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 on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

5. Nondiscrimination

Access to Facilities

Access to food, water, toilets, medical care or health clinics or any other public health before they shall be permitted to work. No food preparation shall be prepared, stored, and served in a hazardous environment including medical waste. Provide workers with appropriate PPE and break areas where possible.

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Employers recognize the right of employees to freedom of association and collective bargaining. Payment of wages shall be in accordance with the prevailing industry wage. The labor contract used by our factory are the standard contracts formulated by the local government. Henceforth, the labor contract used by our factory is the local government standard contract. However, only a small part of our workforce use the local government standard contract. Employees and employers will honor in good faith, for the term of the labor contract, the obligations arising therefrom, as defined in the labor contract. Employees will be able to take legal actions against the employer in case of breaches of the labor contract.

In any case where the industrial relations system allows contractual terms to be set at the enterprise, bargaining units and trade unions must be involved. Contract terms must be reviewed regularly. Workers will be able to make representations to management and to the trade union. The employer must respond to these representations. The terms of the contract will be at least the minimum terms specified by law, as determined by the local labor administration.

The Chinese constitution guarantees freedom of association; however, the Trade Union Act effectively excludes private sector employees and others who are not unionized from the right to strike. As a consequence, certain unions as the exclusive bargaining agent, employers who are subject to the labor contract used by our factory are not in compliance with the Declaration of Compliance.

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Security guard Licenses

Art. 3.3 of Decision on Reorganizing Security Management interviewed.
Workers interview.
Payroll review.

Records review (paper copy).
Workers interview.

Payment for leaves and holidays; allowance and other working hours / days as reflected in the employees' payroll records.
Prepare only one set of payroll records that will include all working hours.

Production loading should be based on normal working days and not on delivery schedules, the factory will find some suitable time to allow workers to catch up. However, during peak months, we reach 66 hrs/week as allowed by the local labor bureau and with the workers' consent.

Factory agrees and will rectify immediately.
Employee handbook now contains annual leave availability and payment.
Employee handbook now contains annual leave availability and payment.

The factory had a new payroll system in December 2005. This system contains an accurate record of each employee's working and rest hours. The system is user-friendly and the factory will ensure that the records are updated daily.
Attendance records.
Attendance records.

In order to prevent mistakes from manual entries, our computer department has asked a computer company to develop a new program to monitor and control working hours. The new program will be in place by the end of March 2006. The third version is a simplified version of the first. The third version is a simplified version of the first. The third version is a simplified version of the first.

Payroll records for March 2006, month of visit, were not checked.
Employee handbook now contains annual leave availability and payment.
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Employees are required to keep their attendance records in the factory for the last 3 years in case of any legal dispute. The company reserves the right to check the employees' records at any time.
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One of the most critical aspects of the factory's operations is the management of working hours. The factory is committed to respecting the legal provisions on overtime hours and rest days. In order to prevent mistakes from manual entries, the factory has asked a computer company to develop a new program to monitor and control working hours. The new program will be in place by the end of March 2006. The third version is a simplified version of the first. The third version is a simplified version of the first. The third version is a simplified version of the first.

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