



Social & Labor Convergence Program (SLCP)

*Converged Assessment. Collaborative Action.
Improved Working Conditions.*

SLCP Strategic Planning - Signatory Consultation Interactive
webinar

Thank you for joining! The webinar will start in a couple of minutes.

Signatory Webinar:

Consultation on next 5-year strategy

16th May 2023

- Please note that this webinar is being recorded and will be posted in the Signatory Portal.
- All attendees are requested to observe Chatham House Rules and follow Anti-trust Guidelines.
- Please mute yourself while in the plenary meeting.
- Please use the chat function to ask questions to the speakers.



Interactive webinar: SLCP 2024-2028 strategy consultation



Agenda & objectives

Welcome by SLCP Council Chair



Jonathan Obermeister
Independent chair

Agenda

1. Introduction by Strategy Committee

- Reminder: Current SLCP strategy
- Context and timing of 2024 – 2028 strategy development
- Signatory consultation options

2. Survey results

- Summary of survey outcomes
- Q&A round

3. Initial components 2024-2028 strategy

- Overview of relevant trends
- Proposed building blocks for 2024-2028 strategy

4. Deep-dive discussion - trends & building blocks

- Break out room exercise and discussion



Items to discuss with you today

Goal of this webinar

- Update on the progress made in developing the new strategic plan
- Receive your input!

- **Results of the Signatory survey**

- **Initial components for 2024-2028 strategy**

- Q&A
- Polls
- Break-out discussions



Intro by the Strategy Committee

Strategy Committee



Ninh Trinh
Target
(Chair)



Michael Cai
Décor



Margot Sfeir
Elevate



Anna Burger
Independent

SLCP's strategy 2019 - 2023

Vision

**Converged Assessment. Collaborative Action.
Improved Working Conditions**

Mission

Implement a Converged Assessment Framework that supports stakeholders' efforts to improve working conditions in global supply chains

Industry benefits

Eliminate audit fatigue and duplication

Redirect resources to improvement actions

Greater comparability of social & labor data

SLCP Specific Aims

Industry Adoption

Resources unlocked

Data access & comparability

Financial resilience

Our Goals

25,000 verified assessments

\$130m for improvement actions

Industry's #1 source of verified Social & Labor data

Self-sustaining through earned income

Contribution to Sustainable Development Goals:

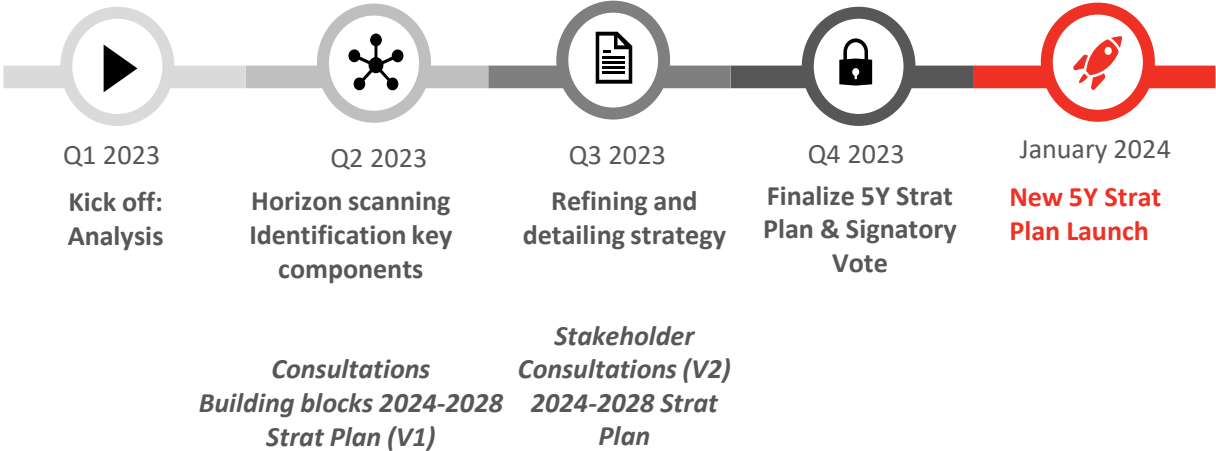


**SOCIAL & LABOR
CONVERGENCE** 

SLCP 2024 -2028 strategy development

Reconfirm Positioning & Staged Approach

- Evolution rather than Revolution
- Build, Scale & Optimize
- 2023 priorities – development of new strategy:
 - ✓Redefinition of the relevance SLCP in 2030.
 - ✓Test/finetune scope of SLCP: do the current workstreams hold till 2030?
- New 5-Year strategy:
 - ✓2024-2025 detailed plan,
 - ✓2026-2028 high level (mid-term evaluation)



Signatory consultation process

APRIL

Signatory survey

Initial high-level input for the new strategy (completed)

MAY

Interactive webinars

Strategy Committee and Secretariat to meet with signatories to present and discuss the survey results on **16 May**. (**NOW**)

JUNE

In-person meeting in Copenhagen

To present our first draft (high level) strategy on **Monday 26 June in the afternoon** (in the week of the Global Fashion Summit). Please save the date for this and register [here](#).



Signatory survey results

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- Update on the progress made in developing the new strategic plan
- Receive your input!

- **Results of the Signatory survey**

- **Initial components for 2024-2028 strategy**

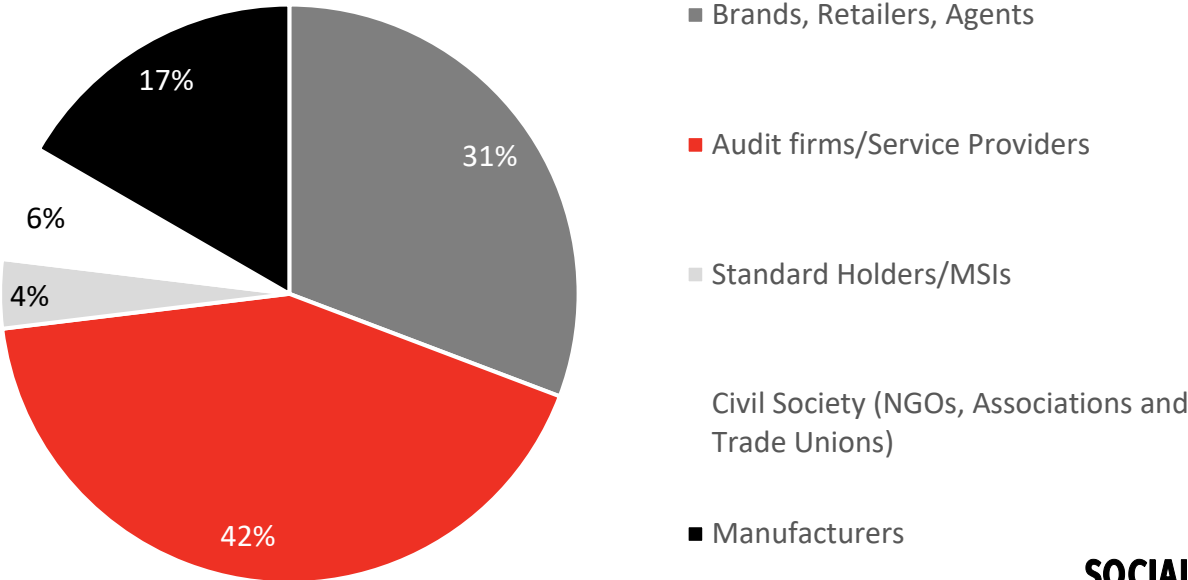
- Q&A
- Polls
- Break-out discussions

Summary of the survey results (1/6)

The survey received a **high response rate (78)**, with 33% of eligible signatories filling in the survey! **Thank you to everyone who participated!** With your input, we can gain insight into our top priorities for the Strategic Plan.

Today, we will provide a short summary of the results. The outcome will be further explained in more detail in the strategy development plan.

The responses came from:



Summary of the survey results (2/6)

Evolution vs Revolution

94% of respondents agreed that SLCP should go in an evolutionary direction rather than revolutionary.

Feedback

- Clarification on the definition and scope of revolution and evolution.

"SLCP has established interesting foundations through its multi-stakeholder approach. The question is whether it can increase its level of ambition."

"Not sure how you define evolution or revolution...for the next strategic phase: see if it is possible to diversify to support those brands that want to make more impact in their journey."

"From a manufacturers perspective we've seen very little progress of SLCP CAF as an accepted industry standard..."

Summary of the survey results (3/6)

Vision & Mission

75% of respondents were supportive of the current vision & mission

Feedback

- Concerns with “converged assessment” being too narrow a description
- Vision could be more inspiring

"I think the Vision and Mission are strong. However, with regard to the Vision, as important as a "converged assessment" is, I don't think it really captures the desired end state..."

"...Asserting more worker centrality in the mission would align with HRDD frameworks that focus on rightsholders perspectives and may address some of the missing links between CAF efficiency gains and the desired outcome - improved working conditions."

Summary of the survey results (4/6)

Industry Benefits

67% of respondents felt that the industry benefits were accurately reflected in the current strategy

Feedback

- Detailed additions or adaptations to the current wording (30% respondents), such as:
 - ✓ clarification/ further work on reducing audit duplications (avoid word audit fatigue),
 - ✓ management systems for manufacturers/build business resilience,
 - ✓ tool to support HR DD,
 - ✓ supply chain transparency,
 - ✓ data analysis to drive improvements.

"Eliminate audit fatigue is a good component, however as we have feedback from industry it didn't eliminate audit fatigue, it increased audit fatigue one more verification..."

"Could industry benefits also be related to due diligence legislation? It would be great if a comms organization does a value add assessment amongst different stakeholder groups. I think the benefits would read differently and also here perhaps more inspiring."

Summary of the survey results (5/6)

Strategic aims and goals

68% of respondents believe that these are relevant and valid

Feedback

- SLCP to streamline process to meet facility verification cycles, and simplify the CAF
- Emphasis on remediation, capacity building and trust
- Further exploration needed on SLCP's comparability and alignment with other supply chain standards

"There is very little related to the actual change... I don't see any concrete target related to reduction of audit. I also think that SLCP has the ambition to contribute to policy/research. I don't see that back here."

"A metric to assess the user (facility, brand) experience going through SLCP, potentially like a "net promoter score"... We've adopted in the industry, now let's go beyond that."

Summary of the survey results (6/6)

Trends identified

Human Rights Due Diligence,
Technology/Transparent, Disruption to
supply chains, ESG/Climate Change
Adaptation, Data auditing/analysis,
Economic durability, Economic depression,
Regulation, Greenwashing

Top 3 trends:

1. Human rights due diligence/Regulation
2. ESG and climate change adaptation
3. Technology/transparent data.

"Social audits are and will remain important. In future, producers along the entire value chain from fibers onwards will have to provide all sorts of information including social compliance which needs to be digitally traceable as well."

"The dominant theme of sustainability today is climate changes. We can say that this theme also calls into question the Human Rights of segments of population. So, maybe that would be interesting to cover, in high level questions to understand which main topics the facilities are focusing on."



Quick Q&A

Please use the Q&A function in Zoom!

For all follow up questions after today's webinar,
please contact janet@slconvergence.org



Initial components of SLCP's 2024-2028 strategy

Items to discuss with you today

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- **Results of the Signatory survey**

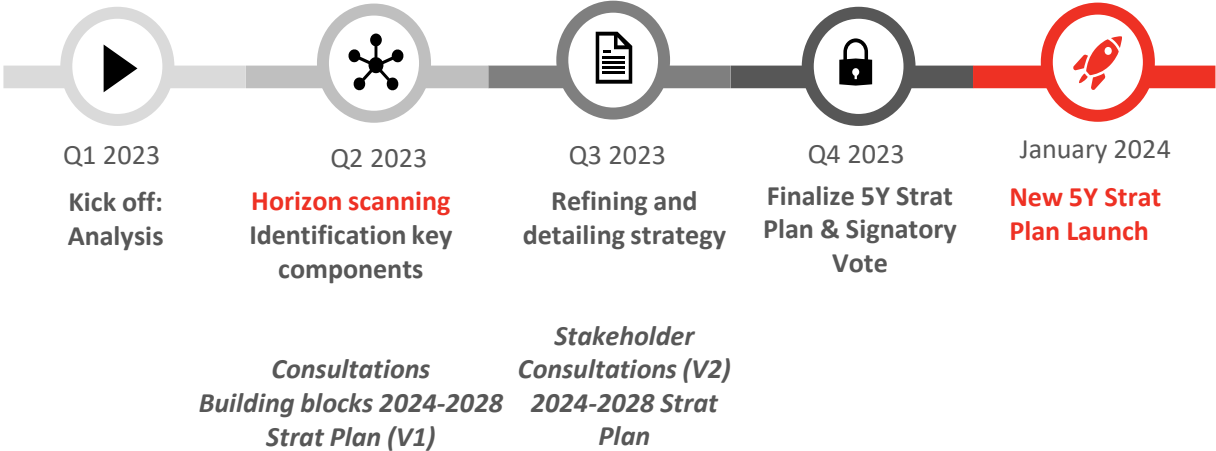
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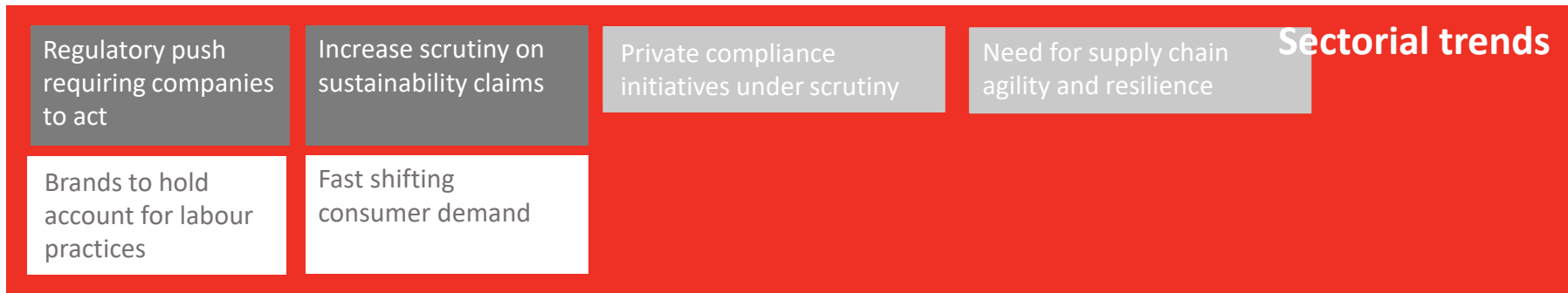
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Overview of relevant trends



In progress: identifying the impact for SLCP for each of these trends



Poll question

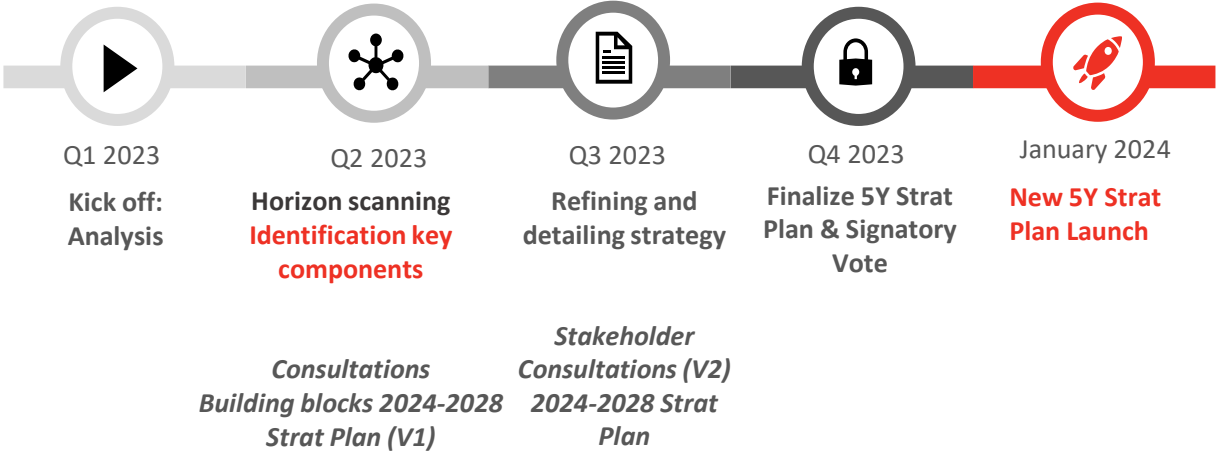
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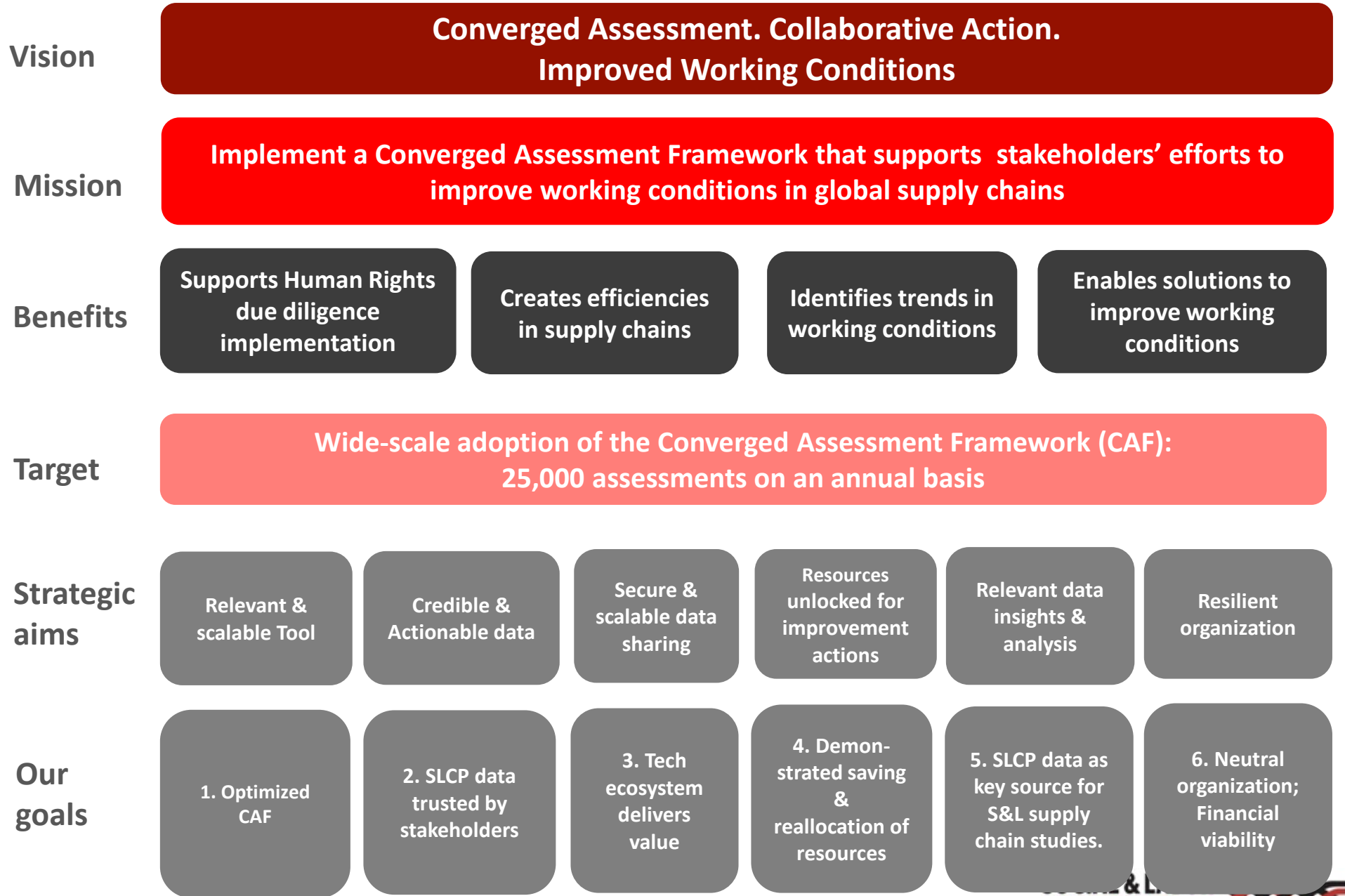
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**Deep-dive discussions:
Relevant trends & suggested building
blocks of
2024-2028 strategy**

Break out room exercise – 15 min

Group 1 - Trends

1. Do you feel that all relevant trends are captured?
2. Which one(s) have highest impact on SLCP?

Facilitation - Group 1: Margot Sfeir

Group 2 and 3 – Building blocks new strategy

1. Do you feel the proposed building blocks cover the critical elements?

Facilitation - Group 2: Anna Burger

Facilitation - Group 3: Janet Mensink

Reminder on next steps

- This webinar will be closed after the break-out (no plenary reporting back). Already upfront: thanks for joining today!
- Notes from survey and break-out discussion will be integrated in further development of the strategy.
- The Strategy Committee and Secretariat will take the lead on this.
- Updates will be shared with Signatories. Next opportunity for engagement is the in-person meeting in Copenhagen (26 June). Please join us for that ([RSVP](#)) !

Also option to send additional feedback to Janet@slconvergence.org



Breakout room

Stay with us now, you'll be managed into your break-out group. Enjoy!