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.
The objective is to strengthen the internal grievance systems of the contract manufacturers. In alignment with this, the company has agreed to develop a systematic training programme to educate employees about Liz's Code of Conduct. The aim of the programme is to educate the factory management and workers about Liz's Code of Conduct.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory agreed to establish a grievance policy and procedures. These policy and procedures must be properly communicated to workers. The factory should develop a grievance policy and procedures so that workers can freely express their concerns without fear of reprisals.

### Worker/Management Awareness of Code

The factory confirmed that the corrective actions had been taken on 12/20/2005.

### Childcare Facilities

The factory agreed to post Liz's Code of Conduct at each production floor so that employees can view it easily.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory should develop a systematic training programme to educate employees about Liz's Code of Conduct on a regular basis. Such training should be well documented, and photos are attached as supporting documentation.

### FLA Principle of Monitoring, Obligation of Companies:

#### Consumer Protection

The factory should remove the childcare facility from the factory premises where the production takes place. The factory has to ensure that the childcare facility be located in a secure area. In addition, the childcare facility has to be functional and in a manner which protects the safety and welfare of the children. The childcare facility is not functional and used for any other purpose.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory agreed to establish an awareness program which includes training for the newly recruited and existing employees. The aim of the program is to educate the factory management and workers about Liz's Code of Conduct.

### FLA Principle of Monitoring, Obligation of Companies:

#### Childcare Facilities

The factory agreed to notify the workers 7 days in advance during dismissal. There will be no deduction from workers' compensation if the dismissal notice is shorter than 7 days.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory confirmed that the corrective actions had been taken on 12/20/2005.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory agreed to notify the workers 7 days in advance during dismissal. There will be no deduction from workers' compensation if the dismissal notice is shorter than 7 days.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory confirmed that the corrective actions had been taken on 12/20/2005.

### FLA Principle of Monitoring, Obligation of Companies:

#### Confidential Non-Compliance Reporting Channel

The factory confirmed that the corrective actions had been taken on 12/20/2005.