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.
Remediation

Findings

There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or use of children younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

Forced Labor

Company follow up (Cite date of follow up) 17-18th Aug 2005

Vietnam10008476D

Global Standards

PC Remediation plan  Target 2005

Phillips Van Heusen

Product(s) Garment

Cutting-Sewing-Packing-Embroidery

Processes

Code Awareness

FLA Audit Profile

FLA Principle of Monitoring, Obligation of Companies: Establish and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as licensees, contractors and suppliers.

Factory is several months late to sign renewal of labor contracts for workers. (i.e. contracts from June are still not signed in August) At present, factory is not working without contract and did not receive a copy of their contract in a timely manner.

Employers must have a system of progressive disciplinary practices (e.g., escalating discipline, using steps such as verbal warning, written warning, suspension and termination).

Factory is several months late to sign renewal of labor contracts for workers. (i.e. contracts from June are still not signed in August) At present, factory is not working without contract and did not receive a copy of their contract in a timely manner.

Employers must have a system of progressive disciplinary practices (e.g., escalating discipline, using steps such as verbal warning, written warning, suspension and termination).

Factory now has a system of progressive disciplinary practices (e.g., escalating discipline, using steps such as verbal warning, written warning, suspension and termination).

Employers must have a system of progressive disciplinary practices (e.g., escalating discipline, using steps such as verbal warning, written warning, suspension and termination).

Factory has a grievance policy which will be communicated to all workers where they can raise issues of concern to factory management without risk of retaliation or negative repercussions by 1

OCT 05 Grievance Procedure:  Step 1: The immediate supervisor, Step 2: The Department Head, Step 3: Vice General Director.

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OCT 05 Grievance Procedure:  Step 1: The immediate supervisor, Step 2: The Department Head, Step 3: Vice General Director.

Non-discrimination

Article 27 of labor code: A female employee may return to work before the expiration of her statutory maternity leave or post-natal leave if a doctor's certificate confirming that early resumption of work does not affect her health and does not prejudice her health and the employee is given the leave extension.

There is no system set up to monitor if the factory is not checking or requiring permission from pregnant women.

Employers must ensure that pregnant women are not engaged in work that creates substantial risk to the health of the pregnant woman.

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### Facilities Management

**Category:** Safety, Health and Safety

**Issue:** Fire Safety

**Description:** The factory needs to have an effective fire emergency plan. It should be available to all employees, and all employees should be trained in its use.

**Detailed Findings:**
- **Non-compliance:** The evacuation plan is not available to all employees.
- **Status:** On-going
- **Corrective Action:** Provide additional CPR/first aid training to management and key personnel.

**Records Review:**
- Visual inspection

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**Aisles will be kept clear of all materials, boxes and product crates.**

- **Non-compliance:** Aisles are not clear of all materials, boxes and product crates.
- **Status:** On-going
- **Corrective Action:** Aisles need to be kept clear of all materials, boxes and product crates.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**Aisles need to be kept clear of all materials, boxes and product crates.**

- **Non-compliance:** Aisles are not clear of all materials, boxes and product crates.
- **Status:** On-going
- **Corrective Action:** Aisles need to be kept clear of all materials, boxes and product crates.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue


- **Non-compliance:** Evacuation plan is not available to all employees.
- **Status:** Completed
- **Corrective Action:** Evacuation plan needs to be made available to all employees.

**Records review:**
- Visual inspection

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**Fire Safety**

- **Non-compliance:** Fire safety equipment is not available to all employees.
- **Status:** On-going
- **Corrective Action:** First aid kits need to be provided with appropriate items.

**Records review:**
- Visual inspection

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**First aid kits need to be stocked with the appropriate first aid items, and need to be checked on a periodic basis.**

- **Non-compliance:** First aid kits are not stocked with appropriate items.
- **Status:** On-going
- **Corrective Action:** First aid kits need to be stocked with appropriate items.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**First Aid Training**

- **Non-compliance:** Factory last conducted First Aid training in Dec. 2003 for 18 people, half of whom have since left the factory. Nine remaining first aiders are insufficient for a factory this size which lacks a clinic.
- **Status:** Completed
- **Corrective Action:** CPR/first aid training to all management and key personnel.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**Chemical Management**

- **Non-compliance:** Chemical and hazardous substances need to be properly labelled and stored in accordance with applicable laws. Workers should receive training, including proper procedures for use of chemicals and other hazardous substances.
- **Status:** On-going
- **Corrective Action:** All chemicals and hazardous substances need to be properly labelled and stored in accordance with applicable laws. Workers should receive training, including proper procedures for use of chemicals and other hazardous substances.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**Production**

- **Non-compliance:** Production equipment is not available to all employees.
- **Status:** On-going
- **Corrective Action:** Production equipment needs to be available to all employees.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

**Maintenance**

- **Non-compliance:** Maintenance equipment is not available to all employees.
- **Status:** On-going
- **Corrective Action:** Maintenance equipment needs to be available to all employees.

**Visual inspection:**
- Records review

**Documentation:**
- FLA Code/Compliance issue

**Sources/Documentation used for corroborating purposes:**
- FLA Code: FLA Code/Compliance issue

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<td>Country</td>
<td>Law/Legal Reference</td>
<td>FLA Benchmark</td>
<td>Non-compliance</td>
<td>Risk of Evidence of Non-compliance (uncorroborated)</td>
<td>Remediation Plan</td>
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<td>Remediation plan needs to be put into practice</td>
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**Other Wage Benefits Awareness**

- Article 62 of the labor code: An employee shall be entitled to an annual leave with full pay as follows: 14 days for employees working in normal working conditions, 14 days for employees working in heavy, basic or dangerous jobs (industrial sewing)
- Factory is required to provide employees with their wages calculation, incentive systems, benefits and bonuses in their native language. Factory has no wage scale policy. Stitching and other workers engaged in hard/hazardous work as defined by local law are entitled to 14 days annual leave. Factory lacks clear communicated policy & workers are unaware of it. Remediation plan needs to be put into practice |
- History paid under the minimum wage in each stoppage case in 2006. No recent incidents, but factory has had no wage scale policy to date. It has been amended according to law or announced to workers & staff. Remediation plan needs to be put into practice |
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**Other Legal Benefits**

- Article 74 of labor code: An employee shall be entitled to annual leave with full pay as follows: 14 days for employees working in normal working conditions, 14 days for employees working in heavy, basic or dangerous jobs (industrial sewing)
- Factory is required to provide employees with their wages calculation, incentive systems, benefits and bonuses in their native language. Factory has no wage scale policy. Stitching and other workers engaged in hard/hazardous work as defined by local law are entitled to 14 days annual leave. Factory lacks clear communicated policy & workers are unaware of it. Remediation plan needs to be put into practice |
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**Factory Remediation Plan:**

- Remediation plan needs to be put into practice |
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**Factory Follow-up:**

- Follow-up date: 2/20/2006 |
- Follow-up date: 2/20/2006 |
- Follow-up date: 2/20/2006 |
- Follow-up date: 2/20/2006 |
- Follow-up date: 2/20/2006 |
- Follow-up date: 2/20/2006 |

**Documentation:**

- Records review |
- Records review |
- Records review |
- Records review |
- Records review |
- Records review |

**Status:**

- Completed |
- Completed |
- Completed |
- Completed |
- Completed |
- Completed
October 1, 2005

Ensure all workers are not working in excess of 60 hours per week.

Evidence of Non-compliance (uncorroborated)

Workers frequently work OT in excess of law and code limits 60 hours/week.

Completed;

FLA Code/ Compliance issue

Circular No. 15/2003/TT-BLDTBXH dated Jun 3rd 2003:

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week; or (b) 40 hours per week in countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.

Ongoing

The overtime must not exceed 4 hours

a day, 16 hours a week, 14 hours in 4 consecutive days and 300 hours a year.

October 1, 2005

Record review;Worker interview

Workers frequently work OT in excess of law and code limits 60 hours/week.

Completed

FLA Code/ Compliance issue

Circular No. 15/2003/TT-BLDTBXH dated Jun 3rd 2003:

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Ongoing

The overtime must not exceed 4 hours

a day, 16 hours a week, 14 hours in 4 consecutive days and 300 hours a year.

Record review;Worker interview

Ensure all workers are not working in excess of 60 hours per week.

2/20/2006 Majority are working within 60 hours a week, except a number of workers in line 17-19 reached 70 hours per week in Oct. Starting from Nov 2005 to Jan 2006, factory comply with 60 hours a week. This has been verified through review of payroll and attendance records, and through worker interviews.

October 1, 2005

Record review;Worker interview

Workers worked from 1-5 Sundays per month without compensating day off.

Completed

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Record review;Worker interview

Ensure all workers are not working in excess of 60 hours per week.

2/20/2006 Majority have been given one day off per week from Sept 05 – Feb 06. This has been verified through review of worker interviews.

October 1, 2005

Record review;Worker interview

Workers work OT in voluntary basis now and confirmed with workers that warning letters was only issued if workers signed and promised to work OT but finally left without informing the supervisors. This improvement was verified through documentation and worker interviews.

October 15, 2005

Update work rules according to the current law.

Factory work rules not up to date with current laws & regulations New have yet to be signed or approved.

Article 5 of Decree 41/CP

October 17, 2005

Factory needs to implement a system to ensure that overtime is voluntary

Revised work rules according to the current law.

Factory work rules not up to date with current laws & regulations New have yet to be signed or approved.

Article 5 of Decree 41/CP

September 17, 2005

Record review;Worker interview

Employees are not informed about the wage rate for the overtime period work that could not have been anticipated or alleviated by other reasonable efforts

Completed

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Record review;Worker interview

Ensure all workers are not working in excess of 60 hours per week.

2/20/2006 This issue has been corrected and verified through review of payroll and attendance records.

October 1, 2005

Record review;Worker interview

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