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.
<table>
<thead>
<tr>
<th>Factory name</th>
<th>IEM Date(s) in facility</th>
<th>PC number</th>
<th>Documentation Company Follow Up</th>
<th>FLA Code/ Compliance reporting mechanism has been established at the facility by Puma, Adidas or Asics.</th>
<th>1. Code Awareness</th>
<th>1. Though factory already because it was transferred from outside the country, but the regular inspection indicating that it is working properly.</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Factory tour and interview</td>
<td>1. Factory plans to include the group Code of conduct training for workers include training into the new comer orientation. 2. Factory needs to prepare a brief CoC training guide for workers participants. 3. In addition to include trainings of code in new workers training, the CoC should also be included in worker handbook.</td>
<td>20-Jan-07</td>
<td>1. According to on-site inspection, the layout of production department is improved and factory is still adjusting the ironing and packing workshop for further improvement, expected to be completed by the first quarter of 2007.</td>
<td>2. Chemical management training to workers who handle chemicals. Yet, management did not show any improvement to the first-aid procedures.</td>
<td>2. Chemical management training to workers who handle chemicals. Yet, management did not show any improvement to the first-aid procedures.</td>
<td>1. All chemicals and hazardous substances should be properly labeled and stored in accordance with applicable laws. 2. Training for the employees on the safe use and storage of chemicals. 3. A separate location is provided for the chemicals.</td>
<td>1. The noise level of around 95 dB(A) is not exceeding the maximum permissible level of operation. 2. The ventilation system is working properly.</td>
<td>1. Emergency lights and exit signs are provided in the factory premises. 2. Factory has included emergency lights in its evacuation plan.</td>
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<td>1. The noise level of around 95 dB(A) is not exceeding the maximum permissible level of operation. 2. The ventilation system is working properly.</td>
<td>1. Emergency lights and exit signs are provided in the factory premises. 2. Factory has included emergency lights in its evacuation plan.</td>
<td></td>
</tr>
<tr>
<td>Fire Safety  Health and Safety</td>
<td>1. PMY is an essential chemical and hazardous substance and should be handled carefully.</td>
<td>20-Jan-07</td>
<td>1. According to on-site inspection, the layout of production department is improved and factory is still adjusting the ironing and packing workshop for further improvement, expected to be completed by the first quarter of 2007.</td>
<td>2. Chemical maker is delayed in presenting MSDS to factory. Factory will find alternative chemical solution. 3. Provide briefing on the MSDS to workers involved in handling chemicals</td>
<td>2. Chemical maker is delayed in presenting MSDS to factory. Factory will find alternative chemical solution. 3. Provide briefing on the MSDS to workers involved in handling chemicals</td>
<td>1. In the event of fire, the emergency plan should be activated and all employees should be trained in fire safety procedures. 2. The factory has a fire safety plan in place and all employees are trained in how to use fire extinguishers.</td>
<td>1. The noise level of around 95 dB(A) is not exceeding the maximum permissible level of operation. 2. The ventilation system is working properly.</td>
<td>1. The noise level of around 95 dB(A) is not exceeding the maximum permissible level of operation. 2. The ventilation system is working properly.</td>
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<tr>
<td>MSDS from vendor.</td>
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</tbody>
</table>
Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage in the country of manufacture. In order to ensure the workers' real rights and off

Factory provides private insurance for 100 %. 2. Factory shall submit a plan on how to gradually increase the number of workers to be covered until 100% coverage is attained.

Payroll review and management interview. The results of the audit have suggested that factory improve its management system and conduct internal monitoring regularly to ensure the working hour records are accurate and consistent. This was also verified through worker interviews.

The monthly standard pay day in factory is counted except every national holidays and public holidays. The two workers pointed out were also get day off and confirmed by interview once again. The material distribution list was mistake due to hand writing.

According to payroll and policy investigation, factory already changed its policy and payment calculation system to the correct way which meets local standards for OT premium, holiday, and minimum wage. The calculation of these is no deduction and therefore their payments comply with local law. 2. Based on the verification of wages in 2006, no backwages for any holiday pay it did not provide to workers in 2006.

1. Company compliance teams have suggested that factory improve its management system and conduct internal monitoring regularly to ensure the working hour records are accurate and consistent. This was also verified through worker interviews.

Code of conduct training in their regular quarterly meeting with suppliers. One specific staff from counseling center is assigned to work with relevant staff of factory business department to follow up this issue.

According to PUMA’s recommendation, factory shall ensure that workers will use their time properly and not waste their working time. The four workers spent 6 hours playing football on Dec. 17th but actually, factory provided them a day off on the same day. The two workers pointed out were also get day off and confirmed by interview again. The material distribution list was mistake due to hand writing.