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.


We require the factory to ensure that the safety in the building is maintained.

1) During the on-site observation, we found one fire exit stair of main workshop building without fire emergency light equipped.

2) During the on-site observation, part of fire extinguisher and hydrant routeway were blocked by the semi-products.

In our dialogue with the factories H&M primarily encourage the factory to develop and deepen its own confidential non-compliance system. We support the factory in building a dialogue system... 

The PC company (H&M) did not put in place a...
1. **FLA Comment:** The Chinese constitution guarantees Freedom of Association: FLA Article 39 - The operators and management staff of boiler, pressure vessels, elevators, and passenger tram equipment, Article 39 - The operators and management staff of special equipment must obtain the unified special equipment operator certificates before they fulfill their jobs.

2. **Comment:** The Amended Trade Union Act of October 2001 does stipulate that union committees have to be democratically elected at members’ assemblies and trade unions must be independent of the government. 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, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation. The Chinese Labor Law, Article 38 The employing unit shall guarantee that its staff and workers have at least one day off in a week. The employing unit may extend working hours due to the requirements of the production or business after consultation with the trade union and workers. The total extension in one week shall not exceed thirty-six hours. In order to ensure that the workers work within the extension of hours, the employers will provide workers more punch card machines and make sure that the workers use the time to eat and rest. The employing unit shall pay laborers remunerations higher than those for normal working hours. The employing unit shall, according to the following standards, pay laborers remunerations higher than those for normal working hours under any of the following circumstances:

- a) to work on statutory holidays;
- b) to work on statutory holidays;
- c) to work on statutory holidays.

- The employing unit must provide the workers with overtime compensation. The overtime compensation is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable efforts. The overtime compensation shall be: (1) to pay no less than 350 per cent of the normal wages if the extended hours are arranged on statutory holidays; the total extension in a month shall not exceed thirty six hours. Where workers are paid on a piece rate, the payment for overtime work performed shall result in no less payment than the premium pay required by law. Employers recognize that wages are essential to meeting employees’ basic needs. Employers will pay employees, as a base, at least the minimum wage required in the country of manufacture or, in those countries where such laws will not exist, at a rate at least equal to the prevailing hourly wage established in the country.

3. **Miscellaneous**

- We require the factory to provide true documentation on salaries and check and interview with workers and management, it was identified.

- H&M requires that the workers should be free to form associations of their own choosing without previous authorization. The right to freedom of association begins at the time that a worker seeks employment, and continues through the course of employment. Where workers are paid on a piece rate, the payment for overtime work performed shall result in no less payment than the premium pay required by law. Overtime in peak season the factory will hire more staff. In order to raise productivity the factory will invest in more and update the equipment.

- The maximum working hours a week shall not exceed forty-eight hours, with two days rest per week, 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, in those countries where such laws will not exist, at a rate at least equal to their regular hourly compensation. The employing unit may extend working hours due to the requirements of the production or business after consultation with the trade union and workers. The total extension in one week shall not exceed thirty-six hours. In order to ensure that the workers work within the extension of hours, the employers will provide workers more punch card machines and make sure that the workers use the time to eat and rest. The employing unit shall pay laborers remunerations higher than those for normal working hours. The employing unit shall, according to the following standards, pay laborers remunerations higher than those for normal working hours. The employing unit shall, according to the following standards, pay laborers remunerations higher than those for normal working hours under any of the following circumstances:

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4. **On-going**

- In order to reduce the number of working hours, the factory will hire more staff. In order to raise productivity the factory will invest in more and update the equipment.

- On-going The union will have meetings every month. Minutes from the meetings will be recorded and communicated to all workers in the factory.

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