

SOCIAL & LABOR CONVERGENCE

CC20 Minutes – 8 July 2021

Webinar 13.00 – 15.00 PM CET

Council members present:

1	Jonathan Obermeister	Independent Chair
2	Ninh Trinh	Target
3	Steve Harris	Expert
4	Nikhil Hirdaramani	Hirdaramani Group
5	Daniel Danielsen	Expert
6	Abhishek Bansal	Arvind Limited
7	Tamar Hoek	Solidaridad
8	Anna Burger	Expert
9	Margot Sfeir	ELEVATE
10	Mary Bean	Columbia Sportswear
11	Mayank Kaushik	Inditex

Absent with apologies

1	Jeremy Lardeau	SAC
2	Michael Cai	Décor Co

Guests for relevant agenda items

N/A

SLCP Secretariat

1	Janet Mensink
2	Dennis van Bregt
3	Sharon Hesp
4	Susanne Gebauer
5	Lauren Hill
6	Tom Mason

Agenda item	Timing CET	Inputs	Ask to Council
1. Opening & Welcome	13.00-13.05		<ul style="list-style-type: none"> N/A
2. Minutes CC19	13.05-13.10	2. Draft minutes CC19	<ul style="list-style-type: none"> Approve/amend minutes
3. Governance	13.10-13.15	3. FYI: updated governance document v5.7	<ul style="list-style-type: none"> Be informed on (minor) updates in Governance Document (Governance Committee approved)
4. Thematic Council calls	13.15-13.25	<ul style="list-style-type: none"> Council thematic call on VO/Data integrity: 21 July Other ideas for the semester, see slack channel: <ul style="list-style-type: none"> ✓ Developments in social compliance/audit landscape APSCA and/or Sumerra (Sept/Oct) ✓ Better Buying Initiative (in relation to SLCP) (Nov) ✓ Longer term: data insights together with academic (e.g. Cornell Uni) 	<ul style="list-style-type: none"> Agree topics and schedule for second semester 2021
5. Finance	13.25-13.30	5. FYI: Updated 2021 budget & projections	<ul style="list-style-type: none"> Be informed on updated budget (in line with CC19 decision)
6. SAC hosting & collaboration	13.30-14.25	6. SAC-SLCP Background notes A. Cover note from JO (5 July) B. Note JO to SAC (24 June) C. Note SAC Chair/Ex. Committee to JO & Janet (2 July) D. Response JO to SAC Chair (6 July)	<ul style="list-style-type: none"> Update on progress Opportunity for Q&A
7. AoB	14.25-15.00	Reminders/updates: <ul style="list-style-type: none"> Follow us on LinkedIn: https://www.linkedin.com/company/social-labor-convergence-program/ Council engagement Reminder SLCP signatory portal: https://slconvergence.org/signatory-account 	<ul style="list-style-type: none"> N/A

Summary: Key Decisions

- CC19 minutes approved.
- Broad endorsement of minor updates in Governance Document V5.7.
- Broad Endorsement of future Council thematic calls and themes, see proposed topics under agenda item 4 and in Council Slack channel.
 - First session will be on Verification Oversight and Data integrity to occur July 21st, supported by Ninh and Susanne.
 - One or two council members to sponsor each call alongside a member of Secretariat Senior Management team. Volunteers to connect with Secretariat (Tom & Janet).
 - Janet to follow up with Council for scope and timetable of sessions for remainder of 2021.
- SAC-SLCP relationship: SLCP Council to convene in an extraordinary meeting.

- Meeting to be planned within two weeks (confirmation date & time expected by Monday 12 July).

1. Opening and Welcome

- Reminder on Chatham House rules and anti-trust guidelines.

2. CC19 Minutes

Decisions

- No remarks on the minutes, CC19 minutes approved.

3. Governance

Context

- SLCP Governance Document v5.7 circulated as part of the pre-reads (pre-read 3.0)
- Update to SLCP Governance Document includes minor amendments from Chair and Governance Committee, primarily:
 - Phrasing and language improvements;
 - Outlining explicitly the role of Council members to represent their caucus;
 - Improvements to the Executive Director results areas (based on learnings from ED annual evaluation 2020 earlier this year) to better reflect the current role.

Decisions

- Council approval of SLCP Governance Document v5.7.

4. Thematic Council Calls

Context

- Thematic Council Calls allow Council members to undertake a thematic deep-dive into aspects of SLCP. Key focuses include:
 1. Areas Council thinks they need more knowledge in order to improve governance and allow the Council to do a better job in supporting the Secretariat.
 2. Areas that the Secretariat would see as useful for its work.
- The ED, Chair and Secretariat developed some initial ideas. For each of these, we're also looking for a 'sponsor' from the Council.
 1. Verification Oversight-Data integrity
 - confirmed 21 July
 - Sponsored by Ninh Trinh (Council member, Representative for Brands & Retailers) and
 - Lead Secretariat: Susanne Gebauer (Senior Assessment & Quality Manager)
 2. Developments in social compliance/audit landscape APSCA and/or Sumerra (Approx. Sept/Oct)
 3. Better Buying Initiative (in relation to SLCP) (Approx. Nov)
 4. Longer term: Data Insights together with an academic institution (e.g. Cornell Uni)

Decisions

- Broad endorsement for options suggested. Details to be elaborated.
- Janet will follow up with Council for scope and timetable of sessions for next semester (2021), with 1-2 council members leading the sessions alongside a secretariat member.

5. Finance

Context/ Discussion

- The Finance Committee have approved a revised budget, as outlined in 23 June Budget Report (pre-read 5) and as per the conversation from CC19 (See CC19 minutes).
- Check in point is September 1st to make decisions about spending, and SLCP will not making any significant spend until then.
- SLCP Finance Committee will discuss with SAC Chair and Finance Officers today (8 July).
- First budget since SLCP existence where we aim to start building up a reserve and we have budgeted that in.

Decisions

- N/A

6. SAC hosting & collaboration

Conflict of interest disclosure

- Tamar (Solidaridad): For transparency, SAC has asked me to join their Board and I have accepted. Not yet onboarded but would be willing to recuse myself from discussions like this if necessary.
- Reference to previously made declarations from Abhishek (SAC Board) present in CC20 and Jeremy (SAC Staff) absent in CC20.
- Chair: preferable to keep SAC conversations as inclusive and transparent as possible, avoiding recusal unless absolutely necessary. First thoughts, no decisions being taken today.

Context

- Referencing CC19 and good progress over the past few months on fleshing out the principles and practices of the collaboration between SLCP and SAC (led by Chair with Jim Goddard on behalf of SAC Board), as endorsed by the SLCP Council (Collaboration Document V11).
- Mixed level of knowledge and familiarity regarding the history and details of engagement with SAC in Council members. This is an opportunity to get everyone on the same page.

Decisions

- Agreement to have an extraordinary Council session w/c 19 July (TBC) to review 4 alternative organizational options. Workshop with Council to evaluate options against the SLCP mission & vision and the benefits for the industry & and key stakeholders, including workers. Outcome (Council position on this) can hopefully feed into SAC Board discussion 3-5 Aug:
 - Option 1: Status Quo
 - Option 2: Part of SAC ('Managed Program')
 - Option 3: SLCP incorporation + continued SAC hosting
 - Option 4: Full separation
- NB Any material change (option 2, 3 or 4) would require a vote from SLCP signatories.
- Secretariat to sketch out these options and send to Council for consideration before we meet (e.g. via a survey)

7. AoB

Context/ Discussion/ Discussion

- N/A