



Understanding the CAF: Guidance & Insights for Bangladesh

26 May 2025

**Social & Labor
Convergence
Program**

Decent working
conditions in
global supply chains

Today's speakers



**Urtty
Majumder**

Bangladesh Lead
Social & Labor
Convergence
Program (SLCP)



**Md. Jillur Rahman
Kachi**

Sustainability
Compliance Lead
H&M



**A B M Faqrul
Alam**

Group
Sustainability Lead
Urmi Group



Nur-E-Alam Anik

Deputy Regional
Manager
GCL International
Ltd.



Md. Sohel Mia

Chief Executive
Officer
PDCA
International
Ltd.

What will you learn today?



Insights from SLCP data in Bangladesh



Recent updates to SLCP's Converged Assessment Framework (CAF)



Common questions facilities answer incorrectly and how to answer them correctly



Valuable insights from a brand and manufacturer implementing SLCP



SLCP Refresher



What is SLCP?

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



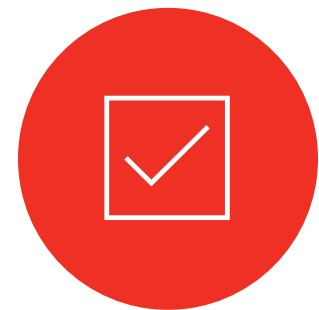
Implements the Converged Assessment Framework (CAF) to collect & verify social compliance data.



SLCP verified data is owned by the facility and can be shared with all business partners.



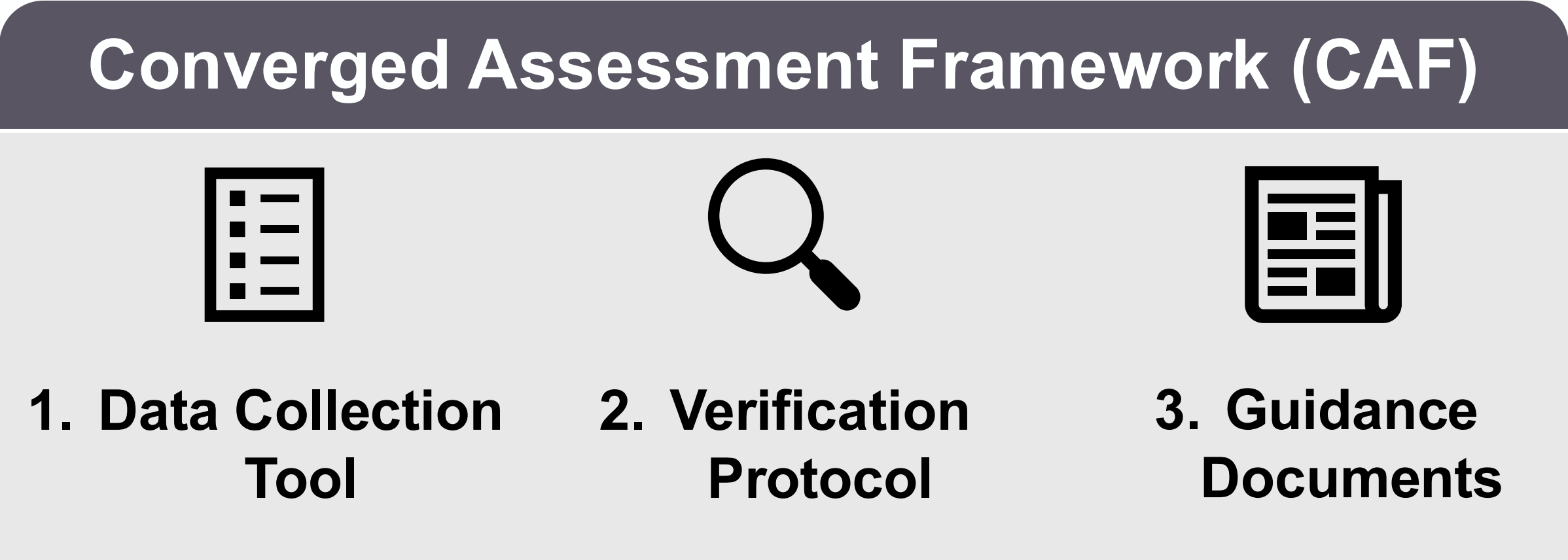
Replaces the need for repetitive audits and frees up resources for improvement programs.



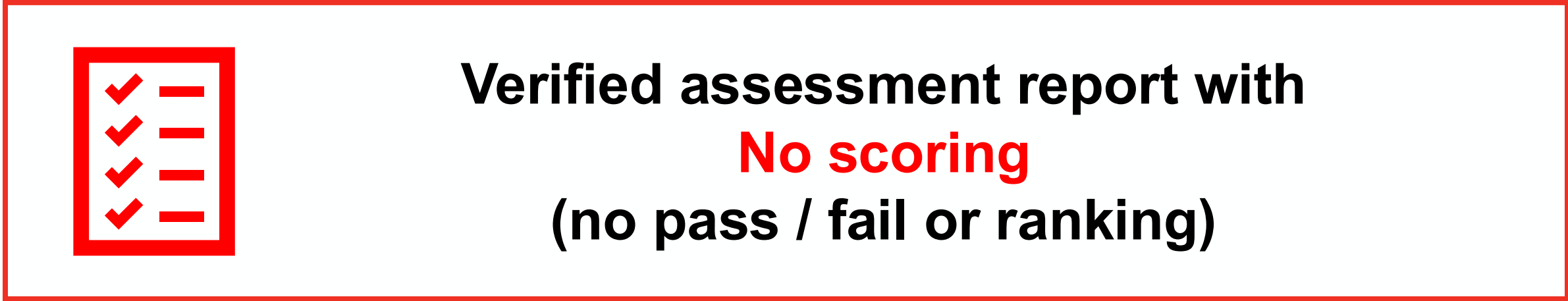
Provides credible data that supports end-users to meet due diligence requirements



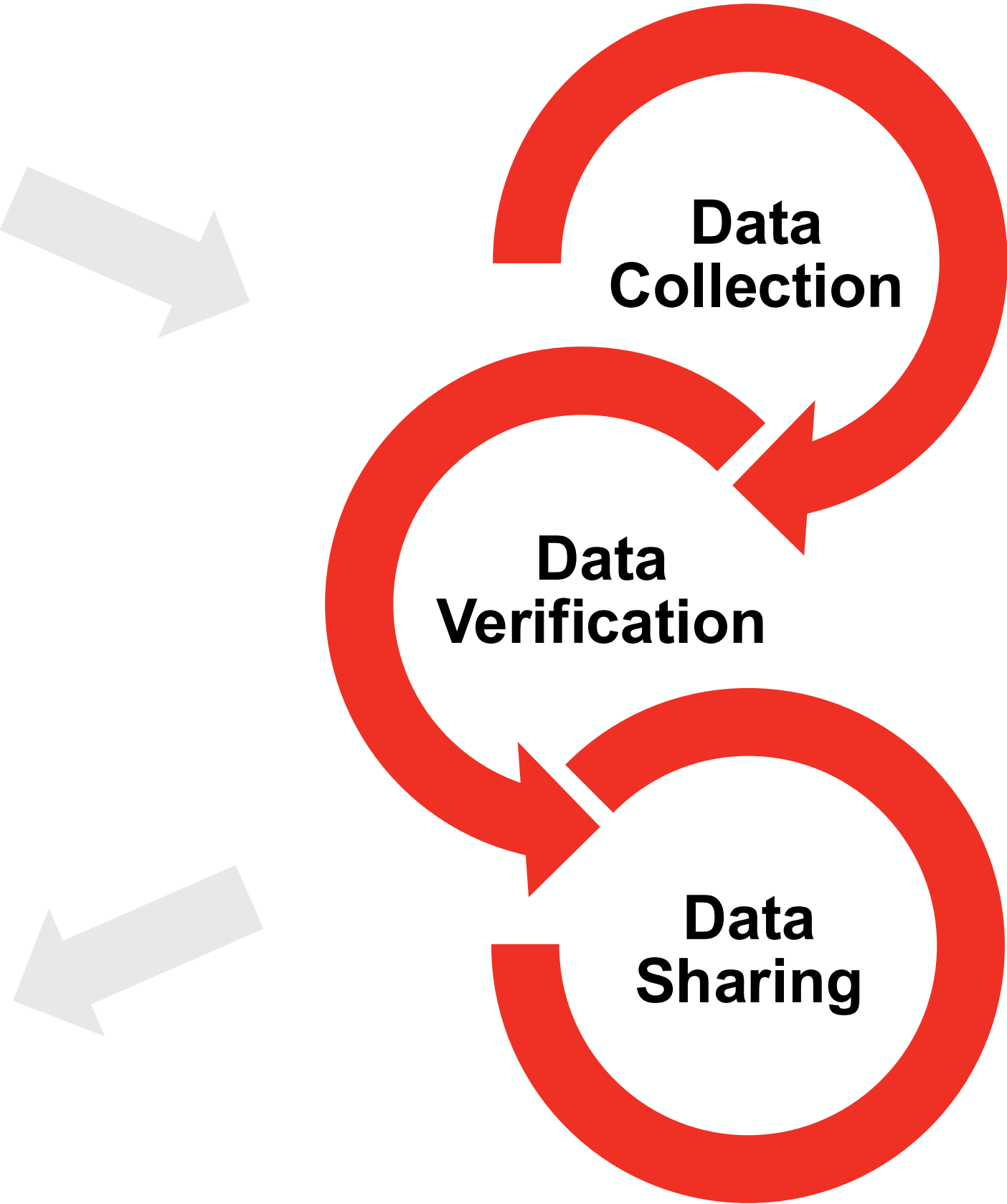
The CAF is used to complete the SLCP assessment process



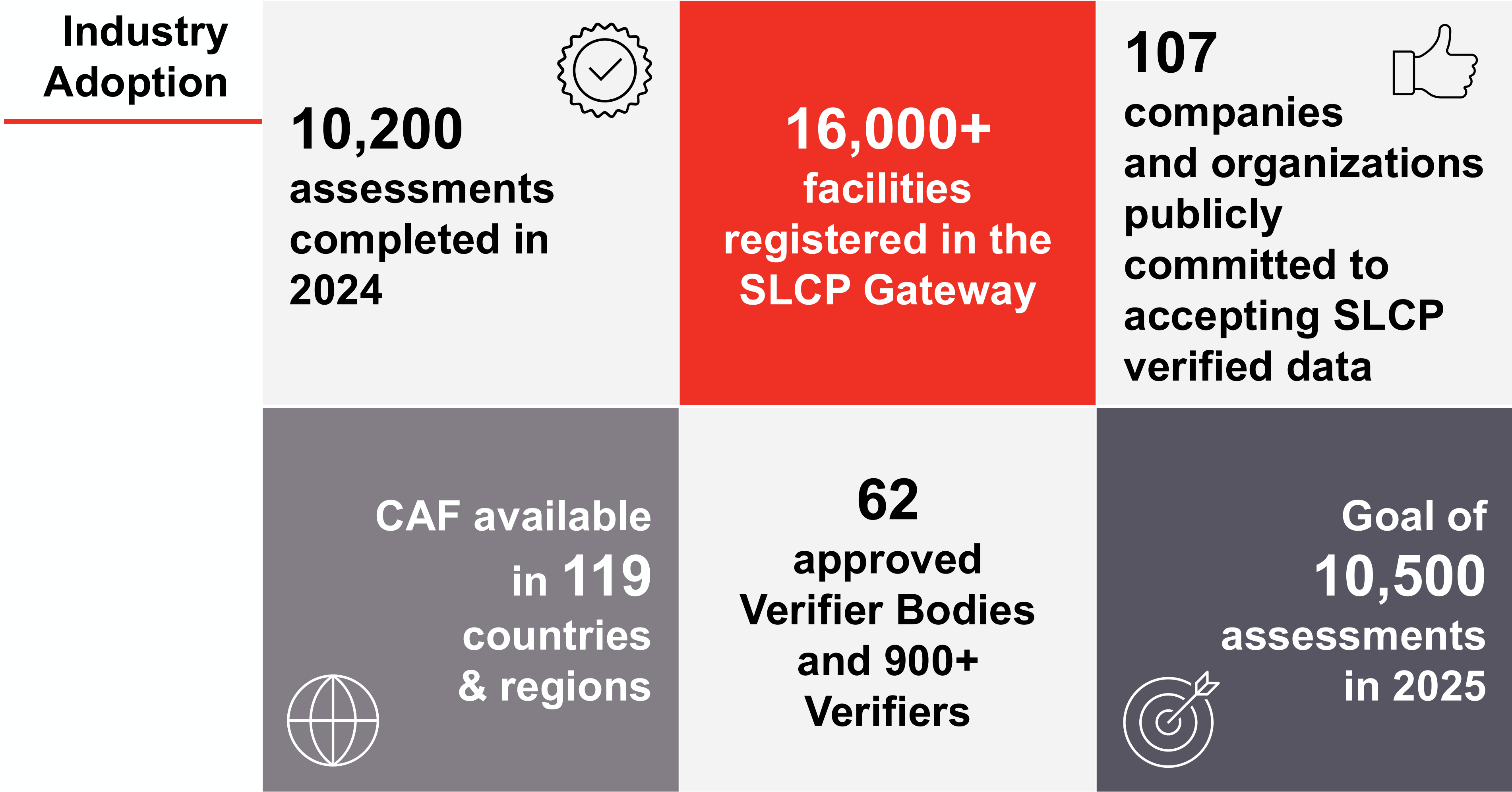
The assessment process results in an SLCP verified assessment report:



The CAF is used to complete the three stages of the assessment process



Rapid growth of SLCP



100+ companies and organizations publicly accept SLCP Data



For more details, including which countries and tiers companies & organizations accept SLCP data from, please see the full list on our [website](#).

SLCP in Bangladesh

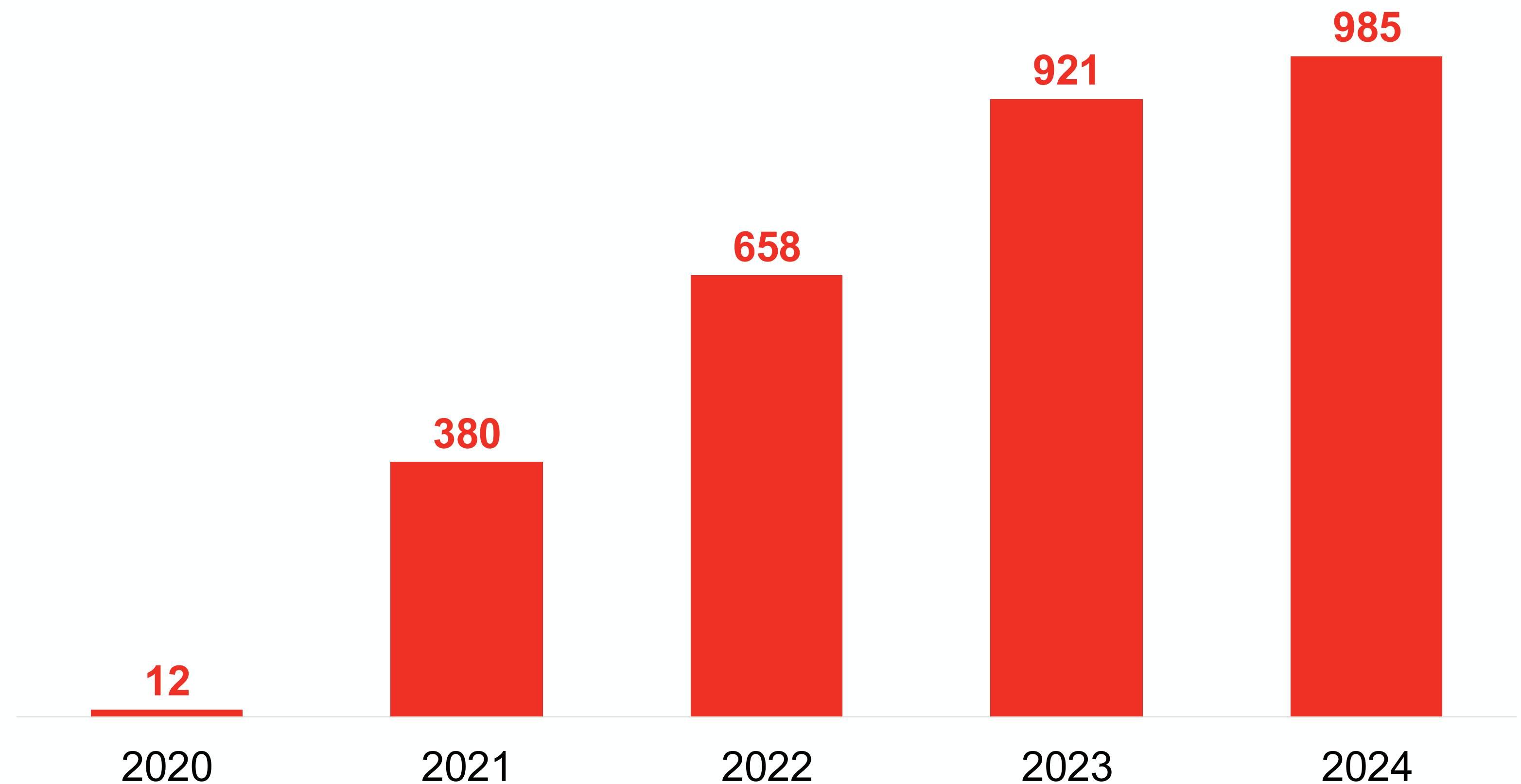


Assessment growth in Bangladesh



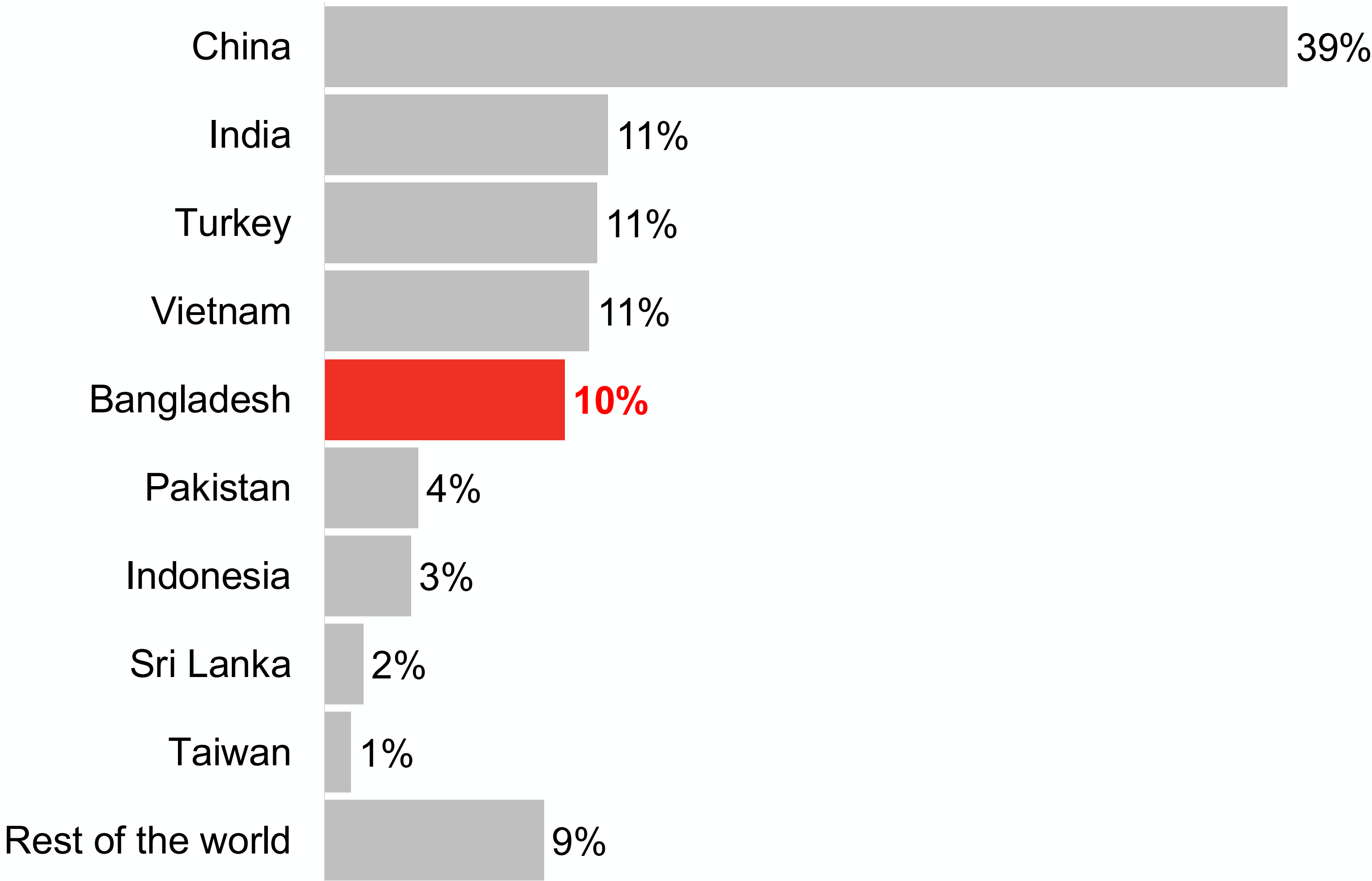
1.8 million workers were
covered by SLCP
assessments in Bangladesh
in 2024

Number of assessments per year in Bangladesh



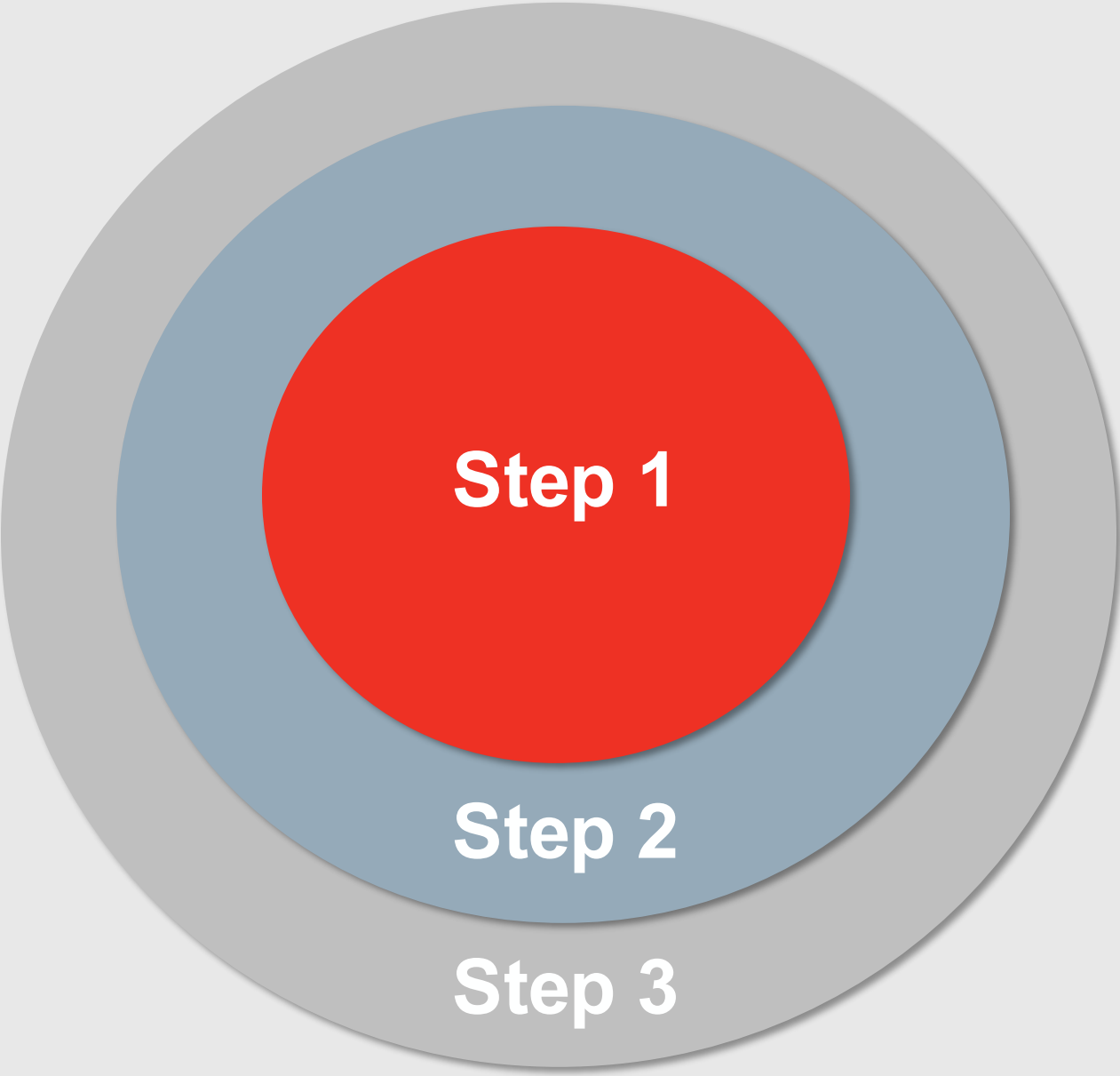
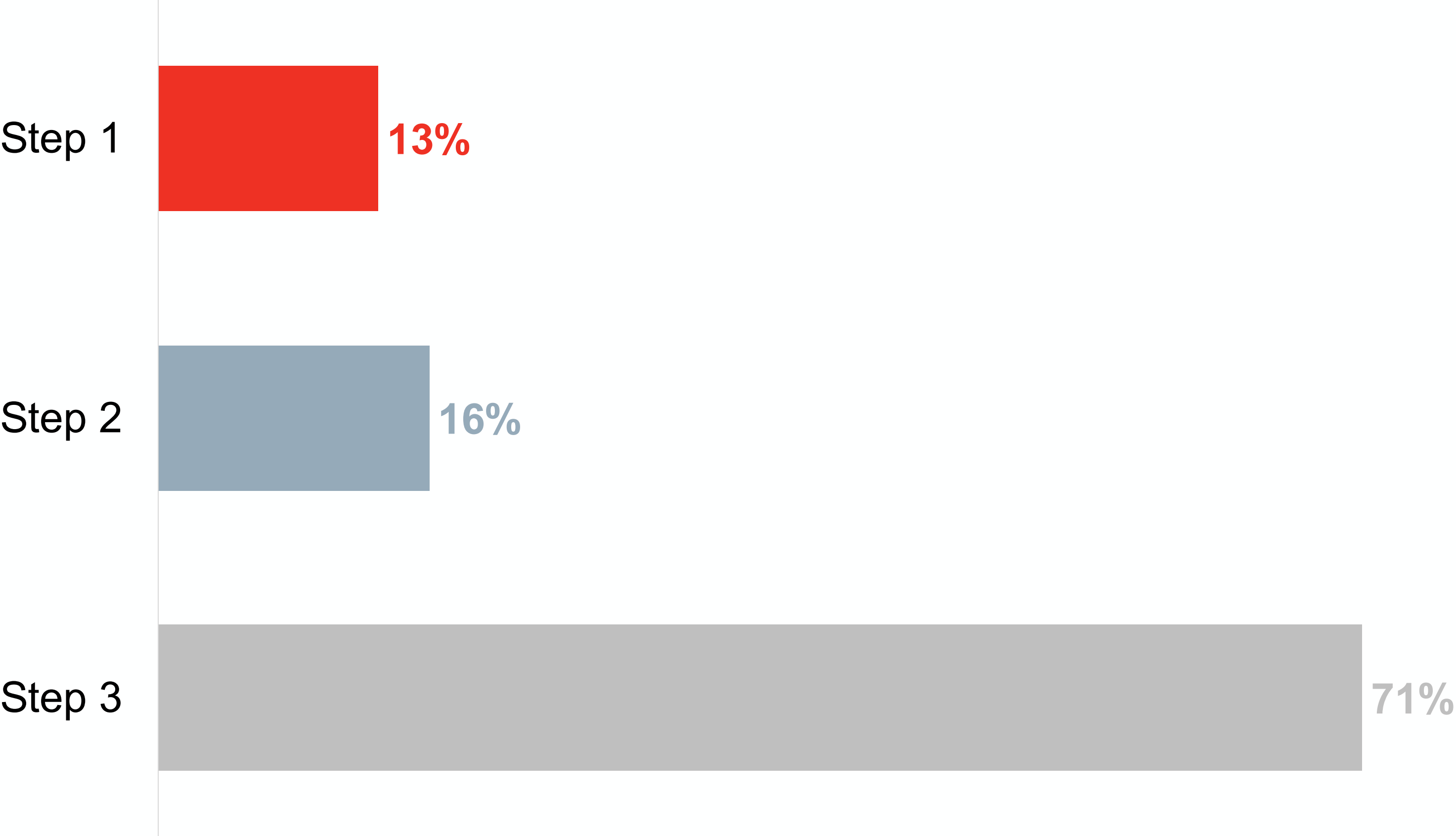
SLCP adoption by country / region

Share of assessments by country / region in 2024



Bangladesh step data

Steps Selected by Bangladesh Facilities (2024)



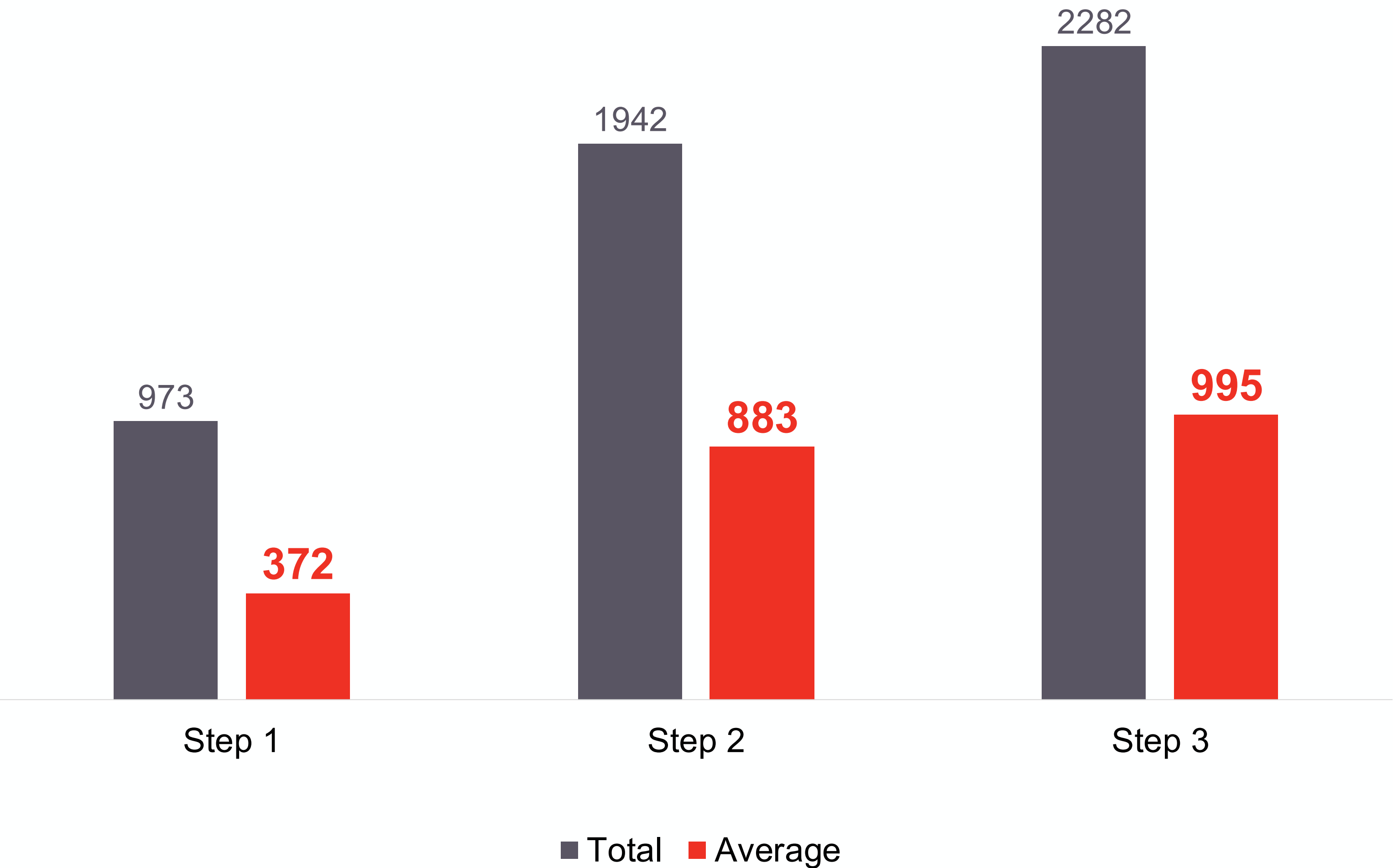
Global question data



Due to built in conditionalities in the assessment, very rarely are all questions applicable to a facility.

The average facility answers less than half of the maximum potential questions, regardless of the Step chosen.

Average questions answered in 2024

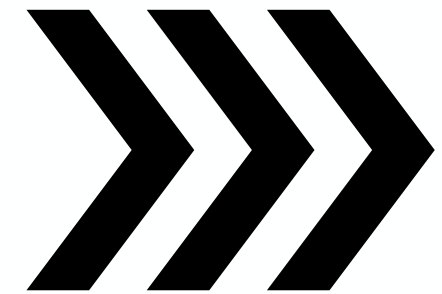


CAF Reminders

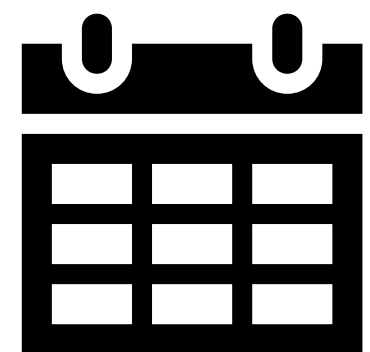


CAF v1.7 launch and sunseting

SLCP regularly updates the CAF to respond to signatory and stakeholder feedback, and to ensure the CAF remains a relevant tool. On **10 April 2025**, CAF v1.7 launched on Worldly.



When a new version of the CAF is launched on Accredited Hosts, all new assessments started from that date will use the new version.



Facilities who started their CAF v1.6 assessment before the launch of CAF v1.7 will have **six months** to finalize their assessment. This means by **10 October 2025**, all CAF v1.6 assessments must be finalized.

Visit the [SLCP Helpdesk](#) to understand the key changes from CAF v1.6 to v1.7.



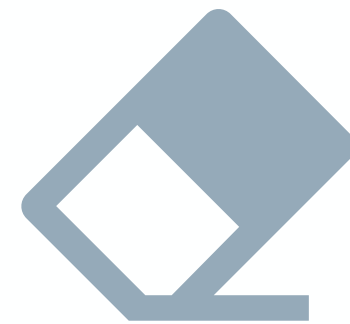
What's new with CAF v1.7?



Questions added, deleted, and moved to a new position



Numeric data type requirements updated



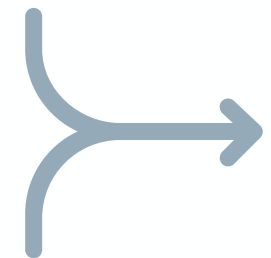
Questions that seem repetitive in Step 1 now separated and moved to Step 2



New questions to support Human Rights Due Diligence



Question wording updated to more clearly identify non-compliance



Questions in the Management Systems section streamlined

Questions rephrased to indicate non-compliance

Questions from CAF v1.6 asking if the facility was implementing a given safety measure have been replaced with new questions worded to capture what the facility is **NOT** implementing.

Why? This way the Non-Compliance is marked with an 'X' instead of being left blank.

A total of 272 questions were impacted in five sections:

- Working Hours
- Wages & Benefits
- Worker Involvement
- Health & Safety
- Recruitment & Hiring



Be sure to read each question carefully to understand the intent before answering!

Example

CAF v1.6

HS-HSC-9: Does the facility observe any of the following practices related to the OSH committee?
(*SELECT all that apply with a "X"*)

- ☐ Safety committee meetings are held on a monthly basis
- ☐ Safety committee meetings are held at least quarterly
- ☐ Safety committee meeting minutes are shared with the workforce
- ☐ ...
- ☐ None of the above

CAF v1.7

HS-HSC-9: Is the facility **failing to implement** OSH committee practices?
(*SELECT all that apply with a "X"*)

- ☐ Safety committee meetings are **not held** at least once a month
- ☐ Safety committee meetings are **not held** at least quarterly
- ☐ Safety committee meeting minutes are **not shared** with the workforce
- ☐ ...
- ☐ None of the above – the facility follows all practices listed above regarding OSH committees

New questions to support Human Rights Due Diligence (HRDD) and reporting

SLCP added 35 new questions to capture additional information to align with HRDD frameworks and legislation in four sections:

Facility Profile
(1 question)

Recruitment & Hiring
(1 question)

Worker Involvement
(30 questions)

Health & Safety
(3 questions)

The new questions cover **Grievance Systems**, **Worker Demographics**, **Verification/Assessment Details**, **Employment Practices** and **Work Environment**.

Use the guidance in the assessment!

Valuable clarifying information is included in the assessment and should be referenced for every applicable question.

Examples of guidance in the assessment:

- Calculation methods for measurement or distance questions
- Legal compliance questions support
- Distinctions for clarity across similar questions
- Appropriate answers based on specific scenarios (e.g., if the facility provides a weekly rest day, but not for 20 consecutive hours, answer “No”)
- Definition/explanation of terms
- The overall intent of the question

“Guidance” in the online assessment

Có đủ cửa thoát hiểm từ tất cả các trạm làm việc và khu vực nghỉ ngơi, và trên mỗi tầng không?

Chọn... ▾

🔍 Xem hướng dẫn ^

Trả lời Có nếu có ít nhất 2 lối ra khả thi từ tất cả các trạm làm việc và khu vực nghỉ ngơi (2 cầu thang trong các tòa nhà nhiều tầng); và các lối ra được đặt cách xa nhau. Một số nơi hoặc khu vực có thể chỉ cho phép một (1) lối ra, ví dụ: các phòng kín (ví dụ, văn phòng) có thể có một lối ra nếu cửa mở ra một lộ trình thoát. Các quy định và quy tắc an toàn có thể yêu cầu thêm các lối ra khác.

“More Info” in the offline assessment

HS-EME-13	Cửa thoát hiểm	Trả lời Có nếu có ít nhất 2 lối ra khả thi từ tất cả các trạm làm việc và khu vực nghỉ ngơi (2 cầu thang trong các tòa nhà nhiều tầng); và các lối ra được đặt cách xa nhau. Một số nơi hoặc khu vực có thể chỉ cho phép một (1) lối ra, ví dụ: các phòng kín (ví dụ, văn phòng) có thể có một lối ra nếu cửa mở ra một lộ trình thoát. Các quy định và quy tắc an toàn có thể yêu cầu thêm các lối ra khác.	g? Info	Select:	
HS-EME-14	Có		a? Info	Select:	
HS-EME-15	Tất cả các cửa thoát hiểm		m g? Info	Select:	
HS-EME-17	Thủ tục Sơ tán		g? Info	Select:	
HS-EME-18	Nhà máy có tổ chức		lý g? Info	Select:	
HS-EME-20			g? Info	Select:	

Share BW assessment data with the SLCP Gateway

Better Work enrolled factories can share data from the Better Work compliance assessment with brands via the SLCP Gateway if the following steps are taken:



Register on the SLCP Gateway

Link from your Better Work profile to the SLCP Gateway.

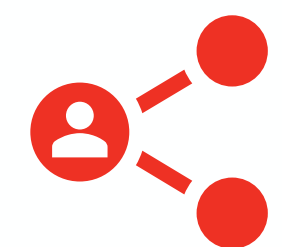
You must make the connection **before** you start your BW assessment!



Complete the right Step for your self-assessment

Many brands require a Step 2 or Step 3 self-assessment.

You cannot change to another Step later, so make sure you choose the right one!



Your BW assessment is automatically shared with the SLCP Gateway

In your SLCP Gateway profile, you can choose which SLCP Accredited Hosts to share your data to.

You do not need to complete an additional SLCP assessment!



Manufacturer presentation



A B M Faqru Alam

Urmi Group



About Company

At Urmi Group, sustainability is at the heart of our operations. From eco-friendly fabrics to energy-efficient production, we integrate responsible practices across our supply chain. Our commitment to circular fashion, waste reduction, and ethical sourcing ensures a greener future while delivering high-quality apparel to global brands.



OUR KEY PRODUCTION UNITS



UHM Ltd.

Established 2015

LEED Platinum Certificate Factory

Swimsuits, T-Shirt, Underwear, Leggings, Tights

Jerseys, Pants

Manpower: 2,508

Capacity: 80,000 pcs daily

Location: Plot 240-243 & 255, AEPZ, Siddhirganj, Narayanganj, Dhaka



Fakhrudding Textile Mills Ltd.

Pioneering SEAMLESS KNITTING

in Bangladesh

Established 2002

T-Shirt, Underwear, Leggings, Tights

Jerseys

Manpower: 8,277

Capacity: 1,20,000 pcs daily

Location: 1063/1, kewa sreepur, Gazipur 1740, Gazipur, Dhaka



Urmi Garments Ltd.

Established 1984 (relocated 2021)

T-Shirt,, Leggings, Tights

Manpower: 2,281

Capacity: 60,000 pcs daily

Location: 8/1 Staff Quarter Road, Dailla, Demra, Dhaka-1361



Attires Manufacturing Co. Ltd.

Established 1994

T-Shirt,, Leggings, Tights

Manpower: 1,091

Capacity: 30,000 pcs daily

Location: 235/B, Bir Uttam Mir Shawkat Sharok, Tejgoan I/A, Dhaka-1208

LEADERSHIP COMMITMENT ON SUSTAINABILITY



ASIF ASHRAF
Managing Director & CEO

Urmi Group integrates Environmental, Social, and Governance (ESG) principles at the heart of its operations. Partnering with leading global brands like M&S, PUMA, Auchan, Decathlon, GU, Giorgio Armani, Rip Curl, Kathmandu and more. we prioritize sustainability, ethical governance and worker welfare to inspire positive change in order to drive a better future.

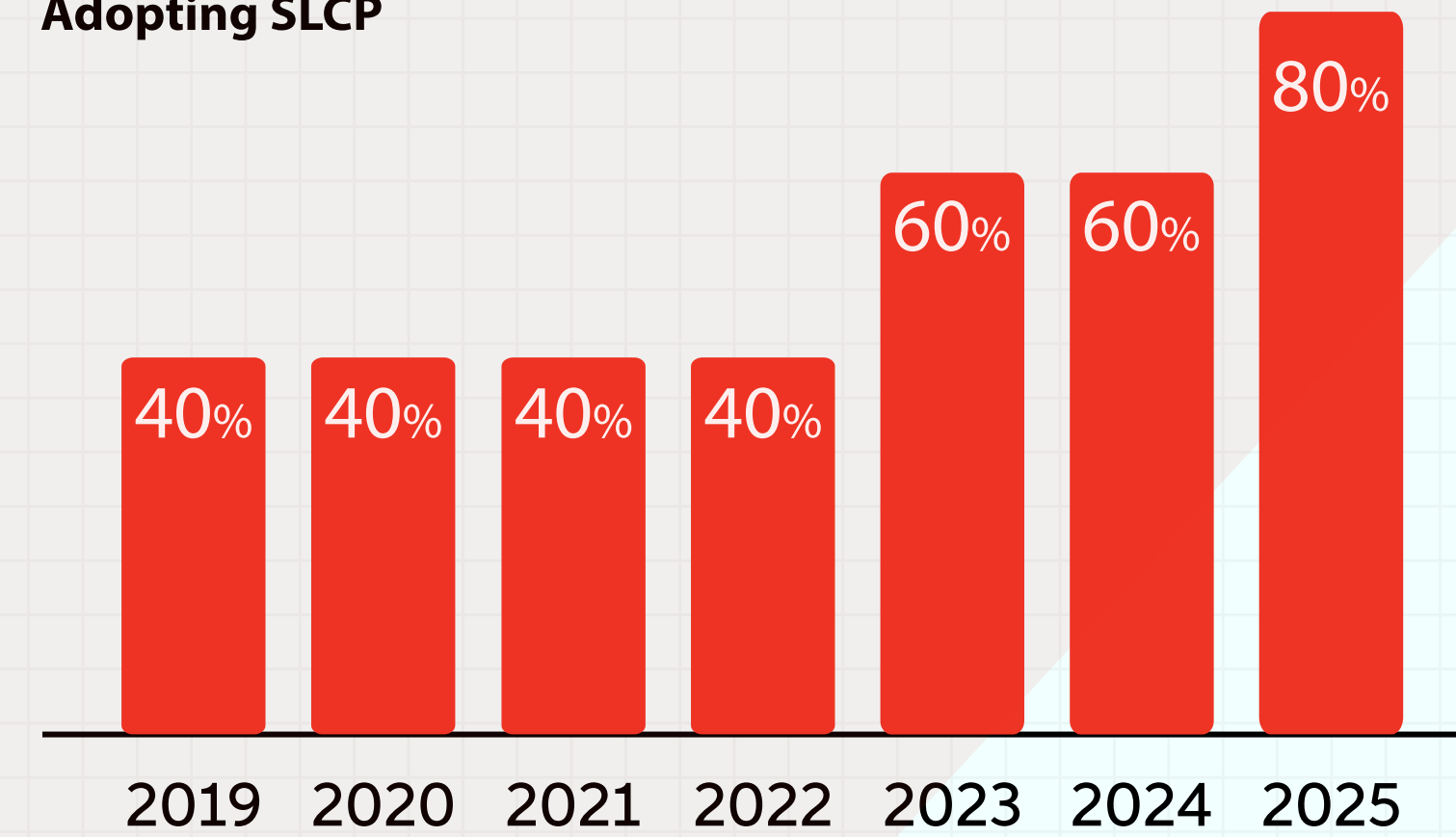
WHY WE HAVE CHOSEN SLCP

-  Comprehensive, standardized social & labor data
-  Standardized assessment protocols across facilities
-  Verified reports ensuring accuracy and accountability
-  Reduces audit fatigue with consistent assessments
-  Resolves audit inconsistencies from multiple buyers
-  Provides a unified, credible compliance platform
-  Enhances transparency and drives continuous improvement
-  Verified reports ensuring accuracy and accountability.
-  Enhances Buyer Relationships

SLCP JOURNEY AT URMI GROUP



Yearly % of Urmi Facilities Adopting SLCP



Enrolled at UHM & FTML

Assessed at UHM & FTML (Step-2) with BWB Cycle1

2019

2020

Assessed at UHM (Step-2)

Assessed at FTML (Step-3) with BWB Cycle 2

Assessed at UHM (Step-2)

Assessed at FTML (Step-3) with BWB Cycle 3

2021

2022

Assessed at UHM (Step-2)

Assessed at FTML (Step-3) with BWB Cycle 4

Enrolled at UGL

Assessed at FTML (Step-3) with BWB Cycle 5, UHM, UGL (Step-2)

2023

2024

Assessed at FTML Cycle 6 (Step-3), UGL Cycle 1 (Step-3), UHM (Step-3)

Enrolled at Dots & Marks

Assessed at FTML Cycle 6, UGL Cycle 1, UHM (Step-3), DOTS (Step 2) FSLM.

2025

SLCP BENEFITS

Tangible Time & Cost Savings

- 🚫 **15 audits** avoided.
- 🕒 **30% time saved** on audit-related tasks.
- 💰 **\$11,480 saved** in audit costs.
- 👥 **20% reduction** in personnel resource use.
- 📋 **23% Traditional audits replaced** with SLCP.

Better Data, Stronger Decisions

- 📊 Consistent, reliable data across facilities
- 🔍 Improved visibility of labor & social practices
- 👉 Verified reports to engage buyers & stakeholders

Key Takeaways

- ✓ Simplified audit landscape
- ✓ Reduced costs & resource demands
- ✓ Improved social compliance tracking
- ✓ Stronger relationships with buyers
- ✓ Alignment with HRDD & ESG goals.
- ✓ New buyer onboarding.
- ✓ Reduce duplication in audits.
- ✓ Improving alignment with best practices.
- ✓ Addressing capacity development initiatives.
- ✓ Functioning the bipartite committees.

HOW SLCP CAF IS HELPING TO MEET HRDD

Standardized Data Collection

- Collects consistent social and labor data via **SLCP CAF**.
- Supports HRDD across Urmi Group's facilities.

Transparency & Accountability

- Ensures supply chain transparency with **SLCP CAF** data.
- Identifies and addresses human rights risks.

Continuous Improvement

- Tracks human rights progress through **SLCP CAF**.
- Implements corrective actions based on data.

Collaboration with Stakeholders

- Aligns with HRDD principles using **SLCP CAF**.
- Promotes progress with suppliers.

Compliance with Standards

- Aligns with UNGPs and global standards via **SLCP CAF**.
- Reinforces ethical practices.

URMI SUCCESS STORY-ABOVE & BEYOND

Our Commitment to Social & Labor Excellence

- 📊 **Drives improvement** through benchmarking & transparency
- 💼 **Employee benefits:** insurance, healthcare, maternity, skills
- 👤 **6.6% women in management**
- 💪 **94 differently-abled employees**
- ⚖️ **Ensures fair wages & safe workplaces**
- 📊 **GRI reporting**
- 📝 **satisfaction surveys** for better work conditions



Jabun Nessa Jibon
LAB Manager

Jabun Nessa Jibon's leadership at Urmi Group improved efficiency, raised RFT to 80%, and optimized operations—showcasing how women's empowerment drives business success. We have aligned with SLCP's 'Above and Beyond' initiative for continuous improvement."

Khadiza Begum
Worker

Khadiza, born with a disability, found empowerment at Urmi Group. Through training and support, she gained confidence, became financially independent, and transformed her life, proving the power of inclusion and opportunity.



URMI GROUP'S PRACTICAL GUIDANCE FOR SLCP IMPLEMENTATION



Embed SLCP into Your Compliance & Sustainability Framework



Form a Social Sustainability Team



Capacity Building at Facility Level



Cross-Departmental Collaboration



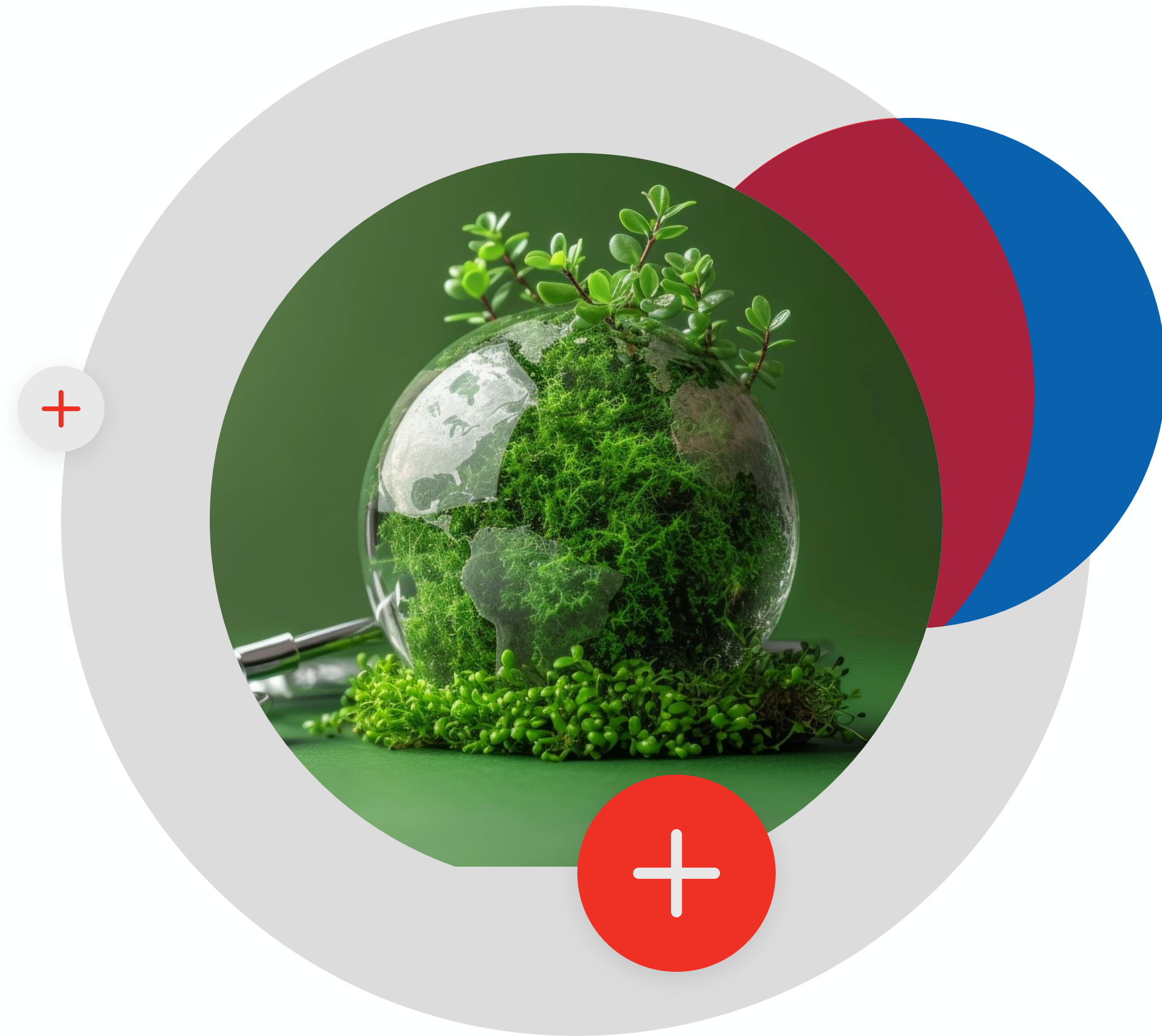
Use a Step-by-Step Internal Checklist



Continuous Improvement, Not Just an Audit



featured in SLCP website as a first
Bangladeshi RMG manufacturer



Thank You

“What gets measured gets improved. The SLCP framework has empowered Urmi Group’s facilities to systematically address social sustainability challenges while providing a clear roadmap for continuous improvement. Urmi Group is committed to implementing SLCP across all its SBUs and integrating Human Rights Due Diligence (HRDD). As a key member of the UN Global Compact, we strive to uphold ethical and responsible business practices in line with global sustainability principles.”

A B M Faqrul Alam
Group Sustainability Lead
Social & Labor Convergence Program



Please scan our latest sustainability report

Spotlight: Wage Data



Wage data

Wage grades / levels

In Bangladesh, wage grades / levels are defined as:

- **Grade 01** (E.g., Sr. Operator, Sr. Cutter, Sr. Quality Inspector)
- **Grade 02** (E.g., Quality Inspector, Marker, Printer, Welder, Line Leader)
- **Grade 03** (E.g., Jr. Quality Inspector, Jr. Marker, Jr. Welder, Jr. Distributor)
- **Grade 04** (E.g., Asst. Operator, Asst. Quality Inspector, Finishing Asst.)

Important

Wage data questions (WB-WAGE-62 to WB-WAGE-75) apply to all workers in the wage grade, including workers that have resigned and/or did not work the full 12-month assessment period.

Wage Data Lowest

Wage Data Lowest			
WB-WAGE-62	<u>Lowest wage grade / level: Average monthly basic wage - male</u>	Info	Number Here:
WB-WAGE-63	<u>Lowest wage grade / level: Average monthly basic wage - female</u>	Info	Number Here:
WB-WAGE-64	<u>Lowest wage grade / level: Average monthly overtime earnings - male</u>	Info	Number Here:
WB-WAGE-65	<u>Lowest wage grade / level: Average monthly overtime earnings - female</u>	Info	Number Here:
WB-WAGE-66	<u>Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - male</u>	Info	Number Here:
WB-WAGE-67	<u>Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - female</u>	Info	Number Here:
WB-WAGE-68	<u>Lowest wage grade / level: Average monthly take-home pay - male</u>	Info	Number Here:
WB-WAGE-69	<u>Lowest wage grade / level: Average monthly take-home pay - female</u>	Info	Number Here:

“Lowest wage grade / level”

Facilities should answer questions in this category with the wages for workers who fall into the **lowest** wage grade / level in the facility.

Wage Data Lowest

Wage Data Lowest			
WB-WAGE-62	Lowest wage grade / level: <u>Average monthly</u> basic wage - male	Info	Number Here:
WB-WAGE-63	Lowest wage grade / level: <u>Average monthly</u> basic wage - female	Info	Number Here:
WB-WAGE-64	Lowest wage grade / level: <u>Average monthly</u> overtime earnings - male	Info	Number Here:
WB-WAGE-65	Lowest wage grade / level: <u>Average monthly</u> overtime earnings - female	Info	Number Here:
WB-WAGE-66	Lowest wage grade / level: <u>Average monthly</u> allowance/ incentive/ bonus earnings - male	Info	Number Here:
WB-WAGE-67	Lowest wage grade / level: <u>Average monthly</u> allowance/ incentive/ bonus earnings - female	Info	Number Here:
WB-WAGE-68	Lowest wage grade / level: <u>Average monthly</u> take-home pay - male	Info	Number Here:
WB-WAGE-69	Lowest wage grade / level: <u>Average monthly</u> take-home pay - female	Info	Number Here:

"Average monthly" means

- 1. the average calculated for each month taking a consecutive period of 12 months (a full year) into account
- 2. adding all those averages of 12 months together and
- 3. dividing the sum of the 12 averages by 12 to arrive at a final monthly average over a 12-month (full year) period.

Wage Data Lowest

Wage Data Lowest			
WB-WAGE-62	Lowest wage grade / level: Average monthly <u>basic wage</u> - male	Info	Number Here:
WB-WAGE-63	Lowest wage grade / level: Average monthly <u>basic wage</u> - female	Info	Number Here:
WB-WAGE-64	Lowest wage grade / level: Average monthly <u>overtime earnings</u> - male	Info	Number Here:
WB-WAGE-65	Lowest wage grade / level: Average monthly <u>overtime earnings</u> - female	Info	Number Here:
WB-WAGE-66	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - male	Info	Number Here:
WB-WAGE-67	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - female	Info	Number Here:
WB-WAGE-68	Lowest wage grade / level: Average monthly take-home pay - male	Info	Number Here:
WB-WAGE-69	Lowest wage grade / level: Average monthly take-home pay - female	Info	Number Here:

“Basic wage”

Means the rate of pay for a standard work period excluding additional payments like bonuses and overtime.

“Overtime earnings”

Means pay earned for hours performed outside of regular daily, weekly, or monthly working hours, including any overtime performed at night, on weekly rest days, or on public holidays.

Wage Data Lowest

Wage Data Lowest			
WB-WAGE-62	Lowest wage grade / level: Average monthly basic wage - male	Info	Number Here:
WB-WAGE-63	Lowest wage grade / level: Average monthly basic wage - female	Info	Number Here:
WB-WAGE-64	Lowest wage grade / level: Average monthly overtime earnings - male	Info	Number Here:
WB-WAGE-65	Lowest wage grade / level: Average monthly overtime earnings - female	Info	Number Here:
WB-WAGE-66	Lowest wage grade / level: Average monthly <u>allowance/ incentive/ bonus earnings</u> - male	Info	Number Here:
WB-WAGE-67	Lowest wage grade / level: Average monthly <u>allowance/ incentive/ bonus earnings</u> - female	Info	Number Here:
WB-WAGE-68	Lowest wage grade / level: Average monthly <u>take-home pay</u> - male	Info	Number Here:
WB-WAGE-69	Lowest wage grade / level: Average monthly <u>take-home pay</u> - female	Info	Number Here:

"Allowance/ incentive/ bonus earnings"

Means additional pay earned or given related to bonuses (e.g., annual bonus, seniority bonus), incentives (e.g., attendance bonus, productivity bonus), allowances (e.g., housing/ transportation/ meal allowances), or similar.

"Take-home pay"

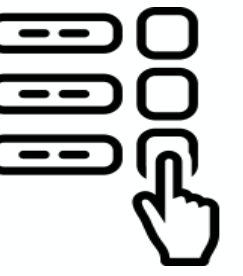
Means the net amount of income the worker receives after deductions (e.g., deductions related to taxes, benefits and other contributions). It includes all earnings the worker takes home, including overtime and allowance/ incentive/ bonus earnings, as applicable.

Wage Data Most Representative

Wage Data Most Representative			
WB-WAGE-70	<u>Wage grade / level most represented in the facility: Average monthly basic wage - male</u>	Info	Number Here:
WB-WAGE-71	<u>Wage grade / level most represented in the facility: Average monthly basic wage - female</u>	Info	Number Here:
WB-WAGE-72	<u>Wage grade / level most represented in the facility: Average monthly overtime earnings - male</u>	Info	Number Here:
WB-WAGE-73	<u>Wage grade / level most represented in the facility: Average monthly overtime earnings - female</u>	Info	Number Here:
WB-WAGE-74	<u>Wage grade / level most represented in the facility: Average monthly allowance/ incentive/ bonus earnings - male</u>	Info	Number Here:
WB-WAGE-75	<u>Wage grade / level most represented in the facility: Average monthly allowance/ incentive/ bonus earnings - female</u>	Info	Number Here:

"Wage grade / level most represented in the facility"

Facilities should answer questions in this category with the wage grade/ level that most of the workers in the facility belong to / the wage group in which the majority of the workers fall into.



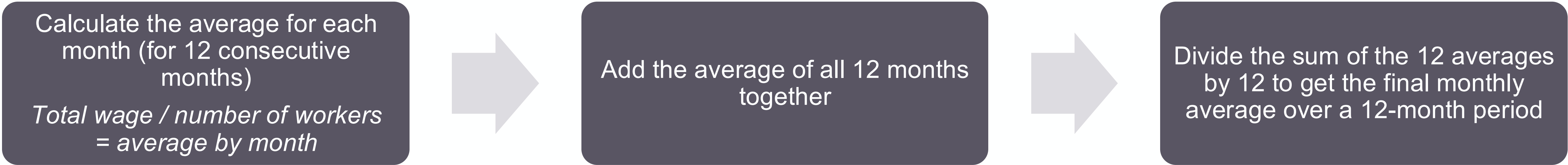
Example: WB-WAGE-62

Lowest wage grade / level: Average monthly basic wage – male

Example data to calculate the average monthly basic wage for male workers in the lowest wage grade / level.

Note: Worker 2 was hired in April, while Worker 4 did not continue working in the facility after May.

Worker Wage	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
Worker 1	100	110	105	100	100	100	105	102	110	115	120	105
Worker 2				110	104	102	100	110	110	113	102	107
Worker 3	100	104	105	102	102	103	105	102	105	105	110	110
Worker 4	110	105	103	104	103							
Total Wage	310	319	313	416	409	305	310	314	325	333	332	322
Number of male workers	3	3	3	4	4	3	3	3	3	3	3	3
Average by Month	103,3	106,3	104,3	104,0	102,3	101,7	103,3	104,7	108,3	111,0	110,7	107,3



Correct answer: **105,60**

Common Misunderstandings



Step 1

FP-BAS-16

Normal Hours of Operation per day:

Read the question, More Info / Guidance, and scenario below, then select the correct answer.

Scenario: Facility is operational for 8 hours per day, from 8:00 – 17:00.

How should the facility answer this question in their assessment?

- a) One business day
- b) 8 hours
- c) **8:00 – 17:00**
- d) 24 hours

More Info / Guidance

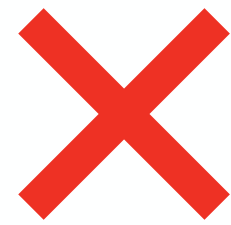
Normal Operating Hours means the hours of operation of the facility on any one day in which workers are authorized to work.

Normal Operating Hours make up a business day, which refers to the typical hours in a day when normal business operations take place (e.g., 8:00 - 17:00; or 8am - 5pm).

Step 1

FP-BAS-27

Were workers' representatives and/or workers involved in the self/joint-assessment process?



☐ Facility implements worker engagement methods but did not follow the SLCP WE Tech Protocol with an approved Service Provider, so they answered "No."



- ☐ Facility must read the More Info / Guidance before answering the question.
- ☐ If worker engagement methods other than WE Tech are used, facility should answer "Yes. Other worker engagement activity was implemented."
- ☐ If no worker engagement methods were used to complete your assessment, answer "No."

More Info / Guidance

This question is asking if the facility involved workers' representatives (e.g., trade union or other workers' representatives, bipartite committee members, worker committee members) or workers in the self/joint-assessment process.

In the [Facility Guidance](#) on the SLCP Helpdesk, SLCP provides information on how to engage workers in the self/joint-assessment process through

- a) a worker engagement committee or through
- b) the SLCP Worker Engagement Question Set which is implemented with the help of an SLCP approved WE Tech Service Provider.

SLCP highly recommends involving workers' representatives, including trade union representatives, in the self/joint-assessment process and through this question is assessing whether the facility followed SLCP's recommendation.

Select "Yes. Facility followed SLCP WE Tech Protocol with approved Service Provider." if you conducted WE Tech and followed the Protocol with an approved Service Provider. If you select this option, you must attach the improvement plan you created based on the WE Tech summary report.

Select "Yes. Facility Guidance on the SLCP Helpdesk was followed." if you chose to follow the Recommendations on the [Helpdesk](#) and create a worker management committee and you did not implement the Worker Engagement Question Set.

Select "Yes. Other worker engagement activity was implemented." if you engaged in a different activity and did NOT follow the WE Tech Protocol for Facilities and did NOT follow Helpdesk Recommendations.

Select "No" if you did not engage in any worker engagement to complete your self/joint-assessment.

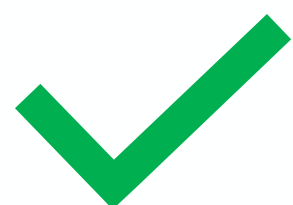
Step 1

FP-BAS-27.3 (follow-up)

If yes, please describe how workers' representatives and/or workers were involved in the self/joint-assessment process:



- ☐ Facility answered, “WE Tech report attached” or “we followed the WE Tech protocol to involve workers in the self-assessment process”.



- ☐ Facility must read the More Info / Guidance before answering the question.
- ☐ If the facility answered “Yes ...” to FP-BAS-27, then they should provide **detailed** information on how they involved workers or their representatives in the self-assessment process, including:
 - ☐ The roles of the workers’ representatives who were involved
 - ☐ The roles of the workers involved
 - ☐ Details of how workers and/or workers’ representatives were engaged in the assessment
- ☐ Attached documentation to support your answer.

More Info / Guidance

Please indicate the roles of the workers' representatives or workers who were involved in the self/joint-assessment (do not provide names, but rather indicate their representative roles in the facility, e.g., trade union officials, workers' representatives on the xxx committee) and/or the role of the workers involved, e.g., production workers, etc.

Please describe details of how workers and/or workers' representatives were engaged in the self/joint-assessment process.

Attach documentation as applicable.

Step 1

RH-CHI-22

Is the facility failing to comply with any legal requirements not covered elsewhere regarding Child Labor?



- ☐ Facility answers "No" because they believe they are complying with all legal requirements not covered elsewhere regarding Child Labor.



- ☐ Facility must read the More Info / Guidance and check the Law Overlay before answering the question.
- ☐ There are no applicable legal requirements not covered elsewhere for facilities in Bangladesh regarding Child Labor, so the facility should answer "No applicable legal requirements".

More Info / Guidance

Answer No if the facility is complying with all legal requirements not covered elsewhere regarding Child Labor.

Consult applicable legal requirements.

If there are no applicable legal requirements, answer No applicable legal requirements.

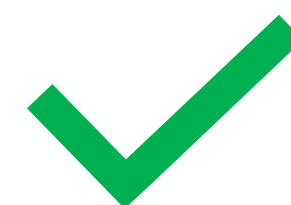
Step 1

WB-WAGE-7

Is the facility failing to pay any worker AT LEAST the basic wage required under the Collective Bargaining Agreement for any regular hours worked?



- ☐ Facility believes they are acting in line with legal requirements, so they answer “No”.



- ☐ Facilities in Bangladesh should answer “Not applicable” if there is no basic wage required under the Collective Bargaining Agreement / there is no Collective Bargaining Agreement.

More Info / Guidance

Answer Yes if any worker(s) are not paid the basic wage required under the Collective Bargaining Agreement (above the legal minimum wage, if established, not including bonuses or other supplemental payments). This basic wage can be paid hourly or by piece/unit or other work output.

This question covers all categories of workers.

If there is no basic wage required under the Collective Bargaining Agreement (above the legal minimum wage, if established), answer Not applicable.

Step 1

WB-WAGE-14

Is the facility failing to pay workers premium pay as legally required based on:

- worker's competence (e.g. experience, skills, training) and/or
- the nature of the work (e.g. hazard pay)?



☐ Facility believes they are paying workers as legally required so they answer “No”.



- ☐ Facility must read the More Info / Guidance and check the Law Overlay before answering the question.
- ☐ There are no applicable legal requirements in Bangladesh, so the facility should answer “No applicable legal requirements”.

More Info / Guidance

Answer No if the facility is providing premium pay to all applicable workers as legally required.

The intent of this question is to understand if premium pay based on competence or the nature of work is paid in line with applicable legal requirements.

"Premium pay" refers to a premium amount or rate paid to workers in addition to their base wage/ rate.

Consult applicable legal requirements before answering this question.

If there are no applicable legal requirements, answer No applicable legal requirements.

Step 1

CAF v1.6: WB-WAGE-123

CAF v1.7: WB-WAGE-124

Does the facility register their workers with social security institutions, in line with legal requirements?



- ☐ Facility believes are acting in line with legal requirements, so they answer “Yes”.



- ☐ Facility must read the More Info / Guidance and check the Law Overlay before answering the question.
- ☐ There are no applicable legal requirements for facilities to register their workers with social security institutions, so the facility should answer “No applicable legal requirements”.

More Info / Guidance

Consult applicable legal requirements before answering this question.

If there are no applicable legal requirements, answer No applicable legal requirements.

Step 1

CAF v1.6: WB-WAGE-143

CAF v1.7: WB-WAGE-147

Are workers paid during breastfeeding breaks in line with legal requirements?



- ☐ Facility answers “Yes” because it is their policy to pay workers during breastfeeding breaks.



- ☐ Facility must read the More Info / Guidance and check the Law Overlay before answering the question.
- ☐ There are no applicable legal requirements in Bangladesh so facility should answer “No applicable legal requirements”.

More Info / Guidance

This includes payment of hourly wage and piece-rate workers.

Consult applicable legal requirements before answering this question.

If there are no applicable legal requirements, answer No applicable legal requirements.

Answer Not Applicable if no workers gave birth and returned to work during the assessment period.

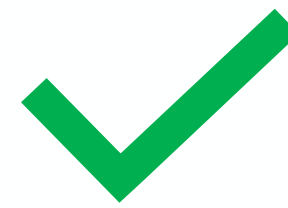
Step 1

WH-WOR-10

Are the reasons for overtime in line with legal requirements?



- ☐ Facility in Bangladesh believes the reasons for overtime are in line with legal requirements so they answer “Yes”.



- ☐ Facility must read the More Info / Guidance and check the Law Overlay before answering the question.
- ☐ There are no applicable legal requirements in Bangladesh so facility should answer “No applicable legal requirements”.

More Info / Guidance

Consult applicable legal requirements before answering this question.

The intent of this question is to understand if overtime is worked only for reasons allowed by law.

If there are no applicable legal requirements, answer No applicable legal requirements.

Step 1

WI-FOA-37

Can the trade union(s) freely form and join federations and confederations of their choice without interference?

Read the question, More Info / Guidance, and scenario below, then select the correct answer.

Scenario: Facility A allows trade union(s) to freely form and join federations and confederations without interference. During the assessment period there was no union presence in Facility A.

How should the facility answer this question in their assessment?

- a) Yes
- b) No
- c) Not applicable. No union presence in the facility during assessment period.**

More Info / Guidance

Federations and confederations are organizations formed by and made up of trade unions.

Union presence in the facility includes the existence of a company union and/or the affiliation of workers from the company to higher level unions (such as sectoral unions).

Consult applicable legal standards to determine whether there are restrictions in place that may influence the answer to this question.

Workers' organizations should have the right to form and join federations and confederations of their choosing, subject to the rules of the organizations concerned, and without any previous authorization. It is for the federations and confederations themselves to decide whether or not to accept the affiliation of a trade union, in accordance with their own constitutions and rules.

If there was no union presence in the facility during the assessment period, select the answer: Not applicable. No union presence in the facility during assessment period.

Step 1

WI-FOA-39

Do trade union representatives have access to workers in the workplace?



☐ Facility allows trade union representatives access to workers in the workplace, so they answer “Yes”, even when there was no union presence in the facility during the assessment period.



☐ Facility must read the More Info / Guidance before answering the question.

☐ If there is no union presence in the facility during the assessment period, answer “Not applicable. No union presence in the facility during assessment period.”

More Info / Guidance

Union presence in the facility includes the existence of a company union and/or the affiliation of workers from the company to higher level unions (such as sectoral unions).

Access entails:

- Trade union representatives can communicate freely with their members, non-members and/or potential members, provided they do not disrupt the company's regular operations. (Employer consent may be required during times when workers are required to work, but free access should be allowed during breaks and before and after work.)
- Trade union representatives employed by the facility have access to workplaces (including in the facility and on the premises) so they can communicate with workers and carry out their representative functions.
- Access is not restricted to a particular union(s).
- Representatives of a union who are not employed in the facility, but whose union has members working in the facility also are granted access.
- When workers reside on the premises of the facility or industrial zone, suitable arrangements are made to allow onsite access after work hours even if the union does not have members employed by the facility.
- Access to free trade zones is provided during working hours, including so that union representatives can inform workers about the potential advantages of unionization. (Permission can be required to enter the zone, but should not be unreasonably withheld.)

If there was no union presence in the facility during the assessment period, select the answer: Not applicable. No union presence in the facility during assessment period.

Step 2

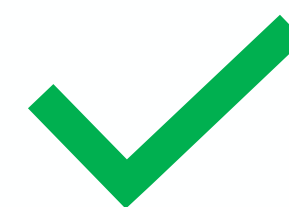
CAF v1.6: HS-BUI-18

CAF v1.7: HS-BUI-17

Is there on-site vehicle traffic at the facility?



- ☐ Facility has a parking area for cars on-site, so they answer “Yes”.



- ☐ This question is asking about on-site vehicle traffic where there are workers working.
- ☐ Facility should answer “Yes” if they determine that vehicles (e.g., cars, trucks, forklifts, golf carts, etc.) are operated anywhere where workers are working.
- ☐ Facilities should answer “No” if vehicles are not operated near the production area where workers are working.

More Info / Guidance

On-site traffic may include cars, trucks, forklifts, golf carts, or any motorized vehicle operating on the facility work site.

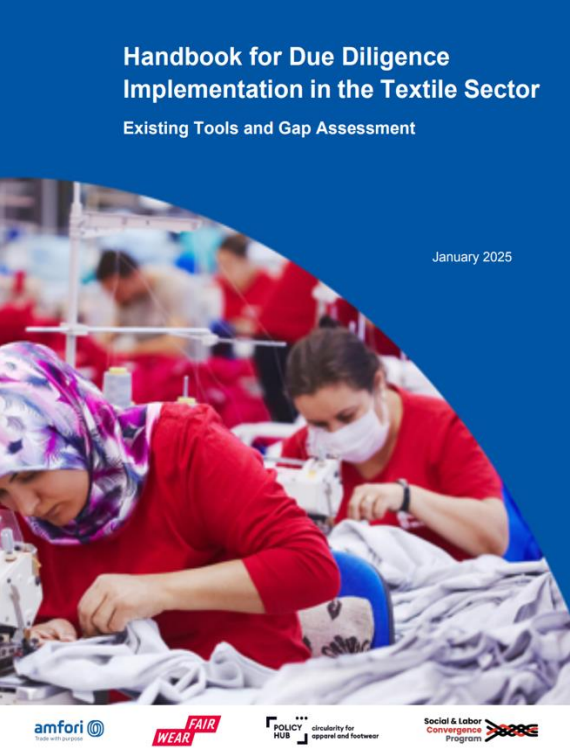
Q&A

Social & Labor
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Program



Human Rights Due Diligence (HRDD) resources

Handbook for Due Diligence Implementation in the Textile Sector



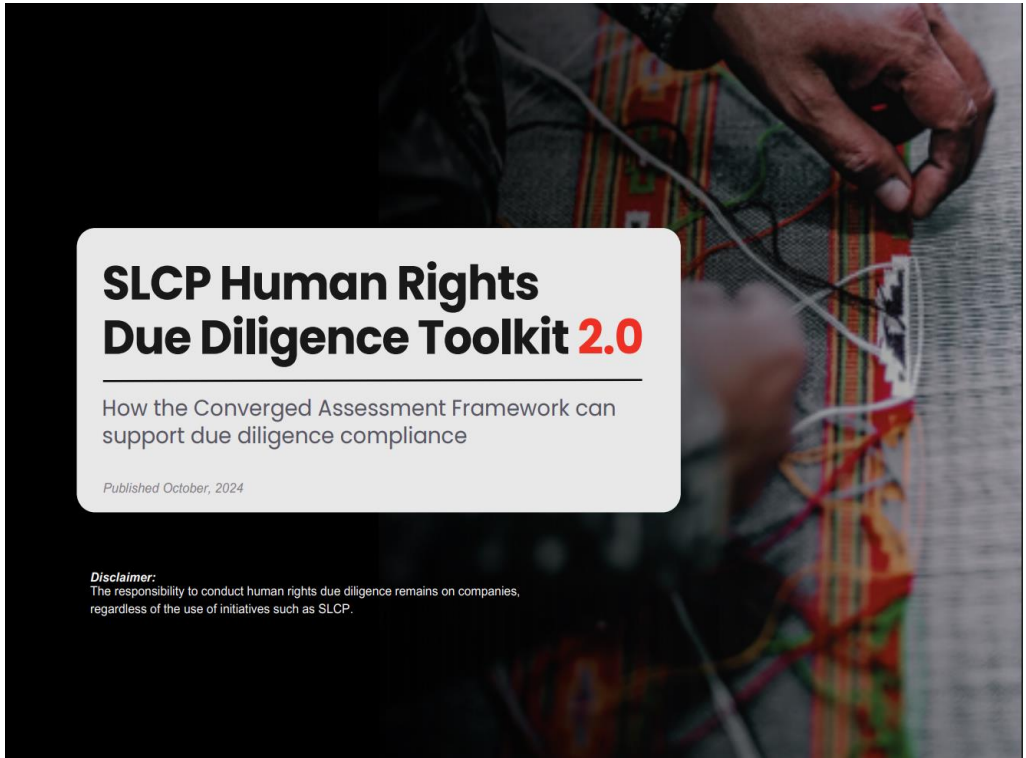
The Handbook is intended to support the European Commission in formulating comprehensive guidelines for the textile sector and beyond, as required by the Directive on Corporate Sustainability Due Diligence (CSDDD)

Guidance on the EU Corporate Sustainability Reporting Directive (CSRD)



The Guidance illustrates which aspects of CSRD compliance SLCP's CAF can support with, and which are out of SLCP's scope.

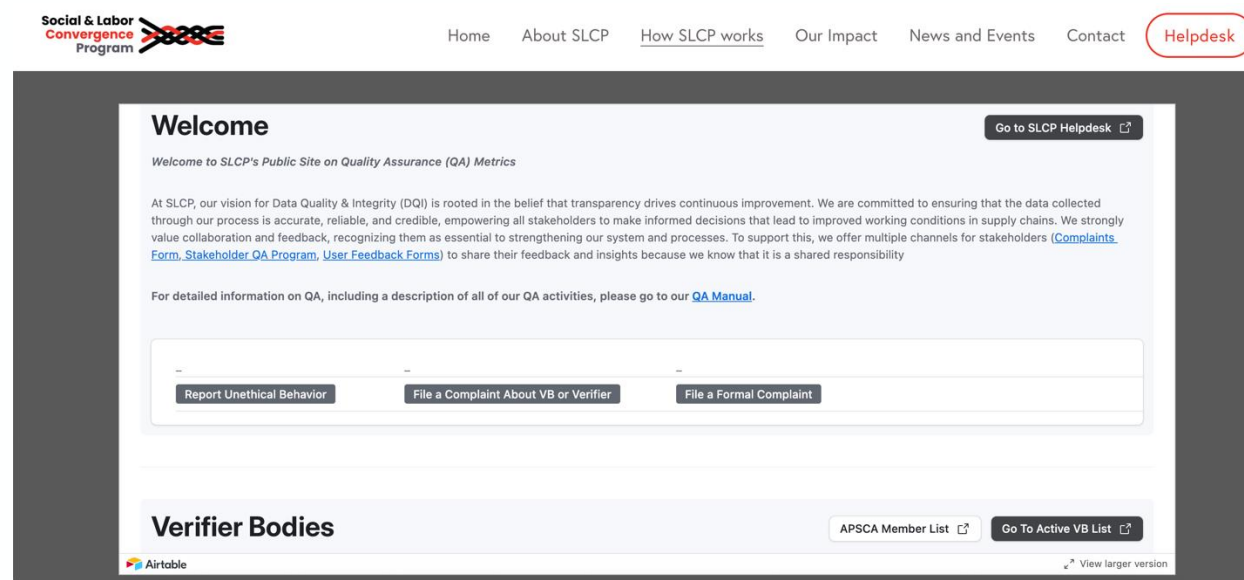
SLCP Human Rights Due Diligence Toolkit 2.0



The HRDD Toolkit outlines how SLCP's social assessment tool – the Converged Assessment Framework (CAF) – can help users comply with new due diligence legislation.

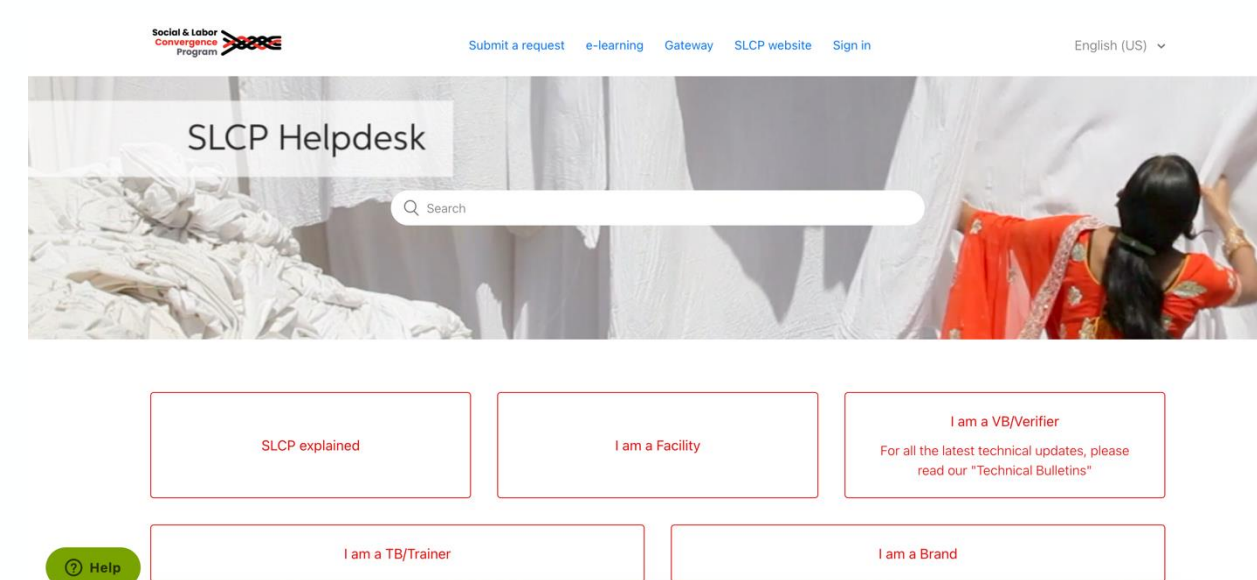
Data Quality & Integrity (DQI) resources

SLCP DQI Dashboard



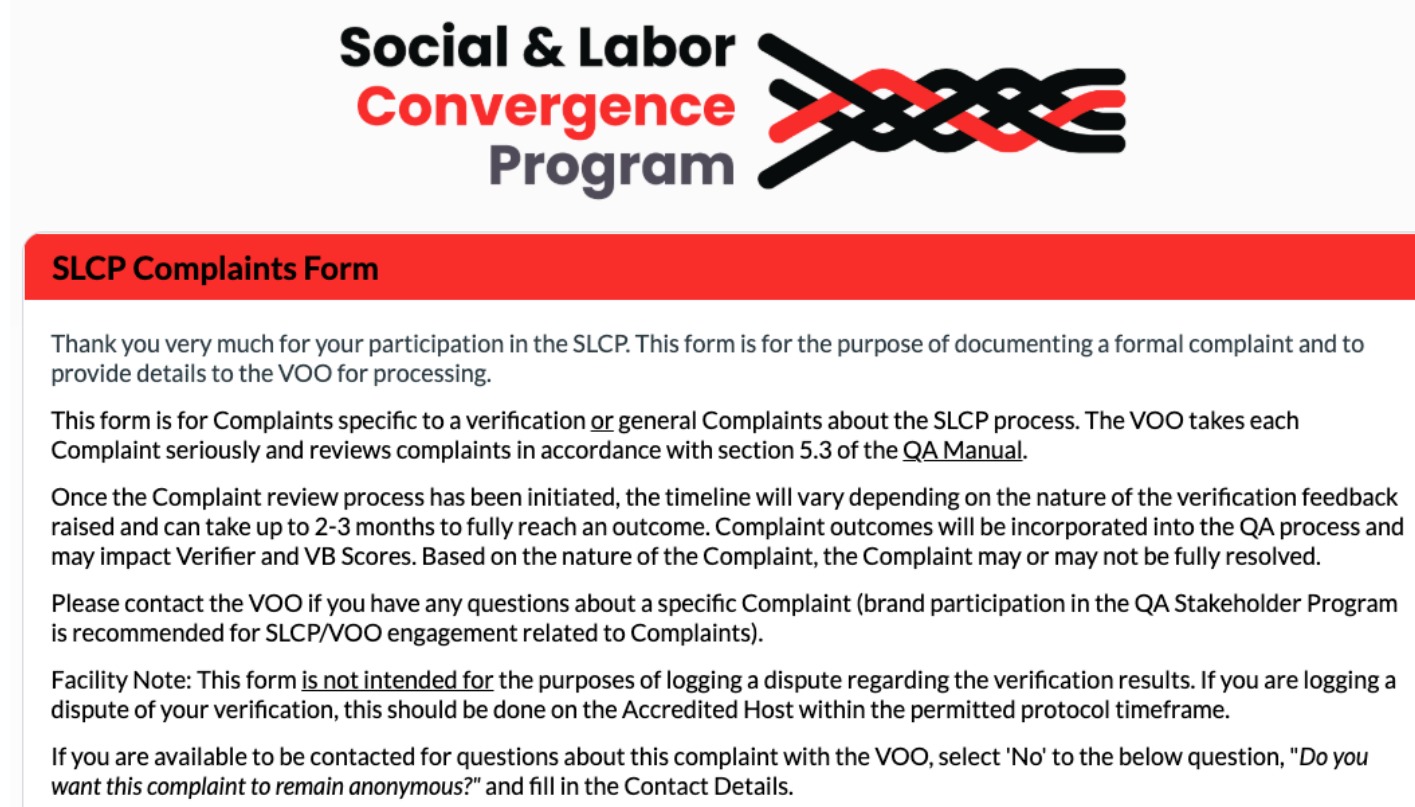
The Dashboard includes the latest data on DQI, covering approved VBs, Verifiers, and QA activities. You can also submit a complaint using the forms on the Dashboard.

DQI on the Helpdesk



You can find a series of FAQs related to DQI on our Helpdesk, including more detailed information on QA activities and DQI on your Verified Assessment Report.

SLCP Complaints form



If a facility or brand notices issues with the Verifier, a Verifier Body (VB) and/or the verification process, they can file a complaint. Complaints can be related to the quality of service, an issue with the verification process, technology issues, inappropriate Verifier/VB behavior/conduct, an issue with VB communications, or an issue related to transparency.

Coming soon: New VB Selection Model

Over the past months, SLCP worked on developing a new Verifier Body (VB) selection model that will be fully implemented by the end of 2025.

The new VB Selection Model encourages facilities to select VBs **based on quality and high performance** for their assessments.

How will facilities select VBs in the new model?



Facilities will choose from a **VB Selection List**, that will show a more limited number of pre-selected VBs.



VBs will continue to be pre-selected based on eligibility criteria (e.g., country approval, language match) and now also quality performance.



In the VB Selection List, facilities will see: Name, SLCP ID, **and Quality Score information** of the selected VBs.



Facilities must contact VBs for quotes and availability and then make a selection.

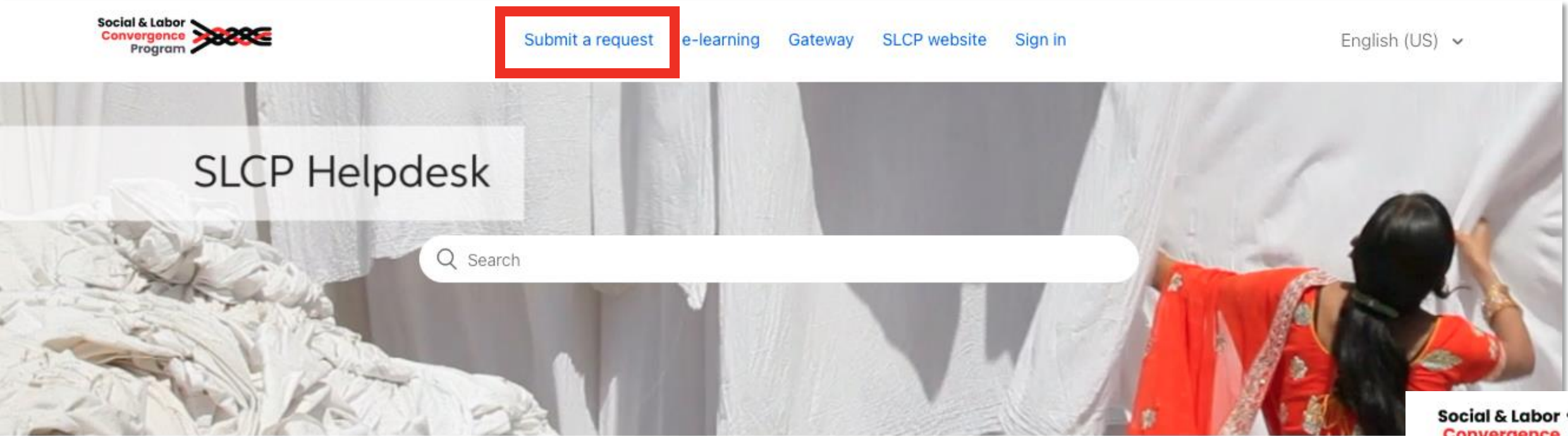


Facilities cannot select the same VB two years in a row.

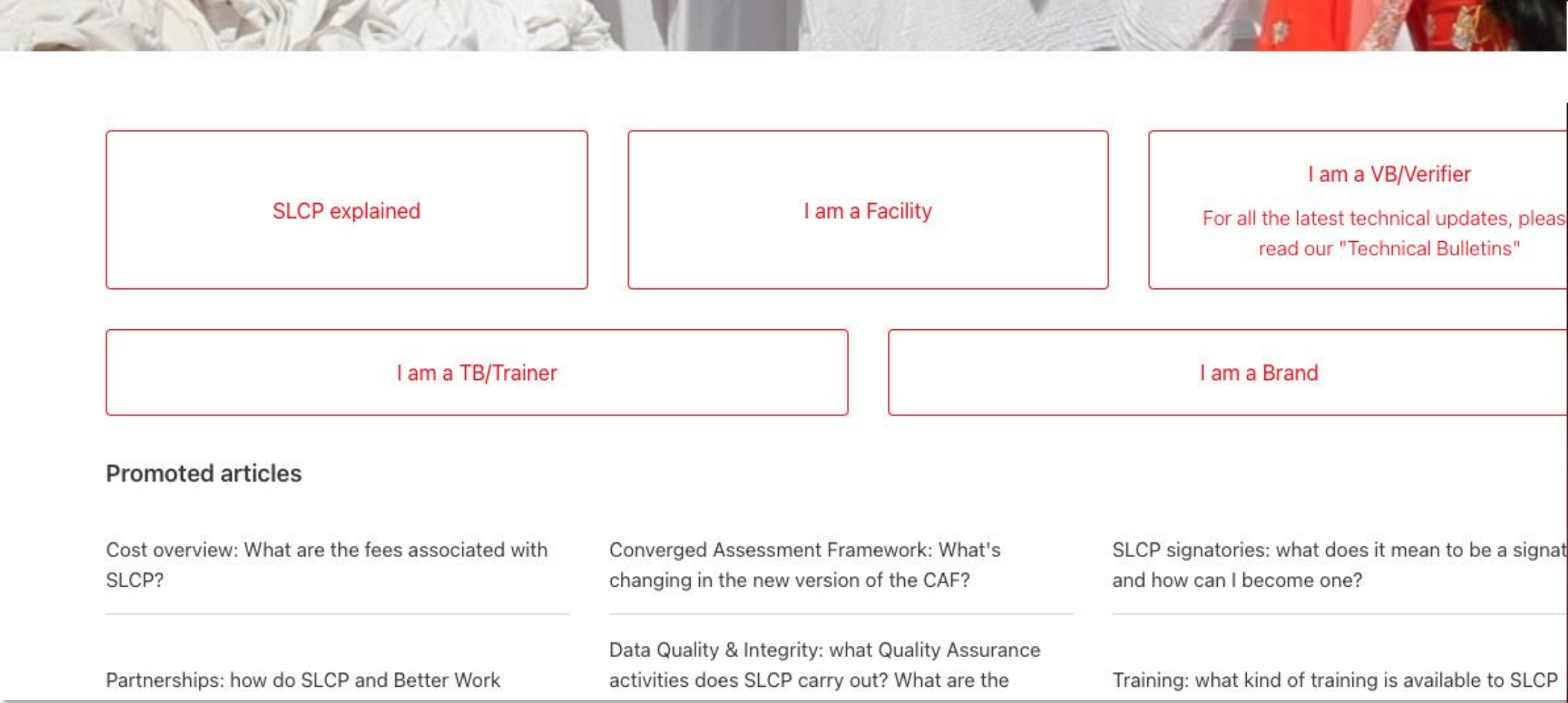
This new model incentivizes better VB performance and enables facilities to make a more informed quality-based VB selection.



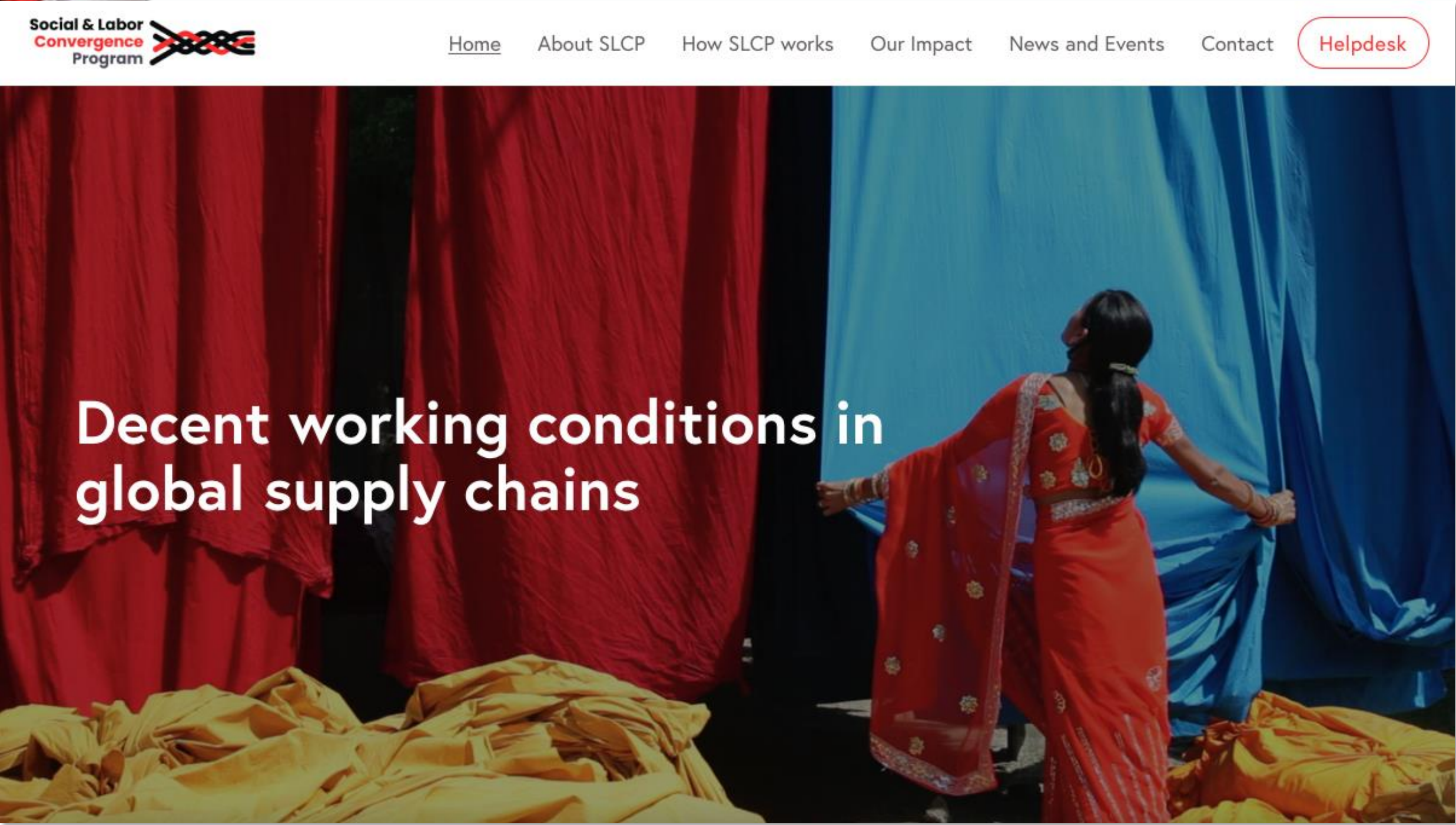
If you're ever lost...



www.slconvergence.org



www.slconvergence.org/helpdesk

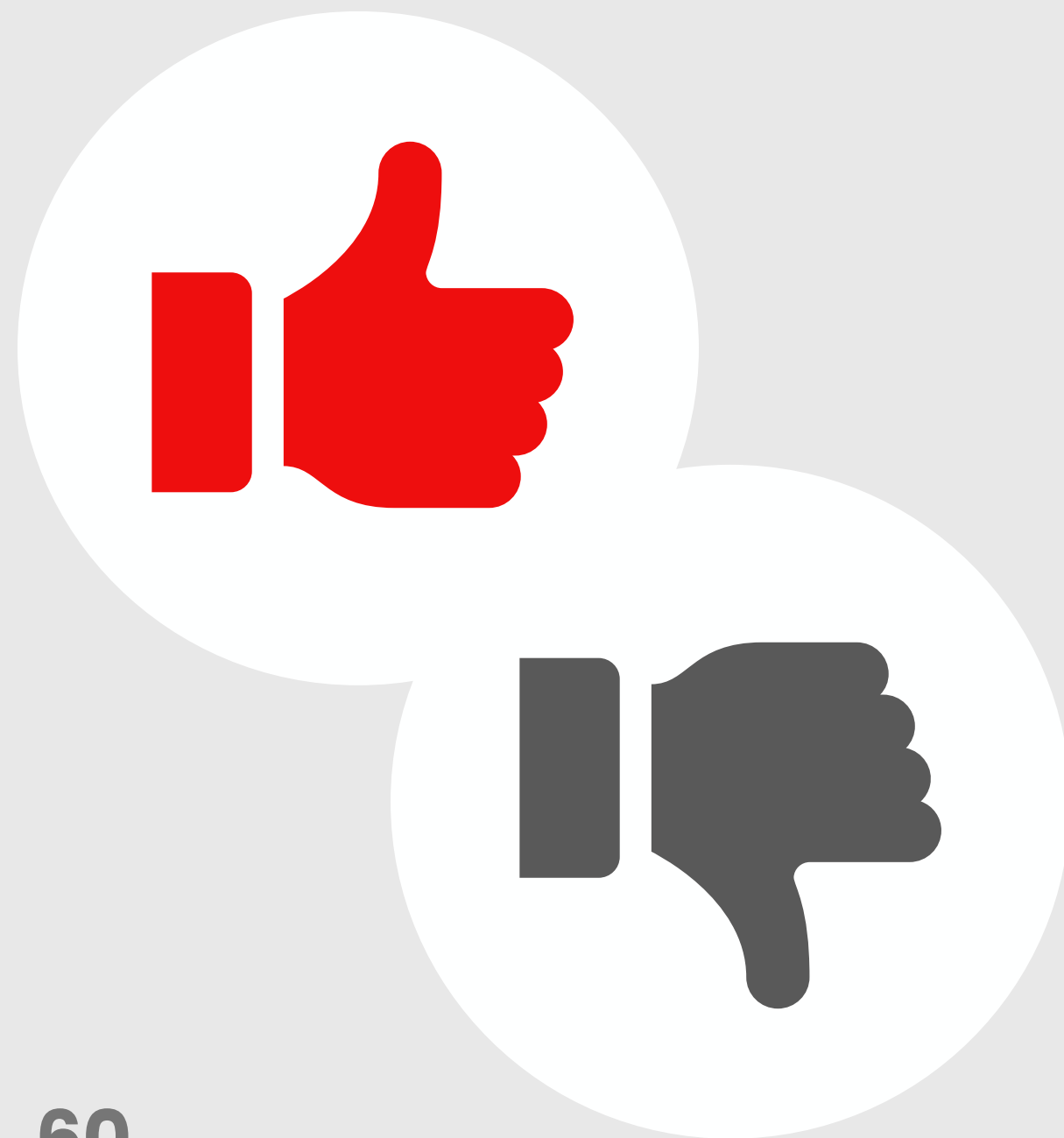


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