



For Immediate Release
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Fair Labor Association Approves Accreditation of Puma's Labor Compliance Program

Washington, D.C. – The Board of Directors of the Fair Labor Association (FLA) voted at its most recent meeting to accredit the labor compliance program of Puma, the German based sports and fitness brand, recognition of the company's commitment to creating a positive environment for its workers.

Accreditation of a Participating Company's labor compliance signifies that the company is in substantial compliance with FLA requirements to implement a workplace code of conduct in factories that manufacture the company's products. To earn accreditation, a company must undergo an extensive performance review that occurs during a 2-3 year implementation period. This review is based on independent factory monitoring and verification reports of supplier facilities, and a thorough audit of the required monitoring protocols, training programs, and auditing systems in their programs.

"Accreditation means that the FLA has verified that the Participating Company's labor compliance program is aligned with our *Workplace Code of Conduct* and the company has met all obligations set out in the FLA Charter," said Aurret van Heerden, FLA President and Chief Executive Officer. "Puma has worked very hard to establish a workplace standards program that complies with FLA's requirements and this is a strong indication of their commitment to producing a product made under positive labor conditions."

The Fair Labor Association is a non-profit organization that combines the efforts of companies, colleges, universities, and non-governmental organizations to promote adherence to international labor standards and improve working conditions and treatment of workers worldwide. The FLA holds companies accountable to the Fair Labor Association Workplace Code of Conduct, which bans forced labor, child labor, harassment, abuse, and discrimination, and requires that companies promote health and safety, freedom of association and collective bargaining, payment of wages and benefits, and appropriate compensation for overtime.

The Fair Labor Association Board of Directors is composed of an equal number of representatives from companies, NGOs, and colleges and universities. This is the fourth year FLA has accredited the compliance programs of its member companies. The labor compliance programs of **adidas**, **Eddie Bauer**, **Liz Claiborne**, **Nike**, **Phillips-Van Heusen**, **Reebok** and **Nordstrom** previously have been accredited.

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