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.
4. Harassment or Abuse

- Sexual harassment

- Psychological or verbal harassment or abuse.

- Management will revise the disciplinary procedures so that if a person is found guilty of a serious action, such as sexual harassment, he will be terminated without warning.

- Management has to reinforce the grievance policy to ensure workers should feel free to complain and use the grievance procedures without fear of reprisal. (c) A training and supervisory staff on the grievance procedures without fear of reprisal.

5. Chemical Management

- No MSDS was available for proper handling of hazardous chemicals (cleaning solvents).

- The factory confirmed that MSDS were being used and updated at least every six months. The factory had posted the MSDS in the Generate Room.

- The factory confirmed that MSDS were being used effective August 1, 2003 and confirmed that MSDS are properly grounded in the Generate Room.

- The factory confirmed that MSDS were being used effective August 1, 2003.

- Management revised the disciplinary procedures and conducted workers’ interviews.

- The compliance audit executive of the factory confirmed that the installation had taken place on the day of the follow-up audit.

- Each worker should have his or her labor contract, which is representative of the workers of different than the local language.

- The factory did not compensate employees overtime work, including weekday and rest day (Saturday & Sunday) work.

- Management has renewed the labor contracts on August 1, 2003. The PC visited the factory on December 21, 2003 and reviewed the training materials of workers and supervisors, and an outline of the above policy and how to use it.

- FLA Benchmark Wages and Benefits:

- FLA IEM Profile

- FLA Benchmark Remuneration of Absence: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- Liquidated damages: 4% of the wages.

- FLA Benchmark Remuneration of Vacation: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Sick Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Maternity Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Paternity Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Parental Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Long Service Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Sick Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Maternity Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Paternity Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Parental Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Long Service Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.

- FLA Benchmark Remuneration of Sick Leave: 4% - employees shall not palm off their professional knowledge or right to a practical knowledge. In case of any such case, the employee will be terminated without notice and the employee will be entitled to the severance pay. An employee who is absent without permission will be suspended for any violation.