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.
**FLA Audit Profile**

**Country**: DOMINICAN REPUBLIC  
**Factory name**: 05001967C ALGI  
**Date of audit**: 11/16/2004  
**Days in the facility**: 5  
**Product(s)**: PANTS  
**Production processes**: CUTTING, SEWING, PACKING AND SHIPPING

<table>
<thead>
<tr>
<th>FLA Code/Compliance issue</th>
<th>Legal Reference</th>
<th>FLA Benchmark</th>
<th>Monitor's Findings</th>
<th>Documentation</th>
<th>Best Practice</th>
<th>PC remediation plan</th>
<th>Target Completion Date</th>
<th>Factory Response</th>
<th>PC follow up</th>
<th>Documentation</th>
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<tbody>
<tr>
<td>1. Code Awareness</td>
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<td>2. Forced Labor</td>
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<td>3. Child Labor</td>
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<td>4. Harassment or Abuse</td>
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<td>5. Nondiscrimination</td>
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<td>6. Health and Safety</td>
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<td>7. Freedom of Association and Collective Bargaining</td>
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<td>8. Wages and Benefits</td>
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**Findings**:  
- Pulley guards were missing from sewing machines (approximately 10%).  
- Health and safety walkthrough confirmed that someone is checking all machines monthly to ensure the pulley guards are in place during the next factory visit.  
- Effective March 2005 and ongoing, a maintenance dept. worker will be checking all machines for safety guards monthly.

**Remediation**:  
- PC will confirm that someone is checking all machines monthly to ensure the pulley guards are in place during the next factory visit.
- Effective March 2005 and ongoing. A maintenance dept. worker will be checking all machines for safety guards monthly.

**General Health and Safety conditions**:  
- Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities.
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<td>Benefits</td>
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<td>Workers and</td>
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<td>The company provides a number of benefits to the workers, above and beyond what is mandated by the law. These include: Savings plans, free medical attention for the workers and their families, subsidized clinical laboratory services (70%), subsidized dental treatments (70%), free medicine, various bonuses (attendance, performance, etc.), credit plans at different shopping centers (supermarkets, school supplies stores, pharmacies) and special help in emergency cases like death of a family member.</td>
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**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.

Facility does not maintain a system to track overtime accumulation per month or quarter. As per company records and employee interviews, no case of violations was identified.

Facility supervisors are reviewing weekly OT reports since December 2004. Effective December 2004 and on-going. Payroll records reviewed. Interview workers during next visit/audit.

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.

Although local law limits are quoted by quarter, the factory is reviewing OT weekly using 6 hrs/week as a guideline. Factory seems to be in compliance or slightly over local law limits at times but not excessively.

Effective December 2004 and on-going. Payroll records reviewed. Interview workers during next visit/audit.

Copies of sample overtime reports in PC’s internal files.
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<td><strong>8. Overtime Compensation</strong></td>
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<td>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.</td>
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**OT Compensation**

**Article 147** - The normal duration of the work period is determined in the contract. It cannot exceed eight hours per day nor forty-four hours per week. All hours outside of the mentioned limitations are overtime. **Article 150** - Labor Code: employees exempt from overtime compensation are managers, employees of direction and supervisors.

The factory shall comply with applicable law for premium rates for overtime compensation. Employees in the X department and X staff do not log hours of work. Their work goes parallel with production area that often work overtime. These employees are categorized as salaried employees and are not compensated for OT.

Employer & employee interviews and time records observation

PC has spoken to management and advised them to convert those non-supervisory workers to hourly to be complaint with local labor laws. At this point, factory states that workers are better satisfied with the current arrangement. Factory states that workers want to continue the current arrangement since they feel that they make more money than workers getting paid a smaller hourly wage and OT. They also enjoy the days off and reduced hrs when not busy.

PC has reviewed worker contract and noticed it mentions that there will be occasional overtime. Will interview workers during next audit to confirm if overtime is excessive. Will continue to recommend that factory properly categorize workers to hourly status. Copy of a worker's contract

**Miscellaneous**

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.

**The factory shall comply with applicable law for premium rates for overtime compensation. Employees in the X department and X staff do not log hours of work. Their work goes parallel with production area that often work overtime. These employees are categorized as salaried employees and are not compensated for OT.**

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