



COMPANIES: Fast Retailing Co., Ltd.
COUNTRY: Thailand
ASSESSMENT DATE: 12/14/17
ASSESSOR: FLA China
PRODUCTS: Apparel
NUMBER OF WORKERS: 840

Understanding this Assessment Report

This is a report of a workplace assessment conducted by Fair Labor Association assessors following FLA's Sustainable Compliance methodology (SCI), which evaluates a facility's performance in upholding fair labor standards through effective management practices throughout the entire employment life cycle.

This report identifies violations and risks of noncompliance with the Fair Labor Association Workplace Code of Conduct in its assessment of the employment functions, and includes a description of the root causes of violations, recommendations for sustainable and immediate improvement, and the corrective action plan for each risk or violation as submitted by the company. This document is not a static report; rather, it reflects the most recent progress updates on remediation in the "Progress Update" section for each finding.

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.

FLA Code Element	Violations
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Findings and Action Plans

FINDING NO.1

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Policies & Procedures (Macro)

Finding Explanation

- 1.The factory has not established a written policy on Workplace Conduct & Discipline. The supervisors who impose the disciplinary procedures and workers are not well informed on the factories workplace rules.ER.1, ER.25, ER. 27
- 2.The factory does not have any written policy or procedures for Retrenchment and Termination. The factory has procedures for managing Termination (available in the factory's rules and regulations), however there is no written policy on retrenchment. ER.1, ER.32
- 3.The factory does not have a written policy on industrial relations or freedom of association. ER.1

Recommendations for Immediate Action

FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.25, ER.27, and ER.32)

COMPANY ACTION PLANS

1. 1. "Per document reviewing and worker and supervisor's interview, factory already established written policy on Workplace Conduct & Discipline.
Factory already provided training on workplace rules and disciplinary procedures to supervisors and employees on 24Mar2018."
2. Per document reviewing, factory already established written policy on retrenchment on 7 Jan 2018.
3. Per document reviewing, factory already established a written policy on industrial relations and freedom of association on 18 Mar 2018.

Action plan status: Completed
Planned completion date: 09/11/18
Completion date: 11/20/18

FINDING NO.2

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Training (Macro)

Finding Explanation

- 1.The factory's orientation training to new workers does not include policies for human resources, recruitment, hiring and personnel development and industrial relations including respect of the right to freedom of association. Furthermore, workers are not provided with training materials or documentation that substantiates all issues covered in orientation, including the FLA Workplace Code and Benchmarks. ER.15
- 2.The factory does not provide specific or ongoing training to supervisors on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Termination & Retrenchment, Industrial Relations, Workplace Conduct & Discipline, Grievance System, and Environmental Protection. ER.17
- 3.The factory does not provide specific or ongoing training to the general workforce on the following Employment Functions: Recruitment, Hiring & Personnel Development, Hours of Work, Termination & Retrenchment, Industrial Relations, and Workplace Conduct & Discipline. ER.1
- 4.Pregnant workers do not attend training on workplace safety or the emergency preparedness training program (e.g. evacuation drill), as they are asked to stay at their workstation during training. ER.1, HSE.1
- 5.The maintenance training is not well conducted. HSE.14
 - a. The workers with maintenance responsibilities have not received specific training on maintenance safety such as the lockout/tagout procedure.
 - b. The maintenance team have not received training on how to work in confined spaces. There are a number of confined spaces in the factory, such as underground and above water tanks; those are not appropriately labeled with warning signs. The factory has not provided the appropriate rescue equipment for confined spaces.
- 6.The forklift drivers were not provided the annual or refresh training on safety driving forklift in 2017. HSE.14

Local Law or Code Requirement

Ministerial regulations Standards for the management of occupational health and safety management and Environment and working with machinery, crane and boiler BE 2552 Section 4; The Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Work Environment in Confined Space, B.E. 2547 (A.D. 2004); FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.15, and ER.17; Health, Safety & Environment Benchmarks HSE.1, and HSE.14)

COMPANY ACTION PLANS

1. 1. Per document reviewing and worker's interview, factory already provided orientation training to new workers included policies for human resources, recruitment, hiring and personnel development and industrial relations including respect of the right to freedom of association. Worker was provided training materials since 24 Mar 2018.
2. "Per document reviewing and supervisor 's interview, factory already provided the ongoing training to supervisors on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Termination & Retrenchment, Industrial Relations, Workplace Conduct & Discipline, Grievance System, and Environmental Protection on 5 Jan and 24 Mar 2018."
3. Per document reviewing and worker 's interview, factory already provided ongoing training to the general workforce on the following Employment Functions: Recruitment, Hiring & Personnel Development, Hours of Work, Termination & Retrenchment, Industrial Relations, and Workplace Conduct & Discipline on 24 Mar 2018.
4. Per document reviewing and worker's interview, pregnant workers attended training on workplace safety on 24 Mar2018 and the emergency preparedness training program (e.g. evacuation drill) on 16-17 Feb and 25 Aug 2018.
5. "Per document reviewing, factory already provided training to mainteance team onlockout/tagout procedure, how to work in confined spaces on29 Mar 2018.
The confined spaces in the factory, such as underground and above water tanks are appropriately labeled with warning signs on 15 Jan 2018. "
6. Per document reviewing and worker's interview, factory already provided refresh training to 14 forklift drivers on safety driving forklift on 29 June 2018.

Action plan status: Scheduled

2. 1. Per document reviewing and worker's interview, factory already provided orientation training to new workers included policies for human resources, recruitment, hiring and personnel development and industrial relations including respect of the right to freedom of association. Worker was provided training materials since 24 Mar 2018.
2. "Per document reviewing and supervisor 's interview, factory already provided the ongoing training to supervisors on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Termination & Retrenchment, Industrial Relations, Workplace Conduct & Discipline, Grievance System, and Environmental Protection on 5 Jan and 24 Mar 2018."
3. Per document reviewing and worker 's interview, factory already provided ongoing training to the general workforce on the following Employment Functions: Recruitment, Hiring & Personnel Development, Hours of Work, Termination & Retrenchment, Industrial Relations, and Workplace Conduct & Discipline on 24 Mar 2018.
4. Per document reviewing and worker's interview, pregnant workers attended training on workplace safety on 24 Mar2018 and the emergency preparedness training program (e.g. evacuation drill) on 16-17 Feb and 25 Aug 2018.
5. "Per document reviewing, factory already provided training to mainteance team onlockout/tagout procedure, how to work in confined spaces on29 Mar 2018.
The confined spaces in the factory, such as underground and above water tanks are appropriately labeled with warning signs on 15 Jan 2018. "
6. per document reviewing and worker's interview, factory already provided refresh training to 14 forklift drivers on safety driving forklift on 29 June 2018.

Action plan status: Completed
Planned completion date: 09/11/18
Completion date: 11/25/18

3. 1. Per document reviewing and worker's interview, factory already provided orientation training to new workers included policies for human resources, recruitment, hiring and personnel development and industrial relations including respect of the right to freedom of association. Worker was provided training materials since 24 Mar 2018.
2. "Per document reviewing and supervisor 's interview, factory already provided the ongoing training to supervisors on the following Employment Functions: Recruitment, Hiring & Personnel Development, Compensation, Hours of Work, Termination & Retrenchment, Industrial Relations, Workplace Conduct & Discipline, Grievance System, and Environmental Protection on 5 Jan and 24 Mar 2018."
3. Per document reviewing and worker 's interview, factory already provided ongoing training to the general workforce on the following Employment Functions: Recruitment, Hiring & Personnel Development, Hours of Work, Termination & Retrenchment, Industrial Relations, and Workplace Conduct & Discipline on 24 Mar 2018.
4. Per document reviewing and worker's interview, pregnant workers attended training on workplace safety on 24 Mar2018 and the emergency preparedness training program (e.g. evacuation drill) on 16-17 Feb and 25 Aug 2018.
5. "Per document reviewing, factory already provided training to mainteance team onlockout/tagout procedure, how to work in confined spaces on29 Mar 2018.
The confined spaces in the factory, such as underground and above water tanks are appropriately labeled with warning signs on 15 Jan 2018. "
6. Per document reviewing and worker's interview, factory already provided refresh training to 14 forklift drivers on safety driving forklift on 29 June 2018.

Action plan status: Completed
Planned completion date: 09/11/18
Completion date: 11/29/18

FINDING NO.3

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Communication & Worker Involvement (Macro)

Finding Explanation

- 1.The factory does not communicate these policies and procedures and their updates to the general workforce: Recruitment, Hiring and Personnel Development, Termination and Retrenchment, and Grievance. ER.1, ER.28, ER.29, ER.16, ER.32
- 2.The factory does not involve any worker representatives in the development of the policy and procedures for any of the Employment Functions. ER.25
- 3.Occupational health and Safety committee has been formed; however, no minority group (Burmese) involvement in the OSH committee. HSE.1

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.16, ER.25, ER.28, ER.29, and ER.32; Health, Safety & Environment

COMPANY ACTION PLANS

1. Per document reviewing, factory already communicated policies and procedures and their updates to the general workforce on Recruitment, Hiring and Personnel Development, Termination and Retrenchment, and Grievance on 02 July 2018.
2. Per document reviewing, factory already involved worker 's representatives in the development of the policy and procedures for any of the Employment Functions.
3. Per document reviewing and worker 's interview, factory already provided training on OSH on 7 Feb 2018 for Burmese worker and established Occupational health and Safety committee included Burmese worker in this committee on 27 Aug 2018.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/25/18

FINDING NO.4

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Review Process (Macro)

Finding Explanation

The factory does not regularly review of the policies and procedures on Recruitment, Hiring, Personnel Development, Compensation, Termination & Retrenchment, Industrial Relations, Workplace Conduct and Disciplinary, Grievance system, Environmental Protection, and Health and Safety. ER.1, ER 29, ER 30, ER.31

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.29, ER.30, and ER.31)

COMPANY ACTION PLANS

1. Per document reviewing, factory already reviewed the policies and procedures on Recruitment, Hiring, Personnel Development, Compensation, Termination & Retrenchment, Industrial Relations, Workplace Conduct and Disciplinary, Grievance system, Environmental Protection, and Health and Safety in Dec 2017.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/25/18

FINDING NO.5

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Responsibility & Accountability (Macro)

Finding Explanation

The factory has not clearly defined, in writing, the person(s) responsible for recruitment, hiring, personnel development, hours of work, retrenchment and termination, workplace conduct, industrial relation except Environmental Protection and Health & Safety. The responsibilities are partly and informally defined. ER. 1

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.1)

COMPANY ACTION PLANS

1. Per document reviewing, factory already defined the person(s) responsible for recruitment, hiring, personnel development,

hours of work, retrenchment and termination, workplace conduct, industrial relation except Environmental Protection and Health & Safety.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/25/18

FINDING NO.6

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Recruitment, Hiring & Personnel Development

Finding Explanation

- 1.The factory does not pay all of the fees for migrant workers. According to interviews, the migrant workers said that they paid about 300,000 MMK to an agent in Myanmar. The factory only paid for service fee to the agent. ER.5, ER.6.2, ND.3.1.3, F.7.4
- 2.Migrant workers from Myanmar must undergo a legally required health examination to obtain a work permit for Thailand. This examination requires a pregnancy test and tests for lymphatic filariasis, leprosy, tuberculosis, syphilis, and drugs and alcohol. The results of the pregnancy tests are recorded in workers' health examination reports upon hiring. There is no evidence that the factory is applying these reports in a discriminatory manner, but they do not have a system to ensure that the employment agency in Myanmar does not discriminate based on the results of the test. ND.5.3
- 3.During the medical checkup for hiring and extending the work permit of the female migrant workers, they were required to conduct the pregnancy test. ND. 2
- 4.The job application form includes the following questions: race, religion, age, and family members. That might pose a high risk of discriminatory bias. ND. 2
- 5.The probation period is 119 days which is not in line with the FLA code of conduct. C.3
- 6.The human resource policy does not cover all aspects of recruitment, hiring and personnel development for Thai and migrant workers.
- 7.There are no written policies and procedures with regard to the 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 workers in writing, and that follow all local legal requirements. Furthermore, the factory does not have written policies and procedures with regard to promotion, demotion, and job reassignment that are transparent and fair in their implementation. ER.1, ER.29, ER.30

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmarks ER.1, ER.5, ER.6.2, ER.29, and ER.30; Non-Discrimination Benchmarks ND.2, ND.3, ND.5.1, ND.5.2, and ND.10; Compensation Benchmark C.3; Forced Labor Benchmark F.7)

Recommendations for Immediate Action

Cease the recording the results of pregnancy test in the health examination report upon hiring and the extension of the Burmese migrant workers' contracts. Ensure that pregnancy test results cannot be used as a discriminatory practice.

COMPANY ACTION PLANS

1. Per document reviewing and worker's interview, factory already paid back all of the fees for migrant workers which was paid to an agent in Myanmar from 19 May 2018.
2. Per worker's interview, 14 out of 15 selected worker's said that they are requested to conduct the health check up included pregnancy test upon hiring and for work permit as Thai law 's requirement. Factory has not require them pregnancy test.
3. Per worker's interview, 14 out of 15 selected worker's said that they are requested to conductd the health check up included pregnancy test upon hiring and for work permit as Thai law 's requirement. Factory has not require them pregnancy test.
4. Per document reviewing and worker's interview, factory stopped apply the job application form included following questions: race, religion, age, and family members and applied new job application form since 22 Jan 2018.
5. Per document reviewing and worker's interview, factory already changed the probation period to 90 days from 27 Nov 2017.
6. Per document reviewing, factory already reviewed the human resource policy which is cover all aspects of recruitment, hiring and personnel development for Thai and migrant workers on 5 Mar 2018.
7. Per document reviewing, factory has not establish written policies and procedures with regard to the 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 workers in writing, and that follow all local legal requirements. Factory has not establish written policies and procedures with regard to promotion, demotion, and job reassignment that are transparent and fair in their implementation.

Action plan status: Completed
Planned completion date: 09/11/18
Completion date: 11/25/18

1. Per document reviewing and worker's interview, factory already paid back all of the fees for migrant workers which was paid to an agent in Myanmar from 19 May 2018.
2. Per worker's interview, 14 out of 15 selected worker's said that they are requested to conduct the health check up included pregnancy test upon hiring and for work permit as Thai law 's requirement. Factory has not require them pregnancy test.
3. Per worker's interview, 14 out of 15 selected worker's said that they are requested to conductd the health check up included pregnancy test upon hiring and for work permit as Thai law 's requirement. Factory has not require them pregnancy test.
4. Per document reviewing and worker's interview, factory stopped apply the job application form included following questions: race, religion, age, and family members and appied new job application form since 22 Jan 2018.
5. Per document reviewing and worker's interview, factory already changed the probation period to 90 days from 27 Nov 2017.
6. Per document reviewing, factory already reviewed the human resource policy which is cover all aspects of recruitment, hiring and personnel development for Thai and migrant workers on 5 Mar 2018.
7. Per document reviewing, factory has not establish written policies and procedures with regard to the 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 workers in writing, and that follow all local legal requirements. Factory has not establish written policies and procedures with regard to promotion, demotion, and job reassignment that are transparent and fair in their implementation.

Action plan status: In progress
Planned completion date: 09/11/18

FINDING NO.7

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Hours of Work

Finding Explanation

- 1.The employer does not have in place policies for managing all working hours, overtime, and leave records in normal and exceptional circumstances. ER 23.1
- 2.The factory always include overtime in its production plan (2 hours per day, 12 days per week). HOW.1, HOW.8
- 3.The factory set production targets at a level such that workers need to work beyond regular working hours. ER.24

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.23 and ER.24; Hours of Work Benchmarks HOW.1, and HOW.8)

COMPANY ACTION PLANS

1. 1. Per document reviewing, factory already set up place policies for managing all working hours, overtime, and leave records in normal and exceptional circumstances.
2. Per document reviewing, prodcution plan was set up not included overtime hour except knitting department.
3. Per document reviewing, prodcution plan was set up not included overtime hour except knitting department.

Action plan status: Completed
Planned completion date: 09/11/18
Completion date: 11/23/18

2. 1. Per document reviewing, factory already set up place policies for managing all working hours, overtime, and leave records in normal and exceptional circumstances.
2. Per document reviewing, prodcution plan was set up not included overtime hour except knitting department.
3. Per document reviewing, prodcution plan was set up not included overtime hour except knitting department.

Action plan status: In progress
Planned completion date: 09/11/18

FINDING NO.8

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Compensation

Finding Explanation

- 1.The factory does not provide Burmese workers with the provident fund. ND.1, 3
- 2.The factory does not ensure that leave is granted or rejected in a non-discriminatory and fair manner. For example, sick leave for one to two days is required to submit the medical certificate by the supervisors. ND.1

Local Law or Code Requirement

FLA Workplace Code (Non-Discrimination Benchmarks, ND.1, and ND.3)

COMPANY ACTION PLANS

1. 1. Per document reviewing and worker's interview, factory already provided voluntary provident fund to worker after they completed probation period. If they agree with provident fund condition, they will sign in the application and will be deducted the money monthly.
2. "Per document reviewing and worker's interview, sick leave for one to two days is not required to submit medical certificate from 29 Jan 2018.
Factory already provided training on leave 's policy and procedure to supervisor and employees on 08 Mar 2018."

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18

FINDING NO.9

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Workplace Conduct & Discipline

Finding Explanation

There is an evidence of discrimination in the allocation of overtime. According to the warning records, workers who have same mistakes are disciplined differently, for not being allowed to work overtime from three to seven days. ND.1

Local Law or Code Requirement

FLA Workplace Code (Non-Discrimination Benchmark ND.1)

Recommendations for Immediate Action

Cease the practice and ensure all disciplinary practices are applied in a fair and nondiscriminatory manner.

COMPANY ACTION PLANS

1. Per document reviewing, factory already provided training for HR staffs and supervisor on disciplinary policy and procedure to avoid discrimination on disciplinary on 18 July 2018.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18

FINDING NO.10

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Grievance System

Finding Explanation

- 1.The factory does not have a system through which workers can dispute compensation and receive clarifications in this respect in a timely manner and be protected in case he/she allege the violations of compensation laws, regulations and policies. ER.25, C.19
- 2.While the factory has a grievance mechanism, there are no written policies or procedures governing this system. Additionally there has not been any training for workers or supervisors about this grievance mechanism. ER.25

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.25; Compensation Benchmark C.19)

COMPANY ACTION PLANS

1. Per document reviewing and worker's interview, factory already established a system through which workers can dispute compensation and receive clarifications in this respect in a timely manner and be protected in case he/she allege the violations of compensation laws, regulations and policies.
2. "Per document reviewing and worker and supervisor's interview, factory already established written policies or procedures governing grievance mechanism.
Factory already provided training on written policies or procedures of grievance mechanism to supervisors and employees on 08 and 24Mar2018."

Action plan status:	Completed
Planned completion date:	09/11/18
Completion date:	11/23/18

FINDING NO.11

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Environmental Protection

Finding Explanation

- 1.The factory's permit for storing waste in the factory does not cover all types of waste; it does not mention used hazardous chemical containers and tatter for cleaning the automatic knitting which is contaminated with oil items. HSE.4
- 2.There are separated chemical containers (Shell Tonna) keep in the Automatic Knitting Department; however, a number of those chemical containers are not equipped with the secondary containment. HSE.9

Local Law or Code Requirement

The Notification of the Department of Welfare and Labor Protection, Re : Description the criteria and delivery procedure of transportation, storage, delivery and waste disposal or packaging of hazardous chemical, section 3 (4);FLA Workplace Code (Health, Safety & Environment Benchmark HSE.4 and HSE.9)

Recommendations for Immediate Action

Provide the secondary containment to all separated chemical containers to prevent its leakage.

COMPANY ACTION PLANS

1. Per document reviewing, factory already registered the permit for storing and transporting all types of waste included used hazardous chemical containers and tatter for cleaning the automatic knitting which is contaminated with oil items. They got the permit on 18 May 2018.
2. Per factory walkthrough, factory already provided secondary containment for chemical containers (Shell Tonna) in Automatic knitting department on 15 Jan 2018.

Action plan status:	Completed
Planned completion date:	09/11/18
Completion date:	11/23/18

FINDING NO.12

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. There is not a centralized fire alarm system for all buildings, since the Computer Knitting and Warehouse have isolated fire alarm systems; thus, it is not audible in all sections and building when emergencies occur. HSE.5
2. The fire brigade team does not have the appropriate equipment to fight fires (including the correct PPE, e.g., Firefighting suit, breathing apparatus). HSE.6, HSE.7

Local Law or Code Requirement

Notification of Ministry of Industry Re: Fire prevention and protection in the factory BE 2552 Section 4, Ministerial Regulation on the Prescribing of standard for administration and management of Occupational safety, health and environment relating to protection and prevention of fire B.E. 2012 Clause 9, Ministerial Regulation on the Prescribing of standard for administration and management of Occupational safety, health and environment relating to protection and prevention of fire B.E. 2012 Clause 2; FLA Workplace Code (Health, Safety, & Environment Benchmarks HSE.5, HSE.6, and HSE.7)

Recommendations for Immediate Action

1. Install a centralized fire alarm system in the all buildings and ensure that the fire alarm at the factory building is audible in all buildings.
2. Provided appropriate equipment to fight fires (including the correct PPE, e.g., Firefighting suit, breathing apparatus) to the fire brigade team.

COMPANY ACTION PLANS

1. Per factory walkthrough, factory have not centralized fire alarm system for all buildings. It is not audible in all sections and building when emergencies occur.
2. Per factory walkthrough, factory already provided equipment to fight fired on 7 Mar 2018.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18

2. 1. Per factory walkthrough, factory have not centralized fire alarm system for all buildings. It is not audible in all sections and building when emergencies occur.
2. Per factory walkthrough, factory already provided equipment to fight fired on 7 Mar 2018.

Action plan status: In progress

Planned completion date: 09/11/18

FINDING NO.13

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

1. The compressed air tank is not fixed to its permanent position. Additionally, the maximum and working pressures are not marked on the manometers. HSE.1
2. The factory has not fully implemented its ergonomics program. Not all workers have been provided adjustable chairs with back rests, chairs with back rest only provided for pregnancy workers. The factory has not conducted an ergonomics assessment to evaluate the ergonomics needs for all jobs in the factory. HSE.17
3. The factory is still using safety body belts to perform the work at heights, however this safety body belt was banned by OHSAS in 1998. A body belt is not acceptable as part of a personal fall arrest system. HSE.14
4. Two LPG gas cylinders for cooking located in the canteen are kept in the kitchen, while they should be put outside and away of the cooking oven. HSE.5
5. The confined spaces in the factory are not marked.

Local Law or Code Requirement

Occupational Safety, Health and Environment ACT B.E. 2554 (A.D. 2011) Section 6; The Notification of Ministry of Labor and Social Welfare Re: Occupational Safety and workplace Environmental Management Methodology B.E. 2549 Chapter 2: Occupational Safety, Health and Environment committee Clause 23 'Section 17; Ministerial regulations Standards for the management of occupational health and safety management and Environment and working with machinery, crane and boiler BE 2552, Article 36; FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.1, HSE.5, HSE.14, and HSE.17)

Recommendations for Immediate Action

- 1.Ensure air tank fixed to its permanent position
- 2.Provide appropriate fall protection for the concerned workers such as: Full body harness for work at high, Rope Grabs System or Rail System or Caging protection for fixed ladder, Define anchor point for each WAH area to ensure it could support the weight (# 2000kg) before hooking the fall protection device

COMPANY ACTION PLANS

1. Per factory walkthrough, the compressed air tank are fixed to its permanent position and marked maximum and working pressures on the manometers on 10 Jan 2018.
2. "Per factory walkthrough, factory has not provide adjustable chairs with back rests for workers.
Factory already conducted the ergonomics assessment to evaluate the ergonomics needs for all jobs in the factory"
3. Per factory walkthrough, factory already provided the body belt for worker who do a height works on 27 Feb 2018.
4. Per factory walkthrough, two LPG gas cylinders for cooking located are put outside and away of the cooking oven since 15 Jan 2018
5. Per factory walkthrough, the confined space in factory is marked warning signed on 15 Jan 2018.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18

2. 1. Per factory walkthrough, the compressed air tank are fixed to its permanent position and marked maximum and working pressures on the manometers on 10 Jan 2018.
2. "Per factory walkthrough, factory has not provide adjustable chairs with back rests for workers.
Factory already conducted the ergonomics assessment to evaluate the ergonomics needs for all jobs in the factory"
3. Per factory walkthrough, factory already provided the body belt for worker who do a height works on 27 Feb 2018.
4. Per factory walkthrough, two LPG gas cylinders for cooking located are put outside and away of the cooking oven since 15 Jan 2018
5. Per factory walkthrough, the confined space in factory is marked warning signed on 15 Jan 2018.

Action plan status: In progress

Planned completion date: 09/11/18

FINDING NO.14

IMMEDIATE ACTION REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

The factory does not have an emergency plan, hazard identification, or procedures for the prevention of Health & Safety issues such as food poisoning and poor hygiene. As a result, the cooking and the dishwashing area behind the food vendor are not clean. HSE.19

Local Law or Code Requirement

FLA Workplace Code (Health, Safety & Environment Benchmarks HSE.19)

Recommendations for Immediate Action

Identify hazards in the canteen that increase the risk of food poisoning and other hygiene issues. Create and implement procedures for the prevention of these issues, such as a thorough initial cleaning of the canteen, a cleaning plan for canteen workers, swab testing, preparation of the refrigeration system to keep food, and regular inspections by the Canteen Committee.

COMPANY ACTION PLANS

1. "Per document reviewing factory already established emergency plan, hazard identification, or procedures for the prevention of Health & Safety issues such as food poisoning and poor hygiene.
The cooking and the dishwashing area behind the food vendor are clean"

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18

FINDING NO.15

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Environmental Protection

Finding Explanation

- 1.The factory does not have a plan to reduce its pollution, such as production waste and air emissions. HSE.1 ER.31
- 2.There are no procedures for managing the factories environmental impact to its surroundings. For example, managing the energy consumption and recycle material. ER.31
- 3.The factory does not have any procedures that encourage worker involvement in environmental protection and raise their environmental concerns, for reporting environmental emergencies, and include protections for workers who allege environmental violations. ER.31

Local Law or Code Requirement

FLA Workplace Code (Employment Relationship Benchmark ER.31; Health, Safety & Environment Benchmark HSE.1)

COMPANY ACTION PLANS

1. 1. Per document reviewing, factory already established a plan to reduce its pollution, such as production waste and air emissions.
2. Per document reviewing, factory already established procedures for managing the factories environmental impact to its surroundings.
3. "Per document reviewing, factory already established procedures that encourage worker involvement in environmental protection and raise their environmental concerns, for reporting environmental emergencies, and include protections for workers who allege environmental violations."

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18

FINDING NO.16

SUSTAINABLE IMPROVEMENT REQUIRED

FINDING TYPE: Health & Safety

Finding Explanation

- 1.The factory's health and safety procedures do not include an emergency plan, including a list of responsible staff for coordinating the evacuation process, and steps to ensure that pregnant and disabled workers are evacuated safely in the event of an emergency. HSE.5 ,ER.31
- 2.There are no procedures for the prevention of occupational disease; including measures to protect the reproductive health of workers through minimizing exposure to workplace hazards. Additionally there are no procedures on hygiene and sanitation to prevent food poisoning. HSE.1, ER.31
- 3.The factory does not have a list of equipment and/or machines that require lockout-tagout. Furthermore, the factory does not have the proper equipment to lock-out the machines HSE.14

Local Law or Code Requirement

The Ministerial Regulation Re: Prescribing A Safety, Occupational Sanitation and Working Environment Management Standard B.E.2549, Clause 5; The Ministerial Regulation on the Prescribing of Standard for Administration and Management of Occupational Safety, Health and Environment Relating to Protection and Prevention of Fire B.E. 2012, Clause 30; FLA Workplace Code (Employment Relationship Benchmark ER.31; Health, Safety & Environment Benchmarks HSE.1, HSE5, and HSE.14

COMPANY ACTION PLANS

1. 1. Per document reviewing, factory's health and safety procedures is included an emergency plan, including a list of responsible staff for coordinating the evacuation process, and steps to ensure that pregnant and disabled workers are evacuated safely in the event of an emergency.
2. Per document reviewing, factory already established a plan to reduce its pollution, such as production waste and air emissions.

3. Per factory walkthrough, factory already equipped lockout-tagout devices and properly used lock-out/tag out for equipment and machines on 29 Mar 2018. Lock out/tag out training was provided to maintenance team on 29 Mar 2018.

Action plan status: Completed

Planned completion date: 09/11/18

Completion date: 11/23/18