

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		TURKEY											
Factory name		07007656D											
IEM		SGS/TURKEY											
Date(s) in facility		20 - 21 OCTOBER, 2005											
PC(s)		NIKE, INC.											
Number of workers		191											
Product(s)		READY-MADE KNIT APPAREL											
Production processes		SEWING, IRONING, FINISHING, DELIVERY, WAREHOUSING											
IEM Findings												Remediation	Status
FLA Code/ Compliance Issue	Country Law/Legal Reference	FLA Benchmark	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	Company follow up (Cite date of follow up)	Documentation	Status
1. Code Awareness													
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 or abuse.													
Verbal Abuse		Employers will prohibit screaming, threatening, or demeaning verbal language	Some of the workers were complaining about harsh expressions of a production line supervisor in recent days.				During interviews with workers.	The factory management will have a meeting with the supervisor to warn her about her abusive treatment. Her abusive treatment is because of her high number of areas of responsibility. Her areas of responsibility will be decreased when the new production manager starts to work. The supervisor will also be observed in the following months.	Mar-06	10 Nov-05 The factory management decreased the number of areas of her responsibility. She is now only responsible for her one line with the hiring of new production manager. They also had a meeting with the supervisor to avoid such abusive treatment towards employees. She is now observed by the management. 22 Dec-05 The supervisor will attend to a communication training in January. PC will visit the factory and worker interview will be conducted 30 Jan 06- Training date has not been confirmed yet. 1 May 06- The supervisor received training on effective communication and since the management change, no complaints have been received. 31 Jan 07 The action items so far are satisfactory and no complaints since that time have been received.		Completed	
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													
Fire Safety Health and Safety legal compliance	Regulation of Health Centers, Working Conditions and Principals of Workplace Doctors/ Part of Labor Law- article 5 and 7: A health center including a full / part time doctor and a full time nurse is required in the workplace when the workers population of a company exceeds 50. (Article 31 requires one more nurse or nursery staff when the population is over 500 people)	Employer will comply with applicable health and safety laws and regulations. In any case where laws and code conduct are contradictory, the higher standards will apply. The factory will possess all legally required permits	Company employees 191 workers. Although a contracted part time doctor was working since 1997, a nurse was not employed in the Health Center which was confirmed during worker interviews.				During interviews and control of the records	A full time nurse will be hired.	Jan-05	10-Nov-05 Factory Management will find a full time nurse 22-Dec-05 The full time nurse will start working starting from 1st of January 2006 30 Jan 06- Nurse has been hired	Registration form	Completed	
Evacuation Procedure		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		There were four exit doors on the production floor. One was not towards outside.			During visual inspection	Current door will be replaced with a sliding door which makes it easier to exit	Jan-05	10-Nov-05 Factory management stated that they will replace the current door with a sliding door. 22- Dec-05 The sliding door will be provided 1st of January. 30 Jan 06- The door is completely taken away. Sliding door will be constructed 1 May 06- The sliding door will be constructed end of this week 26 Jun 06- The sliding door is constructed	Picture of the exit without the door Picture of the sliding door	Completed	

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings				Remediation				Target Completion Date	Company follow up (Cite date of follow up)	Documentation	(Status)	
			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						Completed; Pending; On-going
PPE		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.		Noise level was not measured in the workplace			Control of the records and interview with management		Noise level measurement will be done in the facility	Feb-05	10-Nov-05 The factory management will apply for the noise level measurement in the facility 22-Dec-05 The factory is searching for a company 30 Jan 06- Application for the noise level measurement is done. Date has not been confirmed by the company yet. 1 May 06- The noise level measurement is done. The results are within the limits. The measurement report will be received after the company sends the report to the factory 26 Jun06- The noise level measurement is done. The results are within the limits	Application form The noise level measurement report	Completed		
Ventilation/Electrical/facility maintenance		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		Some workers were complaining that there was no cooling system in the workplace during summer season. And some of the workers were not pleased with heating conditions in the winter time according to interviews			Interviews with workers		The heating problem is mostly due to the cold weather coming from the door of the crane area. The factory management will separate the crane area from the production area with the construction of a wall. Also, additional heating panels will be added in the production area. During the summer time, temperature measurement will be done by the authorities and the temperature level will be checked with the standards mentioned in the local legislation.	Aug-05	10-Nov-05 The wall will be constructed and additional heating panels will be added. The temperature measurement will be done summer to check the level with standards of local legislation 22-Dec-05 Additional heating panels are added. The wall has not been constructed yet. 30 Jan 06- Additional fan is constructed 1 May- The heating problem is solved with the additional fan and heating panels. The weather condition in summer will be checked and necessity for a cooling system will be investigated 26 Jun 06- The humidity measurement will be done	Picture of fan and heating panel The application form for the measurement	Pending		
Record Maintenance		All safety and accident reports shall be maintained for at least one year, or longer if required by law	Some of the records by workplace doctor were not satisfactory. E.g.: Health status of some disabled or sick workers was marked as "normal" on some parts of the recording form. Eg: No annual health examine records for year 2003 on some of the forms.				Control of the records		All the employees health records will be reviewed and updated.	Feb-05	10-Nov-05 The Doctor is informed on the issue and told on the action plan 22-Dec-05 All the health records of the employees are renewed. The doctor will conduct health checks of the employees starting from January 30 Jan 06- Doctor is conducting health checks. 12 Apr 06- The health checks are done for the employees. Random check of the reports are reviewed 31 Jan 07 Health checks are provided for all employees	Sample health check of one employee	Completed		
Machinery Maintenance		All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner		Stoker operator has no license by an official training.			Control of the records		Stoker operator will attend to the training provided by the government and will receive license.	Feb-05	22-Dec-05 The factory applied for the training and they are waiting for a date. 30 Jan 06- Date has not confirmed by the company yet 1 May 06- The employee attended the training. The certificate will sent by the training company 26 Jun 06 The employee attended the training and received the certificate	Application form Copy of the certificate	Completed		
Sanitation in Dining Area		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.		Feces test of the kitchen staff was being performed [every] six month[s] instead of every three months.			Control of the records		Feces Test for the kitchen staff will be done every three months as it is required by the local law	Jan-05	22-Dec-05 Feces test of the kitchen staff are done every 3 months now.		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															
Timely Payment		All compensation shall be paid in a timely manner	Wages were not paid timely in January and September 2005 because of the payment delays of some customers. Company had some financial problems in 2005 which workers knew and confirmed during interviews. Management was re-organizing the financial status.				During interviews with workers and control of the records.		The factory will pay the salaries of the employees or time as required by the local law.	Apr-07	10 Nov 05 The factory management committed to pay the wages on time 22-Dec-05 The employees received the October salary on 19th of December. The November salaries will be provided [at] the end of December. The December salaries will be paid on 10th of January. In other words, there will be no delay starting from December's salary. The factory management had a meeting on 22nd of December to clarify the current situation with the employees 30 Jan 06- 70% of the December salary was paid on 9th of January 30% of the salaries will be paid on 30th of Jan. The situation is still being observed by Nko, Inc.. 1 May 06- Factory still has problems in paying salaries of employees on time. The main contractor [***] is working with this factory to improve their economic condition. 26 Jun 06- Factory is paying the employees salaries with some delays. Factory is still being observed 31 Jan 07- The factory improved its salary payments. PC will still observe the current situation	19th of December bank payment note 9th of January bank payment note	On-going		
Legal benefits		Employers will provide all legally mandated benefits to all eligible workers		Annual leave records were not kept as tidy as previous years in 2005.			Control of annual leave records		Leave records of 2005 will be transferred to the computer	Jan-05	10 Nov 05 The annual leave records are reviewed. Although all the data is available on the paper, the data is not transferred to the computer yet. It will be transferred by January 2006 22-Dec-05 The annual leaves are transferred to the computer. The records will be checked during next follow up visit 30 Jan 06- Annual leaves are tracked in soft copy. The copy was reviewed	Annual leave form	Completed		
Legal benefits	Working Conditions of the Pregnant and Maternity Women and Nursing Rooms/Regulation issued on official gazette 25522 dd 14 July 2004 article 15: A nursery room (creche) for breast-feed and child care is required in the workplace or maximum 250 meters away from the workplace when the female workers population of a company reaches to 100-	Employers will provide all legally mandated benefits to all eligible workers	Company employees 161 female workers. Child care (crche) was not provided for female workers what was confirmed during worker interviews.				During interviews and control of the records		The factory management will search for creche facilities near [o] the factory and will have an agreement with one of them.	Mar-06	10-Nov-05 The factory management found 4 creche facilities and learned their prices. The management will have an agreement by the end of November. The children will be picked up from the factory and will be taken back to the factory during the start and end times of the employees work. 22-Dec-05 The factory prepared a survey in order to learn how many workers need child care service and how many children in which ages these workers have. The factory is working on the survey to generate results. Pending the survey results, factory will discuss a child care facility. 30-Jan-06- The survey was conducted. The survey results are being prepared.	Survey form	Pending		

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings					Remediation			Target Completion Date	Company follow up (Cite date of follow up)	Documentation	(Status) Completed; Pending; On- going
			Non-compliance	Risk of Non-compliance	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					
	150.											1 May 06- According to the survey results, there are 25 children who can benefit from creche facility. However the number of employees who may send their children to the creche facility is not determined yet. Factory cannot afford to construct a creche facility in the factory and they also cannot afford to send children to a creche facility near factory due to very high fees of creche facilities. The factory management is still working on this issue to find a solution 26 Jun 06- The factory still cannot afford to construct a creche facility. 31 Jan 07 The factory cannot afford to construct a creche facility		
Other							Interviews with workers and management	Free transportation between home and factory was provided from different locations						

FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	IEM Findings						Notable Features implemented by Factory, Management or Company	PC Remediation plan	Target Completion Date	Company follow up (Cite date of follow up)	Documentation	(Status)
			Non-compliance	Risk of Non-compliance	Evidence of Non-compliance (uncorroborated)	If not corroborated, explain why	Sources/Documentation used for corroborating							
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.														
Overtime Limitations	Labor Law article 41: Overtime working hours should not exceed 3 hrs/day and 270 hrs/year.	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	Some of the workers in packaging and delivery processes were exceeding the maximum limit of 270 hrs/year overtime working hours in year 2005. (E.g. 341- 367-318- 296 hrs overtime works are seen in 9 months since January)				Control of the working hours records (timecards) and interviews with workers and management		The overtime hours worked from January to this month for all employees will be calculated and submitted to [company]. After the PC has a better understanding of the severity of this issue, the action plan for this item will be prepared.	Sep-06	10 Nov 05 The factory management will prepare and submit the Yearly Overtime Tracking Sheet to [company]. 22-Dec-05 The factory is working on the tracking sheet. It will be ready in January after the December figures are added to the sheet 30 Jan 06- The OT sheet will be completed in the first week of February. 1 May 06- The factory prepared the yearly OT sheet and approximately 49% of the employees are exceeding 270 hours of yearly limit. The factory will work on an action plan 26 Jun 06- The overtime hours worked by the employees between January and June will be calculated. The employees who are likely to exceed the yearly limit, will not work overtime in the next six months. 31 Jan 07 The factory is still working on the issue to not exceed the yearly limit. The OT status of factory is periodically checked by Nike		Pending	