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 provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or in connection with, the occupation. This includes a safe place to work, safe systems of work, safe plant and systems of work, safe use of machines, safe handling of substances, and safe access to and within the workplace. Workers should receive training, appropriate to their job, to ensure that they have the necessary knowledge, skills and competence. This includes health and safety training, first aid, fire and emergency procedures, and any other training required to work in the workplace.

No person will be employed at an age younger than 15 (or 14 in some countries) or younger than the age required to complete compulsory education in the country of manufacture where such age is higher than 15.

Employment decisions will be made solely on the basis of the worker’s qualifications and abilities. All recruitment documentation does not identify any discriminative practices. Interview with management and workers on CoC. Company follow up (9/2/05).

Factory has assigned at least 4 key keepers for each individual first aid kit. Names are listed and posted nearby the kit. The key keepers names are free of obstruction and unblocked aisles/exits. Management to develop system to ensure adequate spacing in sewing workstations. Factory management has redesigned lift machine (cleaning with industrial detergent) and replaced spot cleaner with washing machine to clean spots in finished garment. PPE in handling the industrial detergent. Provided with proper PPE when handling the chemicals. All dormitories shall be kept secure, clean and have safety equipment, first aid kits, etc. in place, maintained, properly guarded, and operated in a safe manner.

Factory has redesigned lift machine (cleaning with industrial detergent) and replaced spot cleaner with washing machine to clean spots in finished garment. PPE in handling the industrial detergent. Provided with proper PPE when handling the chemicals. All dormitories shall be kept secure, clean and have safety equipment, first aid kits, etc. in place, maintained, properly guarded, and operated in a safe manner. Workers should receive training, appropriate to their job, to ensure that they have the necessary knowledge, skills and competence. This includes health and safety training, first aid, fire and emergency procedures, and any other training required to work in the workplace.
Employees will ensure that the rights of employees to freedom of association and collective bargaining are respected.

**8. Wages and Benefits**

- Employers will recognize and respect the right of employees to freedom of association and collective bargaining.
- Employers will not interfere with the right of employees to freedom of association and collective bargaining.
- Employers will not discriminate against employees for exercising their right to freedom of association and collective bargaining.

**9. Overtime Compensation**

- Employers will provide employees with overtime compensation.
- Employees will not work overtime if the conditions of the employment contract are not met.
- Employers will provide overtime compensation in accordance with local laws and regulations.

**10. Deduction for Services**

- Employees will not be required to work more than the lesser of (a) 48 hours per week or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture.
- Employers will provide overtime compensation in accordance with local laws and regulations.

**Legal Benefits**

- Employers will provide all legally mandated benefits to eligible workers.
- Employers will provide overtime compensation in accordance with local laws and regulations.

**FLA Code/ Compliance issues**

- The factory has not exceeded thirty-six hours per day of work in the past six months.
- The factory has not imposed any disciplinary measures on employees for taking breaks.
- The factory has not imposed any disciplinary measures on employees for attending trade union meetings.

**Production Improvement**

- The factory has implemented the overtime policy and the use of overtime forms.
- The factory has provided overtime compensation in accordance with local laws and regulations.

**Overtime Policy**

- The factory has provided overtime compensation in accordance with local laws and regulations.
- The factory has provided overtime compensation in accordance with local laws and regulations.

**Subcontractors**

- The factory has provided overtime compensation in accordance with local laws and regulations.
- The factory has provided overtime compensation in accordance with local laws and regulations.

**FLA Benchmark**

- The factory has provided overtime compensation in accordance with local laws and regulations.
- The factory has provided overtime compensation in accordance with local laws and regulations.

**Sources/Documentation**

- The factory has provided overtime compensation in accordance with local laws and regulations.
- The factory has provided overtime compensation in accordance with local laws and regulations.

**Date**

- The factory has provided overtime compensation in accordance with local laws and regulations.
- The factory has provided overtime compensation in accordance with local laws and regulations.

**Status**

- The factory has provided overtime compensation in accordance with local laws and regulations.
- The factory has provided overtime compensation in accordance with local laws and regulations.