

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	02005050A
IEM	INTERTEK TESTING SERVICES
Date of audit	JULY 29th, 30th and 31st 2002.
PC(s)	EDDIE BAUER
Number of workers	933
Product(s)	WOMAN'S, MEN'S AND CHILD'S CLOTHES.

FLA Code/ Compliance issue	Findings			Best Practice	Remediation		
	Benchmark or legal reference	Monitor's Findings	Documentation		PC remediation plan	Completion Date	Documentation
1. Code Awareness							
2. Forced Labor							
3. Child Labor				Nobody is hired below eighteen years old.			
4. Harassment or Abuse							
5. Nondiscrimination							
6. Health and Safety							
Fire Safety	In accordance with Mexican NOM 002-STPS-2000, point 9.2.3 line (e) the location of fire extinguishers must be indicated with a sign. FLA Benchmarks V B. Health and Safety: 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.	During the plant tour it was noted that all fire extinguishers were not signaled in dining room.			Insure that all fire extinguishers placed throughout the workflow are properly marked with signs that indicate their location.	9/13/2002 - Requested completion date of Participating Company. The factory completed the request on August 30, 2002	Photos submitted to PC via e-mail. Received on August 30, 2002
PPE	In accordance with Health and Safety Regulation, Article 101, the employer should provide personal protective equipment to the employees, after performing an analysis to determine what kind of risk the employees are exposed to.	During the factory tour it was noted that employees working in ironing area and employees working standing up during all shift don't have antifatigue ergonomic rubber mat.		This finding by the monitors is a best practice recommendation that was annotated in the report. There exist no legal or Code requirement that makes this mandatory.	We recommend that factory management provide employees that require standing for their jobs antifatigue ergonomic rubber mats.	9/13/2002- Requested completion date of PC. Note factory response regarding this requested action on 8/30/02. This factory implemented this request for a [trial] period and concluded that the mats posed more of a danger and hazard than a benefit for the health of its employees. The practice was discontinued.	The factory did not implement this request after testing the rubber mats at the factory. The factory observed that the mats became more of a hazard for their employees. PC agreed with the action on the part of factory.
Sanitation	In accordance with the Mexican Health and Safety Regulation, Article 108, the toilets must be in good condition for their use by all employees at all times. FLA Benchmarks V B. Health and Safety: All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.	During the factory tour it was noted that towels are not provided in the bathrooms.			Insure that all restroom are properly stocked with all required supplies for employee usage	Immediately and Continuously - The requested corrective action was requested on August 27, 2002. Note factory response regarding this requested action on 8/30/02. The factory has a environmental program in place at the factory to reduce the paper waste. Each employee is give supplies as needed on an ongoing basis.	The factory did not implement this request as they have a environmental program to reduce the use of paper products waste at the factory. They issue all supplies to employees to minimize waste.
Other	In accordance with Mexican Health and Safety Regulation, Article 65, containers used for transportation of general materials, materials or hazardous chemical substances must be the required kind for the contained material and must have the necessary devices to avoid risks. FLA Benchmarks V B. Health and Safety: 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.	During the factory tour it was noted that gas containers (Acetylene and CO2) in maintenance area are not tied with a chain to prevent them from falling.			Insure that all gas containers are properly secured to their location to prevent accidents or spillage.	Immediately and Continuously - The requested corrective action was requested on August 27, 2002. The factory completed this request on 8/19/2002. The factory built a a storagefacility for the containers and sent photos to Participating Company to verify action.	Photos submitted via e-mail on August 30, 2002 to PC
7. Freedom of Association and Collective Bargaining							
8. Wages and Benefits							
Time recording system	None			Time-recording system is very clear, employer also have manual register including total worked hours and overtime hours registered every day.			
Benefits	None			Employees receive all benefits established by the law.			
9. Hours of Work							
10. Overtime Compensation							
Incorrect wage rate for OT	None			Employees receive the overtime payments in accordance with the labor law.			