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.
<table>
<thead>
<tr>
<th>Code</th>
<th>Claim</th>
<th>Legal Reference</th>
<th>FLA Code/Compliance</th>
<th>FLA Audit Profile</th>
<th>Factory name</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Code Awareness</td>
<td>FLA Benchmark</td>
<td>Health and Safety legal compliance</td>
<td>1. Code Awareness</td>
<td>FLA Benchmark</td>
<td>INDONESIA</td>
</tr>
<tr>
<td>2</td>
<td>Nondiscrimination</td>
<td>batch 11</td>
<td>Health and Safety legal compliance</td>
<td>2. Nondiscrimination</td>
<td>FLA Benchmark</td>
<td>INDONESIA</td>
</tr>
<tr>
<td>3</td>
<td>Harassment or Abuse</td>
<td>batch 11</td>
<td>Health and Safety legal compliance</td>
<td>3. Harassment or Abuse</td>
<td>FLA Benchmark</td>
<td>INDONESIA</td>
</tr>
<tr>
<td>4</td>
<td>Child Labor</td>
<td>batch 11</td>
<td>Health and Safety legal compliance</td>
<td>4. Child Labor</td>
<td>FLA Benchmark</td>
<td>INDONESIA</td>
</tr>
<tr>
<td>5</td>
<td>Employment Records</td>
<td>batch 11</td>
<td>Health and Safety legal compliance</td>
<td>5. Employment Records</td>
<td>FLA Benchmark</td>
<td>INDONESIA</td>
</tr>
<tr>
<td>6</td>
<td>Health and Safety</td>
<td>batch 11</td>
<td>Health and Safety legal compliance</td>
<td>6. Health and Safety</td>
<td>FLA Benchmark</td>
<td>INDONESIA</td>
</tr>
</tbody>
</table>

**Employment Records**
- Employer will record all permanent, temporary, and seasonal workers'
- Employers are required to maintain employment records for at least 90 days after the conclusion of employment.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Employment Records**
- Employer will record all permanent, temporary, and seasonal workers'
- Employers are required to maintain employment records for at least 90 days after the conclusion of employment.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Employment Records**
- Employer will record all permanent, temporary, and seasonal workers'
- Employers are required to maintain employment records for at least 90 days after the conclusion of employment.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Employment Records**
- Employer will record all permanent, temporary, and seasonal workers'
- Employers are required to maintain employment records for at least 90 days after the conclusion of employment.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Employment Records**
- Employer will record all permanent, temporary, and seasonal workers'
- Employers are required to maintain employment records for at least 90 days after the conclusion of employment.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.

**Employment Records**
- Employer will record all permanent, temporary, and seasonal workers'
- Employers are required to maintain employment records for at least 90 days after the conclusion of employment.

**Health and Safety**
- Employer will comply with applicable health and safety laws and regulations.
- Employer will conduct an initial and ongoing assessment of the workplace to identify potential hazards and risks.
- Employer will develop a health and safety plan that includes measures to prevent workplace injuries and illnesses.

**Nondiscrimination**
- Employer will not discriminate against any employee based on race, color, religion, sex, national origin, age, or disability.
- Employer will take reasonable steps to ensure that employment opportunities are available to all employees, including persons with disabilities.

**Harassment or Abuse**
- Employer will not tolerate harassment or abuse in the workplace.
- Employer will take appropriate action against any employee who engages in harassment or abuse.

**Child Labor**
- Employer will not employ children under the age of 15 years old, except for children who are exceptions to the rule, e.g., immediate family members.
- Employer will provide a safe and healthy work environment for children.
<table>
<thead>
<tr>
<th>Compliance Issue</th>
<th>Remedy</th>
<th>Target Completion Date</th>
<th>Fact Finding</th>
<th>Fact Finding</th>
<th>Verification</th>
<th>Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure there is no violation regarding the failure of the collective bargaining</td>
<td>Post the Collective Bargaining Agreement on the notice board.</td>
<td>1/31/04</td>
<td>PC internal audit</td>
<td>Per visual observation</td>
<td>Per visual observation</td>
<td>Ensure that all employees are made aware of the Collective Bargaining Agreement and all relevant documents in the local language next to each fire extinguisher.</td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in the stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install hand rails to stairs in production.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
<tr>
<td>Ensure the machinery is installed at the correct position.</td>
<td>Install equipment in accordance with current layout.</td>
<td>Off-shore KAM to follow up in Jan 2004</td>
<td>PC follow up</td>
<td>Updates</td>
<td>Documentation</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Chapter</strong></th>
<th><strong>Theme</strong></th>
<th><strong>Legal Reference</strong></th>
<th><strong>Description</strong></th>
<th><strong>Reference</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 10</td>
<td>Employers are required to compensate employees for overtime work.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 9</td>
<td>Hours of work are limited to ensure employee welfare.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 8</td>
<td>Wages and Benefits are mandated to include mandated benefits.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 7</td>
<td>Mandatory benefits include social security, health security, and pension fund.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 6</td>
<td>Employers are mandated to register workers in Social Security Scheme.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 5</td>
<td>Overtime is restricted to protect employee welfare.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 4</td>
<td>Overtime compensation is calculated based on the regular wage rate.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 3</td>
<td>Employment records should include overtime compensation details.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 2</td>
<td>Overtime compensation is calculated based on the regular wage rate.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>Overtime Compensation</td>
<td>Article 1</td>
<td>Overtime compensation is calculated based on the regular wage rate.</td>
<td>FLA Code/ Compliance issue</td>
</tr>
</tbody>
</table>

**National Labour Law**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) article 9(2) stated that in such country plus 12 hours overtime; and
- **Chapter 2**: Government Regulation No.14/1993 (JAMSOSTEK) article 2 stated that every worker has the right to participate in Social Security Scheme (Jamsostek).

**FLA Benchmark**

- **Monitor’s Findings**: The factory applied 6 working days = 42 hours/week working because of OT workers' interview information and management. Per document review, management documented that the factory applied 6 working days = 42 hours/week.

**Target Completion Date**


**Overtime limitations (total working days)**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Overtime limitations (total working hours)**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Working hours**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Wages and Benefits**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Overtime Compensation**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Overtime Compensation**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Overtime Compensation**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.

**Overtime Compensation**

- **Chapter 1**: Labor Law No.3/1992 (UU 3/1992) chapter 1. Article 1 stated that the factory is entitled to work overtime on any working day at 60 hours/week.