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.
PPE

with, or occurring in the course of work or as a result of the operation of employer facilities.

Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked

6. Health and Safety

opinion, or social or ethnic origin.

Record Maintenance

Employers will maintain written records of disciplinary actions taken.

Employees will maintain written records of disciplinary actions taken.

PUMA

PUMA Number of workers [Factory 1]: 593; [Factory 2]: 97

Production(s)

Active Sport Apparel

Production processes Knit, Dye, Cut, Sew, Packing

FLA Audit Profile

Country Tunisia

Factory name 360007568

IRM Tunisia Team of the Fair Wear Foundation

Dates in facility December 13-14, 2005

PCIA PUMA

FLA Code/ Compliance issue Country Law/Legal Reference

1. Code Awareness

FLA Benchmarks

Non-compliance Risk of non-compliance Evidence of non-compliance (un corroborated) not corroborated explanation used for corroborating

5. Harassment or Abuse

Forced Labor

Confidential non-compliance reporting channel

FLA Principle of Monitoring, Obligation of Companies: Establish and articulate clear, written workplace standards. Formally review those standards periodically with workers as well as contractors, suppliers, and employees.

Although the Puma code of conduct is posted, Puma has not communicated or enforced that code to the workers. There are no formal disciplinary procedures in place.

Worker/search and Management awareness

There is no confidential reporting mechanism in place.

Conformity with workplace standards.  Formally convey those standards to all workers. Post workplace standards in a prominent place in the workplace.

All applicable legally required or recommended elements of workplace standards are met.

Records should be maintained within two years.

Non-compliance with the workplace standards, with contractors and suppliers to report to the Company on noncompliance with the workplace standards.  Formally convey those standards to all workers. Post workplace standards in a prominent place in the workplace.

Workers should be trained on the new workplace standards and made aware of the Code of Conduct.

FLA Audit

FLA Audit Profile

Country Law/Legal Reference

FLA Benchmarks

Non-compliance Risk of non-compliance Evidence of non-compliance (un corroborated) not corroborated explanation used for corroborating

4. Harassment or Abuse

FLA Code/ Compliance issue Country Law/Legal Reference

3. Child Labor

FLA Code/ Compliance issue Country Law/Legal Reference

2. Forced Labor

FLA Code/ Compliance issue Country Law/Legal Reference

1. Code Awareness

FLA Code/ Compliance issue Country Law/Legal Reference

...
10. Overtime Compensation

- Hours overtime; and (ii) be entitled to at least one day off in every seven day period
- Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48
- Hours of Work

Timely Payment

- Time-recording system
- Other

Employer Interference/Elections

- FLA Code/Compliance issue
- Country Law/Legal Reference
- LA Benchmark
- IEM Findings
- Non-compliance
- Risk of non-compliance
- Evidence of non-compliance (uncorroborated)
- Notable Features/Comments
- Remediation
- Remediation plan
- Target Completion Date
- Factory Response (Optional)
- Company follow-up (date of follow up)

Implementation/adequate maintenance

- Factory lacks an adequate ventilation system.
- Oual inspection
- FLA Benchmark
- Country Law/Legal Reference
- Factory

Validation of facilities

- All facilities including factory buildings, offices, canteens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.
- Toilets and bathroom area is not sanitary. The number of toilet stalls does not meet local requirements of 1 per 20 workers. There is only 1 operating stall for all female workers.
- Oual inspection
- Legal requirements must be fulfilled. Regular cleaning and disinfection schedules required for all toilets and bathrooms
- Factory

Validation of 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.
- Dining area is unsanitary.
- Oual inspection
- Regular cleaning and disinfection schedules required.
- Factory

Freedom of Association and Collective Bargaining

- Employers will recognize and respect the right of employees to freedom of association and collective bargaining.
- Employers will comply with all national and local laws and regulations concerning collective bargaining and free association. Where conflicts are known to exist, the standard that provides the greatest protection for workers shall be used.
- A consultative committee is elected each year. The workers' committee is elected each year. This includes elected representatives; they are not all aware of the purpose and function of the committee.
- As above. All workers and employees should be informed about the election process.
- Factory

Wages and Benefits

- Employees acknowledge that wages are essential to meeting employer basic needs. Employees will pay employees, as a minimum, the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.
- FLA Benchmark
- Country Law/Legal Reference
- Factory

Time-recording system

- Time worked by all employees, regardless of compensation system, will be documented by time cards or other accurate and reliable recording systems such as electronic time cards.
- The recorder does not capture the exit times. Overtime hours are not adequately captured.
- FLA Benchmark
- Country Law/Legal Reference
- Factory

Timely Payment

- All compensation shall be paid in a timely manner. Payments to workers are up to 2 weeks late at times.
- Factory

House of Work

- Provided 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 in regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime, and (ii) be entitled to at least one day off in every seven day period.

Overtime Compensation

- FLA Benchmark
- Country Law/Legal Reference
- Factory
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 at least equal to their regular hourly compensation rate.