



COMPANIES: vineyard vines LLC

COUNTRY: Peru

ASSESSMENT DATE: 12/11/18

ASSESSOR: Elevate

PRODUCTS: Apparel

NUMBER OF WORKERS:

FLA Comments

This report was submitted to the FLA and the FLA affiliated company by the assessor. Despite deadline reminders and extensions for submission of a corrective action plan, the FLA has not received a plan to address the risks and noncompliances raised in the report. Therefore, the report is posted in its current state and will be updated once a corrective action plan has been submitted to and reviewed by the FLA.

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

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation

1. The factory only employs six workers with physical disabilities. Local law requires 3% of the workforce (40 workers in total) to be made up of disabled workers. [ER.3, ER.14, ND.1, ND.2]

3. The factory hires workers on two-month fixed-term contracts as a regular employment practice to support normal business needs. There is no intention to provide permanent contracts to the workers after the two months are over. [ER.8, ER.9]

Local Law or Code Requirement

Peruvian General Law for People With Impediments, Article 49; Peruvian Law of Productivity and Labor Competitiveness, Art. 58; FLA Workplace Code (Employment Relationship Benchmarks ER.3, ER.8, ER.9, and ER.14; Non-Discrimination Benchmarks ND.1 and ND.2)

Recommendations for Immediate Action

1. Hire at least 34 more disabled workers.
2. Do not use multiple short-term contracts to support normal business needs.

FINDING NO.2

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Workplace Conduct & Discipline

Finding Explanation

1. The factory has not reviewed the Internal Regulation of Work since 2014. The Internal Regulation of Work contains important information and criteria parallel to the Workplace Conduct and Discipline, however, it has not been reviewed to be paired with the related policies and procedures. [ER.1]

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.1)

FINDING NO.3

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. There are no Material Safety Data Sheets (MSDS) available in the stain removal area for the chemical called Powered Spot Remover (PSR). This issue was remediated during the assessment. [HSE.10]

Local Law or Code Requirement

FLA Workplace Code (Health, Safety & Environment Benchmark HSE.10)

Recommendations for Immediate Action

1. Periodically verify that the MSDS for all chemical substances used and stored in the workplace are available to workers. Obtain any missing MSDS from the supplier and store them in the appropriate location throughout the workplace.

FINDING NO.4

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The emergency evacuation route in the cutting area is used as a loading zone which partially obstructs it in case of emergency. [HSE.5]

2. 2 out of 80 fire extinguishers are missing the monthly inspection tag and 1 out of 80 fire extinguishers is obstructed with a bag of fabric. This finding was remediated during the audit. [HSE.5, HSE.6]

Local Law or Code Requirement

Peruvian Technical Standard 350.043-1, Article 6.2; FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.5 and HSE.6)

Recommendations for Immediate Action

1. Cease the practice of using the emergency evacuation route in the cutting area as a loading zone. Ensure that the evacuation route is unobstructed at all time.

2. Ensure that all fire extinguishers include the monthly inspection tag and are unobstructed at all times (finding remediated during the audit).

FINDING NO.5

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The factory does not provide workers in the material warehouse with the proper Personal Protective Equipment (PPE) (i.e. helmets and boots). [HSE.7]

2. None of the five workers in the support final inspection area have anti-fatigue floor mats to stand on. [HSE.17]

3. The factory has not assigned dedicated medical staff to the infirmary during the evening and night hours when conducted. [HSE.18.2.1]

Local Law or Code Requirement

FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.7, HSE.17 and HSE.18.2.1)

Recommendations for Immediate Action

1. Provide workers in the material warehouse with the necessary PPE such as safety helmets and boots.

2. Provide workers with an standing position with anti-fatigue floor mats.

3. All working hours must be covered by certified medical staff.

FINDING NO.6

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation

1. There is no policy or procedures on Personnel Development. [ER.28, ER.29, ER.30]
2. As there is no policy nor procedure on Personnel Development there is no training for supervisor or workers. [ER.1, ER.15, ER.17]
3. As there is no policy nor procedure on Personnel Development there is no review and update process involved. [ER.1]
4. As there is no policy nor procedure on Personnel Development there is no communication for supervisor or workers. [ER.16, ER.28.2, ER.30.2]

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.15, ER.16, ER.17, ER.28, ER.29, ER.30)