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 Audit Profile**

**Country:** India  
**Factory name:** Nike, Inc. and Ashworth  
**EM:** Bureau Veritas Consumer Products Services India Private Limited  
**Date(s) in factory:** November 15 & 19, 2005  
**PC(s):** Nike, Inc. and Ashworth  
**Number of workers:** 158  
**Product(s):** Jackets, Belts, Jeans, Pants  
**Production:** Cutting to Packaging

---

### FLA Code/Compliance Issue

|--------------------------|---------------------------|---------------|----------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|---------------------------------------------|----------------------------------|---------------------------------|-------------------------------|---------------------------|---------------|------------------------|
| 1. Code Awareness       |                           |               |                |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                  |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |                               |                           |               |                        |                                             |                                   |                                |}
Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc) to prevent adverse exposure (such as solvent vapors, noise, dust, etc). Hazardous elements including medical wastes.

Wages and Benefits

Employers will recognize and respect the right of employees to freedom of association and collective bargaining arrangements in the factory for ensuring safety and absence of injury to health. 3(3) The fire extinguisher has to be replaced in a different place.

Ventilation

According to Section 13 of the Factories Act, 1948, every factory shall have effective and suitable provision for ventilation. Effective and suitable provision for ventilation was not provided in the factory. The fire extinguisher has been relocated under a better ventilated place.

Personal Protective Equipment

According to Section 21 of the Factories Act, 1948, the use, handling, storage and transportation of solvents shall be made in every factory in such a manner as to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc). Hazardous elements including medical wastes.

The fire extinguisher has been relocated under a better ventilated place.

Management Response on Endorsement

According to Section 7A (2b) of the Factories Act, 1948, the uses, handling, storage and transportation of solvents shall be made in every factory in such a manner as to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc). Hazardous elements including medical wastes.

The fire extinguisher has been relocated under a better ventilated place.

Management has given the certificate to the factories to check on compliance.

Wages and Benefits

Employers will recognize and respect the right of employees to freedom of association and collective bargaining arrangements in the factory for ensuring safety and absence of injury to health.

Personal Protective Equipment

According to Section 21 of the Factories Act, 1948, the use, handling, storage and transportation of solvents shall be made in every factory in such a manner as to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc). Hazardous elements including medical wastes.

The fire extinguisher has been relocated under a better ventilated place.

Management has given the certificate to the factories to check on compliance.

Wages and Benefits

Employers will recognize and respect the right of employees to freedom of association and collective bargaining arrangements in the factory for ensuring safety and absence of injury to health. 3(3) The management denied of any such case.
## Hours of Work

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.

### Overtime Limitations

There was a purchase record/ticket available for factory use. Based on this record the water has been purchased in all days including the weekly off day Sunday. During the document review it was observed that there was a water buying record from outside for factory use. Based on this record the water has been purchased on all days including the weekly off day Sunday.

**Source/Documentation used for corroborating Notable Features implemented by Factory or Company**

There is a purchase record for factory use. Based on this record the water has been purchased in all days including the weekly off day Sunday. During the document review it was observed that there was a water buying record from outside for factory use. Based on this record the water has been purchased on all days including the weekly off day Sunday.

### Administrative Controls

There were two stores in the second building that were locked and the key was not provided till the end of the audit. Hence this section could not be covered in the audit. During the factory tour it was observed that adjacent to the second building there were two big storerooms, which was locked. As per management these stores belong to the head office for dumping old materials and hence, these sections/area could not be covered in the audit.

**Administrative controls will be provided. Spare keys to be made available in the factory. PCs will check the same during next follow up visit.**

### Lack of Access to Entire Facility

The two stores in the second building have been locked and the key was not provided till the end of the audit. Hence this section could not be covered in the audit. During the factory tour it was observed that adjacent to the second building there were two big storerooms, which was locked. As per management these stores belong to the head office for dumping old materials and key was not provided. Hence these sections/area could not be covered in the audit.

**Administrative controls will be provided. Spare keys to be made available in the factory. PCs will check the same during next follow up visit.**

### Exception

Exception to the 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.

**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.**

### Miscellaneous

1. **Lack of access to entire facility:**
   - The two stores in the second building have been locked and the key was not provided till the end of the audit. Hence this section could not be covered in the audit. During the factory tour it was observed that adjacent to the second building there were two big storerooms, which was locked. As per management these stores belong to the head office for dumping old materials and key was not provided. Hence these sections/area could not be covered in the audit.
   - **Administrative controls will be provided. Spare keys to be made available in the factory. PCs will check the same during next follow up visit.**

2. **Lack of access to entire facility:**
   - The two stores in the second building have been locked and the key was not provided till the end of the audit. Hence this section could not be covered in the audit. During the factory tour it was observed that adjacent to the second building there were two big storerooms, which was locked. As per management these stores belong to the head office for dumping old materials and key was not provided. Hence these sections/area could not be covered in the audit.
   - **Administrative controls will be provided. Spare keys to be made available in the factory. PCs will check the same during next follow up visit.**

### Reference

- [FLA Code/Compliance](#)
- [Country Law/Legal Reference](#)
- [FLA Benchmark](#)
- [Non-compliance](#)
- [Evidence of non-compliance (uncorroborated)](#)
- [Risk of non-compliance](#)
- [Sources/Documentation](#)