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

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6. Health and Safety

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.

Factory Response (Optional) Company follow up (Cite Documentation Completed; Status)

- FLA Benchmark Non-compliance Risk of Non-compliance  Evidence of Non-compliance (uncorroborated)  FLA Code/ Compliance Issue Country Law/Legal Requirement
- Remediation plan Target date of follow up)
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- Country Law/Legal Requirement
- Remediation plan
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7. Freedom of Association and Collective Bargaining

Employers will recognize and respect the right of employees to freedom of association and collective bargaining. The right to freedom of association begins at the time that a worker seeks employment, and continues through the course of employment.
| FLA Code/Compliance Issue Country Law/Legal Reference | FLA Benchmark Non-compliance Risk of Non-compliance Evidence of Non-compliance (uncorroborated) If not corroborated, explain why Sources/Documentation used for corroborating Notable Features implemented by PC Remediation plan Target Completion Date Factory Response (Optional) Company follow up (Cite date of follow up) |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| **Employee Rights** |  **Payment of Wages** | The wages of every person employed shall be paid on or before the expiry of the seventh day. The payment of wages Act 1936 (section 5). | The factory management has not ensured to pay the regular wages and benefits to the workers in a timely manner. The management paid the wages in two installments. The workers have not been paid in a timely manner. It is not clear whether the payment is being recorded in B sheets or not. The workers have not been paid in a timely manner. | Daily cash book, ledger, workers interview and management interview. | remedy needs to be taken by the factory and paid in a timely manner and according to the legal requirement. | **August 31, 2006** | **The factory management is fully committed to reduce the rest day work and excess OT works in future. If off days work is required, under extra ordinary business circumstances, the compensatory leave will be provided as per law and the reasons for excessive OT work will be recorded in separate record. All weekly hours and rest day works will be recorded in the same time card and pay slip sheet for compensation. All kind of payments will be made by 7th. All workers will be advised not to remain absent or on leave during salary payment.** |
|  |  **Wages and Benefits** | Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits. | This factory has not ensured to pay the regular wages and benefits to the workers in a timely manner. The management paid the wages in two installments. The workers have not been paid in a timely manner. It is not clear whether the payment is being recorded in B sheets or not. The workers have not been paid in a timely manner. | Daily cash book, ledger, workers interview and management interview. | remedy needs to be taken by the factory and paid in a timely manner and according to the legal requirement. | **August 31, 2006** | **The factory management is fully committed to reduce the rest day work and excess OT works in future. If off days work is required, under extra ordinary business circumstances, the compensatory leave will be provided as per law and the reasons for excessive OT work will be recorded in separate record. All weekly hours and rest day works will be recorded in the same time card and pay slip sheet for compensation. All kind of payments will be made by 7th. All workers will be advised not to remain absent or on leave during salary payment.** |
| **Training and Education** |  **Payment of Wages** | The wages of every person employed shall be paid on or before the expiry of the seventh day. The payment of wages Act 1936 (section 5). | The factory management has not ensured to pay the regular wages and benefits to the workers in a timely manner. The management paid the wages in two installments. The workers have not been paid in a timely manner. It is not clear whether the payment is being recorded in B sheets or not. The workers have not been paid in a timely manner. | Daily cash book, ledger, workers interview and management interview. | remedy needs to be taken by the factory and paid in a timely manner and according to the legal requirement. | **August 31, 2006** | **The factory management is fully committed to reduce the rest day work and excess OT works in future. If off days work is required, under extra ordinary business circumstances, the compensatory leave will be provided as per law and the reasons for excessive OT work will be recorded in separate record. All weekly hours and rest day works will be recorded in the same time card and pay slip sheet for compensation. All kind of payments will be made by 7th. All workers will be advised not to remain absent or on leave during salary payment.** |

During our audit found “B-Sheets” still being maintained until May 2006. Manual and computerized systems both show legal hours being recorded in separate records, and all excess hours over the legal limit are recorded in B Sheets. Follow-up conducted on 6/20/06.

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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 or, where the laws of such country will not allow 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.

Ongoing
Workers interview and inspection of payroll records

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 compensation.

2006
Factory management is fully committed to reducing excessive overtime. Workers have been trained that overtime work is voluntary and they may refuse if they want. Improvements in this area and find other solutions to high production targets, so that workers no longer need to work over the legal limit. Follow-up conducted on 6/20/06.

August
Factory Management has taken the following steps to reduce excessive OT and 8 day work in factories. Reducing overall orders in excess of factory capacity. Proper production planning for 8 working hours as per time study record. With concerned effort and monitoring production floor personnel increased work lasting for finishing areas. Developing a safety and training programs. By avoiding change of style frequently. Providing legal compensations as and when required. Offering overtime for regular presence of the workers. Developing a timely supply chain from stores to finishing level for better productive efficiency. In future, if 8 day work is required, under above circumstances, compensatory time will be provided as per law so that workers are not required to work more than consecutive 10 days.

Factory Response (Optional)
Company follow up (Cite Reference)

Documentation Completed; Features implemented

Status
Pending; On-going

Completion Date
6/20/06

Ongoing
Workers interview and inspection of payroll records

Although the management had circulated a notice for voluntary OT but they could not refuse OT and had to work for 13 hours in days. The production target is also very high and some time the worker (those who could not fulfill their target) had to work over night.

In Dec 04 cleaner worked consecutively 21 days and finishing section for 13 days. In January 05 cleaner, finishing, QC, helper, operator and finishing section workers worked for 11 days. In June 05 cleaners worked for 21 days and finishing section workers worked for 11 days. In July 05 cleaners worked for 11 days and QC, helper, finishing section workers worked for 13 days. In August 05 cleaners worked for 11 days and finishing section workers worked for 14 days. In September 05 cleaners worked for 11 days and finishing section workers worked for 14 days in a row. In October 06 cleaners required/finishing section workers worked for 31 days continuously.

Ongoing
Factory interview and inspection of payroll records

Factory needs to ensure all workers have notice for overtime.

The Factory Management has identified the following issues:
1. Workers shall be required to work in a factory for more than nine hours in any day. Provided that, subject to the provisions of section 51 of the Factory Act, 1965 (section 51). The decision in extraordinary business circumstances, employees will (i) 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 or, where the laws of such country will not allow 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. An extraordinary business circumstances is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable efforts.

Time records (B sheet) for excessive OT and working in weekly holidays (month of Dec 04, Jan 05, May 05, June 05, July 05, Aug 05, Sep 05 and Oct 05).

Time recording sheets (B sheet for the month of Dec 04, Jan 05, May 05, June 05, July 05, Aug 05, Sep 05 and Oct 05) for excessive OT worked and attention alternative solutions to reduce the hours of work.

Ongoing
Factory interview and inspection of payroll records

Management needs to identify reasons/causes for the excessive hours worked and determine alternative solutions to reduce the hours of work.