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 14 in.) paper. To print the charts, please make sure to select “legal” size paper from Print properties.
<table>
<thead>
<tr>
<th>Country</th>
<th>FLA Audit Profile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thailand</td>
<td>Already Implemented</td>
</tr>
</tbody>
</table>

**3. Child Labor**

- **Number of workers reported**: 168
- **Workers interviewed**: 44
- **Interviewed workers**: Satisfied with the policies for pregnant employees
- **Unused leaves**: Paid if employee gives notice
- **Workers interviewed**: 44
- **Interviewed workers**: Satisfied with the policies for pregnant employees

**4. Harassment or Abuse**

- **Employee file and Management Interview**: Needs further follow-up on inclusion of the policy in briefing of workers
- **Document review**: Needs further follow-up on the removal of forced labor
- **Document review**: Needs further follow-up on inclusion of the policy in briefing of workers
- **Written guidelines**: Needs further follow-up on the removal of forced labor

**FLA Audit Profile**

- **FLA Audit Profile**: Needs further follow-up on the removal of forced labor
- **FLA Audit Profile**: Needs further follow-up on the removal of forced labor
- **FLA Audit Profile**: Needs further follow-up on the removal of forced labor

**Hiring Process**

- **Documentary requirements**: Needs further follow-up on the removal of forced labor
- **Documentary requirements**: Needs further follow-up on the removal of forced labor
- **Documentary requirements**: Needs further follow-up on the removal of forced labor

**Fire Safety**

- **Exit signs not corrected**: Luminous or lighted exit signs must be used
- **Exit signs not corrected**: Luminous or lighted exit signs must be used
- **Exit signs not corrected**: Luminous or lighted exit signs must be used

**Pregnancy**

- **Pregnancy interview and payroll cross-checking**: Needs further follow-up on the removal of forced labor
- **Pregnancy interview and payroll cross-checking**: Needs further follow-up on the removal of forced labor
- **Pregnancy interview and payroll cross-checking**: Needs further follow-up on the removal of forced labor

**Grievances**

- **Written procedures already provided**: Needs further follow-up on the removal of forced labor
- **Written procedures already provided**: Needs further follow-up on the removal of forced labor
- **Written procedures already provided**: Needs further follow-up on the removal of forced labor

**Social Security and Benefits**

- **No proper fire extinguisher**: Acquire adequate amount of fire extinguisher
- **No proper fire extinguisher**: Sufficient illumination during power outage
- **No proper fire extinguisher**: Sufficient illumination during power outage

**Educational and Skills Development**

- **Management training & supervision**: Brief all employees about the new policy
- **Management training & supervision**: Brief all employees about the new policy
- **Management training & supervision**: Brief all employees about the new policy

**Supervision and Management**

- **Management interview**: Needs further follow-up on the removal of forced labor
- **Management interview**: Needs further follow-up on the removal of forced labor
- **Management interview**: Needs further follow-up on the removal of forced labor

**Management Information Systems**

- **No proper fire extinguisher**: Acquire adequate amount of fire extinguisher
- **No proper fire extinguisher**: Sufficient illumination during power outage
- **No proper fire extinguisher**: Sufficient illumination during power outage

**Employment**

- **No proper fire extinguisher**: Acquire adequate amount of fire extinguisher
- **No proper fire extinguisher**: Sufficient illumination during power outage
- **No proper fire extinguisher**: Sufficient illumination during power outage

**Conclusion**

- **Management training & supervision**: Brief all employees about the new policy
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**FLA Audit Profile**

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### Wage and Benefits Posting

Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage set by law. In case the minimum wage is changed, employers will adjust salaries accordingly. Employers are required to post the current minimum wage, changes in minimum wage, bonuses, and other benefits in a prominent location, such as posting of evacuation plans, and visual inspection.

### Right to Freely Associate

Consent, or there is an agreement with the labor union. For reasonable requested by the labor union. For members of the welfare committee or when

### Record Maintenance

Notification of Ministry of Interior and Notification of Ministry of Industry, as copies of legal code or law, will be kept at the factory. Records and files shall be retained at least until the expiry of the period for which they are intended, on the condition that they continue to be useful for the purposes for which they were created, and for at least 15 years after the end of the period of retention.

### Ventilation/Electrical/facility maintenance

FLA Code/ Compliance issue

### PPE

Workers shall wear appropriate protective clothing, such as hard hats, safety shoes, safety glasses, and apron, including emergency eye wash. Suitable chemical/oil and also emergency eye wash, aid boxes easily accessible at all times, i.e., supply at each section and regularly inspect to requirements.

### PC Remediation plan

Non-compliance

### FLA Code/ Compliance issue

Non-compliance

### Notification of Ministry of Interior and Notification of Ministry of Industry

All chemicals and hazardous substances, including medical waste.

### IEM Findings

Management or Company Review of document; Document review, Worker interview and Visual inspection

### Implementation

Management or Company Review of document; Document review, Worker interview and Visual inspection

### Status

Pending; On-going; Completed; In Progress; Incomplete; Final Report

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>B15</td>
<td>Minimum wage</td>
<td>Incomplete</td>
</tr>
<tr>
<td>B16</td>
<td>Bonuses</td>
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</tr>
<tr>
<td>B17</td>
<td>Holiday</td>
<td>Incomplete</td>
</tr>
<tr>
<td>B18</td>
<td>Social Security</td>
<td>Incomplete</td>
</tr>
<tr>
<td>B19</td>
<td>Insurance</td>
<td>Incomplete</td>
</tr>
<tr>
<td>B20</td>
<td>Retirement</td>
<td>Incomplete</td>
</tr>
<tr>
<td>B21</td>
<td>Sick leave</td>
<td>Incomplete</td>
</tr>
<tr>
<td>B22</td>
<td>Maternity leave</td>
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</tr>
<tr>
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<tr>
<td>B24</td>
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</tr>
<tr>
<td>B25</td>
<td>Weekly</td>
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</tr>
</tbody>
</table>

### Observation Notes

- Factory is aware that minimum wage will be increased. As of this audit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage.

- The worker who comes to work late will receive a bonus (except diligence incentive and incentives).

- New minimum wage effective January 1, 2006 as well as change in minimum wage, bonuses of other workers who are defined, but there is a need to follow up whether the bonus payment will be included in the total payment of workers.

- Eligibility for holiday is based on the number of years of service. The election process of Welfare Committee is required to be held. Welfare Committee newly elected in September 2005 and September are also available.

- The wage and benefit payment will be completed once a month. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage.

- The company has provided a planned meeting schedule for the welfare committee. The meeting in December and January are also available.

- Factory is aware that minimum wage will be increased. As of this audit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage. As of this visit, only 35% of workers have their original wages increased from the minimum wage.
### Unauthorized Subcontracting

Overtime Limitations

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 33 hours per week (plus 48 regular hours) and Dec' 05 and Dec' 06 and (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws do not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least 24 hours rest per week.

### Legal Compliance for Holiday/Leave

#### FLA Code/Compliance Issue

- **Advance to Fix Any Day as a Weekly Rest Day**: Employer and employee may agree in advance to fix any day as a weekly rest day. The employee must be paid for that day at a rate of remuneration not less than the rate for normal work. When the employee is paid in cash, the employee is entitled to the number of days' pay for 24 hours' work.
- **Medical Certificate and Sick-Leave**: The employee shall be entitled to take sick-leave for such days as the employee is actually ill. The employee must provide a medical certificate for absence from work. The amount paid for sick leave must be equivalent to the minimum wage for the time spent on sick leave.
- **Compensation**: There must be a reasonable attempt to arrange the employee's return to work after sick leave. The employee must be paid for the time spent on sick leave at the minimum wage.
- **No Overtime Payment**: Employees are not entitled to overtime payment for any work done on the day of sick leave.
- **Compensation for Medical Expenses**: The employee is entitled to receive compensation for medical expenses incurred in connection with the employee's illness. The compensation must be at least 0.228 and 0.232 mins. (or 13.7 and 13.9 secs.) for each minute spent in making the bow including the time spent in making the knot on the thread; 0.27 mins. (or 16.9 secs.) for making the small ribbon to be attached to the metal slide adjuster.

#### FLA Benchmark

- **Subcontractors**: Subcontractors including their compliance with FLA Benchmark must be provided. Designate a person-in-charge to oversee subcontractors including their compliance with FLA Benchmark.
- **Rest Day Cannot Be Avoided**: Ensure that a rest day cannot be avoided, ensure that a rest day is not against local laws. Re: holiday leave of over two days. Inform all employees of the dates of holiday leaves and document required for submission for sick leave including payment and availability of sick leave including Formulate a clear policy and procedures on the documents required for submission for sick leave including payment and availability of sick leave including Formulate a clear policy and procedures on the documents required for submission for sick leave including payment and availability of sick leave.

#### Risk of Non-Compliance

- **FLA Non-compliance**: All hourly wages, piecework, bonuses, and other special bonuses (except diligence compensation rates) are calculated. Post all the necessary payments of wages and benefits and how they are calculated. Provide briefing for all the employees about this. Include in briefing of incoming workers.

#### Evidence of Non-Compliance

- **IEM Findings**: Investigation, interview, payroll and time record, data and analysis, and supporting documentation. The auditor asked for factory documents required for proving compliance. The auditor asked for factory documents required for proving compliance. The auditor asked for factory documents required for proving compliance.
- **Management or Company Follow-Up**: Management or Company Follow-up for holiday/leave non-compliance. Management or Company Follow-up for holiday/leave non-compliance. Management or Company Follow-up for holiday/leave non-compliance.

#### PC Remediation Plan


#### Non-Compliance

- **FLA Benchmark Compliance**: There is no control system for overseeing subcontractors including their compliance with FLA Benchmark. There is no control system for overseeing subcontractors including their compliance with FLA Benchmark. There is no control system for overseeing subcontractors including their compliance with FLA Benchmark. There is no control system for overseeing subcontractors including their compliance with FLA Benchmark. There is no control system for overseeing subcontractors including their compliance with FLA Benchmark.
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