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 14 in.) paper. To print the charts, please make sure to select “legal” size paper from Print properties.
<table>
<thead>
<tr>
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<td>Thailand</td>
<td>Nil</td>
<td>FLA Code of Conduct/Compliance</td>
<td>FLA Code of Conduct/Compliance</td>
<td>Factory should reinforce its training on the FLA Principles and Obligations of Companies. They also informed that they would continue to provide training on workers’ rights and protections under the FLA Principles. Factory also maintained that enforcement codes of conduct.</td>
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Unauthorized subcontracting

Premium rate as is legally required in the country of manufacture or, in those countries where such laws will not exist, at a rate

In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such

10. Overtime Compensation

mandated benefits

at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally

8. Wages and Benefits

The factory used subcontractor for

PC.

The factory should provide workers with appropriate medical treatment (doors open, 24 hrs). Emergency medical certification (1st aid kit, fire extinguisher, sto, ref.) is in place. The factory should provide proper work environment, including ventilation. No worker should be exposed to hazardous elements including medical waste.

Table 1: Compliance issues

PC Remediation plan

Completion

Target

Company follow up

Response

Remediation

[Status]

Completion

2006-05-00

PC Internal Audit

Visual inspection

Non-compliance

IEM Findings

IEM Findings

Visual inspection

Non-compliance

IEM Findings

IEM Findings

Conclusion

Findings (Optional)

Remediation

Company Follow up

Factory responded a proposal to improve the absenteeism rate. A training plan is in place to ensure sufficient training when needed. A remediation action plan is also implemented. An internal audit is planned for Nov 2006.

QA Management Systems/ Policies

Employee self-regulation and respect the law of labour and labor agreements of collective bargaining

Assessments of welfare committee

Nil

Worker interviewed and worker who did not submit the medical certificate form a physician or from a
government clinic. The employee shall be compensated if their wages in that day.

OT calculation info

Factory should demonstrate a commitment about the responsibilities and activities of the welfare committee.

Sick leave policy revised in accordance with local labor law. Revised sick leave policy posted.

Sick leave policy posted. The factory should adopt a sick leave policy that states the factors affecting the amount of leave to be granted. The policy should be made available to all workers, including workers on the responsibilities and activities of the welfare committee.

Training and education/ Information or notice board in facility

Training and education on the responsibilities and activities of the welfare committee.

Workers informed they required to submit the personal leave letter required to the supervisor and were not compensated their wage; so that, it depended on the supervisor consideration.

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New workers did not know how to calculate the overtime wage.

Factory should reinforce its training of workers on the responsibilities and activities of the welfare committee.

Due to the low attendance of workers in the orientation, workers do not know how to calculate the overtime wage. The factory should reinforce its training of workers on the responsibilities and activities of the welfare committee.

Laboratory Environmental Management

Corporate Environmental

Compliance

Compliance since May. A full monitoring audit is planned for Nov 2006.

Since January, the PC has communicated to workers about the factory's sustainability performance and communicated the news of welfare committee at every meeting. Workers were also informed about the compensation awareness program.

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Audit is planned for Nov 2006.

Pending

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