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.
### Company Comment:

Company: deliver a remediation plan to this factory in order to address the issues found during the original IEM visit. Shortly after the factory audit, this facility was deactivated by adidas for outstanding issues. As a result, the adidas Group’s SEA Team was unable to ensure a successful completion of the remediation plan.

### FLA Audit Profile

<table>
<thead>
<tr>
<th>Country</th>
<th>Factory Name</th>
<th>IEM Date(s) in Facility</th>
<th>PCs</th>
<th>Number of Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>10/11/2006</td>
<td>Ongoing</td>
<td>140</td>
</tr>
</tbody>
</table>

### FLA Code/Compliance Issue

- **Worker/management**
  - Ensuring that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a visible manner. There are cases where workers placed complaints to Ministry of Labor.

- **Hiring Policy**
  - Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, such as inhalation or contact with solvent vapors, noise, exposure to high temperatures, and falls from heights.

### Recommended Actions

- Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report instances of noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.

- Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, such as inhalation or contact with solvent vapors, noise, exposure to high temperatures, and falls from heights.

- Employers will recognize and respect the right of employees to freedom of association and collective bargaining. Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, such as inhalation or contact with solvent vapors, noise, exposure to high temperatures, and falls from heights.

### Status

- If not corroborated, explain why implemented by Factory Management or Company.
<table>
<thead>
<tr>
<th>Country: Turkey</th>
<th>FLA Code/Compliance issue</th>
<th>Country Law/Legal Reference</th>
<th>FLA Benchmark Non-compliance Risk of Non-compliance</th>
<th>Evidence of Non-compliance (uncorroborated)</th>
<th>If not corroborated, explain why</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>(sources/ documentation used for corroborating)</td>
<td>Notable Features implemented by Factory Management or Company</td>
<td>PC Internal audit findings (optional)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>PC Remediation plan Target Completion Date</td>
<td>Factory response (optional) Company follow up (cited date of follow up)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Documentation completed; pending; on-going</td>
<td>Documentation completed; pending; on-going</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Company follow up (cited date of planned or follow up visit, if appropriate)</td>
<td>Remediation updates (cited date of follow up)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Third-party verification</td>
<td></td>
</tr>
</tbody>
</table>

**Overtime Limitations**

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 number of hours provided for in applicable laws or regulations. The employee’s right to have sufficient rest and relaxation is protected, and shall not be penalized for not working more than the hours specified. Employees who work over the limit for any reason will be compensated at a premium rate as is legally required in the country of manufacture or, in those countries where such laws will not apply, a rate at least equal to the regular hourly compensation rate.

**Factory Verification**

- **Non-compliance:**
  - For OTE (overtime) employees in the knitting department, non-compliance was found with Turkish Law, Article 4857, which states that overtime should be limited to the lesser of 48 hours per week and 12 hours overtime.

- **Remediation:**
  - New employees have already been hired and the shift system has been changed. As of 01.02.07, the non-compliance has been remediated.

- **Completion:**
  - The shift working departments have been working as three shifts since February 2007.