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.
Employers will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct ... toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.

B.1. Per FLA Benchmarks VB, Health and Safety: Fire Safety / Evacuation

- Certificates of fire safety training and recent records of fire evacuation drills are posted on public notice board. Certificates of fire safety training and records of fire evacuation drills are kept on file.

- No current fire permit posted. Obtain and post current local fire permit in a public place. 15-Oct-02 Local fire department does not issue fire permits. The certificates posted on public notice board and kept on file.

- PC's compliance staff verified that fire safety training certificates posted on public notice board and kept on file.


- Pregnancy test was performed prior to January 2002. The ongoing action plan has been that Adidas Salomon/brand will follow up with female employees who had been interviewed and trained on the workplace standards orally and through the posting of workplace standards in a prominent place in the local language for employees and managers and unilaterally other activities to educate employees about the standards on the job.

- As per employee interviews, no pregnancy testing has been performed or required and no pregnancy on the employment application. 2. Post the non-discriminatory hiring policy in a public place in the factory.

- Employees will utilize progressive discipline, e.g., escalating discipline using steps such as verbal warning, written warning, suspension, termination. Any exceptions to this discipline will be documented in writing and clearly communicated to workers. Employers will allow consistent written disciplinary positions that are applied fairly among all workers.

Employers will utilize progressive discipline, e.g., escalating discipline using steps such as verbal warning, written warning, suspension, termination. Any exceptions to this discipline will be documented in writing and clearly communicated to workers. Employers will allow consistent written disciplinary positions that are applied fairly among all workers.

- Employers will not use pregnancy tests or the use of contraception as a condition of hiring or of continued employment. Employers will not require pregnancy testing of female employees, except as required by national law.
40 employees.

...toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.

Based on this formula, there should be 20 toilets for women, and the factory has 22 so this is in compliance. If ... practice, install 5 additional women’s toilets to improve the ratio of toilets per female workers from 1:30 to 1:25.

All

Per FLA Code Benchmark V. Health and Safety:

<table>
<thead>
<tr>
<th>Workplace cleanliness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bathrooms/Canteen/Toilets</td>
</tr>
<tr>
<td>FLA Benchmark</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>Bathrooms per 100 employees</td>
</tr>
<tr>
<td>Canteen per 100 employees</td>
</tr>
<tr>
<td>Toilets per 100 employees</td>
</tr>
</tbody>
</table>

Since there are 22 toilets already installed in the factory, there should be no additional toilets required. Management recommends that the remaining spaces will reduce or eliminate tasks that are strenuous and involve extended periods of standing at the current packaging area.

There are 22 toilets for 664 employees. There are 22 toilets for 664 employees. 6Over 150 add one additional fixture for each additional 100 employees. There are 22 toilets for 664 employees.

Based on OSHA standards for number of toilets in

Projected completion date of warehouse May 03.

15-May-03 Management plans to add toilets to new warehouse facility.

1.  Please advise how workspace areas were designed.
2.  Please advise what ventilation was provided to ensure a safe environment.
3.  Please advise if any new ventilation or fume exhaust systems were installed.
4.  Please advise if USA standards were used for planning.
5.  Please advise if a qualified engineer was used for planning.

Aisle markings Aisles clear and free from obstruction. The H&S committee should regularly check aisles to ensure they are marked and unobstructed.

Aisles should be clearly marked and unobstructed.

Management is constructing an additional warehouse space next door to existing plant. The new warehouse will also be designed and constructed to improve safety and reduce the risk of accidents.

Aisles clear and free from obstruction. Health and Safety Committee regularly checks aisles to ensure they are marked and unobstructed.

Aisles clear of obstruction. New warehouse under construction; projected completion April 03.

Aisles clear and free from obstruction. New warehouse under construction; projected completion April 03.

Aisles clear and free from obstruction. New warehouse under construction; projected completion April 03.
The employer will demonstrate a commitment to reduce mandated overtime and to enact a voluntary overtime system to meet unforeseen situations. Overtime hours worked in excess of code standard will be voluntary.

1. Hours of Work, and Overtime Compensation:

1.4. Forced Overtime

Per FLA Code Benchmark V. Health and Safety:

Drinking water

Per FLA Code Benchmark V. Health and Safety:

- The employer will have water treatment system, which shall conform to the standards established by the Salvadoran government.
- The employer will ensure drinking water is provided and maintained in the facility.
- The employer will perform monthly water quality tests and ensure that the results are in the acceptable range.
- The employer will maintain a potable water purification system, which will be explained to workers.
- Workers will be made aware of the potable water system, and will be informed that they are only to drink from certified water bottles.
- Ongoing monitoring will be performed.

- PC compliance staff has verified that management has implemented the voluntary overtime policy as per the codes of conduct.
- The worker management communication group continues to meet regularly and does not have any issues regarding the communication group.
- The employer management group continues to promote the codes of conduct and has provided management and workers with a list of codes of conduct.
- The employer management group continues to promote the codes of conduct and has provided management and workers with a list of codes of conduct.