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.
<table>
<thead>
<tr>
<th>Code of Conduct Item</th>
<th>Country Law/Legal Reference</th>
<th>FLA Benchmark</th>
<th>Findings</th>
<th>Remediation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Code Awareness</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2. Forced Labor</td>
<td></td>
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<tr>
<td>3. Child Labor</td>
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<tr>
<td>4. Harassment or</td>
<td></td>
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</tr>
</tbody>
</table>

No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

Employers will provide training to managers and supervisors in appropriate disciplinary practices.

- No documentation or indicator of disciplinary practices provided to managers & supervisors.
- Documentation confirmed with HR manager interview.

Training should be provided to workers and supervisors in appropriate disciplinary practices.

- Fire inspection from December 2004 noted 5 areas for improvement.
- Factory has addressed 4 out of 5, but lacks action plan to address one point (lightning protection).

Findings remediation:

- Fire inspection to take concrete steps to address the outstanding issue of lightning protection, pending from the fire inspection in Dec 2004.
- We will call the suppliers who supply these kind of security devices and implement a lightning protection system. Responsible party: Maintenance Manager/Compliance Officer.

Chemical Management

All chemicals 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.

- No documentation or indicator of the chemical store without MSDS or appropriate warning labels.
- Visual inspection.

Findings remediation:

- MSDS should be obtained in the local language and posted in all areas where the chemical is used and stored.
- Responsible party: Maintenance Manager/Compliance Officer.
- Roles and responsibilities provided to managers & supervisors.

Production Area

- All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.
- All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.

Findings remediation:

- Lightning area should be maintained in a clean and hygienic manner. The canteen supplier should obtain the hygiene certificate as per local regulation.
- Responsible party: Compliance officer, Asst. HR Manager.
- Factory agreed to issue letters of termination and maintain records of terminated employees. Implementation to be assessed during next factory visit.

Pending FLA Audit Profile

Vietnam

Factory Name: 02008463D

Country: Vietnam

Global Standards

June 2004

July 15 - 16, 2005

Author: Eddie Bauer Inc.

Number of Workers: 935

Products: Clothes

Production Processes: Cutting, Sewing, Assembly, Inspection, Packing

Remediation:

Pending FLA Audit Profile
### FLA Code/Compliance Issue

**Country Law/Legal Reference**  
- Vietnam Labor Code, Article 57

**FLA Benchmark**

**Noncompliance or Indicator**
- NC: Factory has not set up a salary scale & table as required by Article 57 of the Labor Law and Decree No. 114/2002/ND-CP and Circular No. 13/2003/TT-BLDTBXH

**Documentation**
- Records review; management interview

**Findings**
- The factory should conduct its human resources management in accordance with local laws.

**Remediation**
- According to the Vietnamese law, following a salary scale is not a requirement for Foreign Investment and JV holdings. And we understand that this is a good step forward and we worked out a salary scale. We are planning to send to the authorities for the approval.

**Factory Response (Optional)**
- Responsible Party: HR Manager/Asst. HR Manager
- Implementation will be assessed during next factory visit.

### Overtime Limitations

**Labor Code, Article 72**
- In every week, each employee shall be entitled to a break of at least one day (twenty four consecutive hours).

**Findings**
- Some staff in Sample room/cutting section worked 2 Sundays in June without compensating day off.

**Remediation**
- Factory has agreed to provide a compensatory day off to ensure that workers receive a day of rest in every 7-day period.

**Factory Response (Optional)**
- Responsible Party: Production Manager, HR Manager
- Implementation will be assessed during next factory visit.