Social & Labor Convergence Program (SLCP)

Decent working conditions in global supply chains.

Signatory Webinar
25 April 2024

Social & Labor
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Thank you for joining! The webinar will start in a couple of minutes.

SLCP Signatory Webinar

25 April 2024

- Please note that this webinar is being recorded and will be posted in the [Signatory Portal](#).

- All attendees are requested to observe Chatham House Rules and follow Anti-trust Guidelines.

- Please use the Q&A function to ask questions to the speakers.

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Agenda

1. Update on independence

2. Reminder of new 5-year Strategy

3. 2023 Signatory Survey results

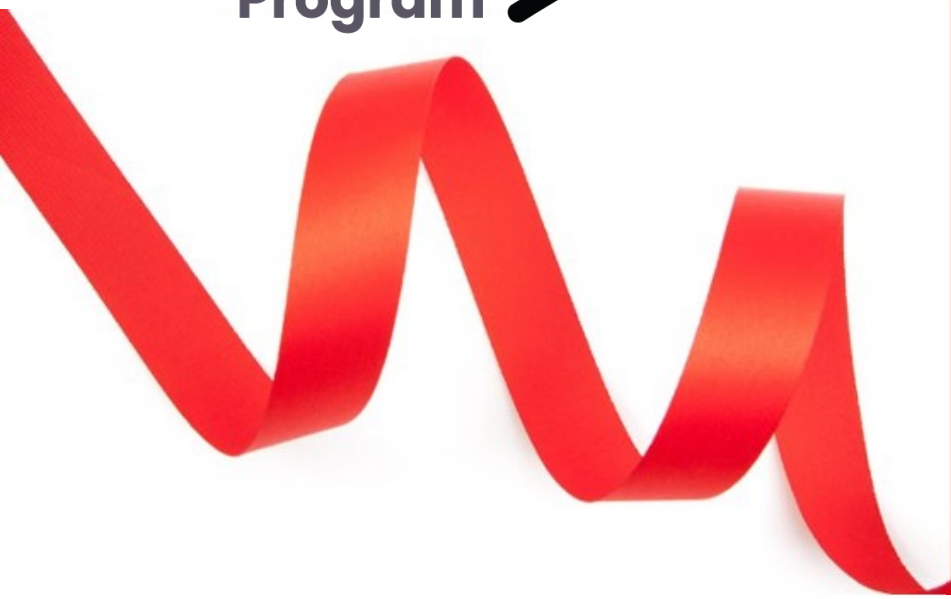4. Priorities for 2024

5. Q&A

6. How to stay involved

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Update on independence

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Jonathan Obermeister

Independent Chair

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Updated governance model

Signatories (250+)			

SLCP Board (Management and Supervisory)
9 signatory representatives: 3 manufacturers, 3 brand and retailer, 3 other stakeholders 3 independent experts 1-3 strategic partners

Independent Chair Appointed by Board

Secretariat	**CEO** Reports to Board via Chair	**Technical Advisory Committee(s)** Advising Secretariat	**Board Committees** Advising Board
	Senior Managers and Other Staff	1. CAF 2. Roll-out 3. Verification Oversight 4. Technology 5. Comms and SHE 6. Data Insights 7. Policy	1. Finance and Risk 2. Governance 3. Strategy 4. Dispute Resolution (ad-hoc)

Governance　　**Executive**　　**Advisory**

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Management Board

Management Board

Anna Burger
Expert Seat

Nikhil Hirdaramani
Hirdaramani Group

Ninh Trinh
Target

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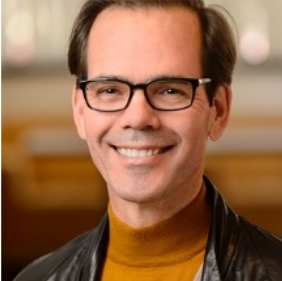
Supervisory Board

Supervisory Board

Annabel Meurs
Fair Wear Foundation

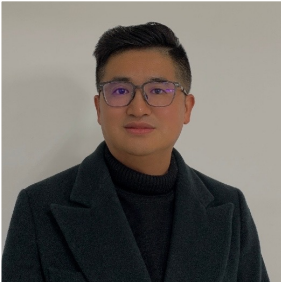**Abhishek Bansal**
Arvind Group

Dan Danielsen
Expert Seat

Leonie Abraham
Better Buying Institute

Mayank Kaushik
Inditex

Michael Cai
Décor Co. Limited

Margot Sfeir
ELEVATE

Peter Haney
Columbia Sportswear

Wendy Dittmer
Cascale

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Our new 5-Year Strategy

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Michael Cai

Décor (Suzhou) Co. Limited

Supervisory Board Member

Representative for Manufacturers & Suppliers

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Peter Haney

Columbia Sportswear Company

Supervisory Board Member

Representative for Brands & Retailers

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Thank you for supporting the new strategy!

- New strategy developed throughout 2023 in consultation with signatories

- Guiding principle: "Evolution not revolution"

- Strong signatory support for final draft in late 2023

- New strategy launched at start of 2024

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SLCP's 2024–2028 Strategy

| VISION	Decent working conditions in global supply chains			
MISSION	To unite and support all stakeholders by developing and deploying a Converged Assessment Framework (CAF) that delivers harmonized, accessible and trusted data.			
VALUE DRIVERS	Create efficiencies and resilience in supply chains		Identify and share social labor insights	
	Support human rights due diligence implementation		Enable solutions to improve working conditions	
STRATEGIC AIMS	Relevant, effective and scaled tools	Credible and actionable data	Accelerated collaborative improvement programs	Inclusive organization and dynamic ecosystem
SUCCESS CRITERIA	CAF used at scale and in multiple sectors	Diverse stakeholders including governments accepting SLCP data	Partnerships that drive improved working conditions	Multi-stakeholder governance and committed partners

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Signatory Survey results

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Camille Strippoli

Stakeholder Engagement and Partnerships Manager, SLCP

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Thank you for completing the survey!

- **129** unique responses
- **48.50%** of total signatory base responded (2022: 55.65%)
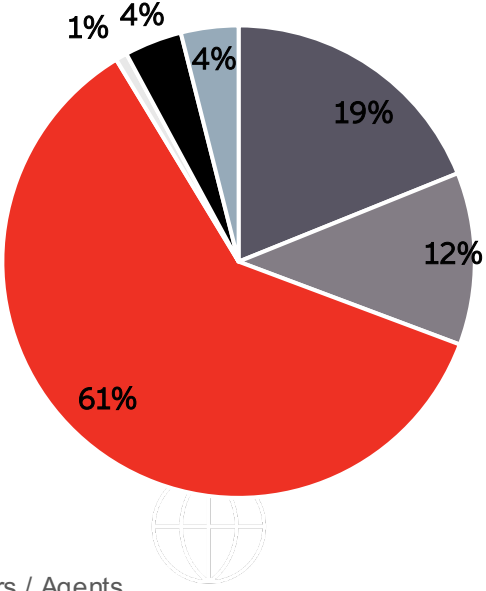
Breakdown is largely representative of signatory base
(but audit firms over-represented and manufacturers under-represented)

- Brands / Retailers / Agents
- Manufacturers / Suppliers
- Audit firms / Service providers / Consultancies
- Multi-stakeholder initiatives / Standard holders
- Civil society / non-profit
- Government / Policymaker / International organization / Industry association

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Why do we run an annual survey?

Feedback — Seek feedback from signatories

Engagement — Understand signatory engagement levels

Analysis — Compare with last year's results

Inform — Inform our plans for the year ahead

Improvements — Identify potential improvements to the Program

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What's going well?

96%
support the mission of the Program

74%
satisfied or very satisfied with their involvement in new strategy development

92%
using the CAF

Brands report **increased** use of the CAF in tiers 1 and 2

Less brands distrust
SLCP data than did so previously
(9% compared to 24% in 2022)

Increased satisfaction
with e-learning and helpdesk resources

Increased satisfaction
with newsflashes and website

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What do we need to prioritize?

Adoption
- Lack of demand = top adoption barrier
- 47% of manufacturers reduced total audits

Quality
- 50% of brands trust SLCP data
- Comments highlighted quality as priority

Complexity
- Difficulty integrating and analyzing data = top adoption barrier
- Comments highlighted complexity of tool and ecosystem

HRDD
- 88% of brands using SLCP data to identify human rights risks in supply chain (positive)
- Comments highlighted importance of further alignment

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How should we seek feedback in future?

Priorities in 2024

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2024 priorities

VISION	Decent working conditions in global supply chains			
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Convergence Program

Senior Management Team

Davina Reid-Phillips
Senior Manager
Customer Success

Holly Menezes
Senior Manager
Communications

Janet Mensink
CEO

Steve Harris
Interim CFO & CTO

Susanne Gebauer
Senior Manager
Assessment Data &
Quality

Tom Mason
Interim Senior Manager
Stakeholder Engagement

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Strategic aim 1:
Relevant, effective and scaled tool

Adoption
- Target: 11,000 assessments
- Growth in tier 2, SMEs and non-apparel sector
- Increase number of brands accepting SLCP to 85+
- In country stakeholder engagement

Complexity
- Multiple year CAF and Tech Roadmaps
- Improvement in Technical Onboarding
- Explore translation options

HRDD
- Prioritize alignment with HRDD legislation
- Outreach & publications (HRDD Toolkit)

Quality

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Strategic aim 2:
Credible and actionable data

Quality

- Review and upgrade Data Quality & Integrity program:
    - Risk-based approach to QA using Data Insights & predictive analytics
    - Transparency on Verifier Body (VB) grading & performance
    - Stricter automated quality checks that require mandatory corrections by Verifier
    - Enhanced participation by QA Stakeholders

- Focus on Data Quality & Integrity in communications

- Run Credibility Survey: target 80% confidence level overall (minimum 60% for each caucus)

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Strategic aim 3: Accelerated collaborative improvement programs

Adoption	Complexity	Quality	HRDD

International Trade Centre

BetterWork

Cascale

FAIR WEAR

APSCA
ASSOCIATION OF PROFESSIONAL SOCIAL COMPLIANCE AUDITORS

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Strategic aim 4: Inclusive organization and dynamic ecosystem

Adoption
- Customer Success at heart of SLCP
- Ensure financial health of SLCP
- Ensure sufficient capacity within team

Complexity
- Establish SLCP as independent entity
- Add a new Active Host to ecosystem
- Comms refresh focusing on simple & clear messaging

Quality
- Renew partnership with Verification Oversight Organization
- Team upskilling

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Ninh Trinh

Target

Director, Responsible Sourcing & Sustainability

Management Board Member

Social & Labor
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Anna Burger

Chair of the Management Board
Expert Seat

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Q&A

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How to stay involved

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Updates for signatories

Signatory Newsflashes

Signatory Portal

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2023 Impact Report launch

Upcoming training

Bangladesh Roadshow

- **SLCP training for beginners: an introduction for new sectors**
  - Dhaka and Chittagong
  - Week of 13 May
  - [Sign up here](#)

- **SLCP deep dive trainings: The Data Collection Tool**
  - Dhaka and Chittagong
  - Week of 13 May
  - [Sign up here](#)

[Online Training](#)

- **The SLCP Process & System**
  - Spanish: 8 May
  - Vietnamese: 14 May
  - English: 22 May

- **The Data Collection Tool**
  - Chinese: 15 May
  - Spanish 15 May
  - Vietnamese: 21 May
  - English: 29 May

- **SLCP Deep dive: India**
  - India: 12 June

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Other upcoming events

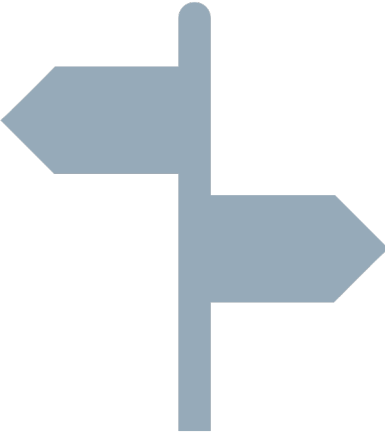Global Fashion Summit
Copenhagen 21-23 May
SLCP will be attending – let us know if
you would like to meet!

Webinar with
Good Business Lab

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Coming later this year

Elections

General Assembly

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Thank you for joining!

Recording and slides will be available in the Signatory Portal

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