

SOCIAL & LABOR CONVERGENCE

CC18 Minutes – 18 March 2021
Webinar 1 – 2.30 PM CET

Council members present:

1	Jonathan Obermeister	Independent Chair, SLCP Council
2	Darren Chastain	Gap Inc.
3	Ninh Trinh	Target
4	Steve Harris	Expert
5	Nikhil Hirdaramani	Hirdaramani Group
6	Michael Cai	Décor
7	Margot Sfeir	ELEVATE
8	Anna Burger	Expert
9	Aleix Busquets Gonzalez	C&A
10	Mary Bean	Columbia
11	Melina Tse	Esquel Enterprises Limited
12	Mayank Kaushik	Inditex

Absent with apologies

1	Eranthi Premaratne	SAC
2	Abhishek Bansal	Arvind Limited
3	Tamar Hoek	Solidaridad
4	Darrell Doren	ELEVATE
5	Daniel Danielsen	Expert
6	Jeremy Lardeau	SAC

SLCP Secretariat

1	Janet Mensink
2	Sharon Hesp

Agenda item	Pre-reads	Ask to Council
1. Opening and Welcome (2 min)	N/A	<ul style="list-style-type: none"> N/A
2. Minutes CC17 (3 min)	2. Draft minutes CC17	<ul style="list-style-type: none"> Approve/amend minutes
3. Governance (15 min): <ul style="list-style-type: none"> Introduction of new Council members Onboarding process new Council members Evaluations ED and 	Intro rounds on the call Verbal updates Governance Committee	<ul style="list-style-type: none"> Meet new colleagues Be updated on discussions Governance Committee

Council		
4. Update launch CAF v1.4 (10 min)	N/A <i>Short presentation in meeting</i>	<ul style="list-style-type: none"> Be updated on progress made with CAF v1.4 and challenges & mitigations
5. Collaborations/partnerships (30 min) <ul style="list-style-type: none"> ILO-BW 	5. Memo SLCP & ILO-BW <i>Presentation Dan/Roopa</i>	<ul style="list-style-type: none"> Be updated on progress Discussion with Dan Rees, opportunity for Reconfirm support for multi-year collaboration agreement BW (as discussed in CC16)
6. Collaborations/partnerships (5 min) <ul style="list-style-type: none"> SAC 	<i>Verbal update</i>	<ul style="list-style-type: none"> Be updated on progress
7. 2020 Ops Learning & Evaluation (15 min)	7. DRAFT 2020 Ops Learning & Evaluation report for signatories	<ul style="list-style-type: none"> Feedback on draft Q&A opportunity
8. AoB (5 min)	Verbal updates: <ul style="list-style-type: none"> Collaboration agreement APSCA Partnership GFA (announcement May) SLCP signatory portal: https://slconvergence.org/signatory-account Other? 	<ul style="list-style-type: none"> N/A

Summary Key take aways

- Welcome and introduction to new Council members: Michael Cai (Décor), Mayank Kaushik (Inditex), Margot Sfeir (ELEVATE), Mary Bean (Columbia) and Jeremy Lardeau (SAC). Many thanks to outgoing Council members: Eranthi Premanatne (SAC), Melina Tse (Esquel), Darren Chastain (Gap Inc.), Aleix Busques (C&A) and Darrell Dorren (Elevate).
- CC17 minutes approved.
- Introduction CAF v1.4 according to plan.
- Presentation/Discussion with ILO-BW: Dan Rees and Roopa Nair.
 - Importance of the collaboration between ILO-BW and SLCP reconfirmed: Different agenda, but complimentary approaches to a shared problem.
 - Progress on operational and strategic front (joint comms, roll-out and agreement).
- CAF v1.4 launch on schedule. Roll-out expected 26 March (TBC): in non-BW countries and soft launch in Bangladesh, Vietnam, Indonesia.
- Short updates on progress made with collaborations SAC, APSCA and GFA.
- Draft 2020 Ops Learning & Evaluation report. Draft has been shared with the Council. Feedback on details desired by Monday 22 March. Final version will be shared with all signatories within the next week(s).

- Decisions: N/A

#####

1. Opening and Welcome

- Welcome to the new Council members.
- Reminder on Chatham House rules and anti-trust guidelines
- This CC18 meeting is the transition from old to new Council. We have discussions, but no items on the agenda for decisions.

2. CC17 Minutes

- No remarks on the minutes, CC17 minutes approved.

3. Governance

Context

- New Council members introduce themselves: Michael Cai (Décor), Mayank Kaushik (Inditex), Margot Sfeir (ELEVATE), Mary Bean (Columbia) and Jeremy Lardeau (SAC).
- As well as sitting Council members: Steve Harris (independent expert), Anna Burger (independent expert), Nikhil Hirdaramani (Hirdaramani Group), Darren Chastain (Gap Inc), Aleix Busquets (C&A), Ninh Trinh (Target), Melina Tse (Esquel).
- Onboarding process is going according to plan. Buddies have been assigned for support in the introduction phase.
- Evaluations of the ED in underway. Council would normally self-evaluate, but with the new entries a different process makes sense. Therefore exit interviews will be held.

4. Update launch CAF v1.4

Context

- Preparing for launch first week April
- All is going according to plan

5. Collaborations / Partnerships – ILO-BW

Context

- Welcome to Dan Rees (director ILO-BW) and Roopa Nair (Head of Operations, Quality and Innovation).
- Dan stresses how important the collaboration between ILO-BW and SLCP is. Different agenda, but complimentary approaches to a shared problem. SLCP focuses on providing the tools to fight audit fatigue. ILO-BW's interest is to have workers' rights at the core of their work, which is why they are embedded in ILO core conventions. An assessment should always build on top of this, that is the sustainable approach. As these rights are embedded in local laws as well, local governments are key actors in the implementation. Additionally, employers' organizations are very important. Both

should be well represented in SLCP's stakeholder group, they are needed for success in the long run. Collaboration on improvement of working conditions should be driven by credible data. That is where SLCP and ILO-BW meet. ILO-BW seeks a partnership with SLCP in which SLCP tools not only provide a solution for the brands and manufacturers included in SLCP's signatory group, but also for the forementioned stakeholders, for sustainable impact. They will need to contribute for structural sector solutions.

- Roopa mentions that SLCP and ILO-BW are already collaborating for some time now, starting with the pilot in Indonesia and more recent through the review of the CAF v1.3. ILO-BW's value is that it is an international agency with international recognition. ILO-BW cannot take up (one or multiple of) the traditional roles in the SLCP ecosystem. A collaboration agreement is to define the way SLCP and ILO-BW work together. Focus area of collaboration: review of the CAF together with ILO-BW constituents for data quality and acceptance (for CAF v1.5).
- Janet adds that SLCP is excited to know that we are now close to launching the CAF v1.4 in 3 ILO-BW countries and will work together on CAF v1.5 and additional launches in other ILO-BW countries. The collaboration with ILO-BW gives the opportunity to include local constituents in the process and amplifies SLCP's reach. Where we are today is the results of hard work and much dedication, and a win for the sector. SLCP is one piece of the puzzle and with the collaboration with ILO-BW our impact is multiplied.
- Progress on operational and strategic front (joint comms, roll-out and agreement)

6. Collaborations / Partnerships – SAC, APSCA

Context

- There has been an ongoing collaboration between SLCP and APSCA in the past few years. Focus of the upcoming collaboration agreement: exchange of information between the two organizations on Verifier Bodies / audit firms. Dan Danielson is revising the agreement which will likely be signed in the coming weeks.
- GFA (Global Fashion Agenda) will launch new CEO agenda in May which includes social topics (on top of their environmental focus). We seek a collaboration that focuses on outreach and exposure.

7. 2020 Ops Learning & Evaluation

Context

- Yearly L&E report gives information about developments within SLCP, e.g. facilities on the Gateway, Q&A findings. First draft is shared with the Council. Feedback on details desired by Monday 22 March. Final version will be shared with all signatories. Report includes progress related to 4 strategic aims.
- Upcoming in May (TBC) is the Data Insights Report that gives insight into the state of labor conditions in the sector, based on verified assessment data. Partnerships with e.g. universities are among future opportunities to further build on this work in the future
- Short presentation of section 5 of the L&E report – Mission & Vision. Key figures show high level alignment with the 4 key strategic aims of SLCP.

8. AoB

- Jonathan thanks outgoing Council members for all their time and support.
- Janet adds 5 great ambassadors of SLCP are leaving the Council: Eranthi, Melina, Darren, Aleix and Darrell. Each contributed in their own style and way, coming from different backgrounds. Thank you!

Practicalities and notes:

- ✓ Please send an email to Janet if you're not able to participate and in that case if you have your alternate to join.
- ✓ If you can't join nor your alternate: we would appreciate your email input for the call 10 AM CET time on the day before the meeting.
- ✓ SLCP meetings use rules of engagement to facilitate discussions, strive towards consensus and and comply with Chatham House rules and follow Anti-trust guidelines, see below for relevant items SLCP Governance document:

SLCP Governance Document:

Operating Procedures B. 1 and B.2 (excerpt):

- We constantly remind ourselves and others that the Program is owned and **driven by signatories** and are mindful of the Program **guiding principles** such as **equal partnership, transparency, inclusiveness and credibility**. We have **authentic, trust-based and respectful conversations** and assume good intentions, listen to another's view point and be open to learn from others
- We observe **Chatham House Rules**: "When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed."
- **Consensus** is defined as, at a minimum, "**no objections**" or as being able to "**live with**" an outcome, perhaps in light of how it fits into a larger whole. One person or entity may not prevent the larger group from achieving agreement by simply objecting. When a member in a conversation disagrees with a consensus proposal, he or she is expected to justify their interest-based objection and obliged to work constructively to ensure that their interests are met while also allowing the proposal to realize its potential as intended by its proponents.
- It is the policy of the Program to comply fully with all applicable laws, including the antitrust laws, and accordingly, all activities of the Program shall be conducted in accordance with **Antitrust Compliance** Guidelines of the SLCP. Summary: Participants in this meeting are free to exchange or discuss publicly available information. However, the **participants should avoid any discussions or joint efforts regarding confidential competitive information such as non-public cost or price information, non-public volume information, strategic plans or other information that is not "reasonably necessary" to achieve the SLCP goals.**