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.
## Safety Equipment

### Health and Safety Legal

Health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers.

### Practices

No person will be subject to any discrimination in employment, including hiring, salary, benefits, overtime pay, holiday pay and other working conditions.

No person will be employed at an age younger than 15 (or 14 where the law of the country of bonded labor or otherwise applicable).

### FLA Audit Profile

- **Factory name**: Nil
- **Country**: Nil
- **FLA Code**
- **System that shines towards the improvement of Companies**
- **FLA Principle of Monitoring, Obligation and Duties**
- **FLA Management or Certification**
- **Features**
- **Notable**
- **Company follow up**
- **Documentation**

### Installation of emergency lighting system in boiler room

- **Evidence of Non-compliance**
- **Document**

### Non-compliance

<table>
<thead>
<tr>
<th>Compliance Date</th>
<th>Subject</th>
<th>Evidence</th>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-08-05</td>
<td>Various</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>2-13-06</td>
<td>Lighting</td>
<td>Nil</td>
<td>Nil</td>
</tr>
</tbody>
</table>

### Firefighting training

- **Evidence of Non-compliance**
- **Document**

### Non-compliance

<table>
<thead>
<tr>
<th>Compliance Date</th>
<th>Subject</th>
<th>Evidence</th>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-08-05</td>
<td>Training</td>
<td>Nil</td>
<td>Nil</td>
</tr>
<tr>
<td>Code</td>
<td>Compliance Issue</td>
<td>Area</td>
<td>Sanitation in Facilities</td>
</tr>
<tr>
<td>------</td>
<td>------------------</td>
<td>------</td>
<td>-------------------------</td>
</tr>
</tbody>
</table>
| 1.5  | Insulation of the heating system is not properly installed at the factory's 12 workers' dormitory. | 1201 | Nil | Nil | Visual inspection | 2301 | Nil | Nil | Visual inspection | Create a monthly inspection list and have management review. | Feb-05 | 12-08-05 Chemical storage area has been created and separated away from living areas. | 2305 | Recommended that they have quarterly reviews and fire drills. | 2-13-06: Workers available for review.
| 1.10 | The notification of the Ministry of Labor and Social Welfare on Feb 1, 2006; July 5, 05; 1-19-06: Can management provide documentation of company compliance in the factory environment. | 2-13-06: Have started communications with the Ministry of Labor and Social Welfare on Feb 1, 2006; July 5, 05; 1-19-06: Can management provide documentation of company compliance in the factory environment. | 2-13-06: Top management notable and has been observed.
| 1.5  | Workers who work in the storage area handle the chemicals, but no documentation. | 2-13-06: Training on use and provided PPE (rubber gloves, eye gears, evacuation drills) have been created and separated away from the storage area and separate chemicals away from storage area. | 12-08-05 Chemical storage area has been created and separated away from living areas. | 2-13-06: Workers have been trained on use and provided PPE (rubber gloves, eye gears, evacuation drills) have been created and separated away from the storage area and separate chemicals away from storage area. | 12-08-05 The workers have been trained on the safe use of chemicals and other equipment (such as gloves, eye gears, evacuation drills) to handle chemicals, but no documentation. | 12-08-05 The workers have been trained on the safe use of chemicals and other equipment (such as gloves, eye gears, evacuation drills) to handle chemicals, but no documentation. | 12-08-05 The workers have been trained on the safe use of chemicals and other equipment (such as gloves, eye gears, evacuation drills) to handle chemicals, but no documentation. |
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<table>
<thead>
<tr>
<th>Compliance Issue</th>
<th>Country and Legal Reference</th>
<th>Event/Scope</th>
<th>Details</th>
<th>Non-Conformance</th>
<th>Evidence of Non-conformance</th>
<th>Corrective action</th>
<th>Target Date of Action</th>
<th>Company Follow-up/Date of Action</th>
<th>Status of Non-conformance</th>
<th>Company Follow-up</th>
<th>Dates of Follow-up/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker Participation</td>
<td>FLA 2013</td>
<td>2-13-06</td>
<td>Management</td>
<td>Nil</td>
<td>Nil</td>
<td>Management</td>
<td>management</td>
<td>management</td>
<td>management</td>
<td>management</td>
<td>management</td>
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<td>management</td>
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<td>management</td>
</tr>
</tbody>
</table>
Overtime

Except in extraordinary business circumstances, employees will (i) not be required to work more than 8 hours per working day and 48 hours per week during the last 12 months, (ii) be paid for all overtime hours allowed by the law of the country plus 12 hours overtime; and (ii) be paid for all hourly wages in each pay period are in line with or exceed the prevailing minimum wage required by local law. The company will comply with the applicable deduction for services. The company will pay employees, as a base, at least the minimum wage required by local law or the prevailing minimum wage as a base for each pay period.

Deduction for Services

The company recognizes that wages are essential to meeting employees' basic needs. Employers will deduct for services that are to be paid to the employees. The employee shall pay wages for each pay period, and the employer shall pay wages in each pay period, to the employee. The employee shall pay wages that are in line with or exceed the prevailing minimum wage required by local law. The company will comply with the applicable deduction for services.

Wages and Benefits

The company will pay wages in each pay period. The wage shall be paid at least the minimum wage required by local law or the prevailing minimum wage as a base for each pay period. The company will comply with the applicable deduction for services.

Sick Leave

The employees are required to produce a certificate from a recognized medical institution to claim sick leave. The employee shall produce a certificate from a recognized medical institution to claim sick leave. For sick leave of three days or less, the employer may deduct sick leave as required by law. The employees are entitled to sick leave as long as they have worked for the company for at least one year. The company will comply with the applicable deduction for services.

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