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.
## Company Verification Follow up Remediation

### 1. Code Awareness

- **5/30/2008**: Received copies of signature page where workers confirmed receiving copies of employment contracts.
- **2/5/2008**: Received signed factory obligation letter.
- **4/6/2009**: Received signed factory obligation letter.
- **3/30/2010**: Received signed factory obligation letter.

Management, Supervisors and Production Workers are provided yearly training on the GFSI code elements and expectations.

### 2. FLA Principle of Monitoring, Awareness of Code

- **Nov 2007**: Management, Supervisors and Production Workers were trained on the GFSI code of conduct and it should be posted. Train employees on the code and add our code to the new employee orientation packet.
  - **4/7/2009**: Received photos of GFSI code posted.
  - **3/30/2010**: Received photos of GFSI code posted.
  - **4/20/2010**: Employee orientation for new employees was updated to include the GFSI code.

### 3. Plant 1 & 2 - New Finding:

- **Interview personnel files reviewed contained an individualized labor contract, however facility does not provide copies of labor contracts. (Title 8, Chapter II, Article 504) all employees must be provided with an original copy of their labor contract.**
- **There is a union representative that employees can voice their grievances to. The factory has the GFSI code of conduct with our e-mail address for employees to contact.**

### 4. Confidential Non-compliance

- **Obligation of Companies:** that all Company factories as well as contractors and suppliers inform their employees about the workplace standards on a regular basis. Companies and factories should include in the employment application and medical examination form.
  - **Immediate**: The medical examination form.
  - **Immediate**: The factory has removed this question from the medical examination form.

### 5. Nondiscrimination

- **No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.**

### 6. Holidays

- **Holidays Collective Bargaining Agreement:** if a holiday falls on a Sunday, the following Monday shall be considered a holiday (time off) with full compensation. On September 16, 2007 (Sunday) was a national holiday. As per a presidential decree effective 2006, if a holiday falls on a Sunday, the following Monday shall be considered a holiday (time off) with full compensation. On September 16, 2007 (Sunday) was a national holiday. As per a presidential decree effective 2006, if a holiday falls on a Sunday, the following Monday shall be considered a holiday (time off) with full compensation.

### 7. GFSI Code of Conduct

- **Document:** The factory will write up a policy on retrenchment. The most common way to accept workers for retrenchment is to select the workers with the least time with the company.
  - **Document:** The factory has removed the question from the collective contract.
  - **Document:** The factory will remove this question from the employment application.

### 8. Health and Safety

- **Other Forms used to record disciplinary actions does not have a section for employees to express their opinion or challenge facility evaluation.**

### Factory Name

- **ALGI**
- **Document:** The factory has removed the question from the medical examination form.
- **Document:** The factory has removed this question from the medical examination form.
- **Document:** The factory has removed this question from the medical examination form.

## IEM Findings Remediation Third-Party Verification

<table>
<thead>
<tr>
<th>Date</th>
<th>Action</th>
<th>Description</th>
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<tbody>
<tr>
<td>Sep 27-28, 2007</td>
<td>Factory Response (Optional)</td>
<td>Follow up (November 9, 2006)</td>
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<td></td>
<td>Company follow up</td>
<td>Company follow up (November 9, 2006)</td>
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<td>Factory walkthrough and employee interviews</td>
<td>Factory walkthrough and employee interviews</td>
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<td></td>
<td>Plant 1 &amp; 2 - New Finding: Facility does not have a confidential means of communication available for workers to directly contact the Participating Company.</td>
<td>Facility does not have a confidential means of communication available for workers to directly contact the Participating Company.</td>
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<td></td>
<td>Plant 1 &amp; 2 - New Finding: The factory has the GFSI code of conduct with our e-mail address for employees to contact.</td>
<td>The factory has the GFSI code of conduct with our e-mail address for employees to contact.</td>
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<td>Plant 1 &amp; 2 - New Finding: The factory has the GFSI code of conduct with our e-mail address for employees to contact.</td>
<td>The factory has the GFSI code of conduct with our e-mail address for employees to contact.</td>
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### Holiday and Disciplinary Policies

- **Holiday and Disciplinary Policies:** every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse. No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
Immediate Employees wear
Facility stain removing station. - No issues were
found by third party auditor.

Factory needs permanent
suppliers of gloves and
safety glasses. Gloves and
safety glasses were not
available to the workers.

Employees operating the
filter mask and eye wash were missing in stain remover and chemical areas (production area D)
A fire extinguisher that was missing from the demarcated area.

Workers shall wear appropriate
PPE Mexican Norm-017 STPS

Third party audit to a new facility. We will take into consideration this point for the new cafeteria.

Factory moved did not find any issues with the cafeteria emergency exits.

Safety Equipment Mexican Norm-001 STPS

The factory has updated
information on changes that have taken place since its restructuring activities.

PC Remediation plan Target Completion (Optional)

Factory Response

Electrical Maintenance  All ventilation, plumbing, electrical,
and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility

Immediate The factory will post the
immediate report 2007-2008

Sanitation in Facility Mexican Norm-001 STPS

1/21/2008 - Received photos of employee wearing
All food preparation shall be

All facilities including factory
buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws

Sanitation in Facility Mexican Norm-001 STPS

1/25/2008 - Received photos of exits C & D and A

All food preparation shall be

All facilities including factory
buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws

1999 Health and Safety Hygiene and Security

The chemical storage
room remains in the same place as observed during the IEM. There has been no improvement in regards to ventilation. The chemical storage room is an enclosed small area with strong odors of toxic fumes.

Facility
Plant 1 - Corrected:

The factory will fix the open outlets in the
compressor room and switch box #4. - Dec 2007

No issues were
found by third party auditor.

Interviews of day shift and
night shift workers confirm that no training has been received on how to use toxic agents. No MSDS was observed in the areas where
chemicals are stored.

Facility
Plant 1 - Corrected:

No issues were
found by third party auditor.

Facility confirmed training was completed.

Dataset for IEM 1. The stain removing machine has an exhaust system that is intended to release the fumes to the outside of the building, nevertheless, the exhaust piping is missing and the machine is presently discharging the fumes inside the work area.

Facility
Plant 1 - Corrected:

All ventilation, plumbing, electrical,
and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility

1993 Health and Safety Facility Maintenance Noise

The company made sure that the factory has proper ventilation conditions.

Sanitation in Facility Mexican Norm-001 STPS

1/21/2008 - Received photos of exits C & D and A

All food preparation shall be

All facilities including factory
buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws

Sanitation in Facility Mexican Norm-001 STPS

1/25/2008 - Received photos of exits C & D and A

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All facilities including factory
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Sanitation in Facility Mexican Norm-001 STPS

1/25/2008 - Received photos of exits C & D and A

All food preparation shall be

1. Sanitation throughout the facility has been modified. Posted evacuation plan is missing actual markings suggested during the IEM as well as changes that have taken place since its restructuring activities.

2. The stain removing machine has an exhaust system that is intended to release the fumes to the outside of the building, nevertheless, the exhaust piping is missing and the machine is presently discharging the fumes inside the work area.

3. Demarcation throughout the facility has faded away. Aisles demarcation is not recognizable.

4. The stain removing machine is not operational. It was turned off due to a potential leak and will be fixed upon the required repairs. It has not been in operation for more than 6 months.

5. No MSDS was found in the chemical areas.

6. There is a lack of signage for the area where chemicals are stored.

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February 25, 2008 - Received photos of monthly cleaning.

January 21, 2008 - Received photos of employee wearing PPE. Received photos of PPE signage showing the proper use of masks.

The factory implemented a monthly cleaning of walls, feed rails, lamps, etc. in order to reduce the amount of particles in the air. - October 2007

New Findings Plant 2:
- Although plant 2 has a good ventilation system, lint was abundant in the sewing areas, notable on employees' heads and bodies.
- Employees working in the stain removing station do not wear the required and available PPE.
- The factory will replace all extinguishers and make sure all have their monthly check tags.
- The factory will post signs that PPE is required in the stain removing station. The factory will also educate supervisors on the need for PPE, so they can share that education with their employees.
- The factory posted signs stating that PPE needs to be worn. Supervisors have been educated on the need for PPE and that they need to ensure that workers are wearing the PPE.

New Findings Plant 1:
- Two first aid kits located in the facility floor were empty.
- The factory hired a third party to conduct a study to assess the health and safety of the factory.
- The factory implemented a monthly cleaning of walls, feed rails, lamps, etc. in order to reduce the amount of particles in the air.
- The factory has posted signs that PPE needs to be worn. Supervisors have been educated on the need for PPE and that they need to ensure that workers are wearing the PPE.

Facility walkthrough:
- Ventilation/Electrical/facility maintenance and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.
- All ventilation, plumbing, electrical, safety, and building systems are in place, maintained as prescribed and accessible to the employees.
- The factory will post signs that PPE is required in the stain removing station. The factory will also educate supervisors on the need for PPE, so they can share that education with their employees.
- The factory posted signs stating that PPE needs to be worn. Supervisors have been educated on the need for PPE and that they need to ensure that workers are wearing the PPE.

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- The factory posted signs stating that PPE needs to be worn. Supervisors have been educated on the need for PPE and that they need to ensure that workers are wearing the PPE.
### 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 Factory Management or Company PC Remediation plan

### Target Completion Date

#### Factory Response

Optional

#### Company follow up

Documentation Completed; Pending; On-going

#### External Verification (09/27/07 and 09/28/07)

#### Documentation Company Follow up

Cite date of planned or follow up visit, if appropriate

#### PC Remediation plan

11/30/2007

#### Target Completion Date

#### Factory Response

Optional

#### Company follow up

Documentation

### Miscellaneous

**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 at least equal to their regular hourly compensation rate.

- **Plant 1 & 2 - New Finding:** September 16, 2007 (Sunday) was a national holiday. As per a presidential decree effective 2006, if a holiday falls on a Sunday, the holiday shall be observed on the following Monday. The factory shall comply with applicable law for premium rates for overtime compensation.

- **Collective Bargaining Agreement:** workers shall be compensated at minimum double pay when working on a holiday.

- The factory will review the CBA and speak with union reps to make sure they understand this policy. The union rep approved working on September 17th. The factory will work with the union to change the CBA to follow the presidential declaration.

**30-Jan**

The factory will work with the union representative on work days and overtime. The union representative will give the ok on work days and overtime.

**1/25/2008**

- Received copy of Presidential Decree

- Document review, worker and management interviews