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.
Documentation

Generally we do not require our Code of Conduct (CoC) to be posted on the factory walls or in any other public place. It is important to ensure that the employees are aware of the policies and procedures outlined in the CoC. The factory management is responsible for communicating these policies to all employees, including through regular training sessions and documentation of any discussions held.

According to management, the PC provided them with a copy of the CoC. However, it was not observed posted in the facility compound. Pending; On-going

FLA Principle of Monitoring, Obligation of Factory Response

PC Remediation plan Target (Cite date of follow up)

Hennes & Mauritz AB

Cutting, sewing, ironing, inspection, packing

Product(s) Production processes

H&M mainly encourages the factory to develop its own confidential non-compliance system. We support the factory in this by providing guidance and support. The factory will be encouraged to develop and maintain a system that ensures confidentiality and the protection of employee rights. During these confidential, one-to-one interviews, our contact information is provided to the workers in order to ensure their anonymity and confidentiality.

1. Code Awareness

H&M has not established a confidential non-compliance reporting mechanism for workers to report complaints.

2. Worker Participation

Employees have the right to participate in the decision-making process and to express their concerns and opinions. The factory management shall ensure that employees are involved in the formulation of policies and procedures.

3. Child Labor

No person will be employed at an age younger than 15 (or 14 where the law of the country of manufacture allows) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

4. Harassment or Abuse

Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment or abuse.

Monetary Fines and Penalties

Art. 16 of Interim Regulation on the Payment of Wages:

Employers will not use monetary fines and penalties for poor performance. The factory will keep written record if any disciplinary action would occur. In the case a factory does not maintain proper disciplinary action records, the records kept by the facility.

5. Record Maintenance

Employers will maintain written records of disciplinary action, evidence, and management interview.

6. Access to Information

Workers shall have access to the information necessary for their employment, including union activities, company information, and general management documents. On the basis of gender, race, religion, age, disability, sexual orientation, political opinion, or social or ethnic origin.

Factory tour and management interview. During our audits and discussions with the factory management, we will be provided with the necessary information to conduct our audits.

Chemical Management

Art. 12 of the Factory Safety and Health Regulations 2000: The factory shall ensure that all chemicals and hazardous substances are properly labeled and stored in accordance with applicable laws. Workers should receive training, appropriate to their job responsibilities, in the safe use of chemicals and other hazardous substances.

a) The chemical materials used in the facility should be limited. Dangerous chemical materials should be stored safely, labeled, and properly maintained.

b) The factory shall maintain a chemical storage log in a visible and accessible location, and shall not be tampered with during the audit.

c) The factory management shall ensure that all chemicals and hazardous substances are properly labeled and stored in accordance with applicable laws.

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Employers will recognize and respect the right of employees to freedom of association and collective bargaining for the purpose of negotiations with employers or their representatives, and to bargain collectively through representatives of their own choosing, and to work in surrounding committees, and to establish and participate in employee associations or other organizations of their own choosing, and to work in surrounding committees.

ARTICLE 9 of Fire Prevention and Safety Rules of Textile Industry:

Every enterprise and institution should establish a volunteer fire prevention and control team. The proportion of volunteer fire fighters must be no less than 10% of the total workers.

The Chinese constitution guarantees Freedom of Association; however, the Trade Union Act prevents the establishment of trade unions independent of the sole union maintained by the state and its associations. As a result, independent trade union organization is prohibited. Recently, however, the government has started to regulate trade unions which would improve the functioning of the labor relations mechanisms.

We don't accept any disciplinary actions from the factory against workers who choose to peacefully and lawfully organise and to bargain collectively for the improvement of their working conditions.

Workers should be involved in planning for safety, health and hygiene in the workplace, and management interview.

We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation. And to clearly communicate and ensure that the workers are informed of their rights regarding freedom of association.

We don't accept any disciplinary actions from the factory against workers who choose to peacefully and lawfully organise and to bargain collectively for the improvement of their working conditions.

Documentation review,

H&M will carry out unannounced audits in order to monitor the development according to the factory remediation plan.

Documentation review,

The supplier is, according to our Code of Conduct, responsible for ensuring that their subcontractors are compliant with the same standards. If any violations of our Code of Conduct are found, we will encourage the factory to resolve the matter and prevent further occurrence.

Miscellaneous

The supplier is, according to our Code of Conduct, responsible for ensuring that their subcontractors are compliant with the same standards. If any violations of our Code of Conduct are found, we will encourage the factory to resolve the matter and prevent further occurrence.

Documentation review,

In order to ensure that the workers can ensure that the workers may have one day off per week, and reduce the number of overtime hours in the long-term, H&M will carry out unannounced audits in order to monitor the development according to the factory remediation plan.

Miscellaneous

In accordance with local labor laws, the minimum wage paid to workers shall not be less than 150% of the legal minimum wage. This wage will be paid at least once a month by the local labor bureau which allows them to have their wages calculated and paid.

We don't accept any disciplinary actions from the factory against workers who choose to peacefully and lawfully organise and to bargain collectively for the improvement of their working conditions.

Workers should be involved in planning for safety, health and hygiene in the workplace, and management interview.

We encourage the factory to develop internal regulations in line with our Code of Conduct and local legislation. And to clearly communicate and ensure that the workers are informed of their rights regarding freedom of association.

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