Social & Labor Convergence Program (SLCP)

Converged Assessment. Collaborative Action. Improved Working Conditions.

Audit convergence: How SLCP can drive positive impact in the apparel, luggage, hard goods, home sector and beyond

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Contents

➢ Introduction to SCLP – what SLCP is and how it works

➢ What type of data is collected, and how we ensure data quality and integrity

➢ How SLCP data can be accessed

➢ How we are working towards industry convergence

➢ Which organizations are already using SLCP

➢ How SLCP is growing, in apparel/footwear and adjacent industry sectors and why it has the potential to expand further

➢ Benefits of SLCP

➢ Getting started with SLCP

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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 actionable and credible social and labor data

in order to
improve working conditions
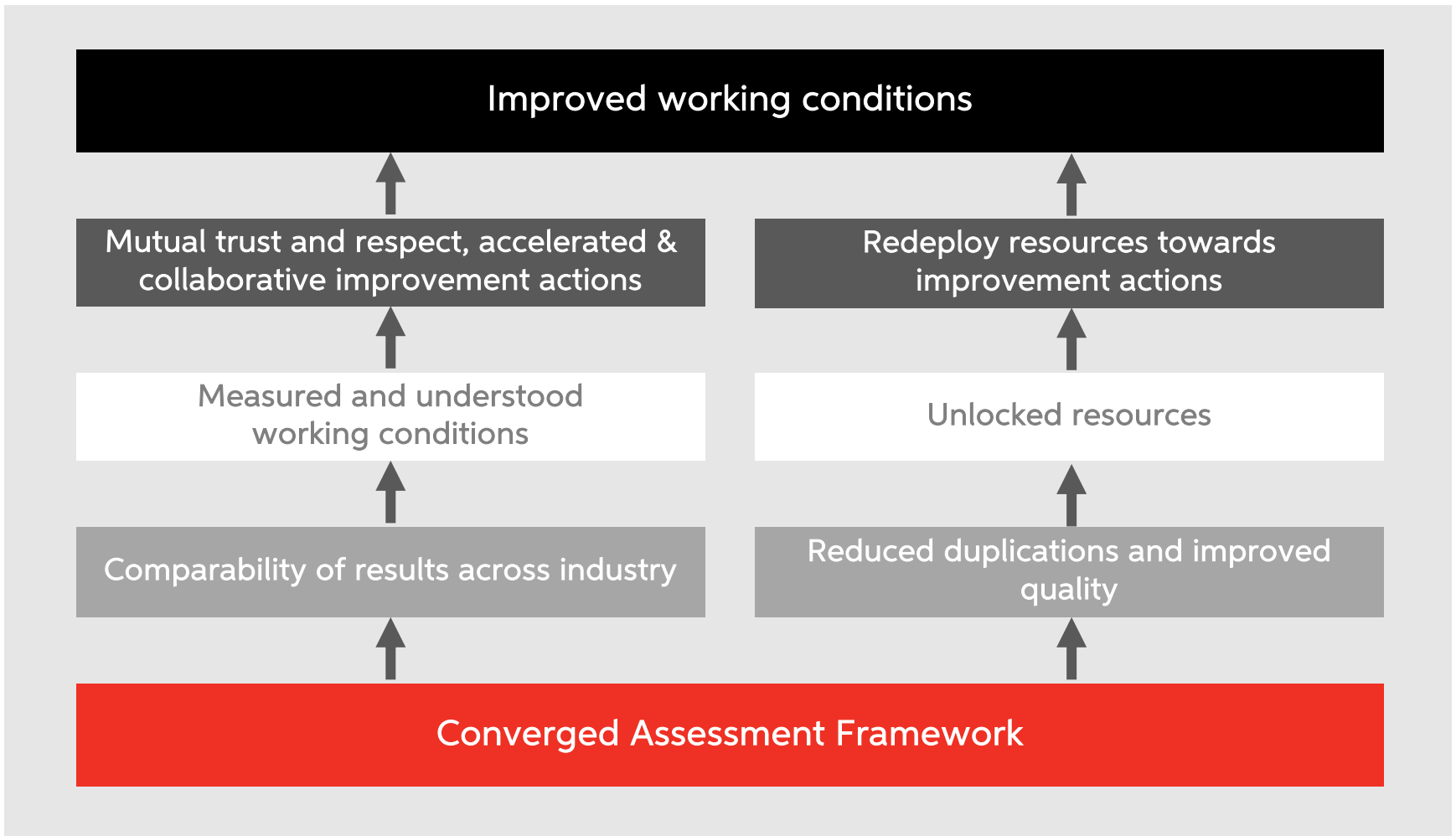
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Why was SLCP created?

Historically, a proliferation of social audits has 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 apparel industry to harmonize social audits and align around one common tool.

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Program Overall Objective

Improved working conditions

Mutual trust and respect, accelerated & collaborative improvement actions

Redeploy resources towards improvement actions

Measured and understood working conditions

Unlocked resources

Comparability of results across industry

Reduced duplications and improved quality

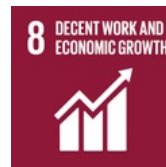**Converged Assessment Framework**

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Program goals

25,000 verified assessments

$130m for improvement actions

Industry's #1 source of verified Social & Labor data

Contribution to Sustainable Development Goals:

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

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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.

- See our full Signatory base on our website here.

266 Signatories – September 2023

51 Brands | Retailers

46 Manufacturers

105 Audit Firms

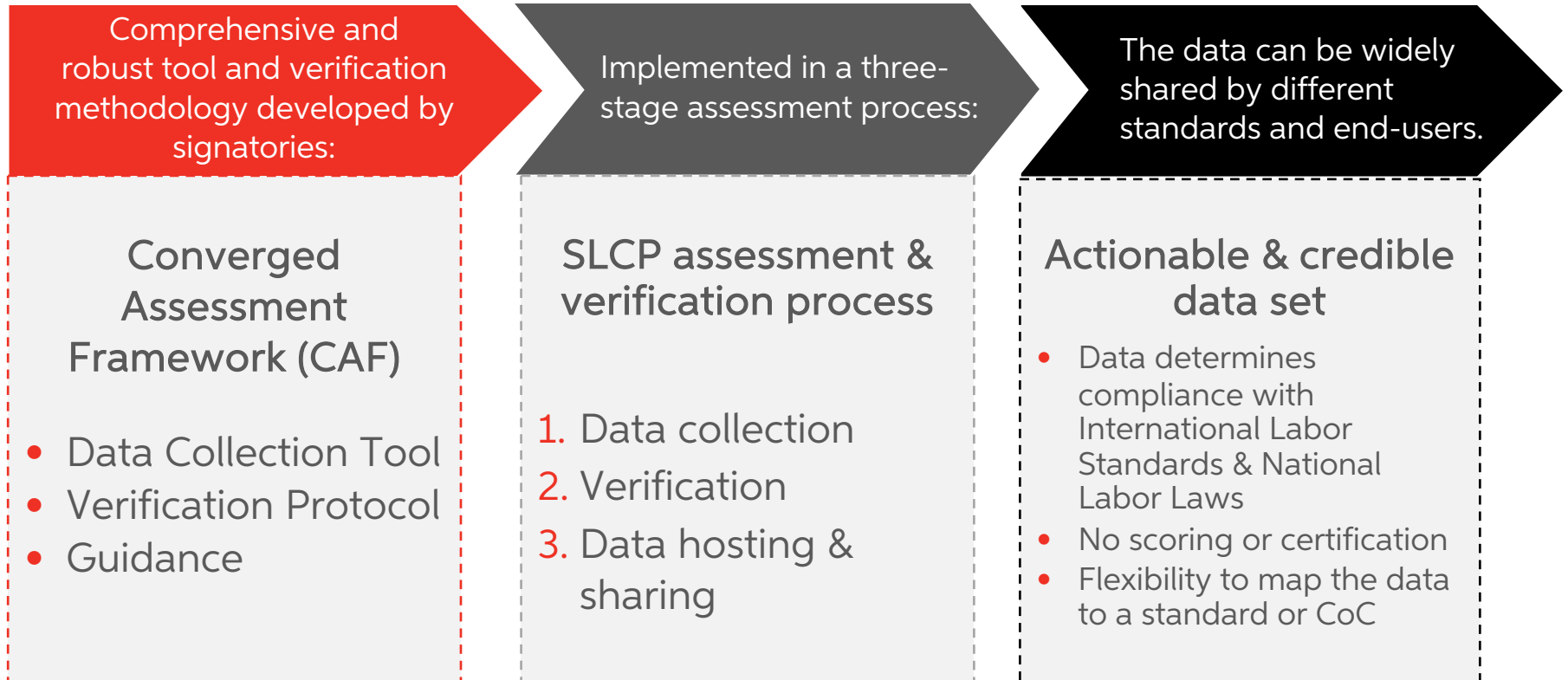30 MSIs | Standard Holders | Civil Society

5 Consultancies

8 Service Providers

7 Agents

12 Industrial Associations

2 National Governments

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How does SLCP work?

Comprehensive and robust tool and verification methodology developed by signatories:	Implemented in a three-stage assessment process:	The data can be widely shared by different standards and end-users.
Converged Assessment Framework (CAF) • Data Collection Tool • Verification Protocol • Guidance	**SLCP assessment & verification process** 1. Data collection 2. Verification 3. Data hosting & sharing	**Actionable & credible 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

For further information about the CAF, click [here](#).

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What type of data is collected?

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)

> SLCP's data collection tool is universal and can be used in the majority of facility types throughout supply chains.

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How are SLCP assessments verified?

Verification Oversight Organization (VOO)

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

The VOO oversees verification
- Selection of Verifier Bodies (VBs) & Verifiers
- Quality Assurance (e.g. desktop reviews, shadow & counter verifications)
- Oversight management: VB and Verifier scores, gathers feedback, manages disputes

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 free-lancers)
- Minimum 3 years' experience in social auditing & relevant training/ accreditation
- Successfully complete SLCP e-learning & pass exam

For further information about SLCP's Quality Assurance protocol, please click here.

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How can brands access a facility's SLCP assessments?

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

↓

3 access pathways

1. Manual	OR	2. Systematic	OR	3. Automatic

Direct from Gateway
Receive a link that takes you directly to PDF and xls files of the SLCP assessment report.

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

Brand Host
Receive SLCP assessment data directly into your brand system.

Find out more about Accredited Hosts here.

FFC FAIR FACTORIES CLEARINGHOUSE   **worldly**

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How can brands interpret the data in an SLCP assessment?

DATA INTERPRETATION METHOD	ACCESS PATHWAY	SCOPE OF DATA INTERPRETATION
REGULATORY Law alignment from SLCP assessment report	Directly through the SLCP Gateway Or Through an Accredited Host	Non-compliance findings against National Labor Law and ILO Conventions:
EXTERNAL Industry standard/score/ compliance level	Through an Accredited Host	Compliance, scoring or benchmarking on social supply chain issues, as set by MSI or standard holder.
INTERNAL Brand specific standard/score/ compliance level	Directly through the SLCP Gateway Or Through an Accredited Host	Brand specific and tailored data interpretation on social supply chain issues.

For further information about accessing SLCP data, click here.

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How is SLCP working towards industry convergence?

Read more about SCLP's collaborations here.

SLCP supporting HRDD

Communicate how impacts are addressed (5)

Identify & Assess Adverse Impacts in operations, supply chains & business relationships (2)

(1) **Embed Responsible Business Conduct** into policies & management systems

(6) **Provide for or Cooperate** in remediation when appropriate

Track implementation and results (4)

Cease, Prevent or Mitigate adverse impacts (3)

SLCP assessment data provides a credible & actionable foundation for companies to identify human rights risks in supply chains and track & monitor progress.

View our comprehensive Human Rights Due Diligence Toolkit here.

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Which manufacturers use SLCP?

Over 12,000 facilities have created a Gateway account and started their SLCP assessment process, including facilities from the manufacturers below:

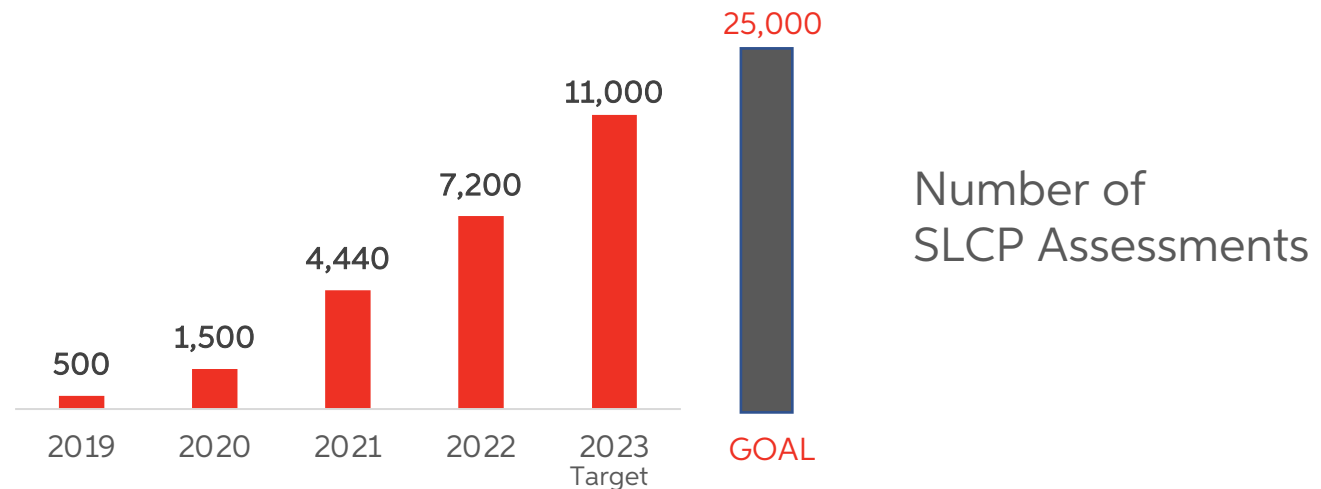Visit our Public Facility List to view all facilities registered with SLCP.

Which companies accept SLCP data?

Over 75 brands, retailers, and standard holders including:

(See website for full list)

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Scaling of SLCP

Number of SLCP Assessments

Year	Assessments
2019	500
2020	1,500
2021	4,440
2022	7,200
2023 Target	11,000
GOAL	25,000

12,000+ facility profiles in SLCP Gateway

CAF available in **62 countries and regions**

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

Each assessment **shared** an average of **2.67** times

Supplier savings of **up to $20,000**

Read our latest Impact Report to see the program's latest progress.

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What kind of facilities are using SLCP?
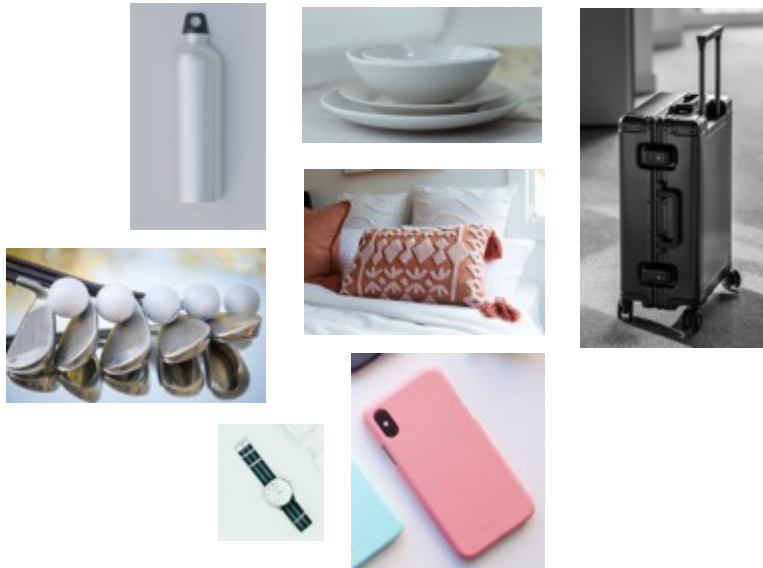
2022 Assessments by Facility Type
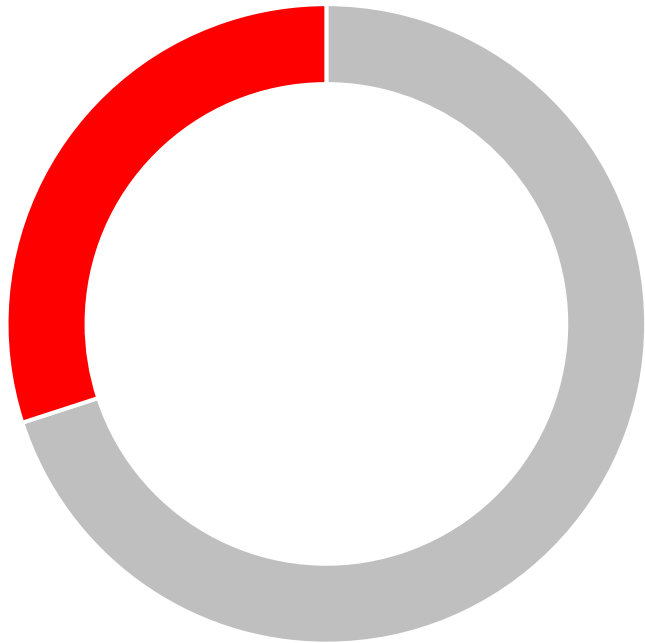
■ Apparel & Footwear Facilities   ■ Other Facility Types

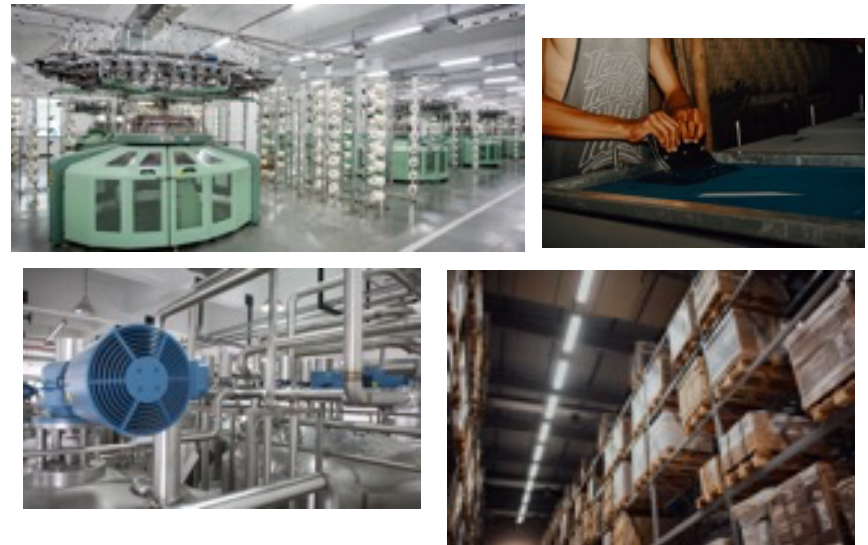In 2022, 30% of SLCP verified assessments were in facilities other than apparel/footwear finished goods.

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SLCP Expansion & Diversification

**Existing Industry Sectors
(Non-apparel examples)**

Examples include: sporting equipment, home textiles, luggage, homewares, hard goods, cosmetics, jewellery.

**Existing Facility Types
(In T2/T3/Vertical)**

Examples include: fibres, yarns, fabrics, printing, moulding, distribution centres

Example of SLCP Adoption: JBS Couros

- In 2021, global leather processing company JBS Couros took part in the SLCP pilot in Brazil, rolling out the program in two of its facilities.

- By the end of 2022, JBS Couros rolled out SLCP in 16 tanneries (mainly in Brazil), but also in Argentina, Italy and the USA.

- Since 2022, the Leather Working Group (LWG) accepts the verified Higg FSLM, which uses the SLCP assessment tool and process.

- Adopting SLCP enables JBS Couros to meet the social audit requirements set out by LWG.

JBS Couros finds SLCP...

- Comprehensive and applicable to leather tanneries

- Easy to implement in different countries, enabling performance comparison between the facilities

- Helpful in monitoring internal compliance

To read further case studies, visit our [Website](#).

Example of SLCP Adoption: Klean Kanteen

- Klean began collaborating with their **Tier 1 suppliers** in 2022 to use the CAF through the Higg Facility Social & Labor Module (FSLM), hosted by Worldly.

- As an SLCP Accredited Host, the Worldly platform makes it **easier for Klean and its suppliers to interact during the assessment and reporting cycle**.

- Using SLCP, Klean expects to see **greater supplier engagement and ownership of performance** in areas of fair labor and workplace safety.

- Klean also hopes to **reduce audit demands** on its suppliers by encouraging other hard goods brands to use the CAF.

klean kanteen®

According to Klean Kanteen, the **comprehensiveness of topics** covered by the CAF and its **broad applicability** make it easy for hard goods brands to use.

With the **growing use of CAF in the hard goods sector**, Klean Kanteen has been able to request SLCP verified data from prospective suppliers to help assess their qualifications as manufacturing partners.

To read further case studies, visit our [Website](#).

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How is SLCP unlocking resources?

Signatory Survey – 2022 Results

60% reported **time saved on audits**

87% reported **using the CAF instead of proprietary tools**

53% reported that **facility ownership of data** has enabled better relationship with partners

Read our latest Impact Report to see the program's latest progress.

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Where can I get more Information?

SLCP Website – www.slconvergence.org

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

SLCP Helpdesk

www.slconvergence.org

- ☐ 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 lottie@slconvergence.org

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Thank you!

Please contact lottie@slconvergence.org
for further information.

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