

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.

Factory Profile	
Country	Turkey
Factory code	07007642A
Independent External Monitor	Intertek Testing Systems, Istanbul, Turkey
Date of monitoring visit	23-May-02
Duration of IEM Evaluation	2 Days
Participating Compan(ies)	NIKE, Inc.
Number of workers	4517
Product(s)	Knitted Sportswear

FLA Code	FLA Compliance Benchmark or Legal Reference	Findings	Monitor's Findings	Remediation			Update	
				PC Remediation Plan	Completion Plan	Documentation	PC Follow Up Comments	
1. Code Awareness								
Informed workplace	In accordance with the FLA Obligations of Companies, B. Create an Informed Workplace: Ensure that all Company factories as well as contractors and suppliers inform their employees about 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 efforts to educate employees about the standards on a regular basis.		Employees do not know codes of Nike although it is posted on the production floor.	Factory to ensure that training is given to employees about Nike Codes and small cards of Nike Codes will be distributed to employees.	11/21/02		July 03 Update: The factory provided the training and Nike Code of Conduct cards to individual employees. Nike internal monitors interviewed some workers and found that some are still in need of further training.	
			Employees do not know the factory rules completely. Factory rules are not posted in the facility.	Factory to ensure that factory rules are posted in the facility and training is given to employees.	11/21/02		July 03 Update: Nike internal monitors interviewed some workers and learnt that the factory's basic rules are understood by the workers.	
2. Forced Labor								
3. Child Labor								
5. Nondiscrimination								
6. Health and Safety								
Fire Extinguishers	In accordance with the Turkish Regulations for Employees Health and Job safety (7/7583), article 123, fire extinguishers shall be in an easily accessible place and shall not be blocked. In accordance with 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.		Some fire extinguishers are blocked in the [...] section and [...] section.	Factory to ensure that all fire extinguishers are kept unblocked in the related sections of the facility.	Corrected	Photographs provided	July 03 Update: During PC's follow-up audits we have observed that the fire extinguishers in the facility are unblocked. The photos have been provided to ITS	
			In accordance with the Turkish Regulations for Employees Health and Job safety (7/7583), article 116, effective and sufficient fire extinguishers and trained personnel or firefighter team shall be provided. In accordance with 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.	Fire extinguishers in [various factory sections] are not adequate.	Factory to ensure that adequate fire extinguishers are provided to related sections.	No remediation action was submitted about the issue.		July 03 Update: During our follow-up evaluation we have observed no inadequacy with the condition/number/type of fire extinguishers in the mentioned areas.
			In accordance with 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.	There is no fire extinguisher located near the natural gas tube.	Place fire extinguisher near the natural gas tube.	Corrected	Photographs provided	July 03 Update: We have observed that necessary means of fire safety has been placed in the vicinity of the Natural Gas Container.
Evacuation Plans	In accordance with the Turkish Regulations for Employees Health and Job safety (7/7583), article 128, mobile fire extinguishers shall be checked every 6 months and the date of control shall be stated on the fire extinguishers. In accordance with FLA Benchmarks, V.B. Health and Safety: 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.		Most of the employees are not familiar about the usage of the fire extinguisher.	Factory to provide fire extinguisher training in the facility.	4/6/02	Attendance form of the training signed by some of the employees was provided.	July 03 Update: The fire extinguisher training is still ongoing. The workers are receiving documented training.	
	In accordance with the Turkish Regulations for Employees Health and Job safety article 134, employer should show the places of the fire extinguishers and the exits to new employees. In accordance with FLA Benchmarks, V.B. Health and Safety: 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.		In all the sections in the Building except the [...] Building, evacuation plans are posted near the entrance gates and not well illustrated. It should be posted inside of the sections and well illustrated to be understood clearly.	Factory to ensure that well illustrated evacuation plans are posted inside of all sections.	No date was provided: Only evacuation plans were well illustrated. They go on searching for posting evacuation plans in the sections.	One photo of well illustrated evacuation plan was provided.	July 03 Update: The evacuation plans have been placed in each department.	
Exit Lights	In accordance with the Turkish Regulations for Employees Health and Job safety (7/7583), article 11, in every workplace aisles shall be wide enough for workers to move and leave workplace easily in case of danger. Both natural and chargeable lights shall be provided. In accordance with FLA Benchmarks, V.B. Health and Safety: 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.		In the [...] sections and some floors of [...] there is no chargeable lights on exits. In some of the passages of the [...] Section chargeable lights do not function.	Factory to ensure that emergency lights are provided to related floors of [...] and emergency lights were repaired in related passages of [...] section.	Complete - Emergency lights were provided to affected areas.	Written statement from maintenance supervisor was provided.	July 03 Update: The emergency lights are now being tested weekly.	
Exit signs	In accordance with the Turkish Regulations for Employees Health and Job safety article 134, employer should show the places of the fire extinguishers and the exits to new employees. In accordance with FLA Benchmarks, V.B. Health and Safety: 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.		Emergency exit direction signs are not appropriate in the [...] warehouse and there is no emergency exit sign in the [...] section.	Factory to ensure that emergency exit direction signs are appropriate in the [...] warehouse and emergency exit sign is provided in the [...] section.	No remediation action was submitted about the issue.		July 03 Update: The new signs are worn out and need to be replaced. This will be checked again during the PC's next visit to the facility.	

FLA Code	Findings	Monitor's Findings	Remediation			Update
			PC Remediation Plan	Completion Plan	Documentation	PC Follow Up Comments
Exits	In accordance with the Turkish Regulations for Employees Health and Job safety (77583), article 113, exit doors shall be opened to outside. Exit doors shall be marked to be seen easily. No barriers shall be present around the exit doors. In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	Some exits are blocked in some floors of the buildings of the facility.	Factory to ensure that all exits are kept unblocked in the facility.	No remediation action was submitted about the issue.		July 02 Update: The exits are observed to be unblocked in two follow-up visits conducted.
	In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	In the [...] floor of the [...] Building and some floors of the [H] Section (except 4th fl.) emergency exits are not at opposite sides. They are at the same side and close to each other. This situation makes very hard to reach the fire exits for the employees working in the opposite side of the floors.	Factory to ensure that in the [...] room of [...] Building and floors of the [H] Section (except 4th fl.) emergency exits at opposite sides are provided.	No remediation action was submitted about the issue.		July 02 Update: Exits are installed and verified.
	In accordance with the Turkish Regulations for Employees Health and Job safety (77583), article 113 , exit doors shall be opened to outside. Exit doors shall be marked to be seen easily. No barriers shall be present around the exit doors. In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	In the [...] section of [...] Building, one of the doors that connects the corridor to one of the exit doors is opened to inside and also can not be opened for the inside.	Factory to ensure that all exit doors open outwardly.	No remediation action was submitted about the issue.		The door that has been mentioned in the [...] section is to an office with 3 people. However, this door will be changed during the reconstruction of the offices. July 03 Update: This office is disassembled and no longer exists.
Machine Safety	In accordance with FLA Benchmarks, V.B. Health and Safety : All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	In some of the fabric spreading machines, there is no automatic cut-off switch to prevent worker injury.	Factory to provide automatic cut-off switch for fabric spreading machines.	Completed - Cut-off system provided for Fabric Spreading Machine	1-Statement written by Cutting Section Maintenance Supervisor to the Human Resources Manager. 2- Photo of one fabric spreading machine with automatic stopping system.	July 02 Update: The spreading machines on the garment building are provided with motion detectors. However, the spreading machines in the [H] department still do not have motion detectors on one side. PC will verify this during the next visit.
	In accordance with FLA Benchmarks, V.B. Health and Safety : All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	There is no protective guards on sewing machines in the [...] Building and [...] Section.	Factory to provide protective guards on sewing machines in related sections.	22-Jul-02	1-Statement written by Sewing Section Maintenance Supervisor to the Human Resources Manager. 2- One close view photo of one sewing machine with protective guards.	July 02 Update: PC verified that the sewing machines in all departments are fitted with the appropriate protection means on needles.
PPE	In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	The mask used in the [...] section of the [...] is not appropriate. Masks are not used in the [...] section of [...] Building. Mask is not given to some employees in [...] section.	Factory to provide appropriate mask to the stain removal section of the [...] and [...] Building. Make search to determine whether mask is needed in [...] section.	No date was provided. Mask was provided to related employees Search will be made to determine whether mask is needed in printing section.	Document, stated that Mask was given, signed by 3 employees. Document stated that filter of the mask is given, signed by 7 employees. Photo of one employee with the mask.	July 02 Update: The masks are provided in the spot cleaning area, and the factory needs to replace the filters periodically.
	In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	In the [...] section employees do not use earflap, although they are given earflap.	Factory to provide training about the usage of the earplugs to employees.	11/07/2002. Training was given about the usage of the earplug to employees.	Only attendance form of the training signed by some employees was provided	11/07/2002: The workers that are employed in the [...] department are receiving documented ear plug training. July 03 Update: PC verified that the workers are using ear plugs. This will also be checked during the next visit.
	In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	There are no goggles and plastic gloves for the employees in the [...] section.	Factory to provide goggles and plastic gloves for the employees in the [...] section.	No date was provided. Plastic gloves were provided to employees. No remediation action was submitted about providing goggles.	Document, stated that gloves were given, signed by employees.	July 03 Update: The documented training and necessary means of PPEs are provided.
	In accordance with FLA Benchmarks, V.B. Health and Safety : 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 is no instruction posted in the facility about the usage of PPE.	Factory to post instruction about the usage of PPE.	No date provided.		July 03 Update: The PPE usage is posted throughout the areas of their use.
Chemical Management	In accordance with the Turkish Regulations of Labor Health and Safety article 21 , in the workplace, where there is a dangerous or poisonous gas, comes out as a result of work done, there must be a ventilation to protect the health of employees and the other protective equipment will be given to the employees according to the nature of the job. In accordance with FLA Benchmarks, V.B. Health and Safety : 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.	The fans do not work well in [...] section.	Factory to repair fans in the [...] sections.	No date was provided. They repaired the fans in the stain removal sections and replaced one.	1-Statement written by [...] Section Maintenance Supervisor to the Human Resources Manager. 2- One photo of fan	July 03 Update: The fans have been observed to operate adequately at the time of our follow-up visit.
	As per FLA Benchmarks, V.B. Health and Safety : All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language.	There is no MSDS posted in the [...] warehouse of the [...] Building called as [Factory] 3.	Factory to post MSDS in the related section.	No remediation action was submitted about this issue.		July 2002: The MSDS are now available in the vicinity of each area that the chemicals are used. July 03 Update: The dyeing section was missing appropriate MSDS. This will be checked during the next visit.

FLA Code	Findings	Monitor's Findings	PC Remediation Plan	Remediation	Update	
FLA Code	FLA Compliance Benchmark or Legal Reference	Monitor's Findings	PC Remediation Plan	Completion Plan	Documentation	PC Follow Up Comments
Chemical Management	In accordance with FLA Benchmarks, V.B. Health and Safety: 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 is no shower unit in [...] section.	Factory to provide shower unit in [...] section.	No remediation action was submitted about this issue.		The setup of the [...] is not available for placing a shower. The shower will be provided as soon as the space is available.
	In accordance with FLA Benchmarks, V.B. Health and Safety: 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 is no eye wash station in the [...] warehouse of [Factory] 1.	Factory to provide eye wash station in the [...] warehouse of [Factory] 1.	No date was provided: They provided it in the related section.	One close view photo of eye wash station.	July 2002: The eyewash station is provided.
Sanitation	In accordance with 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.	Toilets are dirty. There is no toilet paper in toilets and some of the soap dishes are broken.	Factory to provide clean toilets and also provide toilet paper in toilets and replace the broken soap dishes.	8/30/02	1- Sample of toilet sanitary check form. 2- Some photos of the toilets.	July 2002: The toilets are now being cleaned daily and the cleanings are documented in the check form.
Air/Water quality	In accordance with FLA Benchmarks, V.B. Health and Safety: 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.	In the [...] and [...] Building, ventilation in the sections are not adequate.	Factory to provide adequate ventilation in the sections	No remediation action was submitted about this issue.		July 2002: The factory has been visited by NIKE compliance Team many times in the past and no inadequacy observed in the ventilation of the mentioned buildings. The worker interviews showed that the temperature is an acceptable level in the summer months.
	In accordance with FLA Benchmarks, V.B. Health and Safety: 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.	There is no potable water on the floors. Although it is fact that in [name of town], water from the sinks is drinkable, employees drink water from the sinks of the toilets that is not sanitary.	Factory to provide potable water on the floors.	No remediation action was submitted about this issue.		July 2002: The tap water in the factory is tested and passed to be potable. However, workers still need to get their water from the taps in the restrooms.
Workplace safety	In accordance with FLA Benchmarks, V.B. Health and Safety: All machinery and equipment shall be maintained, properly guarded, and operated in a safe manner.	There is no alarm for forklifts to warn employees while forklifts are moving.	Factory to provide alarm for forklifts to warn employees while forklifts are moving.	No date was provided: Alarms were provided for forklifts to warn employees while forklifts were moving.	1-Statement written by Maintenance Section Chief to the Human Resources Manager	July 2002: Each forklift used in the factory is now equipped with warning alarms.
	In accordance with the FLA Code provision on 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.	There are some holes without cover on the floors of the boiler room.	Factory to provide cover on holes on the floors of the boiler room.	No date was provided: Cover was provided on holes on the floors of the boiler room.	Photo of one covered hole was provided but from the picture it could not be understood whether hole was adequately covered or not.	July 2002: The cover provided has been checked during the follow up and confirmed for adequate covering for the floor opening.
	In accordance with the FLA Code provision on 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.	There is no chain in front of the elevators located in the remained [...] factory section] and located between the floor of [...] section of [Factory] 2 and [Factory] 3.	Factory to provide chain in front of the elevators located in the remained [...] factory section] and located between the floor of [factory] sections of [Factory] 2 and [Factory] 3.	No date was provided: Chain was provided in front of the elevators located in the remained [factory section] and located between the floor of [...] of [factory] 2 and [factory] 3.	Supportive photo was provided.	July 2002: The chains are still in use.
First Aid	In accordance with 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.	In the boiler room, first aid kit is empty; in the package warehouse of the [...] Section, there is no first aid kit; in [...] Factory section], first aid kits do not have some necessary items.	Factory to provide first aid kit with proper items in the [...] of the [...] Section, in the boiler room and in the [factory section] and lunch hall	No date was provided: First aid kit was provided with proper items in the package warehouse of the factory section] in the boiler room and in [factory section] and lunch hall	1-Some item check control documents. 2- One close view photo of first aid kit.	July 2002: The bills of purchased first aid kit contents are provided by the factory. During the follow-up visit PC have verified that contents are appropriate.
	As per FLA Benchmarks, V.B. Health and Safety: All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language.	First aid procedure is not posted in the facility.	Factory to post first aid procedure in the sections of the facility.	No date was provided: They post first aid procedure in the sections of the facility.		July 2002: The first aid procedures in each section are provided.
Doctor's working hours	In accordance with the Turkish Labor Law 1475, articles 74/10. If any manufacturer has more than 50 employees it is obligatory to employ a doctor in the facility. Doctor fees are calculated on the basis of 15min./month per employee. In accordance with FLA Benchmarks, V.B. Health and Safety: 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 working hours of doctor is not adequate	Factory to provide doctors with adequate hours for employees.	No remediation action was submitted about this issue.		July 2002: The management has provided 2 full time doctors in the facility.
Health & Safety Committee	In accordance with Turkish Labor Law # 1475 ,article 76, workplaces, with 50 or more employees, shall form "employees health and job safety committee". This committee guides and train about the required precautions for employees' health and job safety. In accordance with FLA Benchmarks, V.B. Health and Safety: 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.	[Auditors reported cases in which] employees did not know the existence of Health and Safety Committee.	Factory to ensure that Health and Safety Committee was announced adequately to employees.	No remediation action was submitted about this issue.		July 03 Update: The Health and Safety Committee is still not announced to the workers.
Electrical maintenance	In accordance with FLA Benchmarks, V.B. Health and Safety: 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.	Near the printing machines, the cover of electricity box is kept opened.	Factory to ensure that the cover of related electricity box is kept closed.	No date was provided: the cover of electricity box near printing machines was kept closed	Supportive photo was provided.	July 2002: All electrical boxes are fixed for isolation.
Local health and safety requirements	In accordance with the Turkish Regulation of Water Pollution Control .art.44(published in the Official Gazette, dated 4.9.1988, no:19919), in the city or industrial area, it is obligatory to take the permission of the waste water linkage for the facilities, and institutions to discharge their waste water to the waste water treatment systems. The waste water linkage permission is given by the Infrastructure Establishment Department when the requirements in the permission document of the linkage quality control, that will be prepared, are met. In accordance with FLA Benchmarks, V.B. Health and Safety: 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.	The facility has no waste water discharge permit from the government. (They have waste water treatment system)	Factory to provide discharge permit from the government for waste water	They applied for it but they have not yet received it.		July 2002: The application has been sent to the government, but the factory has not yet received the permit.

FLA Code	FLA Compliance Benchmark or Legal Reference	Findings	Monitor's Findings	PC Remediation Plan	Completion Plan	Documentation	Update
7. Freedom of Association and Collective Bargaining							
Access to collective agreement	In accordance with FLA Benchmarks, VI. Freedom of Association and Collective Bargaining : Employers and employees will honor in good faith, for the term of the agreement, the terms of any collective bargaining agreement they sign. Employees shall be able to raise issues regarding CBA compliance by the employer without retaliation	Especially new employees are not given the hand book of the collective agreement made between the union and the facility.	Factory to give the hand book of the collective agreement made between the union and the facility to all employees.	They are waiting for the conclusion of the new agreements between the parties to print the book and distribute them to employees.			July 03 Update: Collective Agreement has not been signed with the worker union and the management. The agreement is still in discussion.
8. Wages and Benefits							
Inform workplace	In accordance with FLA Benchmarks, VII.B. Wages and Benefits : Employers will communicate orally and in writing to all employees in the language of the worker the wages, incentive systems, benefits and bonuses to which all workers are entitled in that company and under the applicable law. Employers will provide workers a pay statement each pay period, which will show earned wages, regular and overtime pay, bonuses and all deductions.	Employees did not know how their daily target is determined.	Factory to provide that employees are given information about how the targets are determined.	Education will be given about the determination of targets in 1 months.			July 2002: The workers are trained in the target calculation during the Werner Training for productivity. This is also documented. The documented training is available. In addition, the formula of the calculation of the daily targets will be simplified and posted through out the facility
Labor contract	In accordance with FLA Benchmarks, VII. B. Wages and Benefits : In general, workers will have access to understandable information about their wages and benefits, and will not express dissatisfaction with their ability to get information.	Employees do not know the meaning of the labor contract. Most of them did not know whether they signed labor contracts or not. [Auditors reported cases of employees who] were not given the copies of labor contracts.	Factory to ensure that employees understand the meaning of labor contract and copies of labor contracts are given to employees.	No remediation action was submitted about this issue.			Dec 02 Update: some of the employees interviewed have their contracts, however the new employees did not receive their contracts as they will be under contract with the CBA.
9. Hours of Work							
Lack of one day off in seven	In accordance with the Turkish Labor Law # 1475, Article 43 employees will be entitled to at least one day off in every seven-day period. In accordance with the FLA Workplace Code Provision on 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.	Some employees have no days off in some weeks during the months reviewed.	Factory to provide that all employees get at least one days off in every seven day period.	They will correct the issue in 3 months period.			Dec 02 Update: PC identified the same issue. Nike Compliance Team will follow-up on this issue and continue to monitor the progress.
Hours exceeding Code limit	In accordance with the FLA Workplace Code Provision on 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.	Employees total working hours exceed 60 hours a week (FLA limits) for some of the weeks of three months reviewed.	Factory to provide that total weekly working hours of workers are in compliance with the weekly limit of FLA.	They will correct the issue in 3 months period.			Dec 02 Update: time cards and payrolls regarding October and November are reviewed. There are only 6 people in nearly 1000 people who are exceeding the monthly OT limit of Nike Code of Conduct. July 03: Nike contracted factories are participating in a year-long study to identify the root causes of the overtime and minimize the causes.
Hours exceeding legal limits	In accordance with Turkish Labor Law # 1475 Article 35/6147 (27/3/1973), the matter of overtime arises when work is undertaken outside of the daily working hours. The legal regulations concerning overtime are as indicated below: a- Overtime can not exceed 3 hours a day. In accordance with the FLA Workplace Code Provision on 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.	The working hours exceed the legal limits.(3 hours a day).	Factory to provide that daily overtime working does not exceed 3 hours a day.	They will correct the issue in 3 months period.			Dec 02 Update: The working hours are still exceeding the 3 hour limit in some instances. July 03: Nike contracted factories are participating in a year-long study to identify the root causes of the overtime and minimize the causes.
Involuntary overtime	In accordance with FLA Benchmarks, VII.B. Wages and Benefits, Hours of Work and Overtime Compensation: The employer will demonstrate a commitment to reduce mandated overtime and to enact a voluntary overtime system to meet unforeseen situations.	At times, overtime work is mandatory.	The management should ensure that overtime is voluntary. The management should prepare an overtime policy indicating the voluntary overtime. The policy should be signed by General Manager and posted in the workplace	Factory will correct violation within 3 months.			Dec 02 Update: Employee interviews by PC - Workers state that OT is voluntary, however, the factory has not instituted the voluntary OT form.
		There is no documentation that shows employees make overtime voluntarily. [In worker interviews, it was reported that workers] made overtime involuntarily.	Factory to provide that documentation is held to show that employees make overtime voluntarily.	The factory will require daily signature from employees for overtime working.	No supportive document was provided.		Dec 02 Update: Employee interviews by PC - Workers state that OT is voluntary, however, the factory has not instituted the voluntary OT form.

FLA Code	FLA Compliance Benchmark or Legal Reference	Findings	Monitor's Findings	Remediation			Update
				PC Remediation Plan	Completion Plan	Documentation	PC Follow Up Comments
10. Overtime Compensation							
Unpaid Overtime	In accordance with FLA Benchmarks, VII.B. Wages and Benefits, Hours of Work and Overtime Compensation: 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. The factory shall comply with applicable law for premium rates for overtime compensation. Negative incentives or punitive actions will not be used to induce overtime in excess of code standards.	Employees make unpaid overtime if they can not reach target to reach their target.	Factory to provide that employees do not make unpaid overtime to reach the target.	No remediation action was submitted about this issue.			Dec 02: This issue was observed on the previous audits conducted in this facility. However, as per NIKE's request this practice has been stopped. The employees interviewed in Dec 02 reported that they have heard this practice taking place in the past but no instance took place for a long time. We are trusting this factory has stopped this practice. However, they did not communicate stopping this practice through the workers. The factory will put this in a formal announcement and deliver it to all workers and supervisors to avoid further misunderstandings.
	In accordance with FLA Benchmarks, VII.B. Wages and Benefits, Hours of Work and Overtime Compensation: 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. The factory shall comply with applicable law for premium rates for overtime compensation. Negative incentives or punitive actions will not be used to induce overtime in excess of code standards.	If employees make mistakes in their work, they do unpaid overtime.	Factory to provide that employees do not make unpaid overtime to repair their mistakes.	No remediation action was submitted about this issue.			Dec 02: This issue was observed on the previous audits conducted in this facility. However, as per NIKE's request this practice has been stopped. The employees interviewed in Dec 02 reported that they have heard this practice taking place in the past but no instance took place for a long time. We are trusting this factory has stopped this practice. However, they did not communicate stopping this practice through the workers. The factory will put this in a formal announcement and deliver it to all workers and supervisors to avoid further misunderstandings.