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.
### FLA Benchmark

<table>
<thead>
<tr>
<th>FLA Benchmark</th>
<th>PC Internal audit findings</th>
<th>PC remediation plan</th>
<th>Factory Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Health and Safety</strong></td>
<td>Contractor must ensure that all sewing machines have pulley guards at all times; Some machines were missing pulley guards.</td>
<td>Ensure to install new guards on the machines with ones missing.</td>
<td>Management agreed to ensure to install new guards on the machines with ones missing.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all hazardous and chemical materials have a storage room and equipment and a bi-annual check of weekly checks of all the machinery maintenance program which consists of preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all first aid kits are provided with basic supplies (as per Nike and Reebok health and safety guidelines). All first aid kits must have a list of items.</td>
<td>First aid kits were being installed in the new building on the day of the follow up interviews, of the precautions necessary to prevent contagion in the workplace.</td>
<td>No further incidents of pink eye recorded. Workers have been informed, as necessary, of the precautions necessary to prevent contagion in the workplace.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all first aid kits are provided with basic supplies (as per Nike and Reebok health and safety guidelines). All first aid kits must have a list of items.</td>
<td>First aid kits were being installed in the new building on the day of the follow up interviews, of the precautions necessary to prevent contagion in the workplace.</td>
<td>No further incidents of pink eye recorded. Workers have been informed, as necessary, of the precautions necessary to prevent contagion in the workplace.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all hazardous and chemical materials have a storage room and equipment and a bi-annual check of weekly checks of all the machinery maintenance program which consists of preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all hazardous and chemical materials have a storage room and equipment and a bi-annual check of weekly checks of all the machinery maintenance program which consists of preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all hazardous and chemical materials have a storage room and equipment and a bi-annual check of weekly checks of all the machinery maintenance program which consists of preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
</tr>
<tr>
<td></td>
<td>Contractor must ensure that all hazardous and chemical materials have a storage room and equipment and a bi-annual check of weekly checks of all the machinery maintenance program which consists of preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
<td>Mechanics check weekly that all machines have belt guards as a part of their preventative maintenance program.</td>
</tr>
</tbody>
</table>

### Visual Observations

- **Toilets**: Management agreed to increase the number of times per day that cleaning staff check the bathrooms and restocks documents on file.
- **Canteens**: Visual verification of bathrooms and restocks documents on file.
- **Kitchens**: Management agreed to check bathrooms and restocks documents on file.
- **Clinics**: Photos on file of missing items in spot cleaning storage area. Clinic procedures in place to ensure to install new guards on the machines with ones missing.
- **Factory Building**: Emergencies exit extinguishers) on file. Evacuation plan not in local language. There has been a pink eye epidemic going through an epidemic of pink eye.

### Nondiscrimination

- **Child Labor**: Contractor must ensure that all new employees are able to work and understand the requirements of their job responsibilities, in accordance with all national and other international standards.
- **Forced Labor**: Contractor must ensure that all new employees are able to work and understand the requirements of their job responsibilities, in accordance with all national and other international standards.

### Machinery Maintainence

- **Chemical Management**: Contractor must ensure that all new employees are able to work and understand the requirements of their job responsibilities, in accordance with all national and other international standards.
- **Safety Equipment**: Contractor must ensure that all new employees are able to work and understand the requirements of their job responsibilities, in accordance with all national and other international standards.

### Visual Observations

- **Toilets**: Management agreed to increase the number of times per day that cleaning staff check the bathrooms and restocks documents on file.
- **Canteens**: Visual verification of bathrooms and restocks documents on file.
- **Kitchens**: Management agreed to check bathrooms and restocks documents on file.
- **Clinics**: Photos on file of missing items in spot cleaning storage area. Clinic procedures in place to ensure to install new guards on the machines with ones missing.
Overtime Limitations

Legal benefits

Time-recording system

FLA Code/ Compliance issue

- law for premium rates for overtime
- the employer allows or requires the worked in a workweek. Calculation of Employees will be paid for all hours
- by other reasonable efforts temporary period of extra work that could laws of such country will not limit the overtime hours allowed by the law of the
- more than 60 hours in one week, Check working hours mid-week to determine those workers ensure that workers to not exceed 60
- hours per week. Check working hours mid-week to determine those workers
- that particular week. Extraordinary circumstances are defined as situations that are voluntary overtime and that he or she voluntarily chooses to work more than 60 hours in
- per week. Art. 330 from the Local Labor Law which says that all employees receive training on the importance of always using their time cards; send documentation to ensure that workers
- electronic clock card system. Management has committed to provide training for all employees, including on the use of this system. Management
- a management system to ensure that all workers agree to work more than 60 hours in any given workweek.
- at the top of the local labor and employment law, except when employees work more than 60 hours in any given week, the contractor must pay them double the production earned of that day, not the base wage. Contractor should send
- to work voluntarily during their vacation time, the contractor must pay the Holidays of days for vacation paid annually. Art. 346 states how many vacations should be given employees for their hours worked.
- employees for their hours worked.
- management will ensure that all workers take their vacation as per law and to ensure that all workers take
- employees may be allowed to work continuously without vacation; management will
- workers receive training in the correct use of the electronic time keeping system. Documentation of working hours, visual verification that electronic time card system automatically records all hours worked, both regular and overtime, on file with management.
- Management agreed to create a document that clearly explains how overtime is calculated. Management will ensure that all
- are allowed for the top of the local labor and employment law, except when employees work more than 60 hours in any given week, the contractor must pay them double the production earned of that day, not the base wage. Contractor should send
- to work voluntarily during their vacation time, the contractor must pay the Holidays of days for vacation paid annually. Art. 346 states how many vacations should be given employees for their hours worked.
- at the top of the local labor and employment law, except when employees work more than 60 hours in any given week, the contractor must pay them double the production earned of that day, not the base wage. Contractor should send
- to work voluntarily during their vacation time, the contractor must pay the Holidays of days for vacation paid annually. Art. 346 states how many vacations should be given employees for their hours worked.
- employees may be allowed to work continuously without vacation; management will
- Management will ensure that all workers take their vacation as per law and to ensure that all workers take
- the contractor must pay the Holidays of days for vacation paid annually. Art. 346 states how many vacations should be given employees for their hours worked.
- at the top of the local labor and employment law, except when employees work more than 60 hours in any given week, the contractor must pay them double the production earned of that day, not the base wage. Contractor should send
- to work voluntarily during their vacation time, the contractor must pay the Holidays of days for vacation paid annually. Art. 346 states how many vacations should be given employees for their hours worked.
- employees may be allowed to work continuously without vacation; management will