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>FLA Code Compliance</th>
<th>Issue</th>
<th>Country</th>
<th>Factory name</th>
<th>Date(s) in facility</th>
<th>PC(s)</th>
<th>Number of Workers</th>
<th>Category</th>
<th>Production Processes</th>
<th>FLA Code/Compliance</th>
<th>OIM</th>
<th>Country Law/Legal Reference</th>
<th>OIEM</th>
<th>Company Followup (Update)</th>
<th>Company Closing (Update)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Code Awareness</td>
<td>Obligation of Companies: Develop a secure communications channel.</td>
<td>SRI LANKA</td>
<td>07037078CT GROUP SOLUTIONS PVT LTD</td>
<td>OCTOBER 12, 13 &amp; 14, 2004</td>
<td>LIZ CLAIBORNE Inc., EDDIE BAUER, NIKE Inc.</td>
<td>1018</td>
<td>WOVEN LADIES TOPS</td>
<td>CUT TO PACK</td>
<td>FLA Principle of Monitoring, Obligation of Companies: Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place in the local languages spoken by employees and management, and undertake other efforts to educate employees about the standards on a regular basis.</td>
<td>No Observation</td>
<td>Visual inspection</td>
<td>No finding was corroborated/verified</td>
<td>No</td>
<td>The PC visited the factory on 12/22/04 and 11/17/2004 and confirmed that training programs that addressed Brand’s Codes of Conduct, had commenced.</td>
</tr>
<tr>
<td>2. Code Awareness</td>
<td>Obligation of Companies: Establish and articulate clear, written workplace standards.</td>
<td>SRI LANKA</td>
<td>07037078CT GROUP SOLUTIONS PVT LTD</td>
<td>OCTOBER 12, 13 &amp; 14, 2004</td>
<td>LIZ CLAIBORNE Inc., EDDIE BAUER, NIKE Inc.</td>
<td>1018</td>
<td>WOVEN LADIES TOPS</td>
<td>CUT TO PACK</td>
<td>FLA Principle of Monitoring, Obligation of Companies: Develop and articulate clear, written workplace standards. Formally convey those standards to Company factories as well as to licensees, contractors and suppliers.</td>
<td>No</td>
<td>Observation and interview with workers.</td>
<td>No finding was corroborated/verified</td>
<td>No</td>
<td>The LIZ CLAIBORNE Code of Conduct poster has contact information of its local office, EDDIE BAUER and NIKE is to strengthen the internal grievance systems of their contract manufacturers. In alignment with the objective, direct communication with the PCs should be established to update the PCs about any key developments. The company should establish a format system of dialog between the management and workers in order to allow workers to voice workplace grievances. The factory agreed to display Brands Codes of Conduct at prominent places of the production floor. The Codes are clearly visible for all employees.</td>
</tr>
<tr>
<td>3. Forced Labor</td>
<td>Obligation of Companies: Develop a secure communications channel, in a manner appropriate to the values and situation, to enable Company employees and the workforce of contractors and suppliers to communicate with the factory on noncompliance with the workplace standards, with security that they shall not be punished or subjected to threats for doing so.</td>
<td>SRI LANKA</td>
<td>07037078CT GROUP SOLUTIONS PVT LTD</td>
<td>OCTOBER 12, 13 &amp; 14, 2004</td>
<td>LIZ CLAIBORNE Inc., EDDIE BAUER, NIKE Inc.</td>
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<td>Observation and interview with workers.</td>
<td>No finding was corroborated/verified</td>
<td>No</td>
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**Forced Labor**

- **Obligation of Companies:** Develop a secure communications channel, in a manner appropriate to the values and situation, to enable Company employees and the workforce of contractors and suppliers to communicate with the factory on noncompliance with the workplace standards, with security that they shall not be punished or subjected to threats for doing so.

- **Employees:** Maintain sufficient hiring and employment records to demonstrate and verify compliance with this Code provision.

- **Employment Records:** Employees will maintain sufficient hiring and employment records to demonstrate and verify compliance with this Code provision.

- **Effective file and attendance records:** For security guards only, no record of employment or related records are being maintained in the factory for Security Guards. Custom & Housekeeping workers, and Security Guards, the factory should have an agreement with each of the subcontracted parties. The agreement stipulates the subcontracted parties to treat their workers pursuant to the local regulations, (for example, working hours, minimum wages and OT compensations, and legally mandated benefits). The subcontracted parties are required to keep track of the working hours and to maintain the time cards and payroll records. On the other hand, the factory is required to maintain a list of all subcontracted parties to verify if they treat the workers properly.

- **Interview with management & workers:** No. No finding was corroborated/verified. The factory fully understands the approach and in under discussion with the outsourced parties. The corrective actions will be taken by May 31, 2005. The factory agreed to sign an agreement with each of the outsourced parties which employ security guards, caretan and housekeeping workers. This will ensure that those employees working for them be entitled to all legally mandated benefits. | PC visit | Yes | No | The factory agreed to display Brands Codes of Conduct at prominent places of the production floor. The Codes are clearly visible for all employees. | No Finding was corroborated/verified | No | The PC visited the factory on 12/22/04 and 11/17/2004 and confirmed that training programs that addressed Brand’s Codes of Conduct, had commenced. | The PC visited the factory on 12/22/04 and 11/17/2004 and confirmed that training programs that addressed Brand’s Codes of Conduct, had commenced. | |

**Visual Observation**

- **Finding:** There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

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1. Health and Safety

All applicable legal requirements or internationally recognized elements of safe evacuation (such as posting evacuation plans, unblocked evacuation routes, evacuation procedures, etc.) shall be confirmed to be marked in proper safety, fire aid, and evacuation procedures.

(a) Evacuation Arrows in white/ black are not clearly visible; there are no evacuation signs posted in the auditorium, packed goods store, and some areas in front of packing sections. (b) Yellow boxes are not marked in front of exit. (c) Emergency exits are not marked in the fabric store. Therefore in the factory evacuation plans posted are small and insignificant and in many instances do not match the floor layout. All signage should be in the local language. (d) Both exits in the auditorium open inwards. (e) Emergency Exit in the fabric store are not marked. Both exits in the auditorium open inwards. Visual inspection

2. Visual Inspection

(1) The factory should clearly mark the evacuation arrows in all places, and post the evacuation signs visibly in the auditorium, packed goods store and areas of the packing sections. (2) The factory should confirm that "keep clear" boxes are not marked in front of exit. (3) The factory confirmed that evacuation signs are posted in all places where necessary and emergency exits are clearly marked. Both exits in the auditorium open inwards. (4) The factory confirmed that the sampling section is moved to the other area, which is more spacious. This could ensure safe passage. (5) All applicable legal requirements or internationally recognized elements of safe evacuation (such as posting evacuation plans, unblocked evacuation routes, evacuation procedures, etc.) shall be confirmed to be marked in proper safety, fire aid, and evacuation procedures.

3. Health and Safety

All applicable legal requirements or internationally recognized elements of safe evacuation (such as posting evacuation plans, unblocked evacuation routes, evacuation procedures, etc.) shall be confirmed to be marked in proper safety, fire aid, and evacuation procedures.

(a) Many workers in sewing operation area have blocked the aisles with bins and tables while there were others who were completely caged in: blocked from all sides without means to access any exit. (b) A sewing machine was kept just on the aisle in the production hall. (c) The cutting section was a metal shelf holding out of fabric was protruding over the aisles. (d) Sampling section in congested, aisles in the sewing area are quite narrow. Visual inspection

4. Visual Inspection

(1) The factory should ensure that the sewing operation area is free from obstacles, such as bins and tables, and all aisles should be kept clear. (2) The factory should ensure that the aisles in the production hall are free from obstacles, and the idle sewing machines should be placed at warehouse. (3) The factory should ensure that the machinery be installed with protective equipment, and moving parts of the machinery should have appropriate guards to prevent accidents. (4) The factory should provide sufficient passage space at passage sections, and aisles and walkways should be accurately and clearly marked to ensure safe passage. Materials and equipment will be treated with reasonable dignity. No employee will be subjected to any physical, sexual, psychological or emotional harassment.

5. Harassment or Abuse

The factory should ensure that the sewing operation area is free from obstacles, such as bins and tables, and all aisles should be kept clear. The factory agreed to keep all obstacles in the production hall are free from obstacles, and the idle sewing machines should be placed at warehouse. The factory agreed to place the protruding shelf in a safe location. The factory confirmed that the sampling section is moved to the other area, which is more spacious. This could ensure safe passage.
Visual inspection

(1) The factory should keep aisles and passageways free of packed garments and other obstacles. (11) The factory should keep aisles and passageways of the finishing section free from packed garments and other obstacles. (12) The factory agreed to keep passages between stacks free from packed goods store. (13) The factory agreed to keep all aisles and passageways free of obstacles, buildings, refuse, and materials, and that workstations be properly designed. aisles and walkways should be accurately and clearly marked to ensure safe passage. (14) The factory should make sure to install high-bay 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 walkways are adequately illuminated.

The factory confirmed that corrective actions had been taken by 10/31/04.

(15) The factory should ensure all exits open outwards, and there are two exits at the stain removal section. (16) 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. (17) The factory agreed to keep all aisles free of obstacles and clearly marked, and to provide good working environment for employees. The factory will make sure the exits are open outwards after the expansion of the production floor, and employees are not allowed to sit on floor to work. (18) The factory agreed to install high-bay type emergency lights with battery back-up at all exits, staircase landings and evacuation routes. Some lights that are not functioning properly or are damaged should be replaced. The factory agreed to install new fluorescent lights so as to maintain the lighting level pursuant to OSHA standard.

The factory confirmed that corrective actions had been taken by 11/17/2004.

(19) The factory should ensure that all exits open outwards, and there are two exits at the stain removing section. (20) 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. (21) The factory agreed to keep all aisles free of obstacles and clearly marked. To provide good working environment for employees. The factory will make sure the exits are open outwards after the expansion of the production floor, and employees are not allowed to sit on floor to work. (22) The factory agreed to install high-bay type emergency lights with battery back-up at all exits, staircase landings and evacuation routes. Some lights that are not functioning properly or are damaged should be replaced. The factory agreed to install new fluorescent lights so as to maintain the lighting level pursuant to OSHA standard.

The factory confirmed that corrective actions had been taken by 11/30/04.

Safety Equipment

(1) Fire extinguishers. Only 6 fire extinguishers are located near the exits. There are instances of fire extinguishers being located near from some of the work areas. 2. Install a fire extinguisher and "no-smoking" sign at the garbage room near the boiler. (3) The factory should provide eye wash cup and eye wash lotion and latex gloves in first aid boxes.

The factory confirmed that the corrective actions had been taken by 11/30/04.
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. (2 - 4) Some operators on over-lock operations were seen not using their protective masks hence were vulnerable to breathing in fabric dust. 5 Band knife operator was seen to be using protective mesh glove on one hand instead of both hands. 4 Floating fabric dust was noticed in the finishing and packing sections, however, workers were not provided with protective masks. (5) The factory agreed to ensure that electrical cords be properly cased, and free from obstacles.

Sanitation in Facilities All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws and comfortable working environment to employees. It will appoint a well-experienced electrical engineer to evaluate the electrical facilities at all toilets. The factory confirmed that the corrective action had been taken on 12/01/04.

Sanitary ware should be properly sealed 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. The PCs visited the factory on 7/5/05, and noted that the hand dryers had been installed in all toilets.

Visual inspection No finding was corroborated/verified.

Lighting at needle point on sewing machines is intense and very bright ranging from 1500 to 2500 lux. Average lighting level observed was about 2000 lux which is far too excessive. A wire was seen running across the passage in the sewing section. A broken switch box was seen next to hanger pack garment with poly-bag in the packed goods store. This is a fire hazard.

The factory should store machine oil barrels in containers, and place them in areas that could lessen the chance of leaks, spills or fires. A wire was seen running across the passage in the sewing section. A broken switch box was seen next to hanger pack garment with poly-bag in the packed goods store. This is a fire hazard.

The factory agreed to provide all sewing machines with pedal mats. The factory agreed to make sure that employees wear appropriate personal protective equipment (PPE) and the factory will provide training to them so as to ensure their H&S awareness, esp. PPE.

Ventilation/Electrical/facility maintenance

Sanitary ware should be properly sealed 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. The PCs visited the factory on 7/5/05, and noted that the hand dryers had been installed in all toilets.

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Sanitary ware should be properly sealed 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. The PCs visited the factory on 7/5/05, and noted that the hand dryers had been installed in all toilets.
7. Freedom of Association and Collective Bargaining

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.

The PC visited the factory on 12/22/04, and 11/17/2004.

(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 corrective action had been taken by 12/01/04.

The factory should ensure that all employees be well aware of the wages, incentive systems, benefits and bonuses to which they are entitled. Many standing workers were seen to be working for 7.5 hours but their time records reflected only 7 hours. Key record reveals that workers from Sampling, Packing & Maintenance sections had worked in few rest days, but corresponding entries in time records were missing.

No Finding was incriminating. No Finding was corroborated/verified. No Finding was verified through multiple sources.

2. Wages and Benefits

Employees who are paid 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.

The factory should ensure that all employees be well aware of the wages, incentive systems, benefits and bonuses to which they are entitled. The factory agreed to sign an agreement with each of the outsourced parties which employ security guards, canteen and housekeeping workers.

(1) The factory agreed to provide in-house awareness training to all employees on a regular basis in order to enhance their general awareness of Health and Safety. (2) The factory agreed to provide fiction books to all employees. The factory agreed to ensure that the corrective action had been taken by 12/01/04.

PC visit

(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 agreed to provide fiction books to all employees. The factory agreed to ensure that the corrective action had been taken by 12/01/04.

The factory confirmed the corrective action had been taken by 12/01/04.

The factory should ensure that all employees be well aware of the wages, incentive systems, benefits and bonuses to which they are entitled. Many standing workers were seen to be working for 7.5 hours but their time records reflected only 7 hours. Key record reveals that workers from Sampling, Packing & Maintenance sections had worked in few rest days, but corresponding entries in time records were missing.

No Finding was incriminating. No Finding was corroborated/verified. No Finding was verified through multiple sources.

3. Management and review of records

Time record cards for each employee, will be documented by time cards or by other acceptable and reliable recording systems such as electronic wage cards.

Time record cards for each employee, will be documented by time cards or by other acceptable and reliable recording systems such as electronic wage cards.

4. FLA Code/ Compliance

The PC visited the factory on 12/22/04 and confirmed all corrective actions are taken.

5. Wage Benefits

Wage Board

The factory should ensure that all employees be well aware of the wages, incentive systems, benefits and bonuses to which they are entitled. The factory agreed to sign an agreement with each of the outsourced parties which employ security guards, canteen and housekeeping workers. The factory agreed to provide in-house awareness training to all employees on a regular basis in order to enhance their general awareness of Health and Safety.

No Finding was incriminating. No Finding was corroborated/verified. No Finding was verified through multiple sources.

6. Other

The PC visited the factory on 12/22/04 and confirmed all corrective actions are taken.

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 provided with foot protection. (3) The factory 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 of the factory. The factory agreed to ensure that the corrective action had been taken by 12/01/04.

The factory agreed to post the pictorial diagrams for the use of Personal Protective Equipment (PPE) properly.
9. Hours of Work

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.

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 overtime is on a voluntary basis. The factory should establish a system in place to ensure that overtime is voluntary. The factory confirmed that the corrective action had been taken on 11/2004.

- The factory confirmed that the corrective action had been taken on 11/2004.
- The factory agreed to establish a system to ensure that all overtime is on a voluntary basis. The factory will obtain the consent of all workers by signing a letter once a month.
- The factory confirmed that the corrective action had been taken on 11/2004.
- 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 security guards, canteen and housekeeping workers are treated pursuant to the local legal requirements.

The factory should strengthen the accounting internal controls by taking the following steps. The time clocks are checked by the accounting staff once a month. The Time clocks are checked by the accounting staff once a month. The Payroll is compared to the time records. The Human Resources Manager be responsible for verifying both payroll and time records.

The factory has a system to ensure that overtime is voluntary, but the workers are not being properly compensated. The workers are not being provided mandated benefits to all eligible workers.

The factory agreed to establish a system to ensure that overtime is voluntary. The factory confirmed that the corrective action had been taken on 11/2004.

Interview with security guards and management.

- The factory confirmed that the corrective action had been taken on 11/2004.
- 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 security guards, canteen and housekeeping workers are treated pursuant to the local legal requirements.

The factory confirmed that the corrective action had been taken on 11/2004.

The PC visited the factory on 7/5/05 but were not able to find the "Worker." The PC will verify whether he is paid by the factory or personally by the director.

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 security guards, canteen and housekeeping workers are treated pursuant to the local legal requirements. The PC visited the factory on 7/5/05 and reviewed the attendance records for the month of November 2004, and confirmed that all employees had at least one day off in a week. They were under negotiation with the security guard company to come up with a new agreement. The PC visited the factory on 7/5/05 and reviewed the attendance records for the month of November 2004, and confirmed that all employees had at least one day off in a week. They were under negotiation with the security guard company to come up with a new agreement.

The factory confirmed that the corrective action had been taken on 11/2004.

The factory confirmed that the corrective action had been taken on 11/2004.

Regarding the outsourced services (Canteen & Housekeeping workers, and Security Guards), the factory should have an agreement with each of the outsourced parties which employ security guards, canteen and housekeeping workers. This will ensure that security guards, canteen and housekeeping workers are treated pursuant to the local legal requirements. The PC visited the factory on 7/5/05 and reviewed the attendance records for the month of November 2004, and confirmed that all employees had at least one day off in a week. They were under negotiation with the security guard company to come up with a new agreement.
Overtime Compensation

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. The factory agreed to obtain the consent of the PCs before engaging in any subcontracting activities.

The PCs have made it clear to the factory that unauthorized subcontracting is strictly prohibited. The QA and Compliance departments of PCs have been informed to stay alert.

Effective immediately The factory agreed to ensure the canteen worker who works another shift in a restaurant owned by the same employer (Canteen subcontractor) is not compensated for those extra hours worked.

PC visit The PC visited the factory on 12/22/04 and 11/17/2004 and confirmed that the training programme had commenced. All employees are educated as to how to calculate the overtime compensation.

Few workers interviewed were not aware of the way how to calculate the overtime compensation. The factory agreed to enhance the training program provided to employees in order to educate them on how to calculate the compensation of overtime hours. It is to be done on a regular basis. In addition, a policy on the calculation of OT will be written into the implementation manual. The policy will be communicated to all employees. This will further enhance workers' awareness.

Interview with workers No finding was corroborating.

Review of records and interview with workers The factory should ensure that employees had been compensated accurately for number of hours worked. E.g. while pay records show compensation paid for 7.5 hours, a worker had actually worked 7.5 hours as per time record.

The factory should ensure that employees had been compensated for the overtime worked, and this record serves as a basis to calculate wages.

The factory confirmed that the corrective action had been taken on 10/20/04.

The factory confirmed that they had taken the corrective actions on the 12/15/04.

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 agreed to guarantee the accuracy of payrolls and time cards of November 2004 that factory accurately calculated and properly compensated to employees.

The factory should ensure that all workers understand the way how to calculate the overtime compensation.

The factory agreed to enhance the training program provided to employees in order to educate them on how to calculate the compensation of overtime hours. It is to be done on a regular basis. In addition, a policy on the calculation of OT will be written into the implementation manual. The policy will be communicated to all employees. This will further enhance workers' awareness.

A copy of the contract.

Copy of payrolls and time cards for September and November 2004.

Accurate recording of OT hours worked?

Accurate recording of OT hours worked?

Overtime Compensation

Accurate recording of OT hours worked?

Accurate recording of OT hours worked?

Accurate recording of OT hours worked?

Accurate recording of OT hours worked?