SOCIAL & LABOR CONVERGENCE

AGENDA CC9 – 18 March 2020

Participants

Council members present:

1	Pierre Hupperts	Independent Chair, SLCP Council
2	Tamar Hoek	Solidaridad
3	Baptiste Carriere-Pradal	SAC (joined later)
4	Ninh Trinh	Target
5	Steve Harris	Expert
6	Anna Burger (only final 30 min)	Expert
7	Melina Tse	Esquel Enterprises Limited
8	Darren Chastain	Gap Inc.
9	Aleix Busquets Gonzalez	C&A
10	Dan Danielsen	Expert

Apologies

1	Abhishek Bansal	Arvind Limited
2	Darrell Doren	ELEVATE
3	Nikhil Hirdaramani	Hirdaramani Group

SLCP Secretariat

1	Janet Mensink
2	Holly Menezes
3	Sharon Hesp
4	Adam Castle
	Susanne Gebauer

Agenda item	Pre-reads	Ask to CC
1. Opening and Welcome	*N/A*	
2. ILO-BW 2020 collaboration *Moved to end agena*	*N/A* Joint presentation ILO-BW and SLCP	• Be updated • Q&A option
3. Minutes CC8	3. Draft minutes CC8	• Approve/amend minutes
4. SLCP 2020 Operation	FYI: 4.A CAF and VO update 4.B Roll-out update 4.C Tech updates	• Be updated on progress CAF review and VOO selection • Be updated on plans 2020 Roll-out including COVID19 impact • Be updated on Tech updates, including PwC assignment outcome and PAH fees 2020
5. 2020 Adoption and Budget	5. Budget update 2020	• Be aware of financial situation: opportunities and challenges
6. SLCP 2020 and Corona virus	6. Corona: impact analysis and mitigation plans	• Be aware of current impact and mitigation actions
7. Governance (5 min): • Expert seat • Recruitment new Chair • Vacant MSI/SH seat Council	*N/A* *Verbal updates*	• Official welcome to Council Dan Danielsen • Update on recruitment process. Call out: **Nominations must be submitted using this** online form **by Wednesday 25 March.** • Discuss follow up on vacant seat MSI/SH

8. SLCP Council meetings and outreach	*N/A*	*Council and other SLCP meetings 2020*
		• Be aware of 2020 (Council) meetings (should be in your e-calendars already).
		• Call out:
		  ✓ **SLCP Stakeholder webinar ITC-SLCP** joint presentation on Sustainability Map **-> 2 April**
		  ✓ **SLCP Signatory webinar -> 28 April**
		  ✓ **CC11 25 May** ~~Copenhagen~~ -> **virtual meeting**
		  ✓ SLCP General Assembly in Copenhagen: **26 May 2020**-> postponed **to 14 October** (TBC)

Summary Key Decisions

- Minutes CC8 approved
- Coronavirus (COVID19) risks and mitigation strategies validated
- Worst case scenario 'COVID19 heavy impact' added to budget of 1,000 verified assessments in 2020.
- Finance Committee to update the Council on 2020 budget projections given grant applications in pipeline
- Eranthi approved to be alternate SAC representive as Baptiste is leaving SAC and the council
- Council support for joint project SLCP-ILO/BW Tool Review 2020
- Secretariat update Council on progress joint activities with ILO/BW 2020 and specifically phased roll-out in three targeted BetterWork countries

1.

Opening and Welcome

- Opening by SLCP Council chair Pierre Hupperts
- Reminder on SLCP rules of engagement and anti-trust guidelines

2. ILO-BW
Moved to end agenda

3. Minutes CC8

- Minutes CC8 approved

4. SLCP Operation 2020 (FYI)

    A.   CAF and VOO

- VOO update, Susanne is not in this call due to the time-difference.
- In line with CC7&8 decisions: New contract with Sumerra should be signed this week for 2 years after a positive evaluation for 2019.

    B.   Roll out update

- Sharon noted that pre-read might be out of date already due to recent activities.
- There is a heavy focus on training facilities with train the trainers' program, this will in countries we've already launched, for example China and Turkey.
- We will train the trainers virtually and then hopefully when local or regional travel is possible, the in-person training will be possible.
- When rolling out in brazil, maybe with a light operation just for signatory brands

Discussion:
- For ILO/BW roll out in respective countries (Indonesia, Bangladesh, Vietnam)- why is it not in tier 1?
- This is all to be determined, it depends what happens with the discussions with ILO/BW. This statement is all about having some sort of implementation in these countries. This follows the CC7 discussions that we had, we will launch together with ILO/BW in these countries and to stop and confusion, we stay away from ILO/BW factories that they are currently running assessments in and therefore it's easier to target tier 2.

    C.   Tech update

- Passive Accredited Host (PAH) fee changes hasn't received consensus yet, will send an update to the council for CC10
- PwC workshop was held in Paris. Report is signed off by the TAC and outcomes of which are being presented to the sponsoring brands in a few weeks

5. 2020 Adoption & Budget

Context
- Finance committee led by Steve has met several times to address the current budget
- There are some risks around Covid-19 and also adoption therefore we've had added a worst-case risk column to the budget, which is around 1,000 Verified Assessments for 2020 – see pre-read.
- There are two grant applications submitted for the joint activities SLCP-ILO-BW in 2020: Dutch Government and the Industry Summit, each 290 K USD.
- Will come back to the council in CC10.

Decisions
- Worst case scenario 'COVID19 heavy impact' added to budget of 1,000 verified assessments in 2020.
- Finance Committee to update the Council on 2020 budget projections given grant applications in pipeline

6. SLCP 2020 and corona virus

- SLCP Corona Policy was sent last week with the pre-reads. Since thn there have been changes, majority of policy items are the same.
    - As already notified the General Assembly is cancelled in May and postponed to October/November
    - SLCP staff only working from home and no travel.
    - We're doing all events virtually
    - We have sent some suggestions to facilities that might have trouble with the 2-month automatic deadline - from the end of the Self/Join assessment until verification is needed. We're supporting them where we can
    - In general, the industry demand for assessments/audits is at 50% of normal, therefore we've added the worst-case scenario of 1,000 assessments to the budget (see agenda item 5)
- Stats show that the number of Gateway visitors has got back to normal, therefore Chinese facilities are starting to come back online.

Decision:
- Coronavirus (COVID2019) risks and mitigation strategies validated

7. Governance

    A. Experts seat in Council
- Dan Danielsen welcomed to the Council

    B. Recruitment of a new chair
- Nomination for sent out, deadline 25th March
- We will send out reminder in the next week

Discussion:
- Council members have been approached if people are valid candidates and just forwarded them the link. Will validate the candidates and then have calls with them in the future.
- We have criteria to score the chair and this will be developed and used in the interviewing process

    C. Vacant MSI/SH seat Council
Context
- Baptiste is leaving SAC and therefore stepping down from the SLCP Council
- SAC is proposing Eranthi Premanathne as an alternate

- Governance Committee with the support of Dan Danielsen reviewing our documents, we have the following options:
  - Early election, but not strict requirement
  - Alternate solution, the person must only serve for 6 months before the seat is elected

Decision:
- Eranthi approved to be alternate SAC representive as Baptiste is leaving SAC and the council

Baptiste's departure:- Personal words addressed to Council and Secretariat:

Last time in the council. It's been an amazing adventure, there has been an amazing progress. Shorter term visions might come up in post Coronavirus crisis, so we need to stick to our new long-term strategy. Thanks to everyone.

2. ILO/BW collaboration Update (moved on agenda)

Ivo and Roopa joined the call and gave an update

- We're moving towards having a blueprint of how we can work together. This provides a direction of travel together. Bringing the business leaders together is positive. SLCP is a trusted MSI. ILO is a UN agency which brings the interests of most countries in the world together – ultimate goal is to show how you can end duplication and how you can redirect resources.
- We need to create a tool to meet the needs of both signatories and align with ILO. ILO need labor laws in the Tool but also the data has to work for the brands.
- We are hoping this collaboration will help increase adoption rates. It will help ILO to see what drives improvement, we will work more with the governments to provide solutions to drive improvements.
- A pilot went through in Indonesia in 2019, they performed 20 SLCP assessments. Then allowed sharing options through the Gateway to another AH platform. All facilities used in the pilot were working with 2 or more brands. All activities took place in Q4 2019
- The 2019 Indonesia pilot report is currently in process and will be shared with the council in the future.
- The pilot showed that the platform ILO/BW developed supports efficiency in data collection and sharing data.
- Next steps:
    - We are looking at enhancing the tool to make it more robust in affecting compliance.
    - Working and support guidelines for SLCP to improve compliance with national legistation and International Labor Standards
- Indonesian experience has been a good one, we should follow the same approach going forward.
- Additional questions for compliance, national specific questions will be added.
- Desktop review of the current version of the tool is underway. The mapping of what is essential. Mapping of the priority 3,000 data points is a lot of work. Should be done in April 2020.
- They we'll lock the tool version in August 2020 so that Accredited Hosts can develop the changes for 2021.
- The 'Overlay module' with be available and assessable in all of the accredited hosts.
- CAF 1.4 will be launched in January 2021, still a good number of data points, but will want to focus it to 2,100.
- Categories of data points Compliance, Category Management System, and Category Above & Beyond to be used with newly defined steps 1 "Essentials",2 "Progressive" ,3. "Advanced"
- We need the backup from the council as SLCP feels that this is a big win for us.

Decisions:
- Council support for joint project SLCP-ILO/BW 2020
- Secretariat update Council on progress joint activities with ILO/BW 2020 and specifically phased roll-out in three targeted BetterWork countries

8. SLCP Council meetings and outreach
Call outs:
- We have a tentative meeting in 23rd April 2020 – CC10 where we can be updated on coronavirus update.
- Block time on 25th May 220 this is a holiday in the US, so maybe consider moving to 26 or 27 May. Secretariat to plan.