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.
2. Forced Labor

agreement will be attached.

PC visit
11/17/2004
7/5/05, and noted that the factory is still under discussion with the outsourced parties including security guards, ... parties, and conduct interviews to ensure that they are paid properly, and their working hours are not excessive.

The factory agreed to sign an agreement with each of the outsourced parties which employ security guards, canteen and housekeeping workers. This will ensure that those employees working for them be entitled to all legally mandated benefits.

The factory fully understands the approach and is under discussion with the outsourced parties. The corrective actions will be taken by May 31, 2005. The factory will provide a copy of factory's grievance policy and procedures

FLA Principle of Monitoring, Obligation of Companies: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and the employees of contractors and suppliers to inform their employing companies about noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.

The factory agreed to display Brands Codes of Conduct at prominent places of the production floor. The factory confirmed and verified that Brands' Codes of Conduct had been posted at the prominent areas of the production floor. The Codes are clearly visible for all employees.

The factory agreed to re-display Brands Codes of Conduct poster has contact information of its local office. EDIE BAUER poster has contact information of its U.S. office. Nike's poster has contact information of its local office. EDDIE BAUER poster has contact information of its U.S. office.

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The PC visited the factory on the 12/22/04 and 11/17/2004 confirmed that (1) The evacuation arrows are marked in all places, and the evacuation signs are posted in the auditorium, packed goods store, and some areas in finishing and packing sections. (2) The factory confirmed that the evacuation signs are posted on the goods in the Auditorium, packed goods store and some areas in finishing and packing sections. (3) The factory confirmed that the evacuation signs are small and insignificant and in many instances do not match the floor layout. All signage should be in the local language. (4) The factory should ensure that the exits in the auditorium open outwards. (5) Emergency Exits in the fabric store are not marked. Both exits in the auditorium open outwards.

**Evacuation Procedure**

3. Child Labour

4. No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

5. Recruitment Contracts

There can be no employment terms or conditions that discriminate against workers based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or ethnic origin.

6. Health and Safety

Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse. No person will be subject to any discrimination in employment, including hiring, tenure, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or ethnic origin.

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The PC visited the factory on 11/17/2004 and confirmed that (1) Fire extinguishers are added and evenly placed at the production floor so as to make them more accessible. There are instances where workers are surrounded with hanging garments and aisles are not quite visible to them. Some workers stated that at times they have jump over garments to get in or get out. (2) Fire extinguishers between stacks were seen blocked with packed garments or boxes. Fire extinguishers are located near the exits. (3) Fire extinguishers are located near the exits and staircases. (4) Emergency lights are working properly. (5) There is an exit at the garbage room near the boiler. (6) The PC visited the factory on 7/5/05, and confirmed that the latex glove, eye wash lotion and eye wash cup were inside the first aid box.

The factory agreed to increase the number of fire extinguishers that are evenly placed at the production floor. Fire extinguishers are now sufficient and they are mostly placed near the exits. (3) The factory agreed to provide the latex glove, eye wash lotion and eye wash cup into the first aid box.

The factory confirmed that all the corrective actions had been taken by 12/22/04 with the exception of the stairs. This project is to be completed by 4/15/05. Besides, factory is planning to expand the production floor, which is scheduled to be completed by September 2005. The finishing manager is in charge of the project.

The factory agreed to keep the exit at stain removing section next to cutting area opened outwards. The factory planned to expand the production floor and will ensure at least two exits at stain removing section. The completion date is around September 2005. (15) The factory should keep all aisles and passageways of the finishing section free from packed garments and other obstacles. Where installed some of these lights were found to be not working while most of them had very weak illumination. Other than that there are not adequate fire extinguishers. Only 63 fire extinguishers for an area of 135000 sq. feet. Most fire extinguishers are located near the exits. They are not marked with yellow lines. (16) The factory should ensure that all exits open outwards, and there are two exits at the stain removing section. (17) The factory should keep aisles and passageways free of obstacles, dirt, refuse, and materials, and ensure that workstations be properly designed. Aisles and walkways should be adequately and clearly marked to ensure safe passage. The factory should make sure to install high-beam type emergency lights with battery back-up at all exits, staircase landings and evacuation routes. In addition, the factory should ensure that the emergency lights are functioning, and they have adequate illumination. The factory should also ensure that workplace be adequately lit.

The factory confirmed that corrective actions had been taken by 10/31/04. (19) The factory agreed to keep the exit at stain removing section next to cutting area opened outwards. The factory should ensure that all exits open outwards, and there are two exits at stain removing section. The completion date is around September 2005. (15) The factory agreed to keep all aisles and passageways free of obstacles, dirt, refuse, and materials, and ensure that workstations be properly designed. Aisles and walkways should be adequately and clearly marked to ensure safe passage. (16) The factory agreed to install high-beam type emergency lights with battery back-up at all exits, staircase landings and evacuation routes. (17) The factory agreed to install emergency lights with battery back-up at all exits, staircase landings and evacuation routes. Some lights that are not functioning properly were added with new fluorescent lights so as to maintain the lighting level pursuant to OSHA standard. The factory agreed to keep aisles and passageways of the finishing section free from packed garments and other obstacles. Where installed some of these lights were found to be not working while most of them had very weak illumination. Other than that there are not adequate fire extinguishers. Only 63 fire extinguishers for an area of 135000 sq. feet. Most fire extinguishers are located near the exits. They are not marked with yellow lines. (16) The factory should ensure that all exits open outwards, and there are two exits at the stain removing section. (17) The factory should keep aisles and passageways free of obstacles, dirt, refuse, and materials, and ensure that workstations be properly designed. Aisles and walkways should be adequately and clearly marked to ensure safe passage. The factory should make sure to install high-beam type emergency lights with battery back-up at all exits, staircase landings and evacuation routes. In addition, the factory should ensure that the emergency lights are functioning, and they have adequate illumination. The factory should also ensure that workplace be adequately lit.

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PC Visit

The PC visited the factory on 12/22/04, and noted and confirmed that:

1. The lighting at production floor are still very bright and no improvement has been made. The factory agreed to ensure that the corrective action had been taken on 12/22/04 except the lighting level at the needle point on sewing machines.

2. Band knife operator was seen to be using protective mesh glove on one hand instead of both hands. A wire was seen running across the passage in the sewing section. A broken switch box was seen in the sewing section.

3. Open wire box with taped plug was seen next to hanger post garment with poly-bag in the packed goods store. This is a fire hazard.

4. Machine oil barrels were seen kept in the open exposed to sun and rain need to keep under a shed.

5. A wire was seen running across the passage in the sewing section. A broken switch box was seen in the sewing section.

Sanitation in Facilities

(1) All sanitation features in facilities, including toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws, rules, and regulations.

(2) All ventilation, plumbing, electrical, and lighting services shall be designed and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.

(3) Various chemicals and hazardous substances should be properly stored 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.

(4) The factory should store machine oil barrels in containers, and place them in areas that could lessen the chance of leaks, spits, or fires.

(5) The factory should provide all sewing machines with pedal mats, and ensure that the sewing operators use needle guards properly. The factory confirmed that the corrective action had been taken on 2/22/04 except the needle guards are tampered with needle guards rendering them ineffective. Operators had tampered with needle guards rendering them ineffective. The factory agreed to ensure that the corrective action had been taken on 12/18/04.

(6) The factory agreed to ensure switch box in good conditions to prevent shorting or fire.
7. Freedom of Association and Collective Bargaining

8. Wages and Benefits

Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.

A copy of payroll records and time records in November 2004. A copy of agreement will be attached.

PC visit

The PC visited the factory on 12/22/04, and 11/17/2004 reviewed the time records and payrolls for the month of November 2004, and confirmed that the employees working hour were... parties, and conduct interviews to ensure that they are paid properly, and their working hours are not excessive.

(1) The factory agreed to sign an agreement with each of the outsourced parties which employ security guards, canteen and housekeeping workers. This will ensure that the outsourced parties, and conduct interviews to ensure that they are paid properly, and their working hours are not excessive.

The factory fully understands the approach and is under discussion with the outsourced parties. In addition, the factory agreed to closely monitor the time records and ensure that employee's working hours be truly reflected on time records. The corrective actions will be taken by May 31, 2005.

Photos.

No Finding was

(1) Regarding the outsourced services (Canteen & Housekeeping workers, and Security Guards), the factory should have an agreement with each of the outsourced parties. The agreement requires the outsourced parties to treat their workers pursuant to the local regulations. According to the pay records, no overtime was recorded but time records reflected only 7 hours. The factory agreed to check the time records and to post the corrective actions will be taken by May 31, 2005.

The PC visited the factory on 12/22/04 and confirmed that all corrective actions are taken. (1) The factory provided training on health and safety to all employees. (2) Rubber mats are provided on the floor and employees who stand for long hours are given foot protection. (3) The factory had set up a system to closely monitor the common sickness of employees, identify the causes and derive corresponding preventive measures. (4) Sewing machine was removed from the cutting section. (5) Diagrams for the use of Personal Protective Equipment (PPE) are posted on the wall. (6) The factory ensured that the protective equipment is handled on the instruction of the factory. The factory agreed to remove the sewing machine from the cutting section. (7) The factory agreed to post the pictorial diagrams for the use of Personal Protective Equipment (PPE) at production floor.

The factory agreed to provide in-house training to all employees on a regular basis in order to enhance their general awareness of Health and Safety. (2) The factory should provide rubber mats on the floor, and require the employees to wear shoes. (3) The factory agreed to set up a system to investigate the medical incidents and study the statistics of the medical reports. The factory appointed the Human Resources Manager and the Nurse to stay on top of this issue, and all sickness would be properly recorded. (4) The factory should ensure that the protective equipment is handled on the instruction of the factory. The factory agreed to remove the sewing machine from the cutting section. (5) The factory agreed to post the pictorial diagrams for the use of Personal Protective Equipment (PPE) at production floor.

PC visit

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3. Findings

Employee self-recognition and respect the right of employees to freedom of association and collective bargaining.

Wage and Benefits

Employer recognize that wages are essential to living. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits.

Wage Benefits

Awareness

The factory will ensure that all employees be well aware of the wages, incentive systems, benefits and bonuses to which they are entitled.

Awareness

The factory should ensure that all employees be well aware of the wages, incentive systems, benefits and bonuses to which they are entitled.

Time-recording system

This site visited by FLA teams, while reviewing the time records, found several possibly incriminating discrepancies in time records were seen. As per pay records, few workers had worked for 7.5 hours but their time records reflected only 7 hours. Key recall requests revealed that workers from Sampling, packing & maintenance sections were seen in few rest days, but corresponding entries in time records were missing.

Data was collected on the timesheets, as well as times recorded by the time-recording systems, to determine if the employees were receiving proper pay for time worked. The time cards were analyzed against the pay records, and any discrepancies were noted.

Time-recording system

The factory fully understands the approach and is under discussion with the outsourced parties. In addition, the factory agreed to closely monitor the time records and ensure that employee's working hours be truly reflected on time records. The corrective actions will be taken by May 31, 2005.

PC visit

The PC visited the factory on 12/22/04 and confirmed that all corrective actions are taken. (1) The factory agreed to provide in-house training to all employees on a regular basis in order to enhance their general awareness of Health and Safety. (2) The factory should provide rubber mats on the floor, and require the employees to wear shoes. (3) The factory agreed to set up a system to investigate the medical incidents and study the statistics of the medical reports. The factory appointed the Human Resources Manager and the Nurse to stay on top of this issue, and all sickness would be properly recorded. (4) The factory should ensure that the protective equipment is handled on the instruction of the factory. The factory agreed to remove the sewing machine from the cutting section. (5) The factory agreed to post the pictorial diagrams for the use of Personal Protective Equipment (PPE) at production floor.

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null
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation rate.

Accurate recording of OT hours worked?
- Employees will be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work.
- Few workers who had worked on rest days in September 2004, have not been compensated accurately for number of hours worked. E.g. while pay records show compensation paid for 7 hours only, a worker had in actual worked 7.5 hours as per time record.
- The factory confirmed that the corrective action had been taken on 10/31/04.
- Finding was corroborating.
- The factory agreed to intensify the training program provided to employees in order to educate them on how to calculate the overtime compensation.
- The factory confirmed that the corrective action had been taken on 10/31/04.
- The factory agreed to ensure that all employees who work overtime (at the factory) should be properly compensated in accordance with local legal regulations.
- The factory confirmed that they had taken the corrective actions on the 12/01/04.
- The factory should ensure that all employees who work overtime should be properly compensated.
- The factory agreed to ensure that all employees who work overtime at the factory should be properly compensated in accordance with local legal regulations.
- The factory confirmed that they had taken the corrective actions on the 12/01/04.
- The factory should ensure that all employees who work overtime should be properly compensated.

OT compensation
- The factory shall comply with applicable laws for premium rates for overtime compensation.
- The factory shall comply with applicable laws for premium rates for overtime compensation.
- The factory agreed to ensure that employees be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work.
- Few workers interviewed were not aware of the calculation of compensation for overtime hours worked.
- The factory agreed to ensure that employees be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work.
- The factory shall comply with applicable laws for premium rates for overtime compensation.
- The factory agreed to ensure that employees be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work.

Unauthorized subcontracting
- Factory subcontracts to the following companies but this was not disclosed by the employer.
- There is no evidence of approval of these sub-contractors by the brands.
- The factory agreed to obtain the consent of PC before engaging in any subcontracting activities.
- The factory agreed to ensure that unauthorized subcontractors are allowed unless approval is obtained from PC.
- The factory agreed to ensure that all subcontractors are approved by the employer.
- The factory agreed to ensure that all subcontractors are approved by the employer.