reduce the places and quantity of chemicals along the production area.

4. Make sure to review and update the the chemical risk assessment considering all MSDS for chemicals used; and the specification of PPE needed for chemicals used.

5. Make sure to store all chemicals with its MSDS attached.

6. Make sure all chemicals are located on an anti spillage drip pan with enough capacity.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Provide chemical handling and storage training to workers that use them. Establish a chemicals' warehouse, store all chemicals in there and make sure to have all necessary safety devices and measures such as secondary containers, proper ventilation, eye-shower station, anti spillage equipment, MSDS for chemicals stored, PPE use signs, PPE storage area, "No smoking" signs and fire extinguisher and floor protection to prevent ground contamination. Store all chemicals at the chemicals' warehouse and reduce the places and quantity of chemicals along the production area. Make sure to review and update the the chemical risk assessment considering all MSDS for chemicals used; and the specification of PPE needed for chemicals used. Make sure to store all chemicals with its MSDS attached. Make sure all chemicals are located on an anti spillage drip pan with enough capacity.

FINDING NO.11

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Environmental Protection

Finding Explanation

1. The factory has no written plan, policies, guidelines or metrics to control and reduce negative environmental impact. ER.31

2. The manager accepted they have not been registered as a Hazardous waste company (since they produce less than 400 kilograms of waste in a year; they must be registered as micro generators). HSE.4

3. Since the factory has not registered as a Micro waste generator, it hasn't hired a hazardous waste collector to dispose the hazardous waste or deliver their hazardous wastes at the authorized collections places. They are releasing the hazardous waste and containers with the regular waste; which is an unsafe condition. HSE.1

4. Hazardous wastes such as machinery used oil are not properly disposed or labeled in accordance with the environmental regulation (label must include: product, process in which was generated, date of generation, name of the company). HSE.1 HSE.9

5. Small chemical containers such as cleaning spray, are disposed with the nonhazardous waste. Waste is not segregated. HSE.1 HSE.9

6. Containers at the hazardous waste warehouse were not label as required by law. It was missing the: waste name, production process in which was generated, company's name, hazardous characteristics and date of generation. HSE.1

Local Law or Code Requirement

General Law for the Prevention and Integral Management of Waste Article 48, 54; Regulation of the General Law for Prevention and Complete Managing of Waste Article 46 point IV; FLA Workplace Code (Employment Relationship Benchmark ER.31; Health, Safety and Environment Benchmarks HSE.1, HSE.4, HSE.9)

Recommendations for Immediate Action

1. Obtain the registration as a Hazardous waste microgenerator and ensure compliance with the legal requirements.
2. Hire a a hazardous waste collector to dispose the hazardous waste or deliver the hazardous wastes at the authorized collections places.
3. Ensure to segregate the hazardous and non hazardous waste.
4. Label all containers in the hazardous waste warehouse as according to law.

COMPANY ACTION PLANS

Action Plan no 1.

Description
Not available

Company Action Plan Update

07/24/18 : Obtain the registration as a Hazardous waste microgenerator and ensure compliance with the legal requirements. Hire a a hazardous waste collector to dispose the hazardous waste or deliver the hazardous wastes at the authorized collections places. Ensure to segregate the hazardous and non hazardous waste. Label all containers in the hazardous waste warehouse as according to law.

FINDING NO.12

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. Workers have not received specific training in correct PPE usage, revision, reposition, cleaning, limitations, maintenance, storage and final disposition. Since the factory has not provided the required PPE to the workers. HSE.7, HSE.8

2. The factory has not provided training for the Health and Safety Commission members. No training records were available. In addition it was noted in the interviews that Commission members only have knowledge about the emergency and evacuation requirements (such as emergency exits and fire drills); but they were not aware about the chemicals' handling, neither the PPE requirements, etc. HSE.8

3. The factory has not provided specific and formal training to workers in charge of machinery maintenance activities. However, the maintenance personnel have experience in the machinery maintenance. HSE.14

4. The factory did not provide training evidence for the first aid brigade members therefore assessors were not able to determine if workers were trained in first aid. Workers also were not aware of first aid topics. HSE.6

Local Law or Code Requirement

Mexican Official Norm NOM-002-STPS-2010 Point 8.2 (a) Mexican Official Norm NOM-005-STPS-1998 Point 5.8; Mexican Official Norm NOM-004-STPS-1999 Point 7.2.1.; Mexican Official Norm NOM-017-STPS-2008 Point 5.6; Mexican Official Norm NOM-019-STPS-2011 Point 5.13; FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.6, HSE.7, HSE.8, and HSE.14)

Recommendations for Immediate Action

1. Provide employees with the corresponding PPE and train them in the correct usage, revision, reposition, cleaning, limitations, maintenance, storage and final disposition.
2. Provide Health and Safety Commission members with training on the Mexican official norms.
3. Provide training to workers in charge of machinery maintenance activities.
4. Provide First aid training to brigade members and keep the corresponding records.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Provide employees with the corresponding PPE and train them in the correct usage, revision, reposition, cleaning, limitations, maintenance, storage and final disposition. Provide Health and Safety Commission members with training on the Mexican official norms. Provide training to workers in charge of machinery maintenance activities. Provide First aid training to brigade members and keep the corresponding records.

08/09/18: Factory now has a health commission.

FINDING NO.13

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The factory has performed the lighting assessment; however some areas such as the warehouse, cutting tables and an inspection station are out of the required levels. The factory has not developed an action plan to correct the lighting levels neither performed a second assessment in these areas to ensure the situation is corrected. HSE.13

Local Law or Code Requirement

Mexican Official Norm NOM-025-STPS-2008 Point 5.2; FLA Workplace Code (Health, Safety & Environment Benchmark HSE.13)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Developed an action plan to correct the lighting levels and perform a second assessment in these areas to ensure the situation is corrected.

08/09/18: Factory moved the lamps and conducted a new light study.

FINDING NO.14

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The factory does not store chemicals in containers with more than 20lts of capacity; therefore they decided to install all eye shower stations with two bottles of 946 milliliters of sterile isotonic solution (for eye cleaning). However this is not justified in the Chemicals Risk assessment. This document does not specify if, based on the risk this kind of eye shower is allowed or if a continuous water shower is required. HSE.7
2. The factory is missing the technical data sheet of the eye shower to confirm if solutions must be changed or not (some types need to be changed every 90 months). HSE.7
3. Eye shower stations are not periodically inspected. HSE.7

Local Law or Code Requirement

Mexican Official Norm NOM-005-STPS-1998 Points: 5.4; FLA Workplace Code (Health, Safety & Environment Benchmark HSE.7)

Recommendations for Immediate Action

1. After updating the chemicals' risk assessment install an adequate eye shower for chemicals used.
2. Ensure to have technical data of installed eye shower.
3. Establish periodic eye showers inspections and maintenance.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Install an adequate eye shower for chemicals used. Ensure to have technical data of installed eye shower. Establish periodic eye showers inspections and maintenance.

FINDING NO.15

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The Noise level assessment states that the noise levels are over 85 dB in compressor and sewing areas. In these cases, the law requires workers in these areas to be provided with (earplugs) and must be subjected to audiometry tests. It was confirmed during the facility tour that workers have received earplugs however, they do not use the earplugs and they have not received training in how and why to do it. HSE.8
2. The company has not performed audiometry test to workers exposed to noise levels over 85dbL. HSE.8

Local Law or Code Requirement

Mexican Official Norm NOM-011-STPS-2001 Point 5.4, 5.7; FLA Workplace Code (Health, Safety & Environment Benchmark HSE.8)

Recommendations for Immediate Action

1. Provide employees with earplugs usage training and enforce its use.
2. Perform medical audiometry controls to employees exposed to noise levels over 85dbL.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

Noise test conducted

Action Plan no 2.

Description

Noise test conducted

FINDING NO.16

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. All sewing machines (OVER) are missing the needle safety guards and Recta sewing machines are missing the finger guards. The Machinery Risk Assessment states that this is not a high risk; therefore it is also recommended to review the Machinery Risk Assessment. HSE.14

2. The factory has not performed an ergonomic assessment; neither have they developed a program to prevent ergonomic problems in workers' health. HSE.17

3. Not all chairs in the production area are ergonomic. They are broadly wooden chairs, however stand up workers use anti-fatigue rubber mats. Also there are no pauses for ergonomic exercises. HSE.17

Local Law or Code Requirement

Mexican NOM-004-STPS-1999 point 7.1.; FLA Workplace Code (Health, Safety & Environment Benchmark HSE.14, HSE.17)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : Sewing machines missing need safety guards. 2.) Recta sewing machines missing the finger guards

Action Plan no 2.

Description

3. employees have been provided new chairs as well as anti-fatigue rubber mats.

Company Action Plan Update

All sewing machines where missing the needle safety guards. The factory has sent video of the installed needle guards.

FINDING NO.17

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The company has available a LOTO equipment that is not adequate for the type of machines used (the connections use another kind of lock different for the one available), and has not developed and implemented a LOTO procedure. HSE.1, HSE.14

2. The factory has performed the machinery risk assessment; however this assessment did not consider the risks with the moving and

puncture-cutting parts of all sewing machines. HSE.1, HSE.14

Local Law or Code Requirement

Mexican Official Norm NOM-004-STPS-1999 Point 2.0, 2.1 (a) and (b); Mexican Official Norm NOM-029-STPS-2011 8.1 (d); FLA Workplace Code (Health, Safety & Environment Benchmark HSE.1, HSE.14)

Recommendations for Immediate Action

1. Develop and implement a LOTO procedure, also obtain the adequate LOTO equipment.
2. Consider all moving and puncture-cutting parts of sewing machines in the assessment and make sure the risks are controlled through safety guards.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

LOTO equipment installed and procedure documented

Action Plan no 2.

Description

LOTO equipment installed and procedure documented

FINDING NO.18

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. In the cutting area two out of four fire extinguishers were obstructed behind the cutting table. There is no aisle to reach this equipment. HSE.6.1
2. Company has not obtained Fire-fighting PPE (fire man suits). HSE.6.1, HSE.7
3. Company has provided fire-fighting training. However it has not created and organized a fire fighting brigade indicating duties and responsibilities in case of emergency. HSE.6.2

Local Law or Code Requirement

Mexican Official Norm NOM-002-STPS-2010 Point 5.6, 5.9 and 9 (f); FLA Workplace Code (Health, Safety & Environment Benchmark HSE.6, HSE.7)

Recommendations for Immediate Action

1. Keep all fire extinguishers free from obstruction.
2. Obtain fire fighting brigade PPE.
3. Create and organize a fire fighting brigade as required by law.

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

07/24/18 : 1. complete 2. & 3. PPE has not been provided, nor brigade or documentation of duties and responsibilities in case of an emergency have not been created

08/09/18: Documentation now has been provided.

FINDING NO.19

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The factory has records of accidents reported to the social security. However, there are no records of safety incidents, small injuries, or illness. In addition, the factory does not track or investigate the injuries and accidents to determine the root cause. By law, the Health and Safety Commission is the one responsible for these activities, however, they have not been trained. HSE.3

Local Law or Code Requirement

Mexican Official Norm NOM-019-STPS-2011 Point 5.9; FLA Workplace Code (Health, Safety & Environment Benchmark HSE.3)

COMPANY ACTION PLANS

Action Plan no 1.

Description

Not available

Company Action Plan Update

Documented procedure developed.