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.
Machinery Maintenance

Safety Equipment

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

No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or

Monetary Fines and Penalties

4. Harassment or Abuse

for completing compulsory education in the country of manufacture where such age is higher than 15.

No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age

2.Forced Labor

Awareness of Code

Worker/management

FLA Code/ Compliance issue

Number of workers

PC(s)

Date(s) in facility

IEM

Country

FLA Audit Profile

1124

July 25-26, 2005

Dormitory rooms are very dusty.

Found Lift door can open manually by

control system, which can not be

re-opened.

Factory has stopped manual

cleaning and replaced spot cleaner with washing

machine (cleaning with water).

Factory has stopped manual

cleaning and replaced spot cleaner with washing

machine (cleaning with water).

Factory has been applying safety &

chemicals in handling the chemicals.

Factory has been applying safety &

chemicals in handling the chemicals.

Factory has been applying safety &

chemicals in handling the chemicals.

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Factory has been applying safety &

chemicals in handling the chemicals.
Overtime 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 exceed thirty six hours.

According to the Factory Act amended in 1995, according to the regulations of the Ministry of Labor, the factory has been implementing the overtime form system.

Factory has almost completed implementation of the overtime form system. The factory management confirms that they have abolished the unfair meal charge to workers and reduced the regular working hours from 68 hours per week to 60 hours per week. The regulation was issued shortly after the factory signed the FLA agreement, and was implemented after the new workers sign an authorization letter to give their agreement on such deduction of meal/dorm fee and any other charges imposed by the government. New workers sign an authorization letter to give their agreement on such deduction of meal/dorm fee and any other charges imposed by the government. Factory management confirms that the new workers sign the authorization letter to give their agreement on such deduction of meal/dorm fee and any other charges imposed by the government. Factory has refunded the excessive meal charge to workers and voluntary interview, records and review of workers’ handbook were conducted to obtain workers’ signatures.

Factory has started to implement this policy since May 2005. Factory has completed deductions and issued a policy that all workers will provide all legally mandated benefits to all employees and voluntarily interview workers and management.

Factory has refunded the excessive meal charge to workers and voluntary interview, records and review of workers’ handbook were conducted to obtain workers’ signatures.

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