

*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	03005016D
IEM	ALGI
Date(s) in facility	10/10/05 and 10/11/05
PC(s)	GEAR for Sports
Number of workers	194
Product(s)	Fleece, Jersey, Mower bags
Production processes	Cutting, sewing, embroidery, packing, warehouse/distribution, shipping

FLA Code/Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM FINDINGS				REMEDATION				[STATUS] Completed; Pending; On-going	
			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 Management or Company	PC Remediation Plan	Target Completion Date		Factory Response (Optional)
<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.												
<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.												
<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.												
<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.												
Evacuation Procedure	Mexican Norm - 001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm - 002 STPS 2000 Health and Safety Fire and Evacuation Procedures.	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.	The evacuation floor plan should be re-done to reflect the actual markings.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06 We will move all the operation to a new building, then we will have a different evacuation floor plan.	Factory moved to a new facility.	Third party audit did not find any issues with the evacuation floor plan.	Completed
	Mexican Norm - 001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm - 002 STPS 2000 Health and Safety Fire and Evacuation Procedures.	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.	The building used as a cafeteria needs a second emergency exit. The existing emergency exit door does not swing out.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06 We will move all the operation to a new building, then we will take into consideration these points for the new cafeteria.	Factory moved to a new facility.	Third party audit did not find any issues with the cafeteria emergency exits.	Completed
Safety Equipment	Mexican Norm - 001 STPS 1999 Health and Safety Facility Maintenance. Mexican Norm-002 STPS 2000 Health and Safety Fire and Evacuation Procedures.	All safety and medical equipment (such as firefighting equipment, first-aid kits, etc.) shall be in place, maintained as prescribed and accessible to employees.	The cafeteria needs a fire extinguisher.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06 We will move all the operation to a new building, then we will take into consideration this point for the new cafeteria.	Factory moved to a new facility.	Third party audit did not find any issues with the cafeteria fire extinguishers.	Completed

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	REMEDIATION				[STATUS] Completed; Pending; On-going
					Evidence of Non-compliance (un corroborated)	If Not Corroborated, Explain Why	Sources/Documentation Used for Corroborating		PC Remediation Plan	Target Completion Date	Factory Response (Optional)	Company Follow-up (11/09/2006)	
PPE	Mexican Norm - 017 STPS 1999 Health and Safety Personnel Protective Equipment	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.	PPE: Gloves, eye protection filter mask and eye wash were missing in stain remover and chemical areas (production area D).					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06	We will move all the operation to a new building, then we will take into consideration these points for the new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
	Mexican Norm - 017 STPS 1999 Health and Safety Personnel Protective Equipment.	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.	Metal gloves are available and in use, but damaged					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	Done	Replace the damaged metal gloves.	Factory purchased new gloves.	No issues were found by third party auditor.	Completed
Chemical Management	Mexican Norm - 005 STPS 1993 Health and Safety Chemical Management.	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.	Production area D (chemical storage) is not segregated from workplace and needs ventilation.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06	We will move all the operation to a new building, then we will take into consideration these points for the new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
	Mexican Norm - 005 STPS 1993 Health and Safety Chemical Management.	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.	Facility needs permanent training in handling, storage and use of chemicals.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	1/28/06	We will determine the personnel that will be authorized to use these chemicals; then we will request the handling instructions of those chemicals from the suppliers and we will train all the personnel involved.	Factory confirmed training was completed.	No issues were found by third party auditor.	Completed
Ventilation/Electrical/Facility Maintenance	Mexican Norm - 016 STPS 1993 Health and Safety Facility Maintenance Electrical	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 should be corrected in production area E & G to be functional.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06	We will move all the operation to a new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
	Mexican Norm - 016 STPS 1993 Health and Safety Facility Maintenance Ventilation.	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.	Ventilation system had poor airflow and needed maintenance in production area A & D (sewing and zipper).					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	1/2/06	We will move all the operation to a new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
	Mexican Norm - 016 STPS 1993 Health and Safety Facility Maintenance Noise.	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.	Noise reduction in production area A & D (sawing & zipper).					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	2/1/06	We will move all the operation to a new building.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
Sanitation in Facility	Mexican Norm - 001 STPS 1999 Health and Safety Hygiene and Security.	All facilities including factory buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with applicable laws.	Lint was abundant in the sewing areas, very notable on employees head and around their eyes. Blowers connected to the sewing machines were disconnected due to cost cutting which increase the lint around the work area.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	3/1/06	We will move all the operation to a new building. We will install another devise in order to avoid trimmings on the floor.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
Sanitation in Dining Area	Mexican Norm - 001 STPS 1999 Health and Safety Hygiene and Security.	All food preparation shall be prepared, stored, and served in a sanitary manner in accordance with applicable laws. Safe drinking water should be available in each building.	The food is not properly prepared in the cafeteria. There has been numerous complaints of bugs and worms.					Factory will be re-audited by an third party auditor after they move to their new facility to ensure all issues have been corrected.	Done	Changed the food supplier.	Factory moved to a new facility.	No issues were found by third party auditor.	Completed
<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.													
<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.													
<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.													
<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.													
<b>Miscellaneous</b>													