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.
Confiscated

There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.

**2. Forced Labor**

- **Channel Confidential non-compliance reporting**
  - **Code posting/information**
    - FLA Code/Compliance issue
    - Days in the facility
    - Date of audit
    - Factory name
    - FLA Monitoring Visit Profile
    - Preparation, Polishing, Coating, Assembly & Packing
    - Preparations, Polishing, Coating, Assembly & Packing: FLA Principles of Monitoring, Obligations of Companies: Establish and articulate clear, written workplace standards.  Formalize those standards in Company, contracts and suppliers, and convey those standards to employees, contractors and suppliers.
    - The factory did not establish such workplace standards and convey those standards to employees, contractors and suppliers.
    - Completed
    - On 3/28, factory posted workplace standards on a prominent & noticeable place inside factory.
    - Photos attached
  
  - **Management awareness of Code**
    - FLA Principles of Monitoring, Obligations of Companies: Ensure that all Company facilities as well as contractors and suppliers inform their employees about the workplace standards only and through the convey of standards in a prominent place (e.g., meetings, conferences, by management and managers) and undertake other efforts to educate employees about the standards on a regular basis.
    - FLA Principles of the FLA approved FLA code were not posted to employees and/or in the dormitory area, the FLA Principles were not stated, or the FLA Principles were not conveyed to their workers.
    - Completed
    - Separated workers into teams. Each team was to include women and men from the production line and discuss about the standards of workplace by the manager. Each manager will review the group of workers at the beginning of every month. New workers will take a couple of days to discuss the workplace code in the first working week.
    - Photos attached
  
  - **Worker non-compliance reporting channel**
    - FLA Principles of Monitoring, Obligations of Companies: Develop a secure, confidential, anonymous, and impartial reporting channel to enable Company employees and employees of contractors and suppliers in report to the Company on non-compliance with workplace standards.
    - FLA Principles were not posted at workplaces and convey those to employees, contractors and suppliers.
    - Completed
    - Set up an employee welfare committee to communicate with the managers monthly. The employee welfare committee discussed about the workplace code and the dormitory rules for every month, and expanding the dormitory by the production line. The managers and the committee approved the proposal and have established a separate committee to handle the proposal and the manufacturing staff, canteen.
    - Photos attached
    - On 3/25 the committee chairman was in charge of the committee. The committee also cons checking about the workplace code and also all relevant workplace code.

- **Certified Original documentation**
  - **The nature of the implementation problems at the factory:**
    - The employer shall not lodge deposit, guarantee fee or goods at the time of employing. The employer shall not sign the contract.
    - The factory provided a collective contract for 7 days to decide whether to sign the contract.
    - Completed
    - On 3/25 the factory signed workplace standards on a prominent & noticeable place inside the factory.
    - Photos attached
  
  - **Written employment contracts**
    - FLA Principles of Monitoring, Obligations of Companies: Employees that are employed in the facility and work in the facility must have written proof of their privileges.
    - The factory signed detailed of the employment contract, including components relating to workers' compensation, workers' rights, codes of conduct and principles to them.
    - Completed
    - On 3/28, factory signed written proof of their privileges including components relating to workers' compensation, workers' rights, codes of conduct and principles to them.
    - Photos attached

- **Recruitment Contracts**
  - **There are no recruited terms including commission, recruitment, recommendation.**
    - There are no recruited terms including commission, recruitment, recommendation. which specify that employee can be fired or be subjected to restrictions on freedom of movement, allow employees to sack wages already earned, provide for workers to sign the contract only if they have already earned or, in any way punish workers for terminating employment. It is acceptable to provide bonuses to workers who stay by hours of overtime and meet other requirements, like attendance, punctuality, good quality, etc.
    - Completed
    - Photos attached
  
- **Set up an "employee welfare committee" to handle the proposal and the manufacturing staff, canteen.**
  - FLA Principles or the FLA-approved PC's were not posted at workplaces and convey those workplace code of conduct in the first working week.
  - Completed
  - On 3/25, the factory confirmed that all workers have signed the contract.
  - Photos attached
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked to, or in connection with, the employment of workers. The earned money should not be used for any reason, and workers will not lose their income if they are not present due to illness or accident. Employers are responsible for the safety of workers, and in the case of death or injury, workers would be paid death benefits, and the earned money would not be returned to workers.

**Employment Terms**

- **Minimum Age**: The minimum age for employment in China is 16 years. Under-age workers must be at least 15 years old. Employers shall take precautions to ensure that all workers are at least the minimum working age and that all workers are free from hazardous and dangerous work. Employers shall have a system for identifying young workers according to applicable laws.
- **Recruitment**: Employers are responsible for the safety of young workers, and if young workers are engaged in operations or working close to hazardous equipment, working at dangerous heights or lifting heavy loads, or exposed to hazardous chemicals, employers shall ensure that they are provided with protective equipment and measures to prevent accidents. Employers are not permitted to engage in operations or activities that are hazardous to young workers. Young workers shall be provided with personal protective equipment and protective clothing.
- **Working Hours**: Young workers shall work no more than 8 hours per day, 44 hours per week. The overtime hours for each worker shall meet local legal requirements.
- **Health and Safety**: Employers are responsible for the health and safety of young workers. Employers shall ensure that all workers are provided with safety equipment, and the earned money would not be returned to workers.

**Health and Safety**

- Employers shall provide a safe and healthy working environment to prevent accidents and injuries. Employers shall have a system for identifying young workers according to applicable laws.
- Employers shall ensure that all workers are provided with safety equipment, and the earned money would not be returned to workers.
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**Person Protection Law**

- Employers shall provide a safe and healthy working environment to prevent accidents and injuries. Employers shall have a system for identifying young workers according to applicable laws.
- Employers shall ensure that all workers are provided with safety equipment, and the earned money would not be returned to workers.
- Employers shall ensure that all workers are provided with safety equipment, and the earned money would not be returned to workers.

**Legal Reference**

- **China Labor Law**: Article 14: No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, or termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
- **Fla Code/ Compliance issue**: FLA Code/ Compliance issue.
- **Age Verification**: The clause 10 of China Labor Law. Employers should not engage young workers under 18 years old in hazardous work or work that is harmful to young workers.
- **Recruitment Fees**: Employers are not permitted to charge recruitment fees.
- **Monetary Fines and Penalties**: Employers are not permitted to use monetary fines and penalties for poor performance.
- **Legal compliance for juvenile workers**: Employers are not permitted to engage in operations or activities that are hazardous to young workers.

**Recruitment Fees**

- **Termination of Employment**: Employers shall ensure that all workers are provided with safety equipment, and the earned money would not be returned to workers.
- **Freedom from Harassment or Abuse**: Employers shall ensure that all workers are provided with safety equipment, and the earned money would not be returned to workers.
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Phosphate Based Safety Supervision

The list of all chemicals (including but not limited to: Phosphate, Phosphoric Acid, Phosphorus Chemicals) shall be submitted to the foreigner with the temporary regulations on waste and pollution control of phosphate pollution. The foreigner shall ensure all chemicals are properly labeled and stored. The list shall be updated annually and kept for review.

Record Maintenance

The factory shall maintain all relevant documents related to safety and health laws and regulations. This includes but is not limited to: safety data sheets, MSDS, accident records, evacuation procedures, and emergency plans.

Industrial Maintenance

All safety and accident reports shall be maintained for at least one year, or longer if required by law. The factory shall ensure all accidents are investigated and appropriate corrective actions are taken.

Document Maintenance

All documents related to safety and health laws and regulations shall be maintained, properly guarded, and accessible to employees. The list of all chemicals shall be updated annually and kept for review.

Chemical Management for Pregnant Safety Equipment

The factory has obtained all necessary certificates to meet the requirements of chemical management for pregnant safety equipment. The factory has also posted and informed workers about the location of all dangerous chemicals at the end of September.

Evacuation Procedure

The factory has practiced evacuation on 10/5 and will do so quarterly. Please refer to photos.

Safety Equipment

All safety and medical equipment (such as respirators, hearing protection, etc.) shall be in place, maintained as prescribed and accessible to the employee.

HSI

The factory added covers to the electrical case. The factory also installed an explosion proof light. The factory has provided all necessary protective equipment to workers who will be exposed to dangerous conditions. The factory has also improved their dormitory but please be assured that factory is moving forward to improve the living standard of workers.

FLA Benchmark

The factory has obtained all necessary certificates to meet the requirements of chemical management for pregnant safety equipment. The factory has also posted and informed workers about the location of all dangerous chemicals at the end of September.

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The factory has practiced evacuation on 10/5 and will do so quarterly. Please refer to photos.

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All safety and medical equipment (such as respirators, hearing protection, etc.) shall be in place, maintained as prescribed and accessible to the employee.
### Legal Compliance for Holiday/Leave

<table>
<thead>
<tr>
<th>FLA Code/Compliance Issue</th>
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<th>Factory Response</th>
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</table>

#### FLA Code/Compliance Issue

**Legal Compliance for Holiday/Leave**

- **FLA Code/Compliance Issue:** No factory established the minimum required paid annual leave. The factory has adjusted factory rules to provide for all mandated paid annual leaves. The factory has adjusted factory rules to meet the local Labor law.

- **Factory Findings:** The factory has adjusted factory rules to meet the local Labor law.

- **Factory Response:** The factory has adjusted factory rules to meet the local Labor law.

- **Remediation:** The factory has adjusted factory rules to meet the local Labor law.

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**Illegal Holding of Funds**

- **FLA Code/Compliance Issue:** No factory established the minimum required paid annual leave. The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Findings:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Response:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Remediation:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

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**Payment of Legal Benefits**

- **FLA Code/Compliance Issue:** No factory established the minimum required paid annual leave. The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Findings:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Response:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Remediation:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

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**Minimum Wage**

- **FLA Code/Compliance Issue:** No factory established the minimum required paid annual leave. The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Findings:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Response:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Remediation:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

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**Wages and Benefits**

- **FLA Code/Compliance Issue:** No factory established the minimum required paid annual leave. The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Findings:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Response:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Remediation:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

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**Sanitation in Dormitories**

- **FLA Code/Compliance Issue:** No factory established the minimum required paid annual leave. The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Findings:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Factory Response:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.

- **Remediation:** The factory has adjusted factory rules to provide for all mandated paid annual leaves.
Overtime Compensation

- The factory paid overtime compensation RMB 1.3/hour in probation period, RMB 1.6/hour in regular working days and 300% for OT on Chinese holidays. The factory has adjusted its OT compensation as below: 150% for OT on working days, 200% for OT on Sat. or Sun. and 300% for OT on Chinese holidays. The factory will comply with all applicable laws regarding overtime compensation.

- The factory paid overtime compensation at the same as other workers, 3-5 OT hours a day, max 220 OT hours a month. The factory did not guarantee workers at least one day off in every seven day period. Workers were required to work on 2-5 hours a day except Sunday. Workers would work 3-5 OT hours prior to mandating involuntary overtime. Some young workers worked OT till next morning, about 74-90 hours a month. The normal work time in the factory was 28-30 days a month, only one day off. The factory did not guarantee workers at least one day off in every seven day period.

- The factory monitored production schedule based on the legal workload for each worker. Going forward, every other week the manager of each department will review the legal workload, order status and the OT records and make reasonable adjustments to the production schedule regularly. If extraordinary business circumstances, employers will make extensive efforts to secure voluntary overtime work prior to mandating involuntary overtime. No factory mechanic or, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period. An employee who has worked 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, where the laws of such country will not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.

- The benchmark of FLA and the clause 28 of China Juvenile Person Protection Law, the Clause 41 of China Labor Law, the clause 13 of Provisions on I-9s, green cards, 941s and supporting journals and reports will be available in the factory and sends previous records back to Taiwan headquarters. The factory keeps six month written records, all legally required payroll documents, I-9s, green cards, 941s and supporting journals and reports will be available in the factory and meets local labor law.

- The factory only provided payroll records to FLA and sent back to Taiwan headquarters. The factory keeps six month written records, all legally required payroll documents and original documents kept in Taiwan. The factory adjusted its production schedule regularly. The factory also purchased a modern machine to enhance production capacity and reduce the possibility of involuntary overtime. In addition to adjusting the production schedule regularly, the factory also purchased a modern machine to enhance production capacity and reduce the possibility of involuntary overtime. The factory is also applying for an OT permit from the local government.