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.
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<td>Sewing, cutting, QC, packaging, shipping</td>
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</tbody>
</table>

### 3. Child Labor

**Age Documentation**

Employers will maintain proof of age documentation for all workers, including birth certificates or other government-issued identification. Only 40% of the original copies of identification documents are kept on file.

**Age Determination**

Workers are assessed at age recommendations for all workers with records to substantiate, when available, that no child labor is occurring.

### 4. Harassment or Abuse

**Age Documentation**

Employers will maintain proof of age documentation for all workers, including birth certificates or other government-issued identification. Only 40% of the original copies of identification documents are kept on file.

**Age Determination**

Workers are assessed at age recommendations for all workers with records to substantiate, when available, that no child labor is occurring.

### 5. Nondiscrimination

**Age Documentation**

Employers will maintain proof of age documentation for all workers, including birth certificates or other government-issued identification. Only 40% of the original copies of identification documents are kept on file.

**Age Determination**

Workers are assessed at age recommendations for all workers with records to substantiate, when available, that no child labor is occurring.

### 6. Working Conditions

**Age Documentation**

Employers will maintain proof of age documentation for all workers, including birth certificates or other government-issued identification. Only 40% of the original copies of identification documents are kept on file.

**Age Determination**

Workers are assessed at age recommendations for all workers with records to substantiate, when available, that no child labor is occurring.
8. Wages and Benefits

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 as required.

9. Working Conditions

Employers will provide work environments which are safe and sanitary, free of hazards, and guarded, and operated in a safe manner.

10. Overtime Compensation

Except in extraordinary business circumstances, employees will (i) not be required to work more than the lesser of (a) 48 hours per week and weekend, 11/25/05, 36 employees earned 70 hours per week and (b) the maximum allowed by law per week. (ii) shall be paid overtime at a rate at least equal to one and one half times the regular hourly rate. This leads to an overtime disincentive bonus ranging from $20 to $115 per week ending, 11/25/05, 36 employees earned $105. The incentive bonus was not included into overtime pay: California Labor Code 2673. The factory shall comply with applicable law for premium rates for time records indicated lunch break deductions.

11. FLA Code/Compliance issue

FLA Code/Compliance issue code 49.2.4. which states: All overtime hours worked are calculated properly and compensated. However, production bonuses and incentives ranging from $20 to $115 are not included into overtime compensation. Therefore, the facility is in violation of California Labor Code 2673. Inclusion of the production bonus into overtime compensation is required. The factory does not have written overtime policy.