What is the Social & Labor Convergence Program (SLCP)?

SLCP is a
multi-stakeholder initiative

implementing the
Converged Assessment Framework (CAF)
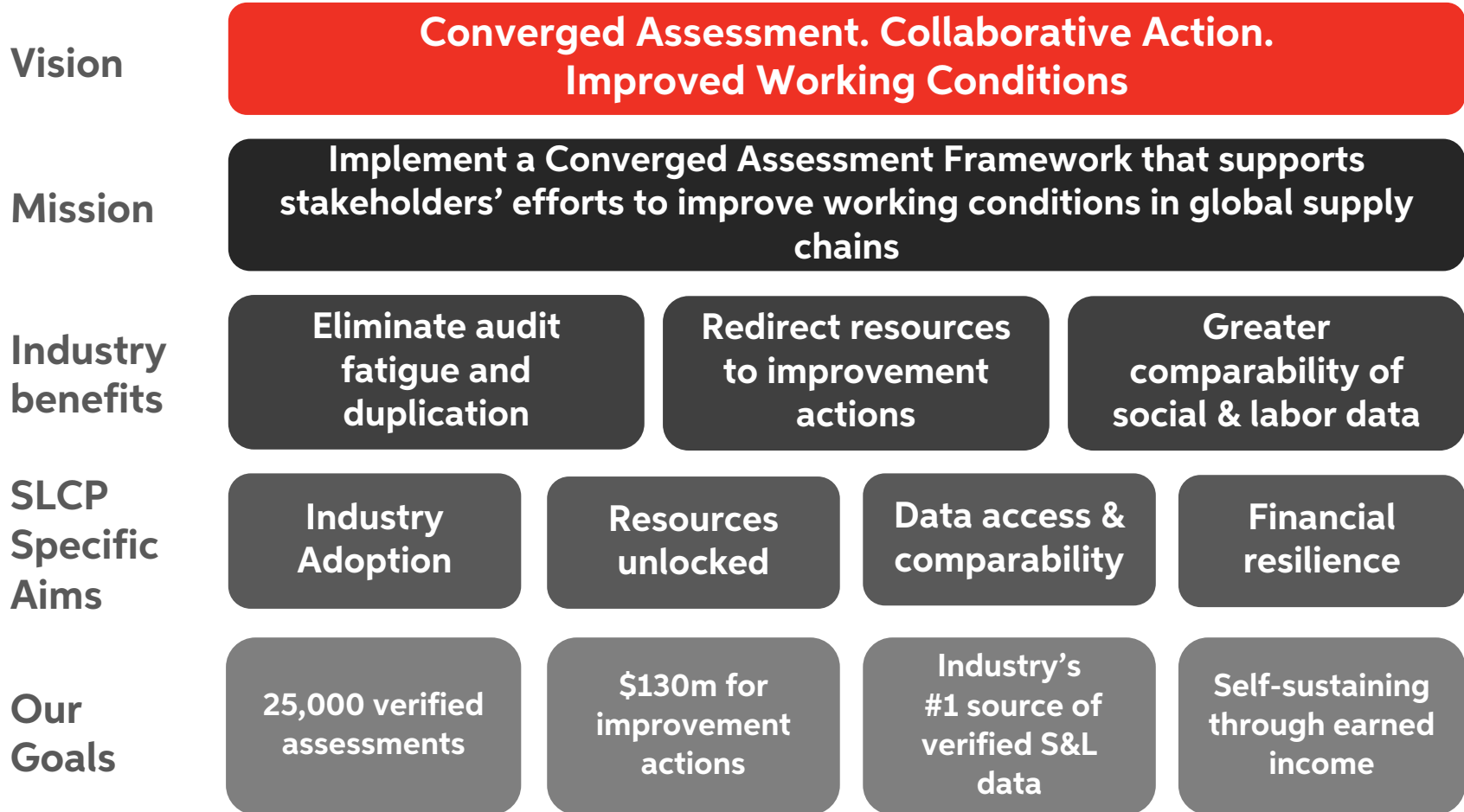
to:

➢ **reduce audit fatigue**

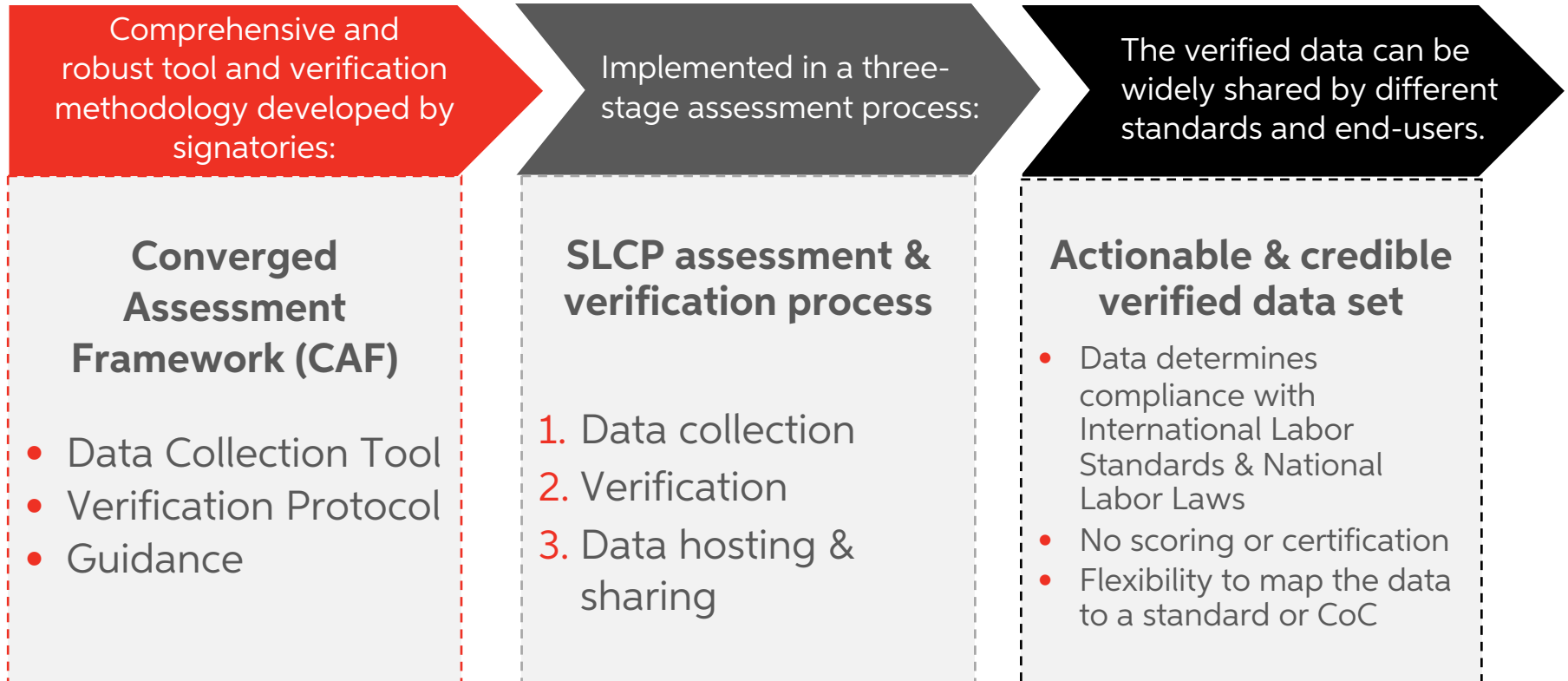➢ **provide high quality social and labor data**

in order to
improve working conditions

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What are the aims of SLCP?

Strategic Plan 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 S&L data**	**Self-sustaining through earned income**

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How does SLCP work?

Comprehensive and robust tool and verification methodology developed by signatories:

Converged Assessment Framework (CAF)

- Data Collection Tool
- Verification Protocol
- Guidance

Implemented in a three-stage assessment process:

SLCP assessment & verification process

1. Data collection
2. Verification
3. Data hosting & sharing

The verified data can be widely shared by different standards and end-users.

Actionable & credible verified data set

- Data determines compliance with International Labor Standards & National Labor Laws
- No scoring or certification
- Flexibility to map the data to a standard or CoC

Visit the SLCP Gateway for more information.

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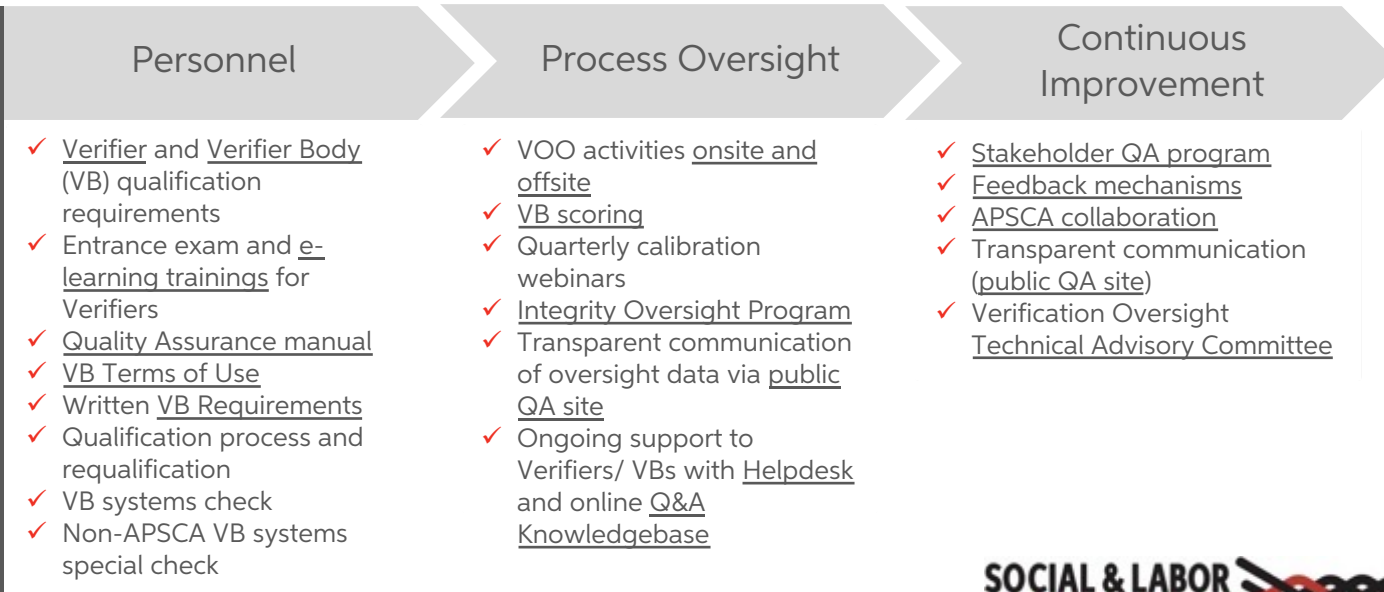# How does SLCP ensure data quality & integrity?

Goal:
Build trust in and credibility of SLCP and its data through comprehensive and rigorous processes that improve precision, consistency and integrity of SLCP verifications over time, resulting in quality verified data.
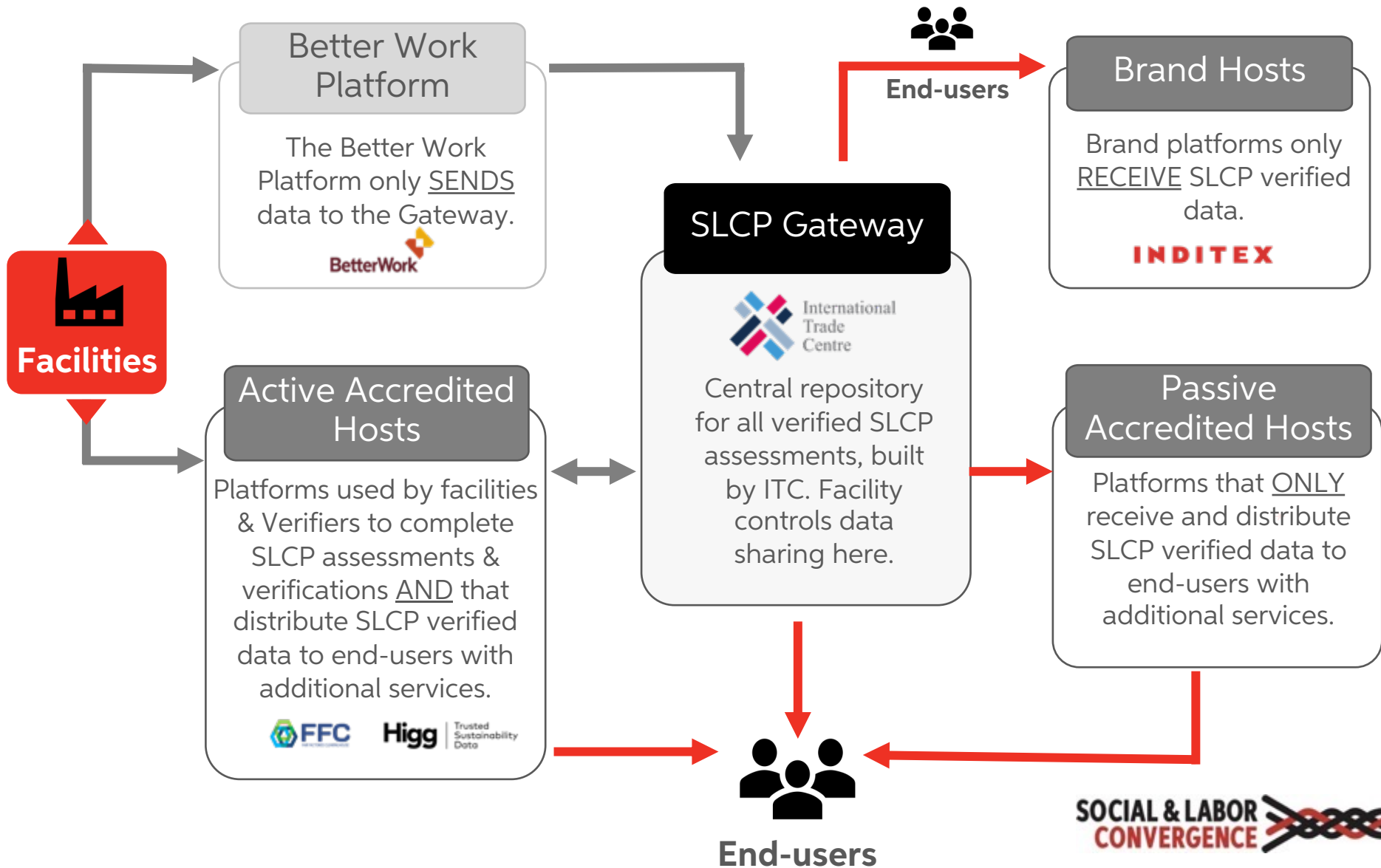
Continuous Improvement
Feedback and partnerships

Process Oversight
Assessing performance, quality and integrity of verification process

Personnel
Establishing & maintaining qualified Verifier Bodies and Verifiers

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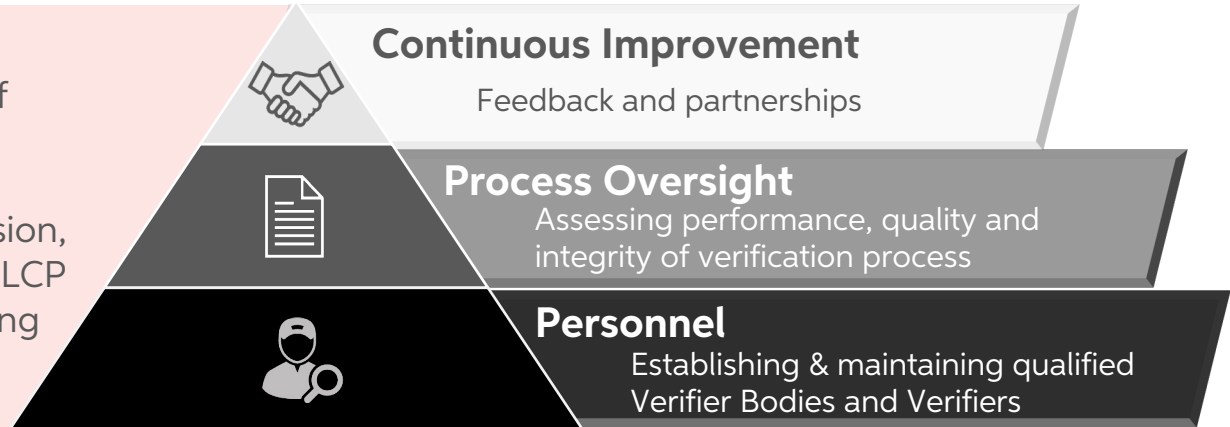
Verification Oversight Organization (VOO)

Overarching body responsible for ensuring integrity of SLCP verification and quality of verified assessment data.

Personnel	Process Oversight	Continuous Improvement
✓ Verifier and Verifier Body (VB) qualification requirements ✓ Entrance exam and e-learning trainings for Verifiers ✓ Quality Assurance manual ✓ VB Terms of Use ✓ Written VB Requirements ✓ Qualification process and requalification ✓ VB systems check ✓ Non-APSCA VB systems special check	✓ VOO activities onsite and offsite ✓ VB scoring ✓ Quarterly calibration webinars ✓ Integrity Oversight Program ✓ Transparent communication of oversight data via public QA site ✓ Ongoing support to Verifiers/ VBs with Helpdesk and online Q&A Knowledgebase	✓ Stakeholder QA program ✓ Feedback mechanisms ✓ APSCA collaboration ✓ Transparent communication (public QA site) ✓ Verification Oversight Technical Advisory Committee

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How do facilities share their SLCP data?

Facilities

Better Work Platform

The Better Work Platform only SENDS data to the Gateway.

BetterWork

Active Accredited Hosts

Platforms used by facilities & Verifiers to complete SLCP assessments & verifications AND that distribute SLCP verified data to end-users with additional services.

FFC **Higg** | Trusted Sustainability Data

SLCP Gateway

International Trade Centre

Central repository for all verified SLCP assessments, built by ITC. Facility controls data sharing here.

End-users

Brand Hosts

Brand platforms only RECEIVE SLCP verified data.

INDITEX

Passive Accredited Hosts

Platforms that ONLY receive and distribute SLCP verified data to end-users with additional services.

End-users

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What services do the Accredited Hosts provide?

FFC FAIR FACTORIES CLEARINGHOUSE

Higg | Trusted Sustainability Data

- **Translation to brand Principles or Code of Conduct (CoC):**
  - Mapping of SLCP verified data to brand's Code of Conduct
  - Identified violations are presented as Findings.
  - Brand scoring systems can be applied to the Findings automatically.
  - Brands use the Findings to build Corrective Action Plans for follow-up.

- **Benchmarking: showing non compliances to industry standards**

- **Higg FSLM scoring & benchmarking:**
  - Scored version of CAF: Higg Facility Social & Labor Module (FSLM)
  - Benchmarking to compare social impact within a supply chain and against industry peers.
  - Consistent measurement across indicators to all Higg users.

- **Reporting & performance improvement functionality:**
  - Areas of Focus and Improvement report: based on high-level mapping of SLCP Questions to Better Work Zero Tolerance Protocols, ILO Core Conventions, and the level of risk to the employees and facility.
  - Flagged questions: highlights non-compliance with core ILO conventions
  - Verifier report: displays inaccuracies found during verification
  - Legal compliance report: Opportunities for improvement and focus, based on legal requirements.

For more info, visit https://slconvergence.org/system

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Which companies accept SLCP data?

60 brands, retailers, and standard holders including…

(See website for full list)

Logos shown: for all mankind, adidas, ALDO GROUP, AEO, asics, UNITED COLORS OF BENETTON, BESTSELLER, BOMBAS, BROOKS, C&A, CENTRIC BRANDS, Columbia Sportswear Company, DECKERS BRANDS, EILEEN FISHER, Fair Trade USA, Fanatics, FAST RETAILING, FENIX Outdoor International AG, G-STAR RAW, Gap Inc., H&M Group, HUDSON'S BAY, hunkemöller, INDITEX, KappAhl, Kathmandu, KOMAR, LEVI STRAUSS & CO., RENNER, macpac, MAMMUT SWISS 1862, Mountain Equipment Company, MUD JEANS, NA-KD, New Balance, Nike, OUTERKNOWN, OVS, Pentland, P.J.Salvage, PUMA, PVH, RALPH LAUREN, RANDA LEADING WITH ACCESSORIES, REI co-op, Splendid, Sustainable Apparel Coalition, sympatex, Target, TREADLER, UNDER ARMOUR, VF, WE, WILLIAMS-SONOMA, INC., zalando, SOCIAL & LABOR CONVERGENCE

Which manufacturers use SLCP?

For more details, including which countries and tiers each manufacturer has implemented SLCP, please see the full list on our [website](#).

The manufacturer list contains parent company manufacturers only. For an overview of individual facilities that have created an account on the SLCP Gateway and started their SLCP assessment process, please go to SLCP's [public list](#) of facilities.

Is SLCP unlocking resources?

Signatory Survey:

46% of signatories report redirecting resources in 2021.
59% expect to do so by 2023

4400 verified assessments in 2021:

Potential of
10 million USD
unlocked* through use of the CAF in 2021

* Based on methodology set out in SLCP's 5 Year Strategic plan

Better Buying

BBI 2021 Ratings Cycle:

Over **20%** of respondents reported their buyers are accepting SLCP.
Many reported saving thousands (up to **$20,000**) as a result.

Savings reinvested in workplace improvements, new technologies, improved social protections for workers & community programs.

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How does SLCP ensure facility ownership?

A core principle of the SLCP is facility ownership of the assessment process and the resulting data:

- **Facilities complete a self-assessment** prior to verification to build understanding of their social and labor data. Facilities are encouraged to **include workers in this process**.

- **Facilities choose the Verifier Body** that will conduct their verification (and usually pay for the verification costs)

- **Facilities own their SLCP verified assessment** and decide how to share it and with whom

How can SLCP data drive improvements?

Due Diligence

Businesses can use SLCP to disclose social & labor data to stakeholders and to understand compliance with human rights due diligence regulations.

Data Insights

As SLCP scales, there is an increasing opportunity for aggregate data to provide insights that can support policymakers, inform risk assessments, and drive collaborative action.

Informing Policymakers

Governments and policymakers can use SLCP verified data to understand trends in labor conditions and create evidence-based policy that protects human rights.

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Where is SLCP available?

SLCP has launched the Converged Assessment Framework in 56 countries/regions. This means that there are SLCP approved Verifiers available to conduct verifications in all these locations.
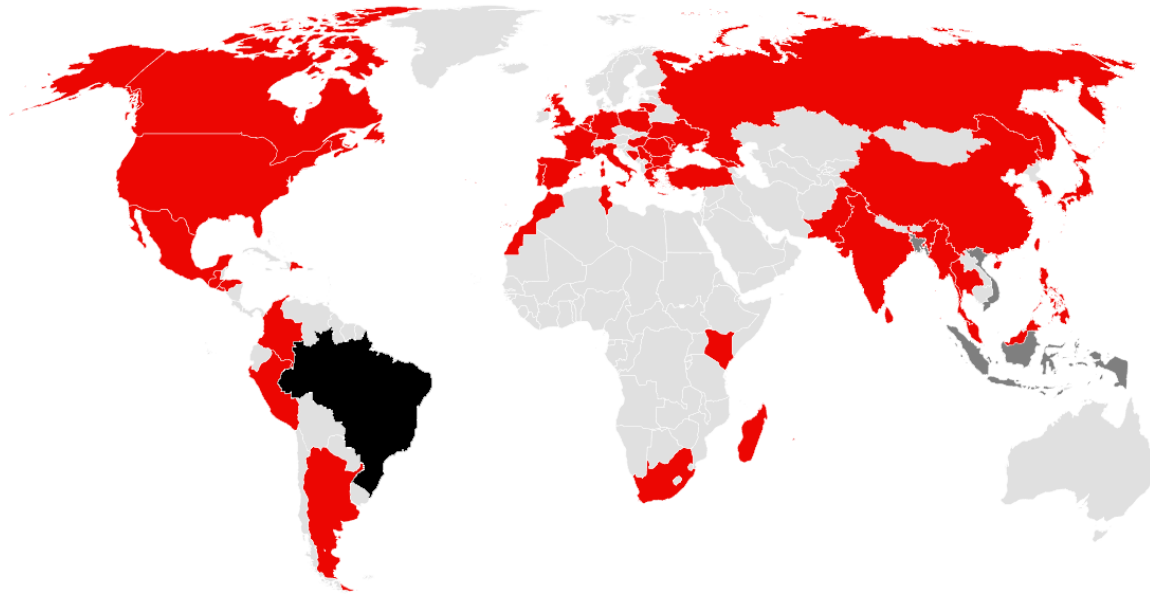
Available

[SLCP in Better Work countries](#)

Full launch in 2022 (TBC), soft launch in August 2021

For the full roll-out schedule, please visit the Gateway.

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What are the benefits of SLCP?

- **Efficiency:** reduction in time and money spent on audits; reduction in audit fatigue

- **Comprehensive tool:** SLCP covers all the data points / questions collected in nearly all other audits

- **Multi-stakeholder:** SLCP has been developed collaboratively by brands, manufacturers and other stakeholders

- **Credible data:** high quality, reliable verified social & labor data

- **Flexibility:** brands can score the data according to their own code of conduct

- **Facility ownership**: facilities own their data & control how it is shared

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Where can I get more Information?

SLCP Helpdesk

- In depth FAQs on SLCP and the Converged Assessment Framework
- Facility Guidance
- Verifier Guidance
- Quality Assurance Manual
- And much more!

SLCP Website

- List of SLCP signatories
- Upcoming SLCP events
- SLCP Accredited Hosts
- Case Studies
- Current Collaborations
- Blog

Please get in touch to join!
Become a signatory and confirm your public support to this program by sending an email to info@slconvergence.org.

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