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 <u>dynamic</u>. 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 <u>measurement tool</u>. 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	05003284D
IEM	Bureau Veritas Consumner Products India Private Limited
Date(s) in Facility	August 29 & 30, 2005
PC(s)	Liz Claiborne, Inc.
Number of Workers	1115
Product(s)	Woven Garments
Production Processes	Cutting to Packing

EA Code/ Compliance Issue	e Country Law/Legal Reference	FLA Benchmark	Non-Compliance	Risk of Non- Compliance	IEM Findings Evidence of Non-compliance (uncorroborated)	If not corroborate explain why	d, Sources/Documentation used for corroborating	Notable Features implemented by	PC Internal	PC Remediation Plan	Target	Factory	Company Docu	entation C	completed; C	Company Follow	e of Follow up) Documentation	External	Documentation	Company Verification Follow up Company Follow up Documentation
				Compliance	(uncorroborated)	explain why														
							abea for corroboliting	Factory	audit findings (Optional)		Completion Date	Response (Optional)	ollow up Cite date	P	ending; u)n-going	qu		Verification (Date)		(Cite date of planned or follow up visit, if
								Management or	((of follow	-				()		appropriate)
ode Posting/Information								Company					(dr							
		FLA Principle of Monitoring, Obligation of Companies: Establish and articulate clear, written	Non compliance Factory is using offsite subcontract facilities for				Interviews and Records maintenenece	None		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited										
		workplace standards. Formally convey those standards t	washing, printing, beading and hand embroidery	,			mainteneneue			leverage.										
		Company factories as well as to licensees, contractors and suppliers.	As per factory management these contractors																	
		and suppliers.	are approved and engaged by their head office, which is situated at a different location than the																	
			factory audited. Factory has not formally conveyed the COC to the subcontractors.																	
			Factory also engages contract workers inside the premise and those workers too are not																	
			the premise and those workers too are not trained on Clients COC.																	
Vorker/Management wareness of Code		FLA Principle of Monitoring, Obligation of Companies: Ensure that all Company factories as well a	Non compliance Factory is using offsite subcontract facilities for				Interviews and Records maintenenece	None		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited										
indicated of code				1			manteneou			leverage.										
		the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other	As per factory management these contractors																	
		spoken by employees and managers) and undertake othe	which is situated at a different location than the																	
		efforts to educate employees about the standards on a regular basis.	factory audited. Factory has not formally conveyed the COC to the																	
			subcontractors Factory also engages contract																	
			workers inside the premise and those workers too are not trained on Clients COC.																	
Confidential Non-Compliance		FLA Delecteda of Manifestica, Obligation of	Non compliance				Interviews and Records	Nees		PC has not worked with this vendor since end of 2004 PC										
confidential Non-Compliance Reporting Channel		FLA Principle of Monitoring, Obligation of Companies: Develop a secure communications channel,	There is no channel through which workers can				maintenenece	none		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited	1									
		in a manner appropriate to the culture and situation, to enable Company employees and employees of	inform about any noncompliance in the factory to NGO's / Company or FLA.	4				1		leverage.	1									
		contractors and suppliers to report to the Company on			1						1						1		[
		noncompliance with the workplace standards, with securi that they shall not be punished or prejudiced for doing so.	1		1						1						1		[
		www.wwy.shan not be painsned or prejudiced for doing so.																	[
Ither			l	+		+	+													
Forced Labor	forced labor, whether in the form	of prison labor, indentured labor, bonded labor or	No Non-compliance Issues Found					None												
there will not be any use of to therwise	iorocco icoor, whether in the form	or proof labor, indentated labor, borroed idD0r or	no non-compliance issues nound																	
Other I. Child Labor															_					
o person will be employed a	at an age younger than 15 (or 14	where the law of the country of manufacture allows) or the country of manufacture where such age is higher that																		
5.			T																	
Age Documentation	According to item 1(iv) under	Employers will maintain proof of age documentation for a workers, such as a birth certificate, which verifies date of	Non Compliance				Interviews and Records	None		PC has not worked with this vendor since end of 2004. PC										
	Employment (Standing Order)	workers, such as a birth certificate, which verifies date of birth.	The factory employed some contract workers but the employment records are not available for				maintenenece			has no plans on working with this vendor thus has limited leverage.										
	Central Rules 1946. (a) Every		these workers																	
	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		1					1			1									
Age Verification	service of the establishment .	In those cases where proof of age documentation is not	Non Compliance				Interviews and Records	Nono		PC has not worked with this vendor since end of 2004. PC										
3e vernication	schedule 1B of Industrial	readily available, employers will take precautions to	Factory has employed some workers on				maintenenece	None		has no plans on working with this vendor since end of 2004. PC										
	Employment (Standing Order)	ensure that all workers are at least the minimum working	contract basis but age proof records were not available for those workers							leverage.										
	workman shall indicate his	age, including medical or religious records, or other means considered reliable in the local context.	available for those workers																	
	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 .																			
. Harassment or Abuse	The employer or the officer																			
Every employee will be treater	ed with respect and dignity. No e	employee will be subject to any physical, sexual,	No Non-compliance Issues Found					None												
sychological or verbal harass	ssment of abuse.																			
o person will be subject to a	any discrimination in employmen	It, including hiring, salary, benefits, advancement, disciplin n, age, disability, sexual orientation, nationality, political	No Non-compliance Issues Found																	
ermination or retirement, on t pointion, or social or ethnic orig	the basis of gender, race, religio	on, age, disability, sexual orientation, nationality, political																		
Health and Safety		ent to prevent accidents and injury to health arising out of.																		
iked with, or occurring in the	e course of work or as a result of	f the operation of employer facilities											1						1	
Evacuation Procedure	8. Rule 61 (9u) of TamilNadu	All applicable legally required or recommended elements	Non Compliance	+	-	+	Visual Inspection	None		PC has not worked with this vendor since end of 2004. PC	+						<u> </u>	I		
	Factories rules 1950, 2.Rule	of safe evacuation (such as posting of evacuation plans	1. Exits: The main doors of all the sections are		1					has no plans on working with this vendor thus has limited	1	(I					1		[
	61 (9 ff) of the Tamil Nadu Factories Rules 1950,	procedures, etc.) shall be complied with and workers shall	opening inwards. The factory has provided latch at the backside of the doors as a precautionary	1	1			1		leverage.	1									
		be trained in proper safety, first aid, and evacuation procedures	measure, to keep it open during working hours 2. Handrails: In Building B, handrails were																	
		procedures	 Handrails: In Building B, handrails were missing on the main staircases. 																	
Freedom of Association	and Collective Bargaining					-			_				_							
mployers will recognize and	d respect the right of employees	to freedom of association and collective bargaining	No Non-compliance Issues Found					None												
. Wages and Benefits																				
Employers recognize that was	ages are essential to meeting em	ployees' basic needs. Employers will pay employees, as prevailing industry wage, whichever is higher, and will																		
rovide legally mandated ben	nefits																			[
/linimum Wage	I -1.Notification No. I(2)/LE/610/94. Of Tamil nadu	Employers will pay workers the legal minimum wage or th prevailing industry wage, whichever is higher	Indicator All regular workers are paid minimum rate of		Indicator All regular workers are paid minimum rat		Interviews and Records maintenenece	None		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited										
	Gazette part II (2)		wages in compliance with the local laws		of wages in compliance with the local			1		leverage.	1									
	dt:23.2.1994.		however It is not verifiable for contract workers as wage records for contract workers, working in		laws however It is not verifiable for contract workers as wage records for						1						1		[
			as wage records for contract workers, working in the finishing section and hand embroidery	1	contract workers, working in the finishing	9					1						1		[
			section were not available. Also those workers were not in the factory during the audit for		section and hand embroidery section were not available. Also those workers			1			1									
			interview. Management claims that contract		were not in the factory during the audit for	or		1			1									
Vago Donofilo A	1.2 Clause 4 of The Terry	Employees will communicate and the section of the	workers are paid minimum wages in accordance	1	interview. Management claims that	+	Intenieure D	Nono		DC has not worked with this worker in a set of CC										
Vage Benefits Awareness	Version of Factory's	Employers will communicate orally and in writing to all employees in the language of the worker the wages,	Indicator Appointment letters are issued to all the workers	8	Indicator Appointment letters are issued to all the		Interviews and Records maintenenece	wone		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited									[
	Approved Standing order	incentive systems, benefits and bonuses to which all	employed directly by the factory but for contract workers this procedure could not be verified as		workers employed directly by the factory but for contract workers this procedure	1		1		leverage.	1									
		workers are entitled in that company and under the applicable law	records were not available with the factory. Also		could not be verified as records were no	ot		1			1									
			the contract workers in production were not present in the factory for verification of this	1	available with the factory. Also, the						1	(I					1		[
			present in the factory for verification of this procedure.		contract workers in production were not present in the factory for verification of						1	(I					1		[
			r · · ·	1	this procedure.	1	1	1		1	1			1			1	1		

² ayroll Reporting	read with the Factories Act 1948	Accurate and reliable payroll reporting, including pay stub will be provided	Pay sign are issued to all the workers employed directly by the factority workers this procedure could not be verified as records were not available with the factory. Also, the contract workers of finishing sections and production were not present in the factory for verification of this procedure.		Interviews and Records maintenenece		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Pay Statement	1950	overtime pay, bonuses and all deductions	All regular workers receive the mandatory benefits however it is not verifiable for contract workers as records of contract workers working in the finishing section and hand embroidery were not available and those workers were not available at factory for interview		Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
ime-Recording System	11. Rule 103 B- The Tamii Nadu Factories Rules 1950.	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	Non compliance Double Set of records were maintained by the Double Set of records were maintained in finaling factory. As part records active and in finaling is more than G2 boung per day. 12 Dours per week and which is upto 71 hours per month [In JA22 2005], where an ind Overline monods and active the set of the set of the set of the period of the set of the set of the set of the in two shifts.		Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Record Maintenance	12. Section 13A of The Payment of Wages Act 1936.	accurate.	Non compliance Records were maintained for all regular workers however records were not available for finishing section and hand embroidery section contract workers and those workers were not present in the factory for interview		Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
	I-7. Section 1 (2) of Employee state Insurance Act 1948. 3. Section 2 of The Provident Fund and Miscellaneous provision Act 1952		Records were maintained for all regular workres however records for finishing section and hand embroidery section contract workres and those workres were not present in the factory for interview	Indicator Records were maintained for all regular workers however records were not available for finking section and hand embroidery section contract workers and those workers were not present in the factory for interview	Interviews and Records maintenenece		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Payment of Legal Benefits		Legally mandated benefits will be provided or paid in full within legally defined time periods	Indicator Indicator Records were indicated for fill regular workes however encodes were not analated for fillening workens and how workers were not present in the factory for interview	Indicator Records were maintained for all regular workers however records were not available for finishing section and hand enthroidery section contract workers and those workers were not present in the factory for interview	Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Fimely Payment of Benefits		All legals mendated deductions for taxes, accell meannace, or other parcess with the decount of transmitted to the period in the legally defined account of transmitted to the again defined agains." This includes any level due to the set of the set of the set of the set of the other unless the two specifies that deposits are to be other unless the two specifies that deposits are to be other unless the two specifies that deposits are to be deposite with the made before the need pay period in all cases.	section and hand embroidery section contract workes and those workers were not present in the factory for interview	Indicators Records were maintained for all engular workers however records were not available for finishing section and hand enhroidery section contract workres and those workers were not present in the factory for interview	Interviews and Records maintenenece		PC has not worked with this vendor shoce and 2004. PC has no phane on working with this vendor thus has limited leverage.			
	read with the Factories Act 1948.		Indicator Indicator And Gard Mergare provided levers as per law. It is not writefaultier were as a per law. It is not writefaultier and the set of the set of the faultier garden and the set of the set of the set of the faultier garden and the set of the set of the set of the mathematike. We observe were not found in the factory during the audit for interview to cross yearly.	Indicator All regular workens leave records are available and found they are provided becaused are price of the constraint workens working in the finishing section and hand embrookley are not available. Also these workens were not found in the factory during the audit for interview to	Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Accurate Recording of Wage Compensation	 13. Rule 103 of central rules read with the Factories Act 1948. 	All hourly wages, piecework, bonuses, and other incentives will be calculated and recorded accurately	Non compliance Records were maritalined for all regular workers however records were not available for finishing section and hand embroidery section contract workers and those workers were not present in the factory for interview		Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004, PC has no plans on working with this vendor thus has limited leverage.			
Fimely Payment	12. Section 5 of The Payment of Wages 1936.	All compensation shall be paid in a timely manner	Indicador Infegular workers compensations are paid timely manner and records are available However II in an dverliable for contract workers as records of contract workers working in the finaling section and hand embroidery are not available.	Indicator Al regular vockers compensations are paid timely manner and records are available. However III and verifiable for contract workers as records of contract workers working in the finishing section and hand embroidery are not available.	Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Minimum wage/ Quotas		Worker paid on the basis of incentive guidas will be paid not less than the minimum or prevailing wage, whichever is higher	All regular workers compensations are paid as per local minimum rate of wages-however it is not) verifiable for contract workers as records of contract workers working in the finaling section and hand embroidery are not available. Also these workers were not found in the factory during the audit for interview to cross verify.	Indicator Al regular vockers compensations are paid as per local minimum rate of wages.However III is not verifiable for contract workers as records of contract workers working in the finishing section and hand embroidery are not available. Also these workers were not found in the	Interviews and Records maintenenece		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Vinimum Wage/ Incentives		Regardess of any production quotas, incertifives will not be reduced or unpaid if the result will be wages below the minimum wage	Indicator Records were maintained for all regular workers however records were not available for finishing section and hand embroidery section contract workers and those workers were not present in the factory for interview	Indicator Records were maintained for all regular workers however records were not available for finising section and hand embroidery section contract workers and those workers were not present in the factory for interview	Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
False Payroll Records		in order to hide overtime, to falsely demonstrate houry wages, or for any other fraudulent reason.	Non compliance Double Set of records was maintained by the Dackby, Ak pare records whether in Initiating Interface (1998) and the set of the set of the set of the more than 20 zone par day. 12 zones par week and which is upto 71 hours per month [in July 2005], where as in and Overtime records maintained by the factory state 08 hours working in the others.		Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Record Maintenance	15. Section 13A of The Payment of Wages Act 1936.	All fegally required payrol documents, pumals and report will be available complete, accurate and up-to date, for the United States terms this would include W-4s, I-9s, green cards, 941s and supporting material	Records were maintained for all regular workers however records were not available for finishing section and hand embroidery section contract workers and those workers were not present in the factory for interview		Interviews and Records maintenenece		PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
Accurate Benefit Compensation		All employees will be credited with all time worked for an employer for purposes of calculating length of service to determine the benefits to which workers are entitled	All regular workers personal records are available with their date of appointment and other details for benefits. However It is not verifiable for contract workers as records of contract workers working in the finishing section		Interviews and Records maintenenece	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.			
			and hand embroidery are not available. Also these workers were not found in the factory during the audit for interview to cross verify.							2

	d (ii) be entitled to at least one day off											
esconable Maintaining of	Empina maai prec		Non compliance Eactory has employed B3 hand embroidery and Dead funcy contract workers and 12 workers finaling siccin. Accurate records and reason distanting siccin. Accurate records and reason with the second second second second second by the factory. Information on contral workers are not revealed by factory management on the day one of the audit. On the day two of the audit actions gathered information that the contract accords and the second		Production records and Interviews	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.					
vertime Limitations	emp less (b) t law suct be e perit temp	cept in extraordinary business circumstances, piopress will (n) one than the ser of (a) 48 hours per week and 12 hours overfine or the limits on registant and overfine hours allowed by th of the country of manufacture or, where the laws of i country wind in time the hours of work, the regular in country wind in time the hours of work, the regular extillet to at last or dry of in every steem day of the country by mains circumstance is a mporary period of extra work that could not have been toppatd or alleviated by other reasonable efforts	e 1		Production records and Interviews							
Ivertime Explanation	perio exce reas	ployers shall be able to provide explanation for all riods when the extraordinary business circumstances ception has been used. Employers shall take asonable steps to inform workers about the nature and pected duration of the circumstances	of planning working in two shifts to meet the work load. However no accurate information		Production records and Interviews	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.					
			and analysis done by the management available.									
I. Overtime			and analysis done by the management available.									
emium rate as is legally re-	sation for regular hours of work, emplo equired in the country of manufacture regular hourly compensation rate.	lowers will be compensated for overtime hours at such e or, in those countries where such laws will not exist, a	and analysis done by the management available.									
remium rate as is legally re rate at least equal to their r	equired in the country of manufacture regular hourly compensation rate.	toyees will be compensated for overtime hours at such or i, in those countries where such laws will not exist, a e factory shall comply with applicable law for premium es for overtime compensation	and analysis done by the management available.		Production records and Interviews	None	PC has not worked with this vendor since end of 2004. PC has no plans on working with this vendor thus has limited leverage.					
emium rate as is legally re rate at least equal to their n T Compensation	equired in the country of manufacture regular hourly compensation rate.	e or, in those countries where such laws will not exist, a	and analysis done by the management available.		Interviews	None	has no plans on working with this vendor thus has limited leverage.					
remium rate as is legally re-	equired in the country of manufacture regular hourly compensation rate.	e or, in those countries where such laws will not exist, a	and analysis done by the management available.	ndicator: actory has employed 63 hand mbroidery and bead fixing control actory has employed 63 hand mbroider by the factory. Hormation actors are also also also also also also action. Accurate records and reason for mpolying home workers were not actors and an additional action of the model by the factory. Hormation on packer maintained by the security audits in the data work and are and and. The data workers are entropyed in the solution and the work of the addition and an anagement claimed that the the solution and the data work and and the factory during the addition. Also all these contract workers were not available the factory during the addition. Also all these contract workers were not available the factory during the addition. The addition and in the factory during the addition. The addition and of the addition of the addition. The addition and and all the during the addition. The addition of the addition of the addition and addition of the addition of the addition. The addition of the addition of the addition. The addition of the ad		Rone	has no plans on working with this vendor thus has limited					