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>Item</th>
<th>Compliance Code</th>
<th>Fact</th>
<th>IEM Findings</th>
<th>Remediation Plan</th>
<th>Target Date</th>
<th>Completion Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Code Awareness</td>
<td>Art. 37 (Terms and conditions of labor contracts)</td>
<td>All employees will be informed about the terms and conditions of their labor contract.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>3.- In an addendum to the contract, we will include ‘the salary can never be below minimum wage and will be paid on piece rate to direct employees and per hours for indirect employees’.</td>
<td>Nov-05</td>
<td>Done</td>
</tr>
<tr>
<td>2. Child Labor</td>
<td>Art. 37 (Terms and conditions of labor contracts)</td>
<td>All children under the age of 15 will be prohibited from employment.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>2.- The contract will be adjusted to reflect the real schedules.</td>
<td>Nov-05</td>
<td>Done</td>
</tr>
<tr>
<td>3. Harassment or Abuse</td>
<td></td>
<td>No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>No note.</td>
<td>Feb-07</td>
<td>In progress</td>
</tr>
<tr>
<td>4. Nondiscrimination</td>
<td></td>
<td>No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or discharge.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>No note.</td>
<td>Feb-07</td>
<td>In progress</td>
</tr>
<tr>
<td>5. Health and Safety</td>
<td>Art. 37 (Terms and conditions of labor contracts)</td>
<td>Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or by the nature of the work of the employee.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>2.- In an addendum to the contracts already existing, we will include that ‘the weekly pay will take place on the last day of the week at the longest’.</td>
<td>Nov-05</td>
<td>Done</td>
</tr>
<tr>
<td>6. Wages and Benefits</td>
<td>Art. 37 (Terms and conditions of labor contracts)</td>
<td>Employers will recognize and respect the right of employees to freedom of association and collective bargaining.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>No note.</td>
<td>Feb-07</td>
<td>In progress</td>
</tr>
<tr>
<td>7. Freedom of Association and Collective Bargaining</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Hours of Work</td>
<td>Art. 37 (Terms and conditions of labor contracts)</td>
<td>Except in extraordinary business circumstances, employers will not require employees to work more than 48 hours per week and 12 hours overtime per week.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>2.- In an addendum to the contracts already existing, we will include that ‘the weekly pay will take place on the last day of the week at the longest’.</td>
<td>Nov-05</td>
<td>Done</td>
</tr>
<tr>
<td>9. Overtime Compensation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Record Maintenance</td>
<td>Art. 37 (Terms and conditions of labor contracts)</td>
<td>All compensation and related records should be accurately recorded.</td>
<td>1. Management Interview. 2. Workers interview. 3. Review of labor contracts.</td>
<td>No note.</td>
<td>Feb-07</td>
<td>In progress</td>
</tr>
</tbody>
</table>

**Sources/Documentation Used for Corroborating Evidence**:
- Management Interview.
- Workers interview.
- Review of labor contracts.
- Addenda to existing contracts.
- Records of employee compensation.
- Records of employee attendance.
- Records of employee grievances.

**Notable Features Implemented by Factory Management or Company**:
- Implementation of new policies and procedures to address the FLA benchmark.
- Improved record-keeping and accountability.
- Enhanced communication and transparency with employees.
- Increased focus on compliance with all labor laws and regulations.