

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	China	Number of workers	1147
Factory code	06001531A	Product(s)	Apparel
Independent External Monitor	ITS		
Duration of IEM Evaluation	5 Days		
Date of monitoring visit	28-Feb-02		
Participating Compan(ies)	Levi Strauss & Co.		

FLA Code	Findings		Remediation		
	FLA compliance benchmark or legal reference	Monitor's Findings	PC remediation plan	Completion Date	Documentation
1. Code Awareness					
2. Forced Labor					
Deposit requirement	In accordance with the Ministry of Labor Document No. 110(1994) Article 2 , an enterprise shall not take currency or goods as a "factory entry pledge" and shall not hold custody of, or keep as a pledge, any residency permit, temporary residency permit or other document verifying an individual personal status. In accordance with FLA Compliance Benchmarks I. Forced Labor : Employers are prohibited from practices that restrict a worker's ability to terminate his or her employment or freedom of movement, including physical or mental coercion, deposits, unreasonable financial penalties or recruitment fees, and access to and renewal of identity papers and/or work permits or other legal identification documents	It was noted that the factory withholds RMB50 as deposit for each new worker till they quit the factory.	As a standard practice for employment, contractor should not withhold money as a deposit for new recruits, an immediate stop to the current practice must be done and remove the deposit requirement. Contractor should make a communication to the workers (should be documented) about this "deposit removal" and rebate workers on full amount. Contractor should be able to provide a proof of rebate (i.e. for future verification: workers acknowledging receipt of money).	March 30, 2002.	The requirement for deposits has been discontinued. A copy of the notice and signed reimbursement records verified on 3/25 displayed compliance. Further verification in September 2002 via workers interviews confirmed that the deposit requirement has been discontinued and the money has been returned to the workers.
3. Child Labor					
4. Harassment or Abuse					
Progressive discipline	In accordance with the Rewards and Punishment Regulations article 18 . If the employee was frequently unauthorized absences from work without a legitimate reason for more than 15 consecutive days or more than 30 days cumulatively within one year, the employer has the right to remove the employee's name from the employee name list. In accordance with FLA Compliance Benchmarks III. Harassment or Abuse : Employers will utilize progressive discipline, e.g., escalating discipline using steps such as verbal warning, written warning, suspension, termination. Any exceptions to this rule, e.g., immediate termination for theft or assault, shall be in writing and clearly communicated to workers.	It was noted that the factory would remove the employee's name if an employee absence for work for three consecutive days without legitimate reason.	Contractor should amend internal regulation and change current practice to meet the requirements of the law. Communications to workers (should be documented for future verification) should be done regarding this change of policy and practice. This should also be posted on bulletin boards for workers to read.	30-Mar-02	The amendment to factory regulations was reviewed onsite on 3/15, with a copy provided. Workers understanding of the amendment was confirmed during workers interviews in September 2002.
5. Nondiscrimination					
6. Health and Safety					
Fire Extinguishers	In accordance with the Design Regulations for Fire Extinguisher Installation (GBJ 140-90) article 5.1.3 , portable fire extinguisher shall be installed by the way that the height from the top of the extinguisher to the floor is less than 1.50m, and the height from the bottom of the extinguisher to the floor is not less than 0.15m. In accordance with FLA Compliance Benchmarks V. Health & 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.	It was noted that some fire extinguishers in production building were installed as high as 1.8 meters high.	Contractor should inspect all fire extinguishers and reinstall placement to 1.5m or lower.	15-Mar-02	The contractor has re-installed all fire extinguishers to meet the height requirement. This was verified during the September 2002 assessment.
Personal Protective Equipment (PPE)	Factory Safety and Sanitary Regulations article 77 , factory shall provide earplugs, goggles and helmets to workers who expose to excessive noise, bright light, radiant heat, sparks, and debris in workplace. In accordance with FLA Compliance Benchmarks V. Health & 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.	It was noted that there is no earplug provided to workers in the generator section, where high noise is generated. And no goggles were provided to workers in abrasive machines section.	Contractor is to provide ear protection to workers in the generator room and post warning in the area. Provide goggles to workers in the abrasion section. Contractor should also arrange for an education of identified workers (who needs to use PPE) on use of PPE and post safety requirements of the operation.	22-Mar-02	PPE is available for use, and PPE reminders are posted. Workers were observed wearing PPE during the September 2002 assessment. Workers have been educated on the use of PPE. This was verified through worker interviews.
7. Freedom of Association and					
8. Wages and Benefits					
Annual leave	In accordance with the PRC Labor Law article 45 , a worker who has worked for one or more successive years shall enjoy paid annual leave, for factories inside Guangdong province: A) Working equal or above 1 year and below 5 years: 5 days. B) Working equal or above 5 years and below 10 years: 7 days. C) Working equal or above 10 years and below 20 years: 10 days. D) Working equal or above 20 years: 14 days. It was noted that factory has not provided such benefit to workers. In accordance with FLA Compliance Benchmarks VII. Wages and Benefits, Hours of Work, and Overtime Compensation : 1) Employers will provide all legally mandated benefits to all eligible workers. 2) Legally mandated benefits will be provided or paid in full within legally defined time periods.	It was noted that factory has not provided such benefit to workers.	Contractor should provide annual leave to workers in accordance to law requirement. Contractor should make a communication to educate workers (should be documented for future verification) about this benefit. This should also needs to be posted on bulletin boards for workers to read.	30-Mar-02	Annual leave is provided to workers. This was verified during workers interviews. Workers confirmed that they are aware of the benefit provided by the factory.
9. Hours of Work					
10. Overtime Compensation					