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.
FLA Audit Profile

Company: Eddie Bauer
Audit Date: July 29th, 30th and 31st, 2002
Product: Women’s, Men’s and Child’s Clothes

Findings

3. Child Labor

The factory did not implement this request after 9/13/2002 - Requested completion date of Participating Company. The factory implemented the request for a [trial] period and concluded that the mats posed more of a danger and hazard than a benefit for the health of its employees. The practice was discontinued.

4. Harassment or Abuse

In accordance with Health and Safety Regulation, Article 55, containers used for transportation of general materials, materials or hazardous substances must be the required kind for the contained material and must have the necessary devices to avoid risk. FLA Benchmarks V B. Health and Safety: All chemical and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.

5. Freedom of Association and Collective Bargaining

In accordance with Mexican NOM 002-STPS-2000, point 9.2.3 line (e) the location of fire extinguishers must be indicated with a sign. FLA Benchmarks V B. Health and Safety: All safety and medical equipment (such as fire fighting equipment, first aid kit, etc.) shall be in place, maintained as prescribed and accessible to the employees.

6. Information and Obligatory Registering

Time recording system: None

7. Wages and Benefits

Incorrect wage rate for OT: None

8. Hours of Work

Conclusion

The factory did not implement this request as they did not understand the request after 9/13/2002 - Requested completion date of Participating Company. The factory observed that the mats became more of a hazard for their employees. PC agreed with the action on the part of factory.

Fire Safety

In accordance with the Mexican Health and Safety Regulation, Article 108, the toilets must be in good condition for their use by all employees at all times. FLA Benchmarks V B. Health and Safety: All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.

Sanitation

In accordance with the Mexican Health and Safety Regulation, Article 101, the factory must provide personal protective equipment to the employees, after performing an analysis to determine what kind of PPE is required. FLA Benchmarks V B. Health and Safety: All safety and medical equipment (such as fire fighting equipment, first aid kit, etc.) shall be in place, maintained as prescribed and accessible to the employees.

Other

In accordance with Mexican Health and Safety Regulation, Article 45, containers used for transportation of general materials, materials or hazardous chemical substances must be the required kind for the contained material and must have the necessary devices to avoid risk. FLA Benchmarks V B. Health and Safety: All chemical and hazardous substances should be properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.

Benchmarks

In accordance with Mexican NOM 002-STPS-2000, point 9.2.3 line (e) the location of fire extinguishers must be indicated with a sign. FLA Benchmarks V B. Health and Safety: All safety and medical equipment (such as fire fighting equipment, first aid kit, etc.) shall be in place, maintained as prescribed and accessible to the employees.

Best Practice

In accordance with Health and Safety Regulation, Article 101, the factory must provide personal protective equipment to the employees, after performing an analysis to determine what kind of PPE is required. FLA Benchmarks V B. Health and Safety: All safety and medical equipment (such as fire fighting equipment, first aid kit, etc.) shall be in place, maintained as prescribed and accessible to the employees.