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.
<p>| FLA Audit Profile | Country | Facility name | FLA Code | FLA Benchmark | Total Nurses | Total Workers | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |
|------------------|---------|---------------|----------|---------------|-------------|---------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| <strong>Nondiscrimination</strong> |        |               |          |               |             | 800           | Reebok International, Ltd. and Nike, Inc. | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |
| <strong>Harassment or Abuse</strong> |        |               |          |               |             |               | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |
| <strong>3. Child Labor</strong> |        |               |          |               |             |               | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |
| <strong>4. Harassment or Abuse</strong> |        |               |          |               |             |               | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |
| <strong>5. Nondiscrimination</strong> |        |               |          |               |             |               | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |
| <strong>6. Freedom of Association and Collective Bargaining</strong> |        |               |          |               |             |               | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile | FLA Audit Profile |</p>
<table>
<thead>
<tr>
<th>FLA Code/FLA Benchmark</th>
<th>Country Law/Labor Relations (HR)</th>
<th>Non-compliance</th>
<th>Risk of non-compliance</th>
<th>FLA Fact Sheet</th>
<th>IEM Findings</th>
<th>PC Remediation plan</th>
<th>Target Completion Date</th>
<th>Factory Response</th>
<th>Documentation</th>
</tr>
</thead>
</table>
| 8                      | Workers who are entitled to 12 days of vacation; employees who are entitled to 15. | 2
|                        | Employees will provide all legally mandated benefits to all employees. Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements. | 2
|                        | Employees are entitled to 11 days of vacation; employees who are entitled to 15. | 2
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|                        | Employees will provide all legally mandated benefits to all employees. Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements. | 2

**Non-compliance:**
- Employees are entitled to 11 days of vacation, but are not entitled to 15.
- Employees are entitled to 15 holidays per year, but are not entitled to 11.
- Employees are entitled to 15 days of vacation, but are not entitled to 11.
- Employees are entitled to 11 days of vacation, but are not entitled to 15.
- Employees are entitled to 15 holidays per year, but are not entitled to 11.
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- Employees are entitled to 15 holidays per year, but are not entitled to 11.
- Employees are entitled to 11 days of vacation, but are not entitled to 15.
- Employees are entitled to 15 holidays per year, but are not entitled to 11.

**Risk of non-compliance:**
- Risk of non-compliance (uncorroborated)
- Evidence of non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)
- Non-compliance (uncorroborated)

**FLA Fact Sheet:**
- Employees are entitled to 12 days of vacation; employees who are entitled to 15.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
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- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
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- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.

**IEM Findings:**
- Employees are entitled to 12 days of vacation; employees who are entitled to 15.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
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- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.

**PC Remediation plan:**
- Employees are entitled to 12 days of vacation; employees who are entitled to 15.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.

**Target Completion Date:**
- Employees are entitled to 12 days of vacation; employees who are entitled to 15.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.

**Documentation:**
- Employees are entitled to 12 days of vacation; employees who are entitled to 15.
- Employees are entitled to 11 days of vacation; employees who are entitled to 15.
- Employees are entitled to 15 holidays per year, with the last paid according to union and employment agreements.
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