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.
6. Health and Safety

A separate labor code or statutory requirement for labor health and safety.

Employers能做到安全和健康安全环境的雇主，工作时间是合理安排的。

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## Sick Leave

- **Overtime Compensation**
  - **Awareness**: Employees should be informed of their rights to overtime compensation and sick leave. PPE usage should be documented and authorized by the worker. PPE usage should be communicated to all levels of the factory.

## FLA Code/Compliance

- **Issue 3**: The number of hours worked per week shall not exceed 36 hours. Furthermore, it was detected that overtime exceeding 12 hours per week was not compensated for workers who worked without rest in Oct 2004, Nov 2004, Dec 2004, Jan 2005, Feb 2005, and May 2005.

- **Issue 4**: The attendance records from Aug 2004 to July 2005 were reviewed and it was revealed that some workers worked overtime exceeding 12 hours per week in the previous 12 months and some workers worked overtime without rest in Sept 2004, Nov 2004, Dec 2004, and Jun 2005.

- **Issue 5**: The number of hours worked per week shall not exceed 36 hours. Moreover, it was detected that overtime exceeding 12 hours per week was not compensated for workers who worked without rest in Oct 2004, Nov 2004, Dec 2004, Jan 2005, Feb 2005, and May 2005.

## FLA Benchmark

- **Issue 3**: Factory must demonstrate a commitment to reducing and controlling hours of work. Time records and electronic management systems must be used to monitor hours of work. Time records and electronic management systems must be used to monitor hours of work.

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## FLA Non-Compliance

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