The factual information set forth on the Tracking Charts was submitted to the FLA by each Independent External Monitor and Participating Company and reviewed by FLA staff. It is being made available to the public pursuant to the FLA Charter in order to strengthen the monitoring process. The FLA Charter provides for regular public disclosure of the factual results of independent monitoring and the resulting specific actions taken by Participating Companies.

What is a Tracking Chart?

Compliance is a process, not an event. A Tracking Chart outlines the process involved in FLA independent external monitoring and remediation. It is used by the accredited independent external monitor, the participating company and the FLA staff to do the following:

- **Record Findings:** The independent external monitor uses the Tracking Chart to report noncompliance with FLA Code standards. The monitor should also cite the specific Code benchmark or national/local law that was used to measure compliance.
- **Report on Remediation:** The FLA participating company uses the Tracking Chart to report on the remediation program that was implemented in order to resolve the noncompliance and prevent any future violations.
- **Evaluate Progress:** The FLA uses the Tracking Chart for purposes of collecting and analyzing information on the compliance situation of a particular factory and for publication on our website. This information is updated on an ongoing basis.

What a Tracking Chart is **NOT** -

- An exhaustive assessment of factory conditions
  
  Working conditions - in any type of workplace - are dynamic. Each Tracking Chart represents a survey of the factory’s conditions on a specific day. Over time, a fuller picture emerges as we compile information from various sources to track the compliance progress of a factory.

- A pass or fail evaluation
  
  The Tracking Charts do not certify whether or not factories are in compliance with the FLA Code. Monitoring is a measurement tool. The discovery of noncompliance issues is therefore not an indication that the participating company should withdraw from a factory. Instead, the results of monitoring visits are used to prioritize capacity building activities that will lead to sustainable improvements in the factory’s working conditions.

- A one-time event
  
  Each monitoring visit is followed by a remediation program, further monitoring and remediation in an ongoing process. The Tracking Charts are updated accordingly.
Note on Language
Please be advised that because FLA independent external monitors are locally-based and English is generally not their native language, the language presented may at times appear unclear to a reader who is a native English speaker. In order to preserve the integrity of the transparency process and the information we receive, our policy is to publish the original text from the monitor and participating company. However, the reader will note that we have taken the precaution to remove any identifying information about the factory that was monitored or the workers interviewed.

For example, in cases where monitors and/or participating companies have cited the actual number of workers in reference to a noncompliance issue, in order to protect the workers’ identities, we have replaced the numbers with generic wording in brackets (i.e. “[some]”, “[worker interviews revealed that]”, etc.).

We do not disclose the name of the factory that was monitored in order to ensure that the FLA’s efforts to encourage and reward transparency do not have detrimental consequences for the factory and the workers.

Instructions for Printing
The information contained in the Tracking Charts is organized by columns and rows in a table format. Due to the number and width of the columns, the charts have been formatted for legal size (8.5 x 14in.) paper. To print the charts, please make sure to select “legal” size paper from Print properties.
### FLA Audit Profile

**Country:** Thailand  
**Factory name:**  
**NM:**  
**Audited facility:** July 28-29, 2005  
**PCC:** Nike, Inc., Puma,  
**Production:**  
**Production processes:** Centrifugal grinding, Karuss buffing, Vulcanization, Drying, Laminate ball, Sewing, Resin Embossing, Finishing, Packing

### Awareness of Code

- **Workers interviewed:**  
- FLA Code of Conduct and awareness of Code was distributed to all Company Directors as well as contractors and suppliers.  
- Employees were asked about the workplace standards only and through the posting of standards in a convenient place on the local language spoken by employers and managers, and understandability of the Code.  
- Interviewed employees did not understand the Code on a regular basis.

### Code Awareness and Understanding

- **Workers interviewed:**  
- Workers did not express a clear understanding of the Code.  
- The Code was distributed to all employees but most of them do not understand it.  
- Workers interviewed said that the factory informed them about the workplace standards, but they didn't know it was required of them.

### Hiring Discrimination Practices

- **Workers interviewed:**  
- Factory conducts interviews for all workers.  
- The factory ensures that all information about the workplace standards is communicated to the employees.

- **Policy and photo:**  
- Policy and photo of posting, worker interviews completed.

### Pregnancy Testing

- **Workers and management interviewed:**  
- Pregnant workers will not be subjected to discriminatory or harassment.  
- The factory ensures that all information about the workplace standards is communicated to the employees.

- **Policy and photo:**  
- Policy and photo of posting, worker interviews completed.
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.

**Health and Safety**

Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standards will apply. The factory will possess all legally required permits.

**Fire Safety**


**Working Safety relating to Harmful Chemicals**

The Notification of the Ministry of Interior RE: Forming section in factory 2, no tag out posted while the chemicals in case of falling on concrete to workers’ head in between forming section and winding section (factory 2). All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.

**Working Safety relating to Harmful Chemicals, Chapter 1, Clause 5.**

The factory has not submitted the details of having chemicals which having in the workstation.

**Working Safety relating to Harmful Chemicals, Chapter 1, Clause 6.**

The factory has not prepared a report on safety and assessment of the hazardous of the chemicals which having in the workstation.

**Working Safety relating to Harmful Chemicals, Chapter 8, Clause 4.**

All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.

**Working Safety relating to Harmful Chemicals, Chapter 1, Clause 2.**

The factory has not submitted the safety and chemical list which submitted to the labor division.
All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.
**Remediation Updates (Cite Date of Follow up)**

**IEM Findings**

**Sources/Documentation**

**Notable Documentation**

**Status**

If not corroborated, explain why

PC Internal audit

PC Remediation plan Target

Documentation Completed; Company Follow up

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**FLA Code/ Compliance issue Country Law/Legal Reference FLA Benchmark Non-compliance Risk of Non-compliance**

Evidence of Non-compliance

NC: Lighting in the sticker section (factory 4) is not adequate for workers due to long paper putting up hidden the light.

The Notification of Ministry of Industry Machinery Maintenance

All production machinery and equipment shall be maintained, inspected, and tested as required by legal compliance. All sewing machines in 2nd and 3rd floor (factory 6) do not have no needle guard.

Visual inspection Done. Needle guard is available on each sewing machine.

The Notification of Ministry of Industry RE: Safety Chapter 1, Clause 34, Section 5 stated that in instruction work relating to temporary lift for carriage of materials, Chapter 1, Clause 6 must be followed.

Visual inspection Make sure that the container is sealed and policy prohibiting workers using the lift.

Some workers used the lift and no sign "Do not use the lift" and policy prohibiting workers using the lift.

The Notification of Ministry of Industry RE: Welfare facilities Sanitation in Dining Area

All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.

Visual inspection Workers interviewed, H/R interviewed

Sanitation in the sticker section (factory 4) was not performed on a regular basis and communicate to the safety staff so it is inspected on a regular basis.

The Notification of Ministry of Industry RE: Registration of engineer and boiler operator The Notification of Ministry of Interior RE: Safety in instruction work relating to temporary lift for carriage of materials, Chapter 1, Clause 6.

No record of boiler operators registered.

The Notification of Ministry of Industry RE: Welfare facilities Sanitation in Dining Area

All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.

Visual inspection Workers interviewed, H/R interviewed

Sanitation in the sticker section (factory 4) was not performed on a regular basis and communicate to the safety staff so it is inspected on a regular basis.

The Notification of Ministry of Industry RE: Safety Chapter 1, Clause 34, Section 5 stated that in instruction work relating to temporary lift for carriage of materials, Chapter 1, Clause 6 must be followed.

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Some workers used the lift and no sign "Do not use the lift" and policy prohibiting workers using the lift.

The Notification of Ministry of Industry RE: Welfare facilities Sanitation in Dining Area

All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.

Visual inspection Workers interviewed, H/R interviewed

Sanitation in the sticker section (factory 4) was not performed on a regular basis and communicate to the safety staff so it is inspected on a regular basis.
9. Hours of Work

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture, in which case the laws of such country will limit the hours of work to be entitled to at least one day off in every seven day period. An extraordinary business circumstance is a temporary period of work that could not have been anticipated or allowed by other circumstances.

On-going Worked hours

The evidence of the maximum overtime hour per week is stated at 36 hours/week/worker, average at 15-24 hours per week which is assessed in the FLA compliance limitations required the regular work week in such country plus 12 hours overtime.

FLA Code/Compliance issue

Overtime Limitations Nil Except in extraordinary business circumstances, employees will not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture, in which case the laws of such country will not limit the hours of work to be entitled to at least one day off in every seven day period. An extraordinary business circumstance is a temporary period of work that could not have been anticipated or allowed by other circumstances.

FLA Code/Compliance issue

Workers and management interviewed

According to the factory’s regulation, it was stated that the maximum number of working hours in a week shall not exceed forty eight hours, and in a normal working days in one day shall not exceed eight hours and the total working hours in one week shall not exceed forty eight hours, in order to protect the health and safety of the employees as mandated of occupational regulations for which the normal working hours in one day shall not exceed eight hours and the total working hours in one week shall not exceed forty eight hours.

In case the employer cannot specify the time of commencement and ending time of work on each work day due to the nature or condition of the work, the employer and employee may agree in advance to one rest period lasting more than one hour but the total rest period each day shall not be shorter than one hour per day.

Remunerations

Workers and management interviewed

The factory’s regulation on working hours and submitted to the labor division already.

10. Overtime Compensation

In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate of at least equal to their regular hourly rate of pay.

Overtime Compensation

Factory has received the response from the labor department regarding the wage calculation. The outcome is factory’s current practice is correct, the allowance does not need to bring to calculate OT since it’s not considered as daily wage. Factory has already changed the condition of normal hours of operation and employment. Factory's regulation is going to revise the factory’s regulation and submitting to the labor division already.

Corrected

If not corroborated, explain why

Portions of the factory statement that are not corrected at 100% have been stated at 70% or 90% with blue/gray color. Factory is contacting from the start during the capacity planning and coordination process. They are trying to control this to be less than 10% of total workers that will have OT over overtime. PC Sound works overtime was not approved M/W/F and will continue to follow up internally.