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		Company Comment: GFSI, Inc., no longer does business
Country	India	with this factory as of February 2008. In October 2007,
Factory name	030032497F	Gear staff visited the factory and confirmed that issues
IEM	International Resources for Fairer Trade	found during the IEM were corrected.
Date(s) in facility	December 5 & 6, 2006	
PC(s)	GFSI, Inc.	
Number of workers	795	
Product(s)	Garments	
Production processes	Cut Sew and Packing	

	· · ·									Dame deller			Contract 1	Undeter (Control	h 00070	Hadatas (Ost	
FLA Code/ Compliance issue	Country Law/Legal Reference	FLA Benchmark	Non-compliance	Risk of Non-compliance	Evidence of Non-	f not	Sources/Documentation Notable	PC Remediation plan	Target Completion Dat	Factory Response (Optional)	Company follow up (Cite date of	Documentation	Completed;	Company Follow up	Documentation	Company Follow up	Documentation
					compliance (uncorroborated)	corroborated, explain why	used for corroborating Features implemented		Completion Dat	e	follow up)		Pending; On-				
					(unconsociated)	expired with	by Factory						gonig				
							Management or Company										
1. Code Awareness																	
Code posting/information		FLA Principle of Monitoring, Obligation of	Code posting of Gear for Sports was no in the local language and there was	t .			Visual observation, management interview	Send Factory additional GFSI, INC code of conduct poster in English, Hindi and Gujarati		The code of conduct in Gujarati	Sent posters in April 2007 along with a request for a picture and a	Received picture of code of conduct posted	Completed	Sept 2007 - Factory has five Gujarathi, one English code	Sept 2007-Photos		
		Companies: Establish and articulate clear, written workplace standards. Formally convey those	only one code posting for the entire				management interview	conduct poster in English, Pilital and Gujaran		has been displayed at the lactory	written confirmation form.	on 4-19-07, received		of conduct posters posted at			
		standards to Company factories as well as to licensees, contractors and suppliers.	facility.									written confirmation on 4-24-07.		different locations.			
		incensees, contractors and suppliers.															
Worker/management		FLA Principle of Monitoring, Obligation of	There was no training given to the				Management interview,	The factory is to explain the code of conduct	4/1/2007	A program on the workmen and	August 2007 - QC (Quality		Completed	Sept 2007- Factory	Sept 2007 -		
awareness of Code		Companies: Ensure that all Company factories as	management or to the workers with regard to Code compliance.				worker interview	to each worker during new employee training Written records of this code of conduct	. 10/1/07	management awareness conducted on April 12, 2007.	Control) Manager will visit factory to get documentation of the April			conducted training on 4/12.	Attendance log		
		well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a	regard to Code compitance.					training must be maintained on file. (Please		conducied on April 12, 2007.	meeting and request additional						
		and through the posting of standards in a prominent place (in the local languages spoken by						submit documentation of training, including training materials, list of attendees, who			training on the code of conduct for all new employees.	r					
		employees and managers) and undertake other						conducted the training, and dates training									
		efforts to educate employees about the standards on a regular basis.						were held).									
Confidential non-compliance		El A Drinsinte of Manitorian Obligation of	There was no confidential non-				Visual observation.	Factory to implement a method of confidentia	10/1/2007		August 2007 - QC Manager will		Completed	Sept 2007 - Factory has two	Sent 2007 - Photos	October 2007 - Factory has	October 2007 -
reporting channel		Companies: Develop a secure communications channel, in a manner appropriate to the culture and	compliance reporting mechanism for				management interview	reporting of grievances from employees. It is			visit factory to determine what			suggestion boxes at different	of suggestion baxes.	a protocol for acting on	Received a copy of
		channel, in a manner appropriate to the culture an situation, to enable Company employees and	d GEAR for Sports.				worker interview	recommended that suggestion boxes with a written policy on how to handle the grievance	,		method the factory will implement to develop a secure			locations in the factory. Factory will work on protocol		suggestions, which is written in the local	the suggestion bax protocol.
		employees of contractors and suppliers to report to						and who will handle the grievance should be implemented			communication channel.			for acting on suggestions		language of Gujarati.	
		the Company on noncompliance with the workplac standards, with security that they shall not be	ie i					impremented.						and maintaining confidentiality and will			
		punished or prejudiced for doing so.												provide a plan by end of			
														October 2007.			
									1				1		1		
2. Forced Labor	<u> </u>	<u> </u>															
There will not be any use of for	ced labor, whether in the form	of prison labor, indentured labor, bonded labor or															
<ol> <li>Child Labor</li> <li>No person will be employed at</li> </ol>	an age younger than 15 (or 14	where the law of the country of manufacture allows)															
	mpleting compulsory education	where the law of the country of manufacture allows) in the country of manufacture where such age is															
<ol> <li>Harassment or Abuse</li> <li>Every employee will be treated</li> </ol>	with respect and dignity. No e	employee will be subject to any physical, sexual,															
psychological or verbal harassi	ment of abuse.		There was an tesision since to "		1		Management intension	Eastern most train manager and	444,0007	Training on disciplinary practices	August 2007 - QC Manager will		Completed	Sept 2007-Factory	Sept 2007 -		1
Training of Management in Disciplinary Practices		Employers will provide training to managers and supervisors in appropriate disciplinary practices.	There was no training given to the manager and supervisors with regard to				Management interview, interview with the	Factory must train managers and supervisors on appropriate disciplinary practices. (Please	10/1/07	given to managers and workers	visit factory to get documentation		completed	Conducted a seminar with	Sept 2007 - Attendance record		
			appropriate disciplinary practices				supervisors	submit documentation of training, including		on April 13, 2007.	of the April meeting and a			managers and supervisors on 4/13.			
								training materials, list of attendees, who conducted the training, and dates training			procedure of when this training will occur on a regular basis.			on 4/13.			
								were held).			-						
Other - Policy on H&A			The policy on Harassment and Abuse				Record review	The factory needs to translate the policy on	11/1/2007		August 2007 - QC Manager will		0	0	September 2007-		
Other - Policy on H&A			The policy on Harassment and Abuse was in English and not Gujarati, the				Record review	The factory needs to translate the policy on Harassment and Abuse to Gujarati.	11/1/2007		August 2007 - QC Manager will visit factory and request this to be		Completed	September 2007 - Factory has translated policy on	Received The Policy		
			language spoken by the workers and					-			translated. We will get a copy after translated for our records.			Harassment and Abuse to Guiarati	on Harassment and Abuse in Gujarathi.		
			supervisors.								arter translated for our records.			Gujaran.	Abuse in Gujaranii.		
5. Nondiscrimination																	
No person will be subject to an																	
discipline, termination or retirer	nent, on the basis of gender, ra	t, including hiring, salary, benefits, advancement, ace, religion, age, disability, sexual orientation,															
nationality, political opinion, or	y discrimination in employment nent, on the basis of gender, ra social or ethnic origin.	t, including hiring, salary, benefits, advancement, ace, religion, age, disability, sexual orientation,															
discipline, termination or retirer nationality, political opinion, or Other - Policy on Nondiscrimination	ry discrimination in employment ment, on the basis of gender, ra social or ethnic origin.	t, including hiring, salary, benefits, advancement, ace, religion, age, disability, sexual orientation,	The policy on non-discrimination at the work place was in English and not				Record review	The factory needs to translate the policy on non-discrimination to Gujarati.	11/1/2007		August 2007 - QC Manager will visit factory and request this to be		Completed	Sept 07 - Factory will translate policy on		October 2007 - Factory has translated policy on	Received a copy of
nationality, political opinion, or Other - Policy on	y discrimination in employment, ment, on the basis of gender, ra social or ethnic origin.	t, including hiring, salary, benefits, advancement, ace, religion, age, disability, sexual orientation,	work place was in English and not Gujarati, the language of the workers				Record review	The factory needs to translate the policy on non-discrimination to Gujarati.	11/1/2007		visit factory and request this to be translated. We will get a copy		Completed	translate policy on discrimination to Guiarati by			Received a copy of discrimination policy
nationality, political opinion, or Other - Policy on Nondiscrimination	y discrimination in employment, ment, on the basis of gender, ra social or ethnic origin.	Including hiring, salary, benefits, advancement, acce, religion, age, disability, sexual orientation,	work place was in English and not				Record review	The factory needs to translate the policy on non-discrimination to Gujarati.	11/1/2007		visit factory and request this to be		Completed	translate policy on		translated policy on	Received a copy of
nationalty, political opinion, or Other - Policy on Nondiscrimination  6. Health and Safety Employers will provide a safe a	social or ethnic origin.	nt to prevent accidents and injury to health arising ou	work place was in English and not Gujarati, the language of the workers and the supervisors.				Record review	The factory needs to translate the policy on non-discrimination to Gujarati.	11/1/2007		visit factory and request this to be translated. We will get a copy		Completed	translate policy on discrimination to Guiarati by		translated policy on	Received a copy of discrimination policy
nationality, political opinion, or Other - Policy on Nondiscrimination  6. Health and Safety Employers will provide a safe a of, linked with, or occurring in t	social or ethnic origin.	nt to prevent accidents and injury to health arising out to the operation of employer facilities.	work place was in English and not Gujarati, the language of the workers and the supervisors.					non-discrimination to Gujarati.			visit factory and request this to be translated. We will get a copy after translated for our records.		Completed	translate policy on discrimination to Gujarati by end October 2007.		translated policy on discrimination to Gujarati.	Received a copy of discrimination policy translated to Gujarati.
nationality, political opinion, or Other - Policy on Nondiscrimination  6. Health and Safety Employers will provide a safe a of, linked with, or occurring in to Document Maintenance/	social or ethnic origin.	nt to prevent accidents and injury to health arising out it of the operation of employer facilities. All documents required to be available to workers	work place was in English and not Gujarati, the language of the workers and the supervisors. ut  There was no MSDS Sheets available in				Record review Record review	The factory needs to translate the policy on non-discrimination to Gujarati.  Translate MSDS sheets in the local language		The same is being made available in the concentrated specific to the concentrated specific sp	visit factory and request this to be translated. We will get a copy after translated for our records.		Completed	translate policy on discrimination to Gujarati by end October 2007. Sept 2007 - Factory will		translated policy on discrimination to Gujarati.	Received a copy of discrimination policy translated to Gujarati.
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				IEI	M Findings					Remediation			[Status]	Updates (Septem	ber, 2007)	Updates (Octo	ber 2007)
	Country Law/Legal Reference	FLA Benchmark  freedom of association and collective bargaining.	Non-compliance	Risk of Non-compliance	Evidence of Non- compliance (uncorroborated)	If not corroborated, explain why	Sources/Documentation used for corroborating Features implemented by Factory Management or Company	PC Remediation plan	Target Completion Date	Factory Response (Optional)	Company follow up (Cite date of follow up)	Documentation C F 9	Completed; Pending; On- going	Company Follow up	Documentation	Company Follow up	Documentation
oloyers will recognize and re	spect the right of employees to	freedom of association and collective bargaining.															
Wages and Benefits				The Factory has a union and also workers committee. However, the workers felf that both the union and the worker committee were not very res- sorting the properties of the pro- ting of the properties of the pro- related to wages and the need surject cards machines etc.			Worker interview, visual observations	Factory to review this issue and advise how to address factory worker concerns.	b 10 <sup>1</sup> 1/2007		Sept 2007 - Requested that he factory address he issue to make the union and worker committee more effective. Requested a jain in writing on how they will address this issue. Factory has committee to the state of	C	Completed	Sept 2007 - Requested that the factory address the issue to make the union and worker committee more effective. Requested a pila myling on how they will be a writing on how they will has committed to providing this by the end of September 2007.		October 2007 - Factory addressed the issue to make the union and worker committee more effective. Received a plan in writing indicating plans to make containing plans to make the plans of the committee of the company. They also addressed and resolved source the workers had such as snaded in the such as snaded in the land of the company. They also such as snaded in such as snaded in the containing the containing the containing the containing the containing the containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing containing	October 2007-Minute of worker committee.
a base, at least the minimum d will provide legally mandate	wage required by local law or ad benefits.	loyees' basic needs. Employers will pay employees, the prevailing industry wage, whichever is higher,															
oliday/feave	Factories Act:  Weekly Heldisor  The Worker schould have at east One whole day of heldisor  an odding read.  an odding read.  The worker of the school  and odding read.  The school of the school  and odding and the office of the  respector of his intention to  negure the workers to work on  the Weekly off day.  The displayed notice to that  effect at the factory,  the substitution to be made  set substitution to be made  read on the school  consecutively without a holiday  for a whole day.	Workers will be paid for holidays and leave as required by law.	The factory was working on a Sunday and instead of jiving compensatory of and instead of jiving compensatory of far Sunday working. The factory had not sought the permission from the concerned authorities for Sunday working.				Record review, management interview, external information gathering	Factory needs to seek the proper permaster than the concerned authorities for Stunders Sept 2001 - Factory will not work on Sunday fit sper 2001 - Factory will not work on Sunday, fet at need sines to work on Sunday, they will chain the permission from the state government.	10/1/2007 I.	The workers are given at least one weekly off.			Completed	Sept 2007 - Factory will not work on Sundays. If a need arrise to work on Sundays. If a need arrise to work on Sunday, they will obtain they will obtain they will obtain the permission from the state government.	Sept 2007 - Payroll documents showing weekly time off and no Sunday work.		
her - Unavailable records			The records pertaining to the wages and benefits received by the contract workers were not available at the site.				Management interview, record review	Contractors need to provide records to the factory so they are available for review and documentation.	10/1/2007	The records are made available. All contractors have made the records available to the factory.		C	Completed	Sept 2007- Contractor records are available.	Sept 2007 - Contractor records.		
Hours of Work																	
48 hours per week and 12 ho country of manufacture or, week in such country plus 12 ho	ours overtime or (b) the limits o where the laws of such country	II (i) not be required to work more than the lesser of n regular and overtime hours allowed by the law of will not limit the hours of work, the regular work ad to at least one day off in every seven day period.															
vertime Limitations		Except in extraordinary business circumstances, employees will (in othe required to work more than the lesser of (a) 48 hours per week and 12 hours ownitine of (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 it such country busin country will not limit the hours of work, the regular work week it such country hours of the country will not limit the hours of work, the regular work week it such country busin of work of the country work of the country work of the country work work of the country of the country work of the country of the	I S		It was reported by the workers that during peak production months the factory had overtime and Sunday working and hence there is a possibility of the total working hours exceeding the legal limit.	timings of the workers, however during the record review did not		Factory must ensure all working hours are moorded accurately. Factory will investigate allegation of improper overtime records and ensure that overtime hours comply with local laws.	10/1/2007	The provisions of the Factories Act 1988 are followed for the compliance on payment of overtime wages.				Sept 2007- Factory is paying overtime correctly and accurately.	Sept 2007 - Payroll records signed by employees showing overtime payment.		
oluntary OT		Overtime hours worked in excess of code standard will be voluntary.		Though the workers mentioned that overtime was not compulsory, there was no system in place that ensure that the Overtime was voluntary.			Management interview, workers' interview, record review	Factory must develop an overtime policy explaining workers right to refuse under defined circumstances. This should be communicated in workers handbook and through orientation training.	10/1/2007	The overtime is totally voluntary.		C	Completed	Sept 2007- Factory has a policy in English that states that overtime is voluntary. Factory will translate this document by end of October 2007.		October 2007 - Factory has translated voluntary overtime policy to Gujarati.	October 2007 - Received a copy of the overtime policy in Gujarati.
addition to their compensation och premium rate as is legally	n for regular hours of work, em	ployees will be compensated for overtime hours at ufacture or, in those countries where such laws will															
	to their regular hourly comper	ufacture or, in those countries where such laws will asstion rate.						1									
T Compensation		The factory shall comply with applicable law for premium rates for overtime compensation.			The worker interview revealed that the workers were getting normal wages for the overtime work done.	However, the record review showed that the workers got OT premium and the workers had acknowledged the receipt of the same.		Factor will investigate allegation of imprope overtime records and ensure payment to workers for all arrear dues, if any.	10/1/2007	The overtime compensation is paid in accordance with the provisions of the law.			Completed	Sept 2007 - Factory is paying overtime correctly and accurately.	Sept 2007 - Payroll records signed by employees showing overtime payment.		