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.
null
### Observations

**Pending**

- Had made a provision of sufficient toilets for female workers in every production floor. Factory is also based on the adidas AG HSE Guidelines to reconsider the actual facility of the factory.

- Total 440 female workers and 19 female toilets. So now 23 female workers are using one toilet.

**Other Visual inspection**

- Functional Effluent:
  - March 23, 2006: Observation from IEM appears to have been for the check of the box found open (security gate 1) completed in April 2006. In addition, periodic maintenance check lists have been set up for ensuring proper electrical connections in every area.

**Chemical Management**

- All chemicals and hazardous substances should be properly labeled and stored in the place of the work or in a separate room. In addition, the factory has submitted proper records and photographs ensuring that MSDS and PPE are being posted and used.

**Firefighters who are trained**

- To effectively train on firefighting equipments; 2. First-aid boxes: One for every 150 workers; 3. If 500 or more workers, there should be a first-aid room as per the Factories Act-1965, Section-44.

**Excessive OT**

- Actual working hours in the area of high level sound /noise like flat knitting section. Metal gloves are not used in the cutting section. Mask and rubber/gum boots are not using in the chemical section.

**Other**

- If any separated workers are not reliable as it only records the legal working hour (8 hour + 2 hours OT = 10 hours a day).

### Documents review and ongoing

- Visual inspection: Visual inspection and worker interview. Further records are maintained for the maintenance of the emergency lighting system; 3. & 4. The pictures of functional emergency exit light are taken. The factory has 1500 workers trained on fire safety. Training is also on-going process and training documentation is kept in files.

### Maintenance

- The factory should have at least one toilet for every 25 females. Factory rules 1979, Sec-27(1) A & B.

### 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.

### Maintenance/Accessibility

- Documents review and ongoing. Photographs Pending 1. The factory has submitted photographs from cutting section confirmed. 2. Factory's general notice lists number of votes workers signed by workers to indicated acknowledgement of having received payment. 3. The factory has submitted payroll records from April 2006 that are signed by workers to indicated acknowledgement of having received payment.

### Maintenance/Accessibility

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<thead>
<tr>
<th><strong>Type of Compliance</strong></th>
<th><strong>Current Compliance</strong></th>
<th><strong>Pending Compliance</strong></th>
<th><strong>Non-compliance</strong></th>
<th><strong>Policies/Standards</strong></th>
<th><strong>Follow-up</strong></th>
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**FLA Tracking Chart**

**Completed**

Pending Factory has submitted payroll records that illustrate all overtime payment is also made on payday.

On-going Factory must maintain credible records of all overtime payment, and these records must include all time worked by employees, whether paid hourly or by the day, from 2/20/2006.

Factory has remitted payroll records which substantiate all overtime payment and hourly wages had been made on payday.

**FLA Compliance**

Factory must pay overtime to all workers who work on weekly holiday, in accordance with the applicable Labor Law. All instances of excessive work must have prior concurrence from Reebok International, LTD.

Factory has remitted payroll records which substantiate all overtime payment and hourly wages had been made on payday.

**PC Remediation Plan**

Target Completion Date: April 1, 2006

Factory management has affixed revenue stamp in all payroll records. Summer payroll records July to August are accepted to be voluntary.

Factory has remitted payroll records which substantiate all overtime payment and hourly wages had been made on payday.

**PC’s Remediation Plan**

Target Completion Date: April 1, 2006

Factory management has affixed revenue stamp in all payroll records. Summer payroll records July to August are accepted to be voluntary.

Factory has remitted payroll records which substantiate all overtime payment and hourly wages had been made on payday.

**Legal**

Factory is requested to submit to Reebok International, LTD a graph of the payroll and a copy of the recreation plan.

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