

*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	India
Factory name	28033287D
IEM	Bureau Veritas Consumer Product Services India Pvt. Ltd.
Date(s) in facility	06 & 08 September, 2005
PC(s)	PVH, Ashworth and VF Corporation
Number of workers	1333
Product(s)	T Shirts (Knitted & Woven)
Production processes	Knitting, Dyeing, Printing, Cutting, Sewing, Embroidery, Finishing, Packing and Washing.

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Non-compliance	Risk of Non-compliance	IEM Findings			PC Remediation plan	Target Completion Date	Remediation			
					Evidence of Non-compliance (unincorporated)	If not corroborated, explain why	Sources/Documentation used for corroborating			Notable Features implemented by Factory	Factory Response (Optional)	Company follow up (Cite date of)	Documentation
<b>1. Code Awareness</b>													
<b>2. Forced Labor</b>													
There will not be any use of forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise													
Employment Records	According to Schedule 1B of The Model Standing Orders on Additional items, under 1 (i) Every individual establishment shall maintain a service card in respect of each workmen in the form appended to these orders, wherein particulars of the that workman shall be recorded with the knowledge of that workman and duly attested by an officer authorized in this behalf together with the date	Employers will maintain sufficient hiring and employment records to demonstrate and verify compliance with this Code provision	Appointment letter was incomplete in 13 files and not available in 03 files out of 25 reviewed.				Interview and document review.	Factory needs to maintain complete and accurate files for all workers, i.e., appointment letters	December 1,2005	All appointment letters will be completed and maintained in workers' personnel files.	July 28,2006	Auditor has reviewed workers' files and has found that all appointment letters were completed and included in the files	
<b>3. Child Labor</b>													
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.													
Age Documentation	According to Item 1(iv) Schedule 1B of The Industrial Employment (SO) Central Rules 1946, Every workman shall indicate his exact date of birth to the employer or the officer authorized by him in this behalf, at the time of entering service of the establishment. (eg. matriculation certificate, certified copy of date of birth as recorded in the registers of a municipality, local authority or panchayat or register of birth, or doctors certificate or affidavit.)	Employers will maintain proof of age documentation for all workers, such as a birth certificate, which verifies date of birth.	Age proof records were missing in 05 out of 25 files reviewed			N/A	Personal Files	None	"Proof of age" documentation for all workers needs to be maintained on file. Factory needs to be diligent in this procedure.	December 1,2005	Age proof documentation for the five new workers are now maintained on file. Our HR dept is responsible and will be more diligent in complying this information and maintaining on file.	July 28,2006	Auditor has reviewed workers' files and has found that all age proof documentation were completed and included in the files
<b>4. Harassment or Abuse</b>													
Every employee will be treated with respect and dignity. No employee will be subject to any physical, sexual, psychological or verbal harassment of abuse.													
<b>5. Nondiscrimination</b>													
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.													
Employment Decisions		Employment decisions will be made solely on the basis of education, training, demonstrated skills or abilities. All employment decisions will be subject to this provision. They include hiring, job assignment, wages, bonuses, allowances, and other forms of compensation, promotion, discipline, assignment of work, termination, of employment, provision of retirement.	The factory *** does not employ female workers in the audited site, citing local culture and tradition being the reason of it.				Based on the local sources and auditors general observation quite a good number of female workers are working in different factories in the region and are mostly involved into the process like thread cutting.	None			This factory has largely migrant workers. Migrant workers in the industry are pre-dominantly male workers. Generally these workers do not bring their families from the villages.	July 28,2006	Auditor has conducted workers' interviews and has reviewed all company policies and procedures and could not find any evidence of factory's discrimination against employing women workers.
<b>6. Health and Safety</b>													
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													
Safety Equipment	According to Section 38 (1 & 2) of The Factories Act, 1948, Every factory shall provide and maintain 1) a) safe means of escape for all person in the event of fire and b) the necessary equipment and facilities for extinguishing fire 2) effective measures shall be taken to ensure that in every factory all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such cases.	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees.	Operating instructions in local language on/near the fire extinguishers were missing and fire extinguishers were blocked in two locations.			N/A	Visual Observation during the facility tour.	None	All fire fighting equipment needs to have operating instructions on or near the equipment. In addition, all fire fighting equipment needs to be kept clear at all times.	November 1,2005	All fire fighting equipment have been provided with operating instructions and will be clear of obstructions and any blockage.	July 28,2006	Fire fighting equipment have been provided with operating instructions and are clear of obstructions and any blockage.

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings						Remediation				
			Non-compliance	Risk of Non-compliance	Evidence of Non-compliance (un corroborated)	If not corroborated, explain why	Sources/Documentation used for corroborating	Notable Features implemented by Factory	PC Remediation plan	Target Completion Date	Factory Response (Optional)	Company follow up (Date, date of)	Documentation
Evacuation Procedure	According to Rule 68(12c) of The Model Rule of The Factories Act, 1948, Fire fighting drills shall be held as often as necessary and at least once in every period of 2 months.	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures	Fire drill are conducted once in a period of three months			N/A	Management Interview and document review	None	Fire drills need to be conducted at least once in a period of 2 months. Appropriate documentation needs to be maintained on file.	November 1,2005	Fire drills are now being performed once every two months and is being documented	July 28,2006	Fire drills are being conducted once every 2 months. These have been documented.
Evacuation Procedure	According to Section 7A(1 & 2c) of The Factories Act, 1948, (1) Every occupier shall ensure, so far as is reasonably practicable, the health safety and welfare of all workers while they are at work at factory.(2) Without prejudice to the generality of the provisions of sub-section (1), the matter to which such duty extends, shall include-(c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work.	All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures	Visual emergency warning system like strobe lights are not provided in work places like DG room, Knitting room and Embroidery room where high noise level is produced.			N/A	Visual observation during the facility tour	None	Factory needs to implement an emergency warning system in work places where a high level of noise is produced, i.e., the DG room, knitting room, embroidery room, etc.	December 15,2005	This will be implemented immediately so factory workers are aware if an emergency should occur.	July 28,2006	Bright blinking lights have been installed in these areas.
Ventilation/Electrical/facility maintenance	According to Rule 68 9(e) of The Model Rules of The Factories Act, 1948, The exits shall be clearly visible and suitably illuminated with suitable arrangement, whatever artificial lighting is to be adopted for this purpose, to maintain the required illumination in case of failure of the normal source of electric supply.	All ventilation, plumbing, electrical, and lighting services shall be provided and maintained to conform to applicable laws and prevent hazardous conditions to employees in the facility.	Emergency lighting was missing above/near the staircases.			N/A	Visual observation during the facility tour	None	Factory needs to provided emergency lighting above and near the staircases	December 1,2005	The emergency lighting will be provided ASAP.	July 28,2006	Emergency lights have been installed in these areas.
Safety Equipment	According to Section 21 of The Factories Act, 1948, Every moving part of a prime mover and every flywheel connected to a prime mover, whether the prime mover or fly wheel is in the engine house or not shall be securely fenced by safeguards of substantial construction which shall be constantly maintained and kept in position while the part of machinery they are fencing are in motion or in use.	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees	Protective Equipments were missing on some machines.			N/A	Visual Observation during the facility tour.	None	Install protective equipment on all machinery	December 1,2005	These will be installed on all appropriate machinery where found to be missing	July 28,2006	This has been provided as per observation by our auditor
Safety Equipment	According to Section 45(1) of The Factories Act, 1948, There shall in every factory be provided and maintained so as to be readily accessible during all working hours first-aid boxes or cupboards equipped with the prescribed contents, and the number of such boxes or cupboards to be provided and maintained shall not be less than one for every one hundred and fifty workers ordinarily employed (at any one time) in the factory	All safety and medical equipment (such as fire fighting equipment, first aid kits, etc.) shall be in place, maintained as prescribed and accessible to the employees	First aid boxes were inadequately stocked.			N/A	Visual observation during the facility tour	None	Ensure all first aid boxes are adequately stocked for workers' use	November 1,2005	Adequate supply of first aid treatments are now available in the first aid kits.	July 28,2006	This has been provided as per observation by our auditor
Fire Safety Health and Safety legal compliance	According to section 28 (c) of The Factories Act, 1948, the maximum safe working load shall be plainly marked on every hoist or lift, and no load greater than such load shall be carried thereon.	Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standards will apply. The factory will possess all legally required permits	Safety instructions/load capacity was not posted near the entrance/gate of the goods lift.			N/A	Visual observation during the facility tour	None	Provide safety instructions and load capacity near the entrance/gate of the goods lift.	November 1,2005	All the good lifts have been provided with safety instructions along with their load capacity	July 28,2006	Safety instructions and load capacity information have now been posted at the entrance of the goods lift

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PPE	According to Section 7A (2b) of The Factories Act, 1948, Every occupier should have arrangement in the factory for ensuring safety and absence of risk to health in connection with the use, handling, storage and transport of articles and substances.	Workers shall wear appropriate protective equipment (such as gloves, eye protection, hearing protection, respiratory protection, etc.) to prevent unsafe exposure (such as inhalation or contact with solvent vapors, noise, dust, etc.) to hazardous elements including medical waste.	Personal Protective equipments like goggles and boots were not provided to the workers.			N/A	Visual Observation during the facility tour and workers interview.	None	Provide all workers with personal protective equipment and train workers in its use and benefits	December 1,2005	Personal protective equipment, i.e., gloves, goggles and boots, have been provided to workers where necessary. Training will be provided on its use and benefits.	July 28,2006	PPE has been provided and workers are trained on its benefits and uses
Chemical Management	According to Section 41 B(1) of The Factories Act, 1948, The occupier of every factory involving a hazardous process shall disclose in the manner prescribed all information regarding dangers, including health hazards and the measures to overcome such hazards arising from the exposures to or handling of the materials or substances in the manufacture or transportation, storage and other processes, to the workers employed in the factory, the chief inspector, the local authority within whose jurisdiction the factory is situate and the general public in the vicinity.	All chemicals and hazardous substances should be 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	Chemicals were stored without access control, inadequately labeled and MSDS were inappropriate.			N/A	Visual Observation during the facility tour and document review.	None	Chemical and hazardous substances needs to be labeled and can not be stored near the effluent treatment plant, without access control.	November 1,2005	All chemicals and hazardous substances have now been labeled and are located in a closed area.	July 28,2006	Chemicals in the storage area are now labeled in the local language. This areas has now been fenced off and is locked. MSDS is available and posted. This has all bee verified by the auditor through observation
Sanitation in Facilities	According to rule 72(1) of the Punjab Factory Rules, 1952, the dining hall shall accommodate at a time at least 20 percent of the workers working at a time.	All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.	Sitting capacity of the canteen was not adequate and canteen workers are not provided with caps/aprons.			N/A	Visual observation during the facility tour	None	Provide adequate accommodations/ capacity in the canteen, as well as provide workers with aprons	November 1,2005	We will implement immediately.	July 28,2006	Seating capacity is available for 400 workers which is 50% of the total workforce. By law, it should be 20%
<b>7. Freedom of Association and Collective Bargaining</b>													
Employers will recognize and respect the right of employees to freedom of association and collective bargaining													
Right to Freely Associate		Workers will have the right to establish and, subject only to the rules of the organization concerned, to join organizations 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		Documented policy on Freedom of Association and Collective Bargaining was not available with the factory.		N/A	Interviews and document reviews.	None	Documented policy on Freedom of Association and Collective Bargaining needs to be accessible in the factory	Dec-05	This will be provided immediately	July 28,2006	This has been reviewed.
<b>8. Wages and Benefits</b>													
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													
Accurate recording of wage compensation	According to Section 3 of the Payment of Wages Act, 1936, every employer shall be responsible for the payment to persons employed by him of all wages required to be paid.	All hourly wages, piecework, bonuses, and other incentives will be calculated and recorded accurately	Rounding off for wages was incorrect as it was made to the nearest multiple of 05 rupees.			N/A	Management interview and document review	None	Ensure all payments are correctly calculated.	December 1,2005	The wages are now being rounded off to the nearest Rupee.	July 28,2006	Through auditor's review of payroll, factory has rounded off wages to the nearest higher multiple of 5 rupees.
Record Maintenance		All legally required payroll documents, journals and reports will be available complete, accurate and up-to-date. (In the United States terms this would include W-4s, I-9s, green cards, 941s and supporting material	All the workers involved in the 22nd September 2004 strike has been terminated however no complete full and final record was available in the factory.			N/A	Management interview and document review	None	Ensure all appropriate documentation is kept on file involving the Sept. 2004 strike and the terminations	December 1,2005	These records are now available for review.	July 28,2006	Auditor has found that all of these records are now available for review. The auditor reviewed the records and found that there were no issues with the termination of workers and that they received their due severance pay.

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings					Remediation						
			Non-compliance	Risk of Non-compliance	Evidence of Non-compliance (unsubstantiated)	If not corroborated, explain why	Sources/Documentation used for corroborating	Notable Features implemented by Factory	PC Remediation plan	Target Completion Date	Factory Response (Optional)	Company follow up (Date, date of)	Documentation	
Payroll Reporting	According to Section 13A (1) of The Payment of Wages Act, 1936, Every employer shall maintain such register and records giving such particulars of persons employed by him, the work performed by them, the wages paid to them, the deductions made from their wages, the receipts given by them and such other particulars and in such form as may be prescribed.	Accurate and reliable payroll reporting, including pay stubs will be provided.	Wage records for overtime work performed by those workers working for 12 hours a day and work performed on weekly off days are not made available to the auditors.				N/A	Management interview and document review	None	Wage records for all overtime work need to be maintained on file at all times. Factory needs to implement a system to ensure missing records do not occur	December 1,2005	All overtime records will be maintained on file at all times	July 28,2006	Auditor has found that all attendance cards are now available for review and records are being accurately maintained
Time-recording system		Time worked by all employees, regardless of compensation system, will be documented by time cards or other accurate and reliable recording systems such as electronic swipe cards.	During audit it was noted that 06 workers were not having attendance card.					Factory walk through and document review	None	Ensure all workers have attendance cards to ensure reliable and correct records are kept.	December 1,2005	Some workers had misplaced their attendance cards but replacement cards have been made available to those workers	July 28,2006	Auditor has found that all attendance cards are now available for review and records are being accurately maintained
<b>9. Hours of Work</b>														
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														
Overtime Limitations	According to Section 52(1) of The Factories Act, 1948, No adult worker shall be required or allowed to work in a factory on the first day of the week (hereinafter referred to as the said day), unless - (a) he has or will have a holiday for whole day on one of the three days immediately before or after the said day; and (b) the manager of the factory has, before the said day or the substituted day under clause (a), whichever is earlier, - (i) delivered a notice at the office of the Inspector of his intention to require the worker to work on the said day and of the day which is to be substituted, and (ii) displayed a notice to that effect in the factory.	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	During document review of the production records on floor workers were found to perform work on weekly off days.				N/A	Review of production and in and out time records.	None	All workers need to receive at least one day off per seven day week.	Dec-05	Factory has implemented a system to ensure all workers to receive at least one day off per seven day week	July 28,2006	Workers have been receiving at least one day off per week. This was verified through review of records and interviews with workers
Overtime Limitations	According to Section 64 (4) of The Factories Act, 1948, In making rules under this section, the State Government shall not exceed, except in respect of exemption under clause (a) of sub-section (2) the following limits of work inclusive of overtime- (i) the total number of hours of work in any day shall not exceed ten, (ii) the spread over, inclusive of intervals for rest, shall not exceed twelve hours in any one day, (iii) the total numbers of hours in a week, including overtime, shall not exceed sixty, (iv) the total numbers of hours of overtime shall not exceed fifty for any one quarter.	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	During document review of the production records on floor workers were found to perform work for 12 hours a day.					Review of production and in and out time records.	None	Maintain a maximum of 60 hour work week for every workers	December 1,2005	This will be done accordingly.	July 28,2006	Workers have been working within 60 hours per week, and a maximum of 10 hours a day. This was verified through review of records and interviews with workers

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<b>10. Overtime Compensation</b>														
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.														
Accurate recording of OT hours worked?	According to Section 13A (1) of The Payment of Wages Act, 1936, Every employer shall maintain such register and records giving such particulars of persons employed by him, the work performed by them, the wages paid to them, the deductions made from their wages, the receipts given by them and such other particulars and in such form as may be prescribed.	Employees will be paid for all hours worked in a workweek. Calculation of hours worked must include all time that the employer allows or requires the worker to work	Wage records for overtime work performed by those workers working for 12 hours a day and work performed on weekly off days are not made available to the auditors.					Review of production and in and out time records.	None	Wage records for all overtime work need to be maintained on file at all times. Factory needs to implement a system to ensure missing records do not occur	December 1,2005	Some workers had misplaced their attendance cards but replacement cards have been made available to those workers	July 28,2006	Auditor has found that all attendance cards are now available for review and records are being accurately maintained. Workers are being paid correctly for all hours worked.
<b>Miscellaneous</b>														