Social & Labor Convergence Program (SLCP)


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

Converged Assessment Framework

- Improved working conditions
  - Mutual trust and respect, accelerated & collaborative improvement actions
  - Measured and understood working conditions
  - Comparability of results across industry
  - Redeploy resources towards improvement actions
  - Unlocked resources
  - Reduced duplications and improved quality
Program goals

- 25,000 verified assessments
- $130m for improvement actions
- Industry’s #1 source of verified Social & Labor data

Contribution to Sustainable Development Goals:
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
How does SLCP work?

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 data can be widely shared by different standards and end-users.

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](#).
What type of data is collected?

**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.
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

**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

**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

For further information about SLCP’s Quality Assurance protocol, please click [here](#).
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**
   - Direct from Gateway
   - Receive a link that takes you directly to PDF and xls files of the SLCP assessment report.

2. **Systematic**
   - 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.

3. **Automatic**
   - Brand Host
   - Receive SLCP assessment data directly into your brand system.

Find out more about Accredited Hosts [here](#).
How can brands interpret the data in an SLCP assessment?

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<td>Through an Accredited Host</td>
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For further information about accessing SLCP data, click [here](#).
How is SLCP working towards industry convergence?

Read more about SCLP’s collaborations [here](#).
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.
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)
Scaling of SLCP

- 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

Number of SLCP Assessments

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

Read our latest Impact Report to see the program’s latest progress.
In 2022, 30% of SLCP verified assessments were in facilities other than apparel/footwear finished goods.
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.

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.
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.
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
Thank you!

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