

Social & Labor Convergence Program (SLCP)

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

SLCP Signatory Webinar
January 21 2021



SLCP Meeting Ground Rules

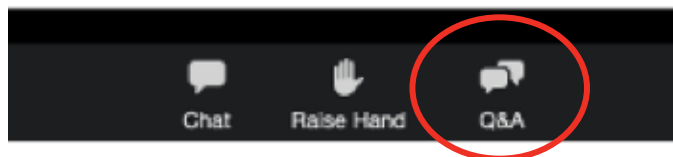
In line with the Social & Labor Convergence Program (SLCP) “rules of engagement”, we all commit to the following practices to ensure high quality interactions over the course of meetings/webinars and we:

- Have authentic, trust-based and respectful conversations
- Assume good intentions, listen to other opinions and are open to learning from others
- Are aware and sensitive to the tension between open dialogue and efficient use of time and offer additive contributions to the discussion.
- Operate under Consensus
- Observe Chatham House Rules
- Follow Anti-trust Guidelines

Find the link to the SLCP governance document on the Signatory Portal [here](#).

Webinar Agenda

1. Overview of SLCP progress in 2020
2. High level goals and objectives in 2021
3. Detailed 2021 plans
 - The CAF
 - Operations
 - Technology
4. Engagement & Collaboration in 2021
 - Signatory survey results
 - Signatory hopes for 2021
 - Upcoming comms & events
 - Collaboration
5. The SLCP team in 2021
6. Q&A





2020 in Review

Janet Mensink, SLCP Executive Director

2020 Achievements

CAF Implementation by 31 December 2020



CAF available in
30+ countries



2546 facility
profiles
in SLCP Gateway



1358 verified
assessments
completed in 2020.
Total since LOps: 1866



806
assessments in
process



Location of facilities with profiles in the Gateway:
China (57%) & Taiwan (3%), India (11%), Turkey (7%), Sri Lanka (5%), Vietnam (5%), Bangladesh (1%), Portugal, Guatemala, Indonesia, Peru, USA, Thailand, Philippines, Mauritius, Morocco, Romania, Mexico, Tunisia, South Korea, Kenya.

14,580 unique assessment views on Gateway (8 views per assessment).
Excludes sharing of assessments via Accredited Hosts.





2020 Achievements



81 approved
Verifier Bodies and 532
approved Verifiers



43 approved
Training Bodies and
184 approved trainers

Strong collaboration with supportive partners:
ITC, IAF, ITMF
and with Accredited Host network:
FFC, Inspectorio, Higg Co

Over 35 brands, retailers & organizations publicly [committed to accepting SLCP](#) verified data in place of proprietary audits



2021: Priorities & Goals

Jonathan Obermeister, Independent Chair of SLCP



Strategic Priorities in 2021

1. Industry Adoption

- CAF v1.4 roll-out, adoption reaching 4,000+ VRF
 - Ease of implementation
 - Wide applicability, supply chain diversification
 - Compatibility with social standards
- 'Satisfied customers & partners'*

2. Unlocking Resources

- Reduce costs /verification (CAF v1.4)
 - Avoid audit duplication, increase SLCP acceptance
 - Measure savings and start showing redirection of resources
 - Partnerships with organizations to improving labor conditions
- 'Net cost reduction resulting in more impact'*

3. Data Access & Comparability

- Credible & relevant data (CAF v1.4)
 - Interpretation of verified data: 'Law Overlay' and value add by AHs (ensure options of choice)
 - Start verified assessment data insights workstream
- 'SLCP becoming THE source of social & labor data'*

4. Organization and Financial Resilience

- Earned income 90% of budget
 - Well resourced and flexibly organized team, clarity on roadmaps and communication
 - Formalized and well functioning SAC organizational 'hosting'
- 'Moving from start-up towards established program'*

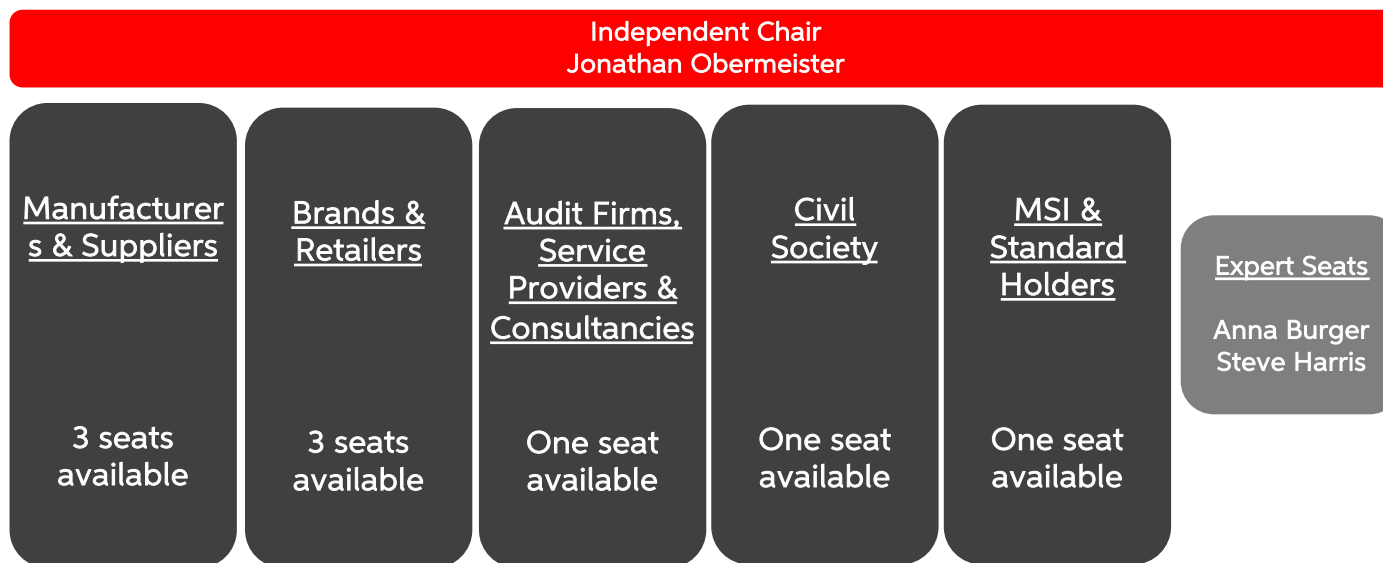




Reminder: Council Elections

There are 9 seats up for election on the SLCP Council:

- 19 candidates in total
- All signatories who have paid signatory fee are entitled to vote
- Voting is opportunity to shape the strategic direction of SLCP



Cast your vote by 1 February 2021!

Voting ballot available [here](#)



The CAF in 2021

Susanne Gebauer, Senior Manager Assessments & Quality



CAF v1.4: Key Improvements

In 2020, SLCP, a signatory taskforce & ILO-BW collaborated to review the Converged Assessment Framework (CAF)

Outcomes of 2020 CAF Review: CAF v1.4

Main changes from CAF v1.3:

1. Redefinition of Steps: Scope of each Tool section evaluated and redefined as:
 - Step 1 Essential
 - Step 2 Progressive
 - Step 3 Advanced
2. Reduction in number of data points to facilitate completion by SMEs
3. Law Overlay for international labor standards and national labor law
4. Final verified response determination visible in Verification Summary and in Gateway report template
5. More detailed Verification Selection options for Verifier evaluation of facility's response
6. Offline Excel user interface
7. New Facility Guidance





Launch of CAF v1.4 – March 2021

To help signatories prepare for launch, an [FAQ](#) has been developed which will be updated with new resources as they are finalized.

Currently available:

- CAF v1.4 Tool flat file content
- CAF v1.3 to v1.4 Difference file
- Recordings to explain how to understand the flat file and difference file
- SLCP e-learning Module 3 updated for v1.4 (currently available for Verifiers & Trainers only for preparation)

By beginning of February:

- Example CAF v1.4. verified assessment report in Excel and PDF
- CAF v1.4 offline Data Collection Tool in self-assessment mode - only for practice use
- Recorded tutorial for offline Excel Tool for facilities
- Recorded tutorial for Verifiers to explain verification process, rules and the offline Excel Tool for verification
- New Facility Guidance, Updated Verification Protocol, and Verifier Guidance

By beginning of March:

- SLCP Version 1.4 on ITC Standards Map to allow comparison of standards through the Standards Map
- Law Overlay information with offline Law Guidance
- List of brands/ standard holders who accept v1.4 and which SLCP Tool Step is preferred



Operations in 2021

Sharon Hesp, Senior Manager Operations



SLCP Availability in 2021

In 2021 we will add 20 countries to the roll-out list.
At the end of 2021, SLCP will be available in:

Africa: Kenya, Madagascar, Mauritius, Morocco, **South Africa** & Tunisia

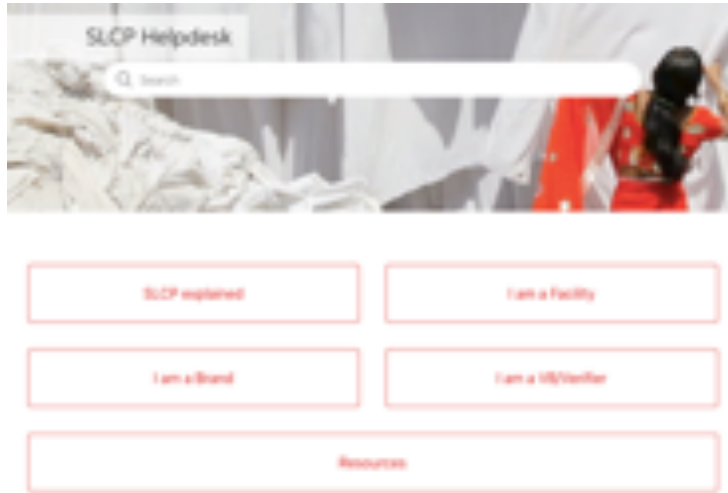
Americas: Argentina, **Canada**, Colombia, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Peru & the USA

Asia: Bangladesh, China, Hong Kong, India, Indonesia, **Japan**, Macau, Malaysia, Myanmar, **Pakistan**, Philippines, **Singapore**, South Korea, Sri Lanka, Taiwan, Thailand & Vietnam

Europe: **Belgium**, **Bosnia and Herzegovina**, Bulgaria, **France**, **Georgia**, **Germany**, **Greece**, **Hungary**, **Italy**, **Lithuania**, **Moldova**, **Netherlands**, North Macedonia, Poland, Portugal, Romania, **Russia**, **Serbia**, Spain, Turkey, **United Kingdom**, **Ukraine**



Support in Key Local Languages



Jack Zhong
China Support



Sahana Kubsad
India Support



Sevinc Aktas
Ilgun
Turkey Support

To support SLCP users during their assessment process, we offer:

- 125+ FAQs and Resources in 8 languages
- A knowledgeable team to resolve any upcoming issue
- Operational newsletter to keep facilities informed on the latest
- Targeted communications when we see a need for guidance
- Presence on local/virtual events and media (e.g. WeChat)

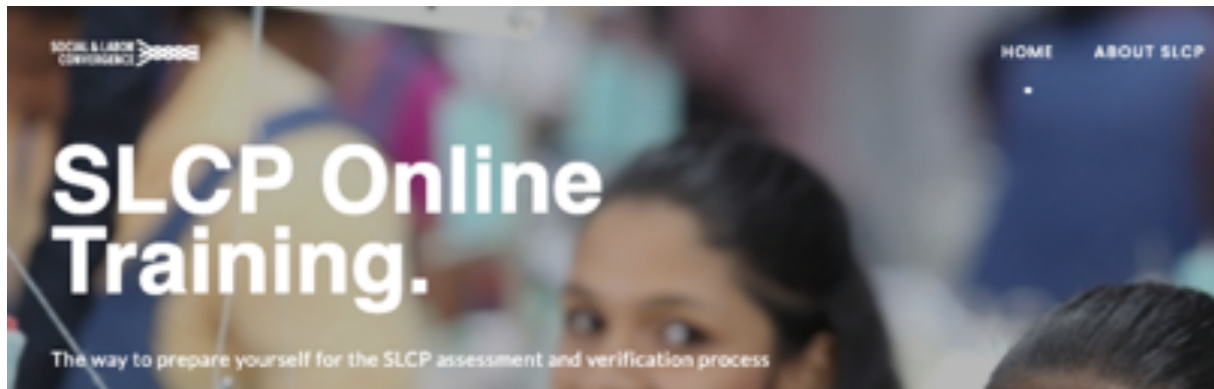


Training through Partners

SLCP organized training sessions for users in focus countries, e-learning platform provided in collaboration with partner ITC and local in-person training via TBs.



Elizabeth Otten
Training Support



SLCP focus on development of strong training materials for quality and consistency in messaging

TBs add value with on-the-ground experiences and by training in local language

In 2020 42 Training Bodies were approved with 170+ trainers who already conducted 40+ training sessions in 5 local languages.





Technology in 2021

Adam Castle, Senior Manager Technology



Automated Quality Checks

What are automated checks?

- Introduced in Q4 2020 & already completed on **800+ verified assessments** submitted by Verifiers
- **20 checks** on each assessment, covering **3000+ data points** in total
- It takes **3 minutes** to automatically check each assessment
- If an issue is found, **Verifiers are immediately informed**
- **VOO is informed** whether the Verifier takes action as a result

Why do we have automated checks and what do they look for?

- Efficient, quick and scalable way of checking data quality, allowing VOO to focus on qualitative data checks
- Helps ensure consistency and accuracy of SLCP verified data
- Ensures issues are identified and addressed quickly
- Types of checks include:
 - If all questions have been verified
 - If all questions requiring a corrected answer have a corrected answer
 - If response is logical: e.g. if "none of the above is selected" no other options are selected
 - Full list of checks available on [Helpdesk](#)



Brand Assessment Overview

New feature in 2021:

- Based on feedback from signatories
- Allows brands to see an overview of all their supplier's assessments (no matter which Accredited Host platform has been used)
- Only shows high level assessment data (not the verified report itself)
- Brands must request this feature from their Accredited Host
- Facilities must link to their brand partners on the Gateway to enable this function

E.g: on Higg Co – this feature is called the “Cross-host overview”



Engagement & Collaboration in 2021

Holly Menezes, Senior Manager Comms & Stakeholder Engagement



Signatory Survey Results - December 2020



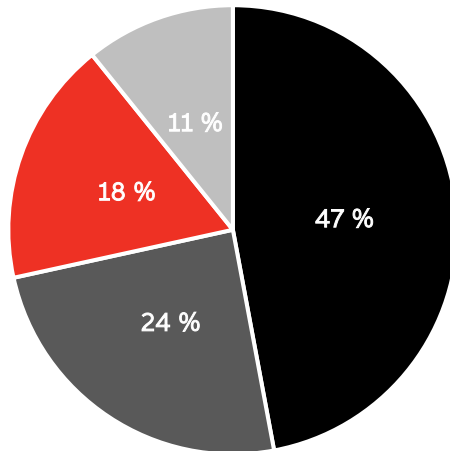


Signatory Survey Results

Annual Signatory Survey – November 2020

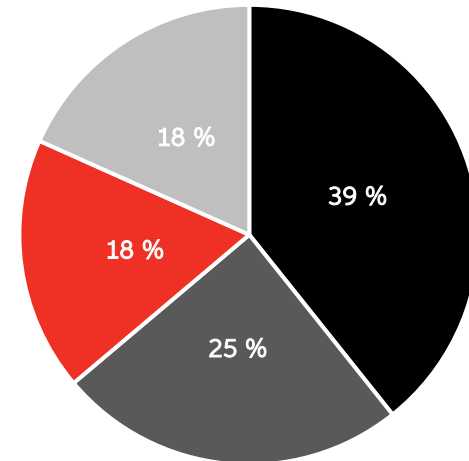
- 102 unique responses (some signatories provided more than one reply)
- 46% of total signatory base responded (2019 survey had 36% response rate)

Breakdown of Survey Respondents



- Audit Firm/ Service Provider/ Consultancy
- Brand/Retailer/Agent
- Manufacturer
- Civil Society/ MSI/ Standard Holder/ Industry Association

Breakdown of Signatory Base



- Audit Firm/ Service Provider/ Consultancy
- Brand/Retailer/Agent
- Manufacturer
- Civil Society/ MSI/ Standard Holder/ Industry Association



How are signatories feeling about SLCP?

Overall results were more positive than 2019 survey

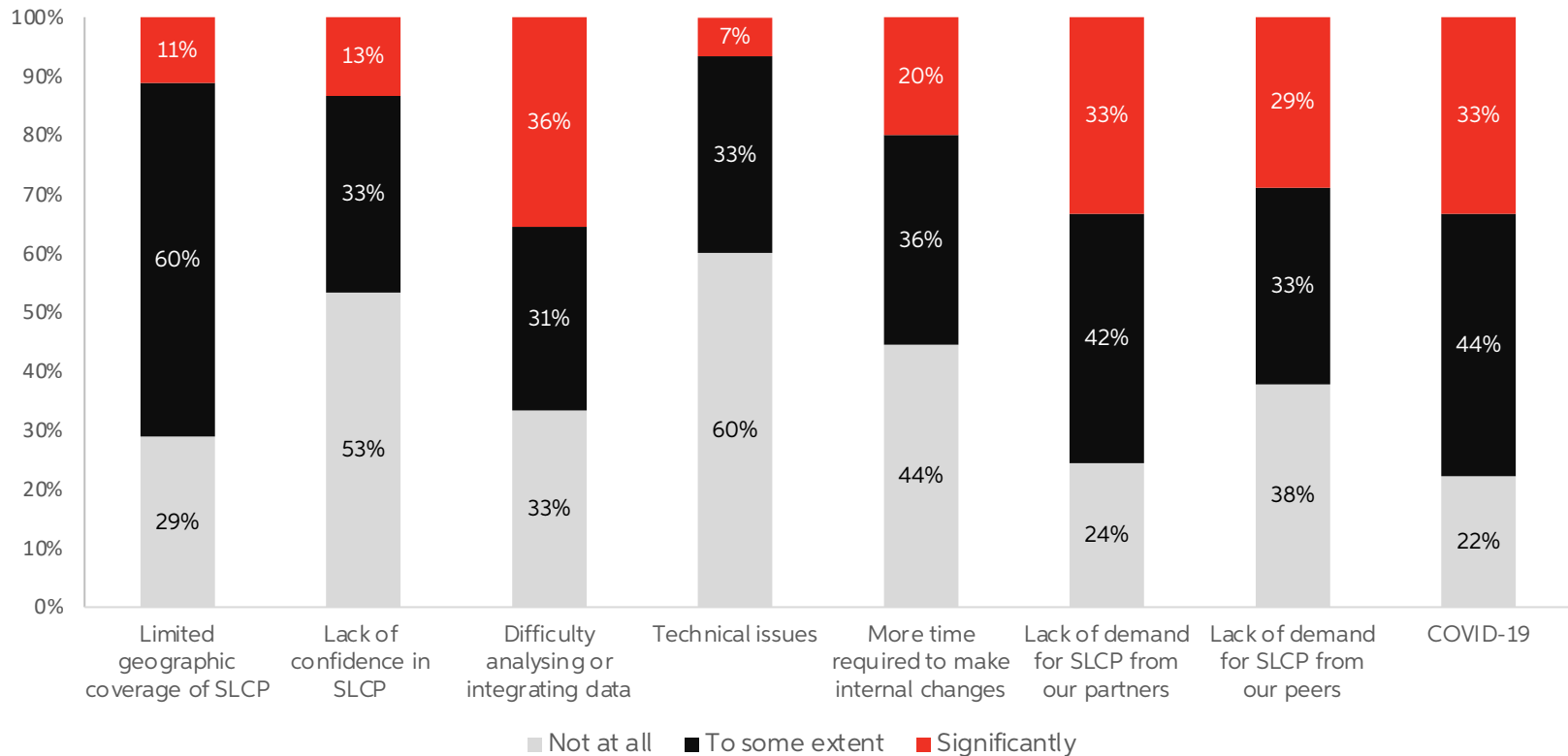
To what extent do you agree...	% agree/ strongly agree	2019
We are supportive of the mission of the program	95%	91%
We have set internal objectives to support the delivery of the program	84%	68%
The impact of the pandemic has accelerated the need for a converged social assessment	72%	-
SLCP's vision of improved working conditions has increased in relevance due to the pandemic	74%	-
SLCP is inclusive of all signatories	86%	61%
SLCP allows for collaboration on equal terms among signatories	83%	59%
There is collective ownership of SLCP among signatories	76%	57%
SLCP has facilitated wider collaboration between signatories beyond the scope of SLCP	64%	45%



Reflections on 2020 Adoption

Question for brands and manufacturers only (45 respondents)

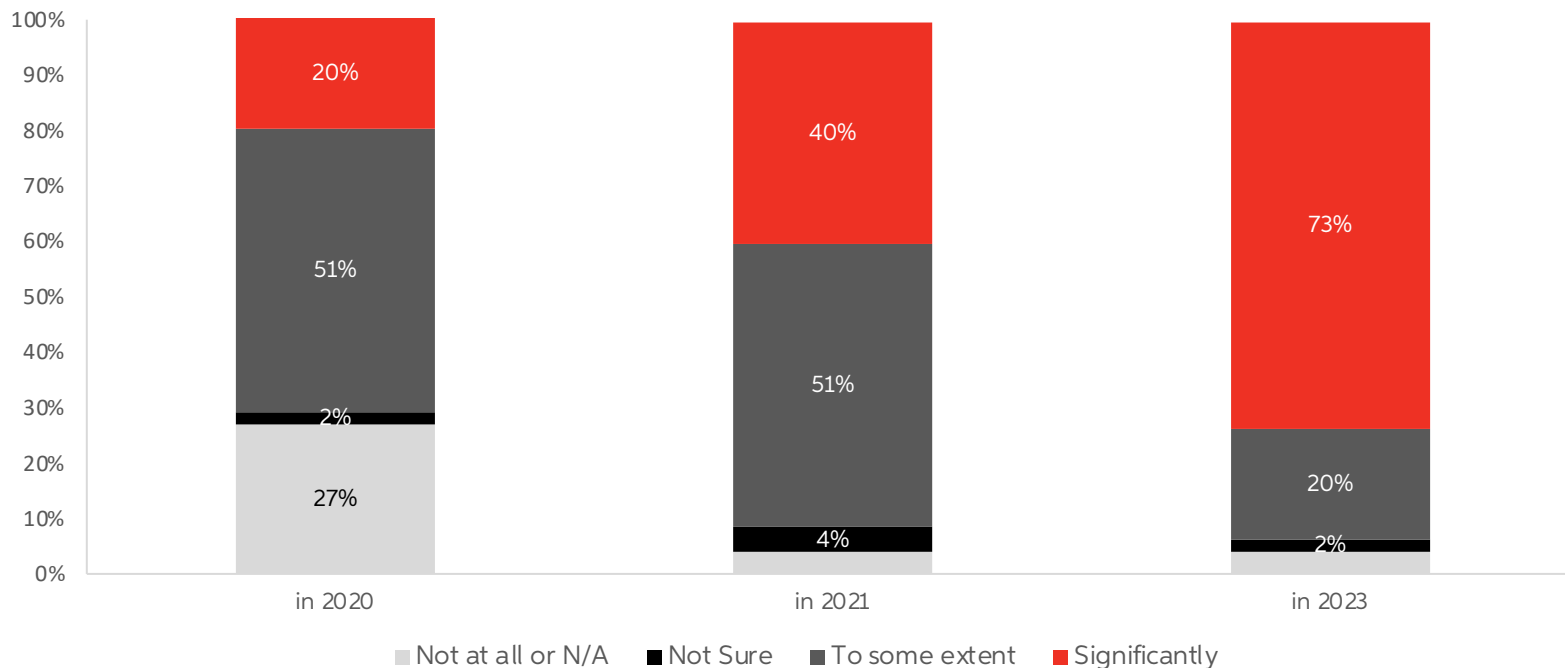
To what extent was your 2020 SLCP adoption impacted by these factors?





Replacing Proprietary Tools

We have been able /will be able to use the CAF instead of our proprietary tools



Comparison 2019 to 2020

- 71% reported using the CAF instead of proprietary tools this year (compared to 46% in 2019)
- In 2019, 78% reported expecting to use the CAF instead of proprietary tools in 2020 (compared to 71% who report actually using it in 2019)
- 93% now expect to use the CAF instead of proprietary tools in 2023 (compared to 73% in 2019)



Redirecting Resources

To what extent do you agree...	% agree/ strongly agree	2019
We redirected resources saved by the CAF in 2020	20%	15% anticipated a saving in 2020
We anticipate redirecting resources saved by the CAF in 2021	31%	-
We anticipate redirecting resources saved by the CAF in 2023	63%	62%
We have a plan in place to measure and track the savings generated by the CAF and to redirect resources to activities which directly benefit workers & their communities	72%	27%



Signatory Voices – Hopes for 2021





Upcoming Comms & Events



New SLCP Website

New website now live! <https://slconvergence.org>



[Home](#) [About SLCP](#) [Gateway](#) [Stakeholders](#) [Events](#) [News](#) [Contact](#)



Converged Assessment.
Collaborative Action.
Improved Working Conditions.



Quality Assurance Webinar

High-quality, reliable data is at the heart of SLCP's vision and mission.

We use a range of Quality Assurance methods to monitor and continually improve the quality of the data in SLCP verified assessments.

Join us for this webinar where we will provide a detailed overview of our QA processes and outcomes, as well as our plans for further enhancements in 2021.

Tuesday 26 January – 10:00-11:15 CET / 17:00-18:15 HKT / 14:30-15:45
IST – [Sign up here](#)

Wednesday 27 January – 17:00-18:15 CET / 08:00-09:15 PST –
[Sign up here](#)



Coming Soon: 2020 Reports

- **2020 Learning & Evaluation Report**
 - Will be published in Feb 2021
 - Evaluation of SLCP progress in 2020
 - Learnings & opportunities

- **2020 Data Insights Report**
 - Will be published in March 2021
 - First of its kind report
 - Report exploring verified assessment findings





Collaboration



ILO-BW and SLCP Shared Goal:

To end duplication and produce actionable data that can be available for all industry stakeholders to act upon, including governments and workers' and employers' organizations.

2021 High Level Priorities (details to follow in Feb/March):

Q1 (Jan-March)

Developing terms of collaboration between BW & SLCP; concluding consultations with national tripartite constituents in 3 focus countries: Bangladesh, Indonesia, Vietnam

Q2 (April-June)

Launching v1.4 in 3 focus countries, pending agreement and responses to questions raised. Mitigation measures under development to respond to Covid-19.

Q3 (July-September)

Consultation with constituents in other BW countries (priority for Cambodia, Ethiopia, Pakistan and potentially others). Roll-out timeline TBD based on constituent feedback and queries and lessons from other countries.

Q4 (October-December)

Preparing v1.5 tool (launch Jan/Feb 2022)



SLCP and Better Buying Institute (BBI) have signed a 3-year collaboration agreement to pursue our shared vision of improved working conditions in apparel and footwear supply chains

What is BBI?

Better Buying Institute (BBI) is a non-profit organization that conducts scientific research and education that examines the way business between buyers and their suppliers is carried out on a day-to-day basis. BBI aims to transform the purchasing practices commonly used in the consumer goods sector so that business relationships with suppliers support decent working conditions and reduced environmental impacts of production. BBI's programs provide retailers, brands, and suppliers with data-driven insights into purchasing-related activities, and this transparency promotes sustainable and mutually beneficial partnerships.



BBI 2021 Ratings Cycle: SLCP Questions

As a first step in our collaboration, we have jointly developed some key questions related to the convergence of social assessments and implementation of the Converged Assessment Framework (CAF) to be added to the Better Buying™ Purchasing Practices Index for the 2021 ratings cycle.

1. Did the buyer accept results from recently completed audits/assessments of workplace conditions at your factories in lieu of requiring new audits specifically for the buyer? (multiple choice answer includes SLCP)
2. If yes - SLCP, what were the benefits of your buyer accepting SLCP?
3. How much money (USD) do you estimate was saved as a result of your buyer accepting SLCP?
4. How were these savings used?



Exclusive BBI Webinar for SLCP Signatories

On 3 February at 10:00am ET, Better Buying Institute will offer an exclusive webinar to SLCP signatories to share more information about its brand and retailer subscriptions and how engaging with Better Buying™ can help SLCP signatories identify risks and opportunities throughout their supply chains, build stronger relationships with suppliers, and improve purchasing practices over time. [Sign up here](#)

A recording will be available and shared with SLCP signatories.





New SLCP signatory:





SUPPLYSHIFT

SupplyShift is the supply chain sustainability platform for creating more transparent, lower risk, higher-performing supply chains. Assess suppliers, unify your data, uncover insights, and take action — all with one platform. Join a network of over 90,000 businesses driving supply chain sustainability at supplyshift.net.

SupplyShift is planning to become an SLCP passive Accredited Host in 2021.

Services will include:

- Manage your suppliers' SLCP responses in SupplyShift
- Add your own custom scoring lens
- Follow up with suppliers on corrective actions
- Create dashboards and analysis
- Merge SLCP results with any other supply chain data



The SLCP Team in 2021

Janet Mensink, SLCP Executive Director



Changes in the Secretariat



Adam Castle
Senior Technology
Manager



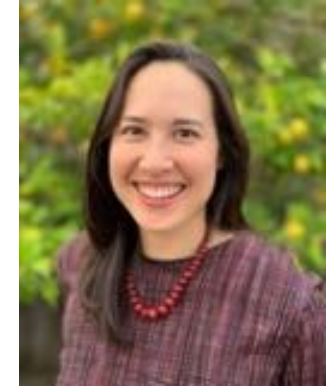
Holly Menezes
Senior Communications &
Stakeholder Engagement
Manager



Janet Mensink
Executive Director



Sharon Hesp
Senior Operations
Manager



Susanne Gebauer
Senior Assessment &
Quality Manager

Adam leaving 27/01



Interim Tech Manager:

Steve Harris

Tech-requests@slconvergence.org



Changes in the Secretariat



Adam Castle
Senior Technology
Manager



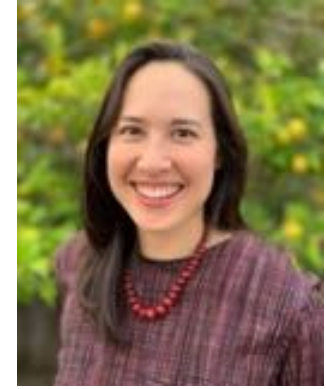
Holly Menezes
Senior Communications &
Stakeholder Engagement
Manager



Janet Mensink
Executive Director



Sharon Hesp
Senior Operations
Manager



Susanne Gebauer
Senior Assessment &
Quality Manager

Holly on maternity
leave 20 February
to 6 September



**Interim Stakeholder
Engagement
Manager:**

Lauren Hill

lauren@slconvergence.org

Starts 1 February 2021

59



**Interim
Communications
Manager:**

Shelly Gottschamer

shelly@slconvergence.org

Starts 1 February 2021



Changes in the Support Team



Ann Wilkings
Assessment &
Quality Support



Elizabeth Otten
Training Support



Prakash Karre
Technical Support



Jack Zhong
Helpdesk Support:
China



Sahana Kubsad
Helpdesk Support:
India

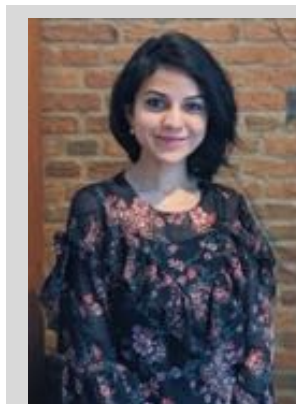


**Sevinc Aktas
Ilgun**
Helpdesk Support:
Turkey



Tonje Ingvoldstad
Communications Support

Tonje leaving
31 March



Communications & Stakeholder
Engagement Officer:

Vaishnavi Krishna Kumar

info@slconvergence.org

SLCP is actively seeking applications from candidates who can support the program as we grow. See [vacancy notice](#).



Time for Questions