

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.

FLA Audit Profile	
Country	MEXICO
Factory name	080050314E
IEM	ACCORDIA GLOBAL COMPLIANCE GROUP
Date(s) in facility	October 16, 2006 and October 17, 2006
PC(s)	NORDSTROM
Number of workers	197
Product(s)	UNDERWARE (BOXERS) AT THIS TIME
Production processes	SEW, INSPECTION AND PACKING

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Non-compliance	Risk of Non-compliance	IEM Findings				Remediation				(Status)
					Evidence of Non-compliance (uncorroborated)	If not corroborated, explain why	Sources/Documentation used for corroborating	Notable Features implemented by Factory Management or Company	PC Remediation plan	Target Completion Date	Company follow up (Cite date of follow up)	Documentation	
1. Code Awareness													
Confidential non-compliance reporting channel		FLA Principle of Monitoring, Obligation of Companies: Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.	There is a suggestion box that is in use as well as an open door practice however there is no evidence that a communication channel exists between the workers and the PC to comply with the intent of the FLA's Company Obligations.					Ensure that employees are aware of an open communication channel between Nordstrom and the employees	1/10/2007	Factory sent minutes from a October 23rd employee meeting where information regarding communication policies was discussed. It was reiterated that employees are able to communicate concerns to managers with confidentiality. Nordstrom also has posters posted with direct Nordstrom contact information, including address, email and telephone contact information.	Minutes documenting policy and communication to employees	Completed	
2. Forced Labor													
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise													
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 of abuse.													
5. Nondiscrimination													
No person will be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.													
6. Health and Safety													
Employers will provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities													
Document Maintenance/ Accessibility		All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language	Though not a high volume user of chemicals, some cleaning substances and oils should have MSDS sheets available for workers					Post MSDS sheets in location accessible to view by employees	1/10/2007	Factory posted MSDS sheets in the area of cleaning supplies and oils. The importance of these MSDS sheets was communicated during the factory meeting attended by all employees.	Pictures of MSDS sheets were sent	Completed	
7. Freedom of Association and Collective Bargaining													
Employers will recognize and respect the right of employees to freedom of association and collective bargaining													
8. Wages and Benefits													
Employers recognize that wages are essential to meeting employees' basic needs. Employers will pay employees, as a base, at least the minimum wage required by local law or the prevailing industry wage, whichever is higher, and will provide legally mandated benefits													
9. Hours of Work													
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, 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													

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Non-compliance	Risk of Non-compliance	IEM Findings			Notable Features implemented by Factory Management or Company	PC Remediation plan	Target Completion Date	Remediation		[Status]
					Evidence of Non-compliance (uncorroborated)	If not corroborated, explain why	Sources/Documentation used for corroborating				Company follow up (Cite date of follow up)	Documentation	Completed; Pending; On-going
Overtime Limitations	Article 66 " Podra tambien prolongarse la jornada de trabajo por circunstancias extraordinarias, sin exceder nunca de tres horas diarias ni de tres veces en una semana." and Article 68. " Los trabajadores no estan obligados a prestar sus servicios por un tiempo mayor del permitido de este capitulo. La prolongacion del tiempo extraordinario que exceda de nueve horas a la semana, obliga al patron a pagar al trabajador el tiempo excedente con un doscientos por ciento mas del salario que corresponda a las horas de la jornada, sin perjuicio de las sanciones establecidas por la ley." (Ley Federal del Trabajo) Clausula 20a. Pago de Tiempo Extraordinario Cuando se prolongue la jornada de trabajo por circunstancias extraordinarias, el Patron pagara las horas con un 200% del salario que corresponde a las horas de jornada normal." (Contrato Colectivo de Trabajo autorizado por la Junta de Conciliacion y Arbitraje del Ministerio del Trabajo, firmado por el Sindicato)	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, 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 extraordinary business circumstance is a temporary period of extra work that could not have been anticipated or alleviated by other reasonable efforts		Monitors reviewed hours worked in May, September, and October 2006 and noticed that the period between the 18th to the 24th of September there was a total of 8 employees from the packing area (packing area consists of 13 workers), that were exceeding the hour limitations imposed by the FLA COC. These 8 individuals totaled no more than 64 hours during peak weeks. Since this is not a regular practice, and the fact that these hours are worked voluntarily and willingly, and that the collective bargaining agreement signed by the worker's union, explicitly, does not restrict nor limits hours worked, monitors consider this issue only as a risk of none-compliance..				Ensure employees are aware that overtime is not mandatory	1/10/2007	Factory sent policy and minutes from meeting on October 23rd stating that all overtime is voluntary and not required. The factory stated clearly to all employees that occasionally, workers may be asked to work overtime, but this is always voluntary. Since a collective bargaining agreement exists that is signed by the worker's union, hours worked are not limited and overtime during rare occasions is acceptable.	Minutes and policy	Completed	
10. Overtime Compensation													
In addition to their compensation for regular hours of work, employees will be compensated for overtime hours at such premium rate as is legally required in 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 rate.													
Miscellaneous													