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 extensive 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.


6. Health and Safety

3. Child Labor

Confiscated Original documentation may be obtained from the employer at their discretion.
Wages and Benefits

FLA Code / Compliance issue 62 and 66

Federal Labor Law, Article 68.

Vacation

No reference in local law and 5.8

Health and Safety Norm NOM-Regulation, Article 99

Mexican Health and Safety worker to work.

the employer allows or requires the worked in a workweek. Calculation of employees will be paid for all hours alleviated by other reasonable efforts in every seven day period. An hours of work, the regular work week in laws of such country will not limit the country of manufacture or, where the circumstances, employees will (i) not be overtime or (b) the limits on regular and (a) 48 hours per week and 12 hours

08/18 -08/24/03.

During the last payroll period,

area A worked 70 hours/week X number of employees in the

interviews revealed that are linked to overtime work.

Workers received some of their balance but were required to

leave is frequently denied.

2) According to interviews, sick

been conducted this year.

1) No fire safety training has

No Issues of non compliance were noted during March 5, 2003 audit.

No issues of non compliance were noted during March 5, 2003 audit.

Time Records have

Given the results, we need to know specific cases for follow up.

We have a loan policy, and

have appropriate maintenance.

Ventilation in the mechanic's workshop must be

in the air.

The chemical room has a hanging chain with no

Decontamination shower in the Laundry

PC remediation plan

Date

Target Completion

11/5/03

11/5/03

11/5/03

11/5/03

Time Records have

Ink on time records is light.

During the follow-up visit conducted on February

We could have more details, we

natural ventilation is

no many workers and the

works on Saturday, and the

Department of Labor Law, Articles 61 to 66

Employee benefits and provide an adequate health care to all employees.

Employee records at the factory are not in compliance with company policy.

11/5/03

Employee is provided information per law

The auditor could

Documentation

Factory Response

Financial remuneration

The factory continues to use the computerized

The factory continues to use the computerized

The factory continues to use the computerized

The factory continues to use the computerized

The factory continues to use the computerized

During the follow-up visit conducted on February

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Overtime hours worked in excess of code standard will be voluntary. Loans and production bonuses are linked to overtime work.

During the audit conducted by [Company X] and Eddie Bauer on March 2003 forced overtime was discovered. As part of the Corrective Action Plan requested by both companies the factory implemented a new Overtime Policy and conducted training on the new process. After training was conducted of employees and factory supervisors the factory informed employees of overtime and requesting volunteers for extra hours. The factory also informed both companies that a large percentage of the work force was of Mayan descent and that Spanish is their second language and that they have a very high illiteracy rate this poses a challenge when conducting training.