

Social & Labor Convergence Program (SLCP)

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

Moving towards Convergence:
How ITC's Standards Map
can support you to adopt SLCP

Introduction

Welcome to this webinar for SLCP signatories and stakeholders

Webinar Agenda and Objectives

Part 1: Introduction to SLCP and ITC's Standards Map

Objectives:

- Understand SLCP's work to converge social audits and progress to date
- Understand how ITC's Standards Map supports stakeholders to explore compatibility between audit schemes and standards

Part 2: Practical guide to convergence: options for stakeholders

Objectives:

- Understand how you can access and make use of SLCP verified data
- Understand how ITC's Standards Map can support you to align with SLCP



Part 1:

Introducing SLCP and ITC's Standards Map

Introducing SLCP

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

SLCP is a multi-stakeholder initiative to reduce audit fatigue and improve working conditions.

VISION:

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

MISSION:

To implement a **converged assessment framework** that supports stakeholders' efforts to improve working conditions in global supply chains.

SLCP Signatories – 257

January 2022

Brands/Retailers (52): adidas Group | Aldo Group | Amer Sports (Arc'teryx, Peak Performance) | Ann Inc | Arena Italia SpA | Asics Corporation | BESTSELLER | Bombas LLC | Brooks Sports | C&A | Camelbak | Charles Komar & Sons | Columbia Sportswear (PrAna Living) | De Bijenkorf | Deckers Brands | Eileen Fisher | Esprit | Fanatics | Fastretailing/Uniqlo | Fenix Outdoor International AG | G-Star RAW | Gap Inc | Hennes & Mauritz (H&M) | INDIGENOUS | Inditex | KappAhl | Kathmandu | Kering | Levi Strauss & Co | LL Bean Inc | Lojas Renner | Loomstate | lululemon Athletica | Macy's | Mountain Equipment Co-op (MEC) | Mud Jeans | New Balance | Nike | Outerknown | Patagonia | Pentland Brands | Puma | PVH Corporation | REI | Sanmar Corporation | SewEasy | Target Corporation | The Children's Place | VF Corporation | Williams-Sonoma Inc. | Zalando | Zephyr Graf-X

Manufacturers (43): 1888 Mills | Artistic Milliners | Arvind Mills | Avery Dennison Corp | Ceres Dis Ticaret Textile Agency Ltd. | Ciel Textile | Chenfeng Group Co. | Classic Fashion | Comfit Composite Ltd. | Crescent Bahuman Ltd | Crystal Group | DBL Group | Décor Co Ltd. | Delta Galil | Denim Expert | Eren Socks | Esquel Group | Hanbo Enterprises Holdings Ltd. | Hansae | Hirdaramani Enterprises | Hop Lun | ISKO | L&E Int. Ltd. | MAS Holdings | Milteks Group | Pratibha Syntex Ltd. | Ramatex Group | SAE- A Dominicana S.R.L. | Sapphire Textile Mills | SaiTex | Shahi Exports | SLN Tekstil | Soorty Enterprises | TAL Apparel Group | Taypa Tekstil | Thread International | W. L. Gore & Associates | VISigma Apparel Group | World Knits Ltd. | Yesim | Yousstex | Youngone | Yunus Textile Mills

Agents (6): Ethical Apparel Africa | G-III Apparel Group Ltd. | Haddad Group | Li&Fung (Trading) Ltd. | MGF Sourcing | Randa Accessories

Audit Firms & Service Providers (95): 3D Audits & Advisory Ltd. | ABS Quality Evaluations Inc. | Accordia Global Compliance Group | ACT Testing Certification Technology Service Co Ltd. | Advance Compliance Co. Ltd | AJA Bangladesh Ltd. | ALGI | APCER - Associação Portuguesa de Certificação | APCert Technical Services Co. Ltd. | API | ASCP Services | AS International | Assent Compliance | Asya CC&C | BCI Compliance Group Ltd. | Benchmarks Company Ltd. | Best Compliance Ltd | Big Cove Consulting | BSI Group | Bureau Veritas | Bronco Technology | Business Link Consulting Co. Ltd. | Centre Testing International Group Co. Ltd. | Controlex Aspirer Ltd | Control Union Certifications | Constrarch Mansys | CSER Solutions Limited | DNVGL | EasyDone Social Compliance Consulting Institute | Ekoteks Tekstil Laboratory | ELEVATE Hong Kong Holdings Ltd. | ESG360 Ltd. | Eurocert SA | Eurosia ITC Services Ltd | Extensive Standard Technical Services Co. Ltd. (ESTS) | Eurofins AQM HK | Fairland Ltd. | Footprints | GCL International Ltd. | Globalgroup Certification Ltd. | Greenhubs Services Ltd | GreenPont | GSCS International Ltd. | GSUK Assurance Ltd. | Guardian Independent Certification Ltd. | Hong Kong Quality Assurance Agency (HKQAA) | HXC (Beijing) Certification Center Co. Ltd. | Link Development Services | Impact Ltd. | International Associates Ltd. | International Compliance Group | Intertek | Kaixin Certification (Beijing) Co. Ltd. | Key of Sustainable Improvements Ltd. | Leadership & Sustainability | Leverage Ltd. | Lima Certification | Madeown International Testing Certification Inc. | NEWAsia Solutions Ltd. | Novi Group | NTCL | Omega Compliance | OneStep Viet Co. Ltd. | Onsite Compliance & Technical Service Co. Ltd. | Openview Service Ltd. | Ozone Sustainability Management Systems (OSMS) | Partner Africa | Pollution Solution Limited | QIMA Ltd. | Rina Services SpA | RST Co. Ltd | SCSA Group | SGS | SMT Global | Standard Testing and Verification Jiangsu Company Ltd. | Stantec SpA | Sumations GmbH | Sumerra | Sundar | Sustainable Compliance Management Ltd. | Sustainable Management System Inc. (SMS) | Taos Network | Teks Tech Inspection India Private Ltd. | TOTALIKA Sustainable Management Systems LLP | Trans Pacific Solutions | TÜV NORD CERT GmbH | TÜV Rheinland | TÜV SÜD | UL Responsible Sourcing | URS Verification Pvt. Ltd. | USDS International Ltd | VJN Global Solutions Ltd. | V-Trust Inspection Service | We-Tek Ltd. | Worksite Compliance Service Company Limited

Consultancies & Service Providers (19): &Wider | AMRA Limited | ARCHE Advisors | CSR Solutions Ltd. | FITI Testing & Research Institute | FutureMade | Huaping Education | iMentor Development Services Pvt. Ltd. | Innovatus | Labor Solutions | Matrix Sourcing/Triple Tree Solution | Micro Benefits | Qtex Solutions Limited | Quizrr | SupplyShift Inc. | Sustainable Alliance | The Sentio Advisory Group | Timeline Consultancy | Ulula

Industry Association (11): Abvtex | AIM-Progress | American Apparel & Footwear Association (AAFA) | EURATEX | European Outdoor Group (EOG) | Istanbul Apparel Exporters' Association (IHKİB) | International Apparel Federation (IAF) | International Textile Manufacturers Federation (ITMF) | Joint Apparel Association Forum (JAAF) | Outdoor Industry Association (OIA) | Turkish Textile Employers Association (TTEA)

Multi-Stakeholder Initiatives, Standard Holders & Civil Society (29): Better Buying Institute | Cradle to Cradle Products Innovation Institute | EcoVadis | Envia | Ethical Trading Initiative Norway (IEH) | Fair Factories Clearinghouse | Fair Trade USA | Fair Wear Foundation | Fair Working Conditions | Fairtrade Foundation | Freedom Fund | Global Fashion Agenda | Higg | IDH | Inspectorio Inc. | MVO Nederland | New Earth | Norges Bank Investment Management (NBIM) | OEKO-TEX Service GmbH | Proudly Made in Africa | Responsible Sourcing Network | Sustainable Apparel Coalition (SAC) | Sedex | SIM Supply Chain Information Management | Solidaridad | Textile Exchange | The Mekong Club | UNICEF Netherlands | Verité

National Governments (2): Denmark - Ministry of Foreign Affairs | Netherlands Government

Intergovernmental organizations – observer status (1): Better Than Cash Alliance



What is the Converged Assessment Framework?

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

Standard agnostic verified data set

- No scoring
- Not a certification
- Flexibility to map the data to a standard or CoC

Visit the [SLCP Gateway](#) for more information

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

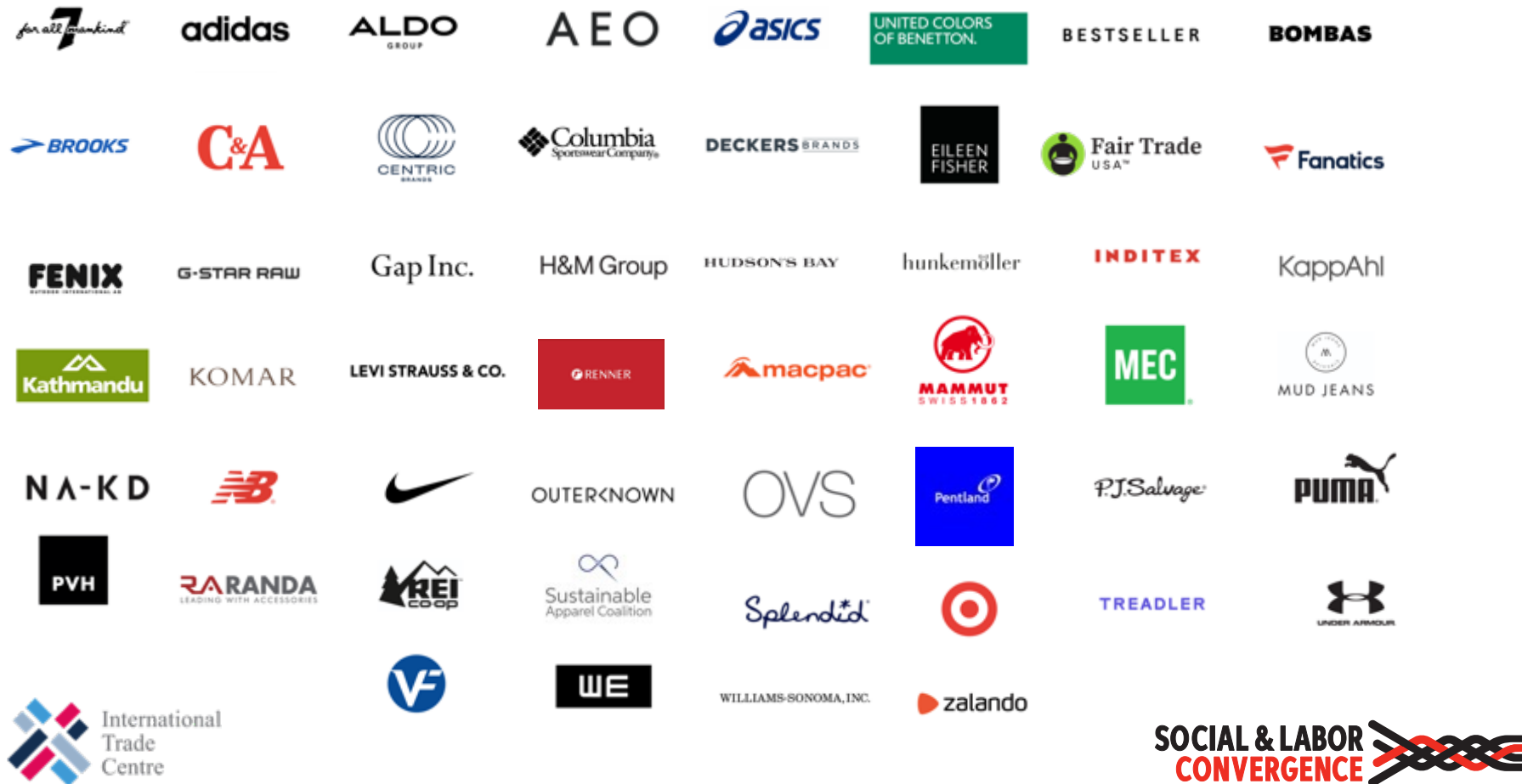
Contribution to Sustainable Development Goals:



Convergence: Progress so far

Replacing proprietary audits with SLCP

Over 50 brands, retailers and standard holders have publicly stated their acceptance of SLCP verified assessments in place of proprietary audits. Further details are available on our [website](#).



Example of Convergence: SAC

**Esther Germans,
Director of Stakeholder
Engagement & Partnerships**



Example of Convergence: SAC

SAC and SLCP collaboration: why

- SLCP incubated by the SAC
- SAC vision is focused on scaled and industry wide solutions
- SAC has adopted the CAF as backbone to measure facilities social and labour performance
- Join a global collaborative effort leveraging a unified measurement standard
- We create synergies with SLCP through our widely accepted tools and large membership base

SAC added value

- Benchmark scored assessment against industry peers
- Share the assessment with value chain partners
- Set goals and meet them successfully to drive continuous improvements.
- Unlock time and resources to redirect investments to make improvements

By collaborating with the SLCP and leveraging the CAF at scale, we can help brands, retailers, and manufacturers assess their social impacts and strategically direct valuable resources towards effort that meaningfully improve conditions for workers globally.”

FSLM Updates

FSLM Adoption

- FSLM CAF v1.4: 4,542 posted (accumulated)
- vFSLM CAF v1.4: 3,084 posted (accumulated)

FSLM Benchmarking

- Already launched in late-Nov 2021
- Higg Users can now compare their performance with peers

SLCP & Better Work Collaboration

Better Work and SLCP have found common ground in promoting credible and actionable data to be shared between a broad range of industry actors to act upon, including governments and workers' and employers' organizations.

Joint launch CAF v1.4:

Indonesia, Bangladesh & Vietnam

Law Overlay for National Labour Law in Indonesia, Bangladesh, and Vietnam available on SLCP Accredited Host platforms



www.betterwork.org

**SOCIAL & LABOR
CONVERGENCE**

www.slconvergence.org



For detailed FAQs on the collaboration, please visit the [Helpdesk](#).



Working Towards Industry Convergence



Joined SLCP as a signatory at end of 2020.

Developing a joint vision document for collaboration in 2022.



Collaboration agreement with three-year roadmap started in 2020. Significant progress made in 2021. Pilot due to begin in 2022.



SLCP signatory. Began accepting SLCP verified data in Apparel and Home Goods program in late 2021.



Became an SLCP signatory in 2020. Exploring recognising SLCP in STeP certification in 2022.

The Impact of Convergence

Redirecting resources from auditing to improving conditions



Signatory Survey:

46% of signatories reported 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

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



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.

The Impact of Convergence

SLCP signatory case study

SLCP Case Study – Shahi Exports

- **42 facilities** (76% of all Shahi owned and operated facilities of 55 units that go through social audits) have completed SLCP verification.
- **5** additional factories will adopt SLCP in 2022.
- **35%** customers have replaced traditional audits with SLCP.
- Seamless migration by multiple teams to SLCP model.

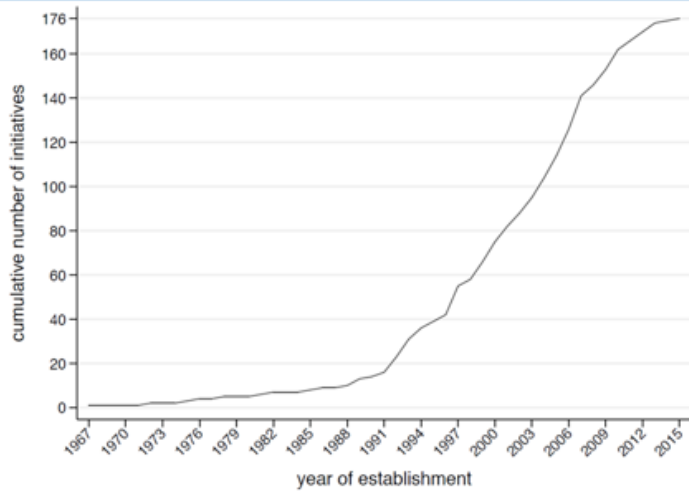
Since adopting SLCP, Shahi has saved **4,416 hours** due to reduced audits.

Saved 46 audits X 2 resources X 6 mandays spent for each audit
= 552 mandays X 8 hours = 4,416 man hours.

Introducing ITC Standards Map

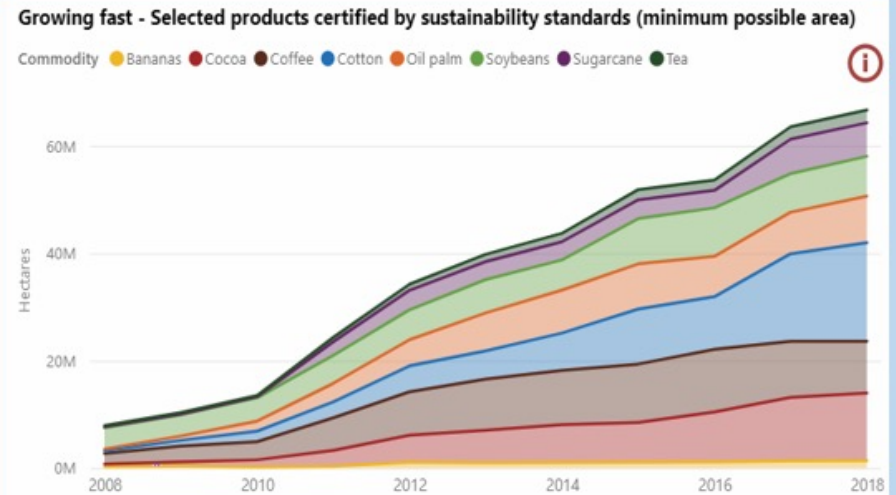
ITC's work on sustainability standards

Exponential growth of the number of VSS after United Nations Rio Declaration on Environment and Development (1992)



Source: International Trade Centre and European University Institute (2016). Social and Environmental Standards: Contributing to More Sustainable Value Chains. ITC, Geneva.

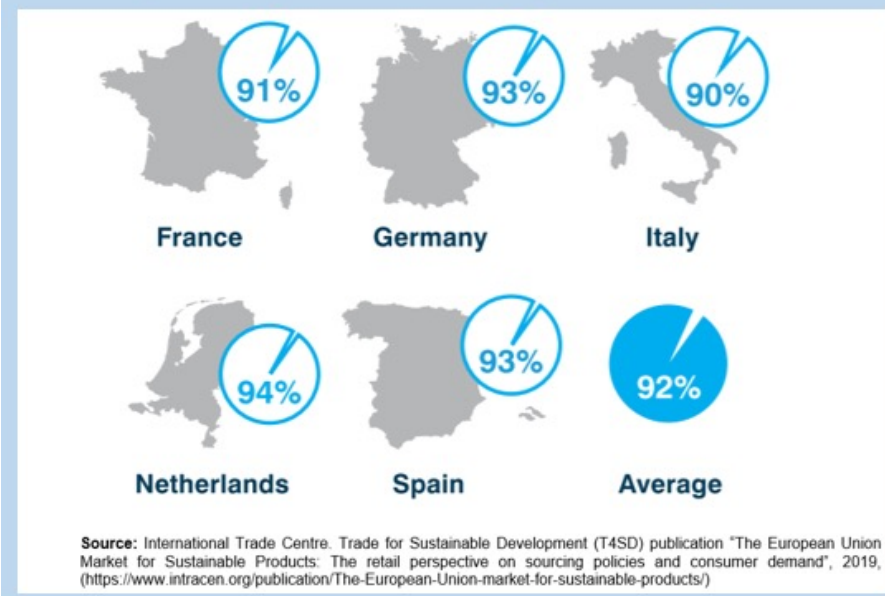
Growing market for certified products: from niche to mainstream and with implications at all levels of Global Value Chains



Source: International Trade Centre. Trade for Sustainable Development (T4SD) "The State of Sustainable Markets 2020", (<https://www.sustainabilitymap.org>)

ITC's work on sustainability standards

92% of retailers surveyed by T4SD expect sustainable product sales to increase in the next 5 years (2020-2025)



Navigating the VSS jungle

Voluntary sustainability standards, certification programs, audit protocols, CSR codes of conduct, international conventions & guidelines, reporting frameworks, etc.



ITC's Standards Map (www.standardsmap.org)



Standards Map free toolkit

Our free tools help you to find trusted and neutral information about voluntary sustainability standards, private standards, sustainability schemes and retailer codes of conduct.



Identify standards

Review 300+ standards by product, sector, area or focus and more



Compare standards

Compare up to 4 standards side by side across 1650+ criteria



Monitor trends

Make informed decisions regarding production trends among standards



Self-assess

See where you're at in your standard compliance process and assess your business for sustainability readiness

How does this work →

Quick overview

- Global Public Good
- 300+ sustainability standards, codes of conduct, audit protocols
- Applicable to 80+ sectors
- Users from 192 countries
- Increasing user stats
 - 2011 -2015: 119,000
 - 2016-2021: 500,000+
- Research & publications
- Foundation for T4SD customized tools (SAI Platform, SLCP, Ecobusiness Fund, FEAC, Swiss Soy Benchmarking, GIZ Siegelklarheit, GIZ Green button, OECD, Swiss LabelInfo.org website)

ITC's Standards Map (www.standardsmap.org)

Search by

Name ⓘ
Type to search... ▼

Filter by

Sustainability ⓘ +

Sector ⓘ +

Product ⓘ +

Origin ⓘ +

Destination ⓘ +

Value Chain ⓘ +

SDGs ⓘ +

Typology ⓘ +

Purpose ⓘ +

Verification ⓘ +

Recognitions and Benchmarking ⓘ +

Consumer Label ⓘ +



Navigate to the different modules of Standards Map application

Search standards by name or use one of the filters to generate a list of corresponding standards





ITC's Standards Map (www.standardsmap.org)

Use a combination of filters to identify standards of relevance

Select standards from the list and put them in your "basket" for further analyses and comparisons

Active Filters: sectors: Textiles X and themes: Multiple selection (6) X and mandate: Verification / Certification X [Clear Filters](#)

Showing 5 of 313 standards sort by Last updated in ITC Database ▾

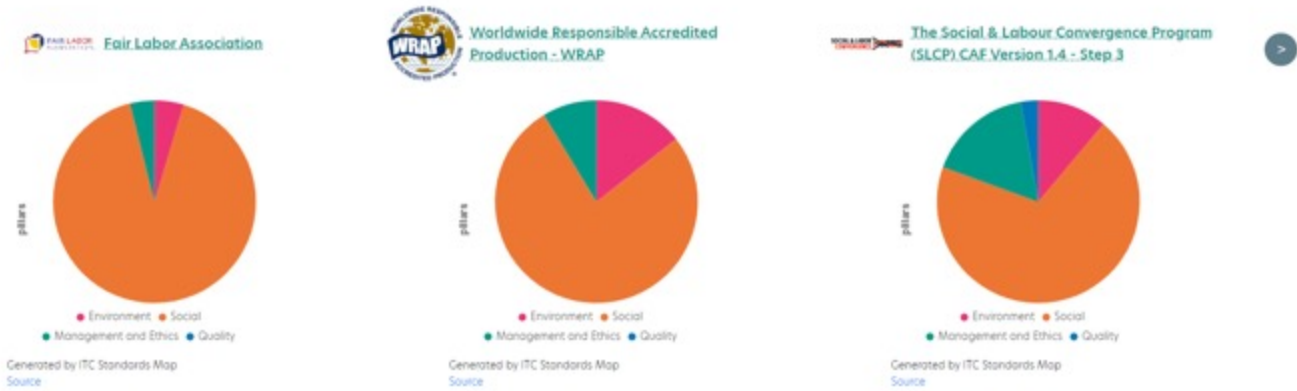
	SGE 21 See more	Profile	Compare	<input type="checkbox"/>
	Worldwide Responsible Accredited Production - WRAP See more	Profile	Compare	<input checked="" type="checkbox"/>
	MADE IN GREEN by OEKO-TEX® See more	Profile	Compare	<input checked="" type="checkbox"/>
	Guide on Social Responsibility for Chinese Int Contractors See more	Profile	Compare	<input type="checkbox"/>

Check the full profile of any standard from the list

ITC's Standards Map (www.standardsmap.org)

Select at least one standard ...
Add/Edit...
What would you like to compare?
Requirements
Show Pillars ▾ View Chart (simplified) ▾ Criteria coverage Not applicable Criteria proportion by Sustainability Area ▾

Modify comparisons parameters and change the focus of analyses using the various options



Compare the full criteria list and access in-depth information [Switch to Table \(advanced\)](#)

Generate comparisons of standards, in graphs and tables

ITC's Standards Map (www.standardsmap.org)

Modify comparisons parameters and change the focus of analyses using the various options

Open and collapse sections of the database and review the various indicators covered by each standard

Show Themes ▾ View Table (advanced) ▾ Criteria coverage Covered by the standard ▾ Criteria proportion by Not applicable

ⓘ Some of the standards you are comparing have different mandates, typologies or operate in different sectors.

	Fair Labor Association	Worldwide Responsible Accredited Production - WRAP	The Social & Labour Convergence Program (SLCP) CAF Version 1.4 - Step 3
Human and labour rights			
ILO Conventions			
Forced Labour			
Criteria on voluntary employment - No forced labour (ILO 29 & 105)	<p>✓</p> <p>Time to comply: <i>Within 1 year</i> Criticality: <i>Major</i> Explicit: <i>yes</i> Excerpt WORKPLACE CODE PROVISION: There shall be no use of forced labor, including prison labor, indentured labor,...</p> <p>More Info +</p>	<p>✓</p> <p>Time to comply: <i>Immediate</i> Criticality: <i>Deal-breaker</i> Explicit: <i>yes</i> Excerpt 2. Prohibition of Forced Labor Facilities will not use involuntary, forced or trafficked labor. Facilities will...</p> <p>More Info +</p>	<p>✓</p> <p>Time to comply: <i>Immediate</i> Criticality: <i>Deal-breaker</i> Explicit: <i>yes</i> Excerpt Sub-Section Instructions wt-for-1: Overall International Labor Standard Compliance Guidance: Forced labor is...</p> <p>More Info +</p>
Criteria on policies that prohibit the use of physical or psychological violence	<p>✓</p> <p>Time to comply: <i>Within 1 year</i> Criticality: <i>Major</i> Explicit: <i>yes</i> Excerpt WORKPLACE CODE PROVISION: Every employee shall be treated with respect and dignity. No employee shall be...</p> <p>More Info +</p>	<p>✓</p> <p>Time to comply: <i>Immediate</i> Criticality: <i>Deal-breaker</i> Explicit: <i>yes</i> Excerpt Facilities will provide a work environment free of supervisory or co-worker harassment and abuse, and...</p> <p>More Info +</p>	<p>✓</p> <p>Time to comply: <i>Immediate</i> Criticality: <i>Deal-breaker</i> Explicit: <i>yes</i> Excerpt Coercive Tactics wt-for-2: Does the employer use any other coercive tactics to force workers to work? Violenc...</p> <p>More Info +</p>

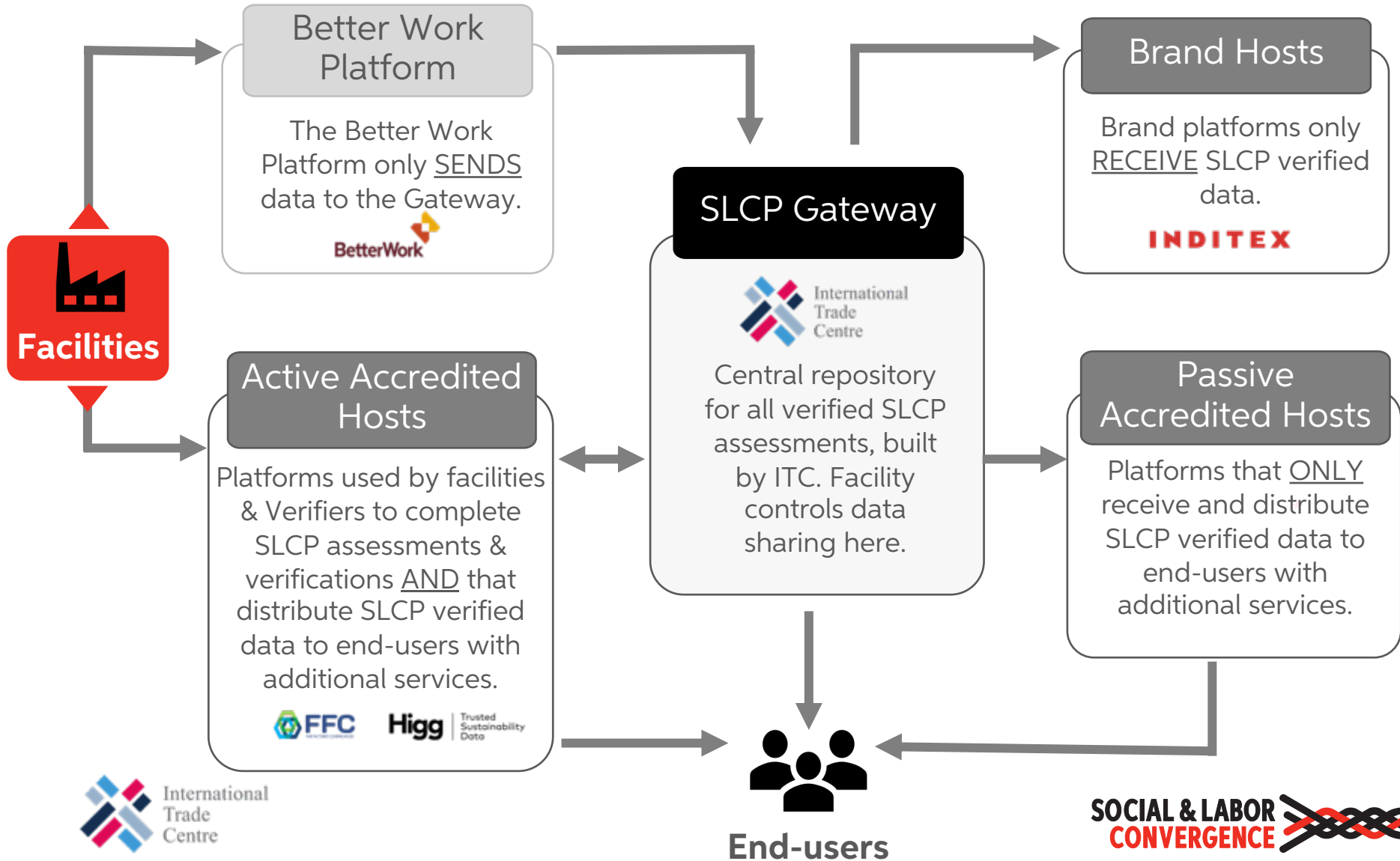
Part 2:

Practical guide to convergence: options for stakeholders

How can you access and use SLCP data?

How do standards and brands access SLCP data?

SLCP Data Hosting & Sharing System



Summary of options to access SLCP data

DATA ACCESS & INTEGRATION Fit for Purpose	SCALABLE?	DATA INTERPRETATION	COST TO BRANDS	COST TO SUPPLIERS
MANUAL Via an email link from the Gateway	No. All manual (individual downloads)	Law alignment	Free of cost	Free of cost
SYSTEMATIC Via an SLCP Accredited Host	Yes. Option for API with Accredited Hosts.	- Law alignment - Industry standard/ score* - Brand specific standard/ score*	Dependent on membership/client costs with Accredited Host (Contact for more information: FFC , Higg)	Dependent on costs with Accredited Host (See website for costs: FFC , Higg)
AUTOMATIC Become an SLCP Brand Host	Yes. Direct, live access to data	Law alignment Brand specific standard/ score	Development costs and charges by SLCP for being an Accredited Host.	No.

* Dependent on services of Accredited Host

Example: Systematic access to SLCP data

C&A

How C&A are using SLCP data....

With support from FFC, C&A mapped SLCP questions in CAF Steps 1 and 2 that best cover C&A CoC, assigned a rating to relevant questions, and set a rating matrix.

The impact so far...

- Suppliers use FFC to share their SLCP verified assessment with C&A and receive in return a C&A rating and a link to an online CAP on the FFC platform.
- Converted Sustainable Supply Chain team from Auditors & Developers to Developers only - keeping the same headcounts. Resulting in **50% more staff working in supplier development**. By fully moving to SLCP in 2022, staff expects to free **more time for supplier development**.

Example: Systematic access to SLCP data



- There are **85** certified Fair Trade factories, with the most factories in Vietnam, India, and Sri Lanka.
- As of January 2022, **18** fair trade certified factories are registered for SLCP.

SLCP Verified Data Recognized in FTUSA's Apparel and Home Goods program



Facilities can share their CAF v1.4 SLCP verified data with FTUSA via the **FFC platform** to reduce the scope of their annual FTUSA factory audit.

Mapping against FTUSA Factory Standard Audit

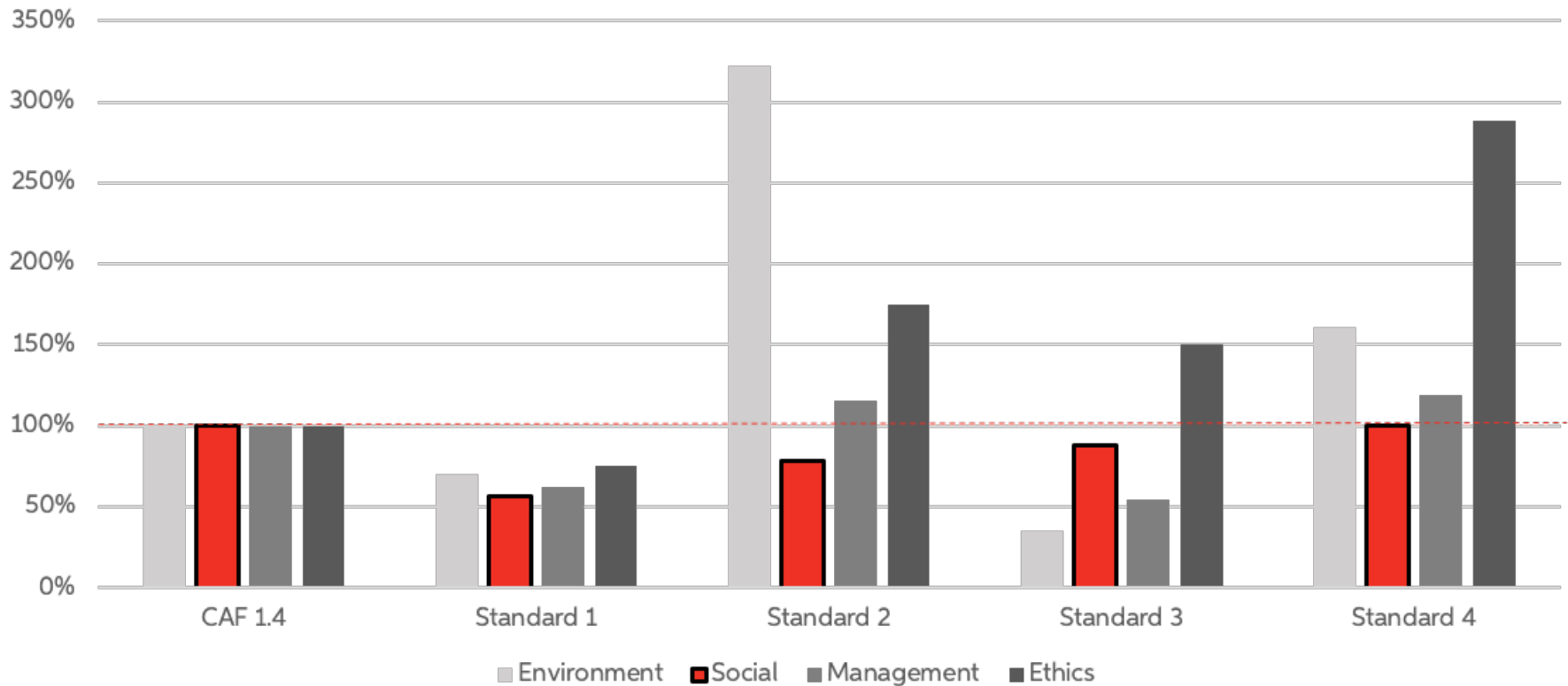


Depending upon the audit year and SLCP Step of the factory's VRF data, compliance criteria assessed in the annual Fair Trade Factory Standard audit can be **reduced anywhere from 45-155 compliance criteria.**

How can Standards Map support you to converge with SLCP?

Using Standards Map to compare the CAF

Comparison of the CAF v1.4 to other industry Standards



ITC Standards Map support

