



Social & Labor Convergence Program (SLCP)

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

Introduction to SLCP



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**

Who are SLCP signatories?

- **SLCP is a signatory-driven multi-stakeholder initiative.**
- SLCP signatories are companies and organizations that have made a public commitment to SLCP, its mission and vision, and to actively contribute to make it happen by implementing SLCP in their own organization.

272 Signatories - March 2023

53 Brands | Retailers

44 Manufacturers

109 Audit Firms

17 Consultancies

29 MSIs | Standard Holders | Civil Society

6 Agents

12 Industrial Associations

2 National Governments

See a full list of signatories [here](#)



History & Goals of SLCP



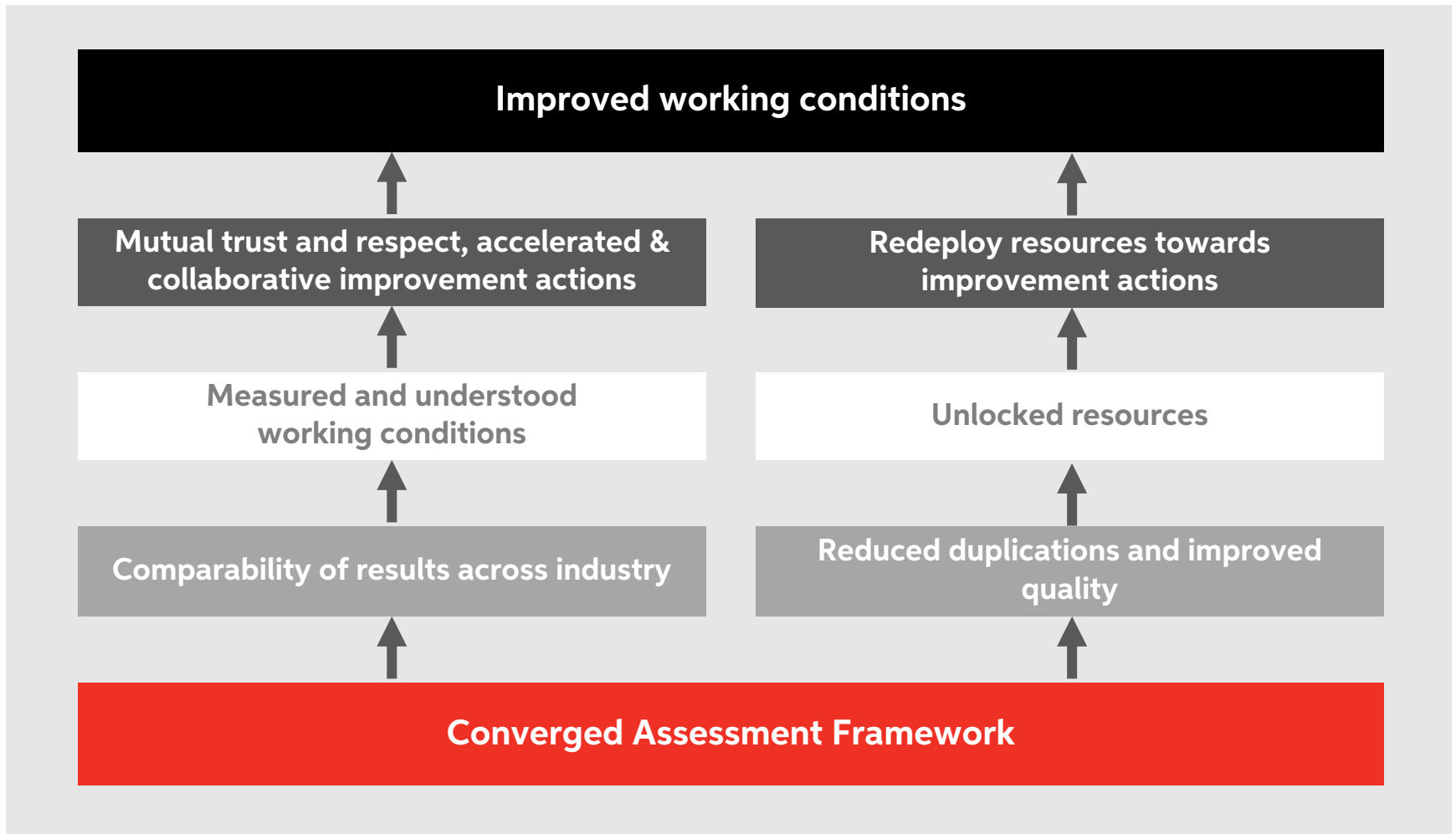
Why was SLCP created?

Proliferation of social audits led to:

- Audit fatigue
- Duplication and repetition
- Drain on resources
- Lack of collaboration
- Lack of facility ownership

In 2015, SLCP began convening stakeholders from across the industry to harmonize social audits and align around one common tool.

Program Goal and Overall Objective



Core Strategy

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 Social & Labor data

Self-sustaining through earned income

Contribution to Sustainable Development Goals:

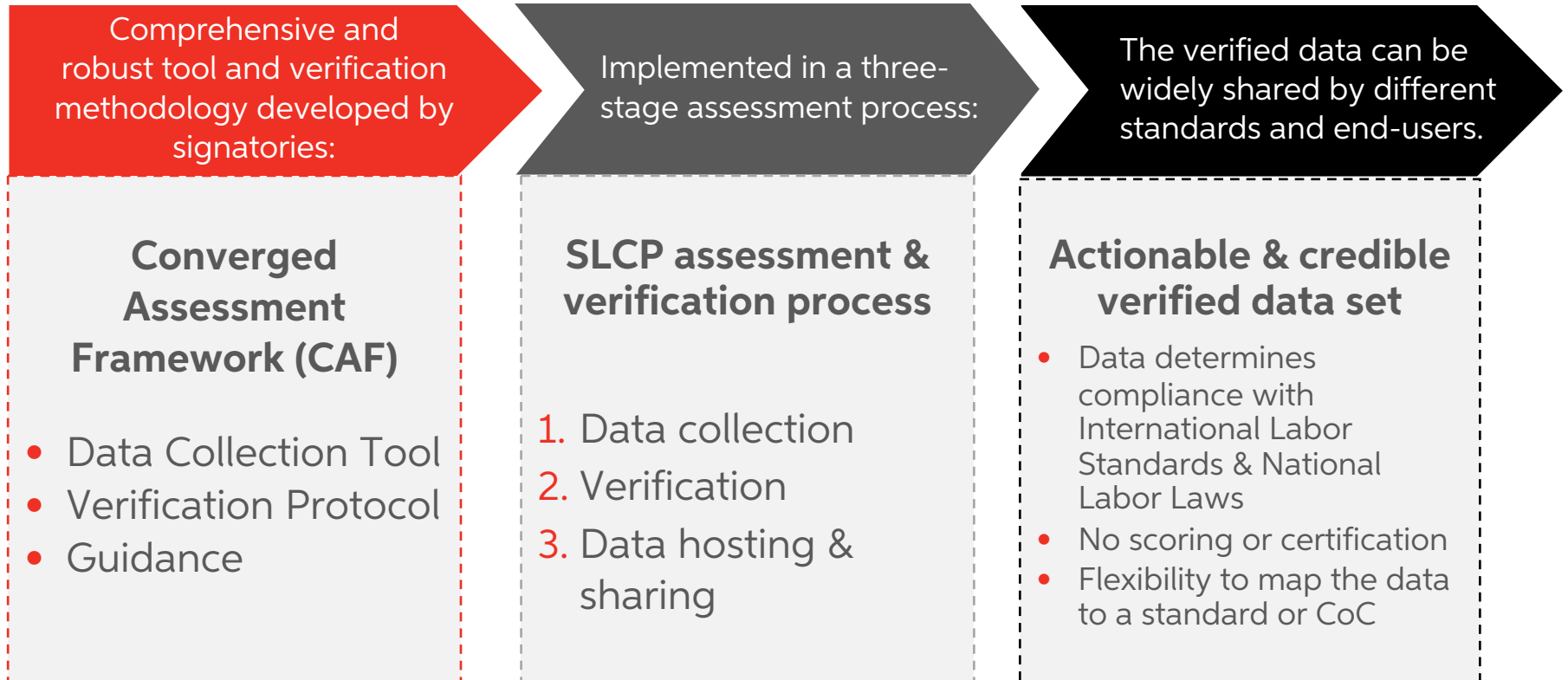


**SOCIAL & LABOR
CONVERGENCE** 



How does SLCP work?

How does SLCP work?



What type of data is collected?

Themes in each SLCP Step

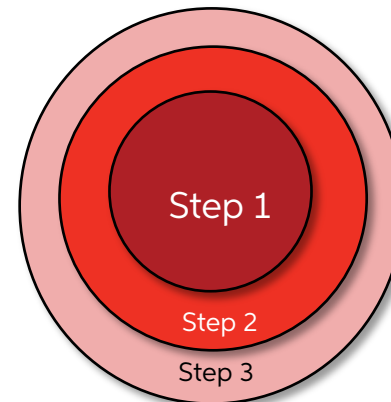
Step 1 Themes	Step 2 Themes	Step 3 Themes
FACILITY PROFILE	FACILITY PROFILE	FACILITY PROFILE
RECRUITMENT & HIRING	RECRUITMENT & HIRING	RECRUITMENT & HIRING
WORKING HOURS	WORKING HOURS	WORKING HOURS
WAGE & BENEFITS	WAGE & BENEFITS	WAGE & BENEFITS
WORKER TREATMENT	WORKER TREATMENT	WORKER TREATMENT
WORKER INVOLVEMENT	WORKER INVOLVEMENT	WORKER INVOLVEMENT
HEALTH & SAFETY	HEALTH & SAFETY	HEALTH & SAFETY
TERMINATION	TERMINATION	TERMINATION
	MANAGEMENT SYSTEMS	MANAGEMENT SYSTEMS
		ABOVE AND BEYOND

Step 1 = Essential focuses on *key* social & labor compliance questions, mostly connected to International Labor Standards (ILS) and National Labor Law (NLL), making it well suited for the majority of stakeholders.

Step 2 = Progressive focuses on management systems and questions that are additional/supportive social & labor compliance questions but less critical. These questions are often found in social industry and certification standards.

Step 3 = Advanced questions that go above and beyond social responsibility industry standards, are not required by national or international law, and seek to elevate workplace well-being and community impact.

Selection Step 1, Step 2 or Step 3 (where Step 2 includes Step 1 scope, Step 3 includes Step 1 and 2 scopes)



Who verifies SLCP assessments?

Verification Oversight Organization (VOO)

Responsible for ensuring integrity of SLCP verification & quality of verified assessment

Verifier Body
(VB)

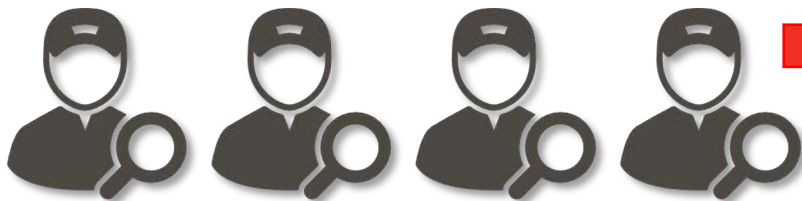
Verifier Body
(VB)



Verifiers work for SLCP approved Verifier Bodies

- SLCP signatories with minimum 3 years' experience in social auditing (2nd or 3rd party)
- Must have management systems in place to select & monitor Verifiers and assure quality of verification process

Verifier Verifier Verifier Verifier



Verification is conducted by SLCP approved Verifiers

- Must work for an SLCP Verifier Body (no freelancers)
- Minimum 3 years' experience in social auditing & relevant training/ accreditation
- Successfully complete SLCP e-learning & pass exam

How does SLCP ensure data quality & integrity?

Data quality is a top priority for SLCP



We ensure data quality and integrity through our **Verification Oversight and Quality Assurance strategy.**

SLCP works with a **Verification Oversight Organization** - an overarching body responsible for ensuring integrity of SLCP verification and quality of verified assessment data.



More information about data quality can be found [here](#)

How can brands access suppliers' verified data reports?

SLCP Gateway

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



3 access pathways

1. Manual

Direct from Gateway

Receive a link that takes you directly to PDF and xls files of the Verified Assessment Report (VRF).



OR

2. Systematic

Accredited Host

Accredited Host (AH) platforms are used by facilities and Verifiers to complete SLCP assessments and verifications. You can receive Verified Assessment reports from an AH platform.



OR

3. Automatic

Brand Host

Receive Verified Assessment Reports and data directly into your brand system.



How can brands interpret SLCP verified data?



SLCP verified data enables users to determine compliance with **National Labor Laws** and **International Labor Standards**.



SLCP does not apply any standard to the data, nor does it provide scoring or certification. **End-users have the flexibility to apply their own standard or Code of Conduct to the data.**

- SLCP partners with external service providers that can interpret the data for you. The **Accredited Hosts** (AH) can use the unscored data to score or compare to Codes of Conduct.
- If you want to do the mapping yourself, you can choose to receive reports **directly from the Gateway**. If you plan on receiving a large volume of reports, you can consider becoming a **Brand Host** with a direct link to the Gateway.



Driving Convergence

How is SLCP working towards industry convergence?

SLCP is in dialogue with multiple standard holders to explore compatibility and potential convergence.



In June 2022, SLCP and Fair Wear Foundation [jointly announced](#) a collaboration agreement with two defined projects to explore alignment. Work is underway on both projects.



In 2022, SLCP and amfori issued a joint [public statement](#) to inform mutual stakeholders of our plans to refresh work on our roadmap to explore convergence in early 2023.



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



OEKO-TEX and SLCP are in discussions to explore potential alignment between the CAF and STeP.

How do SLCP and Better Work engage?



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

- ✓ Better Work and SLCP have collaborated on the development of Step 1 of the Data Collection Tool (since CAF v1.4), the Law Overlays and introduction of the Tool in Better Work countries.
- ✓ Better Work uses the question set in Step 1 of the Data Collection Tool for their factory assessments.
- ✓ If a facility wishes, the data from their Better Work assessment can be shared with the SLCP Gateway.

More information about SLCP & Better Work convergence can be found [here](#)



SLCP Adoption

Which manufacturers use SLCP?

Over 10,000 facilities have created an account on Gateway and started their SLCP assessment process, including from the manufacturers below:



CRYSTAL INTERNATIONAL GROUP LIMITED



ESQUEL GROUP



HIRDARAMANI



Pratibha



TAYPA



A full list of facilities can be found through our [Gateway](#)

Which companies accept SLCP data?

Over 65 brands, retailers, and standard holders including...

(See [website](#) for full list)



Is the CAF globally applicable?

- The Converged Assessment Framework (CAF) is suitable for use in most factory settings as the questions and data are:



Globally applicable



Comprehensive



Aligned with OECD due diligence guidance



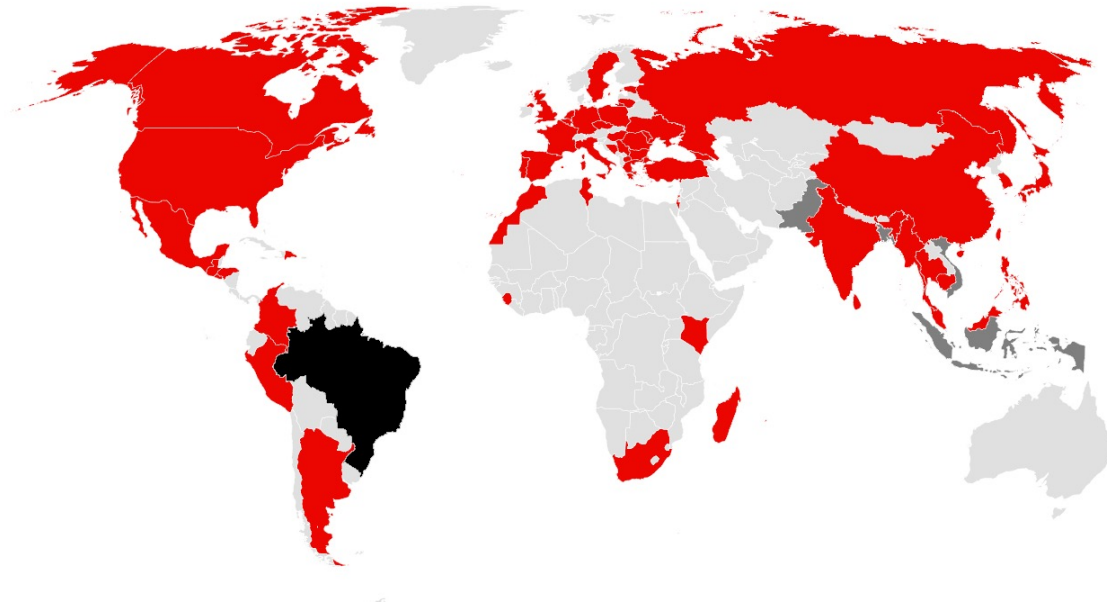
Aligned with ILO conventions and national labor law

- We have already seen diverse use of the CAF including in distribution centers, hard goods, and home furnishings

- SLCP will begin actively pursuing sector expansion in early 2023

Where is SLCP available?

SLCP has launched the Converged Assessment Framework in **62 countries/regions** (and continues to expand into further territories). This means that there are SLCP approved Verifiers available to conduct verifications in all these locations.



- Available
- SLCP in Better Work countries
- Full launch (TBC), soft launch in August 2021

A full list of countries can be found through our [Gateway](#)

Scaling of SLCP



10,000+
facility profiles
in SLCP Gateway

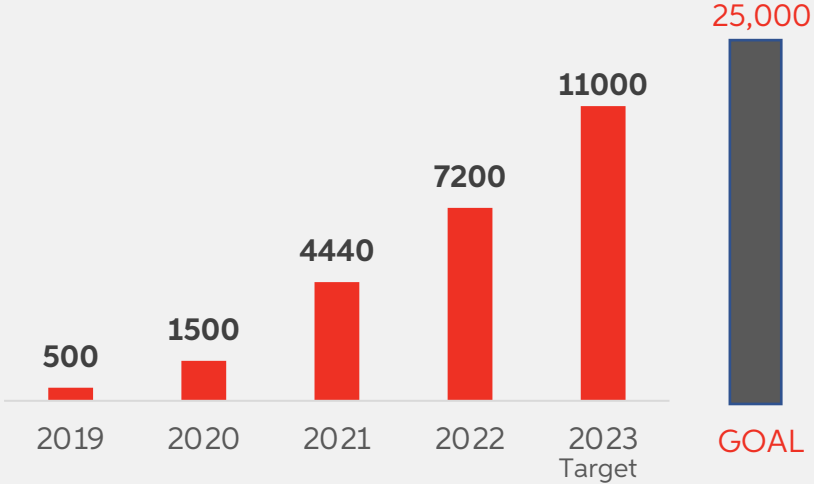


CAF available in
**62 countries and
regions**



68 approved Verifier
Bodies and **700+**
Verifiers

Growth in SLCP verified assessments





SLCP Impact

How is SLCP unlocking resources?

For brands:

C&A

C&A converted their 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**.

Anonymous
Signatory
brand

By adopting SLCP, the signatory brand reported saving **\$18,000** in 2022 and redirecting it for audit costs for onboarding suppliers not participating in SLCP.

For suppliers and workers:



Better Buying Purchasing Practices Index 2022 Findings

- SLCP questions included in 2022 supplier surveys
- Over a fifth (**22.5%**) of respondents reported their buyers are accepting SLCP
- Many reported saving thousands (up to **\$20,000**) as a result
- **Savings are being reinvested in workplace improvements, new programs for workers & higher wages.**

Read the full Better Buying Purchasing Practices Index report [here](#)

How can SLCP benefit your brand?



Supports companies to meet the demands of upcoming mandatory **human rights due diligence legislation**



Helps companies to **gather data at all manufacturing tiers** –an efficient, scalable tool that can be used throughout the supply chain.



Provides **comparable data** that allows companies to assess social and labor conditions across countries, tiers and sectors



Facilitates a **collaborative approach** – stakeholders work together to roll-out the tool and to redirect resources to improvements



The growing volume of SLCP verified data provides increasing opportunities for analysis to **better understand industry trends.**



In our 2022 signatory survey, our signatories reported the following benefits from using SLCP's CAF instead of proprietary tools:

- **60%** reported **time saved on audits**
- **53%** reported that **facility ownership of data** has enabled better relationship with partners
- **38%** reported **quicker onboarding of new buyers/ suppliers**



Get Started with SLCP!

How to get started with SLCP

Steps to start your SLCP journey



To schedule a call, please email info@slconvergence.org.

Join SLCP as a Signatory!

How to become a signatory

- Senior management approval on public commitment to the principles of SLCP ([see charter](#))
- Payment of one-time signatory fee
- Email info@slconvergence.org to initiate sign-up process

What you can expect in return

- Direct access to SLCP material
- Regular updates on developments and progress
- Influence in operational direction program
- Vote on strategic decisions in SLCP



Signatory Fees (one-time only):

	Turnover	Fee (\$)
Brands, Retailers, Agents		
- L, XL	> 1 B USD	10,000
- S, M	< 1 B USD	2,000
Manufacturers		
- L, XL	> 1 B USD	2,000
- S, M	< 1 B USD	1,000
Other	N/A	1,000

Where can I get more Information?

SLCP Website

- [SLCP Accredited Hosts](#)
- [List of SLCP signatories](#)
- [Current Collaborations](#)
- [Upcoming SLCP events](#)
- [Case Studies](#)
- [Blog](#)

SLCP Helpdesk

- In depth FAQs on [SLCP](#) and the [Converged Assessment Framework](#)
- [Facility Guidance](#)
- [Verifier Guidance](#)
- [Quality Assurance and Integrity of Data](#)
- And much more!

Please get in touch by sending an email to info@slconvergence.org.



Thank you for listening!

Please contact info@slconvergence.org to become a signatory or to receive our quarterly external newsletter

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