



**ELEVATE**  
*Business Driven Sustainability*

# Redefining an Effective Responsible Sourcing Program

NEW YORK | DÜSSELDORF | HONG KONG | LONDON

**SOCIAL & LABOR  
CONVERGENCE PROJECT**

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Social and Labor Convergence  
Project :  
Joining Hands to Create a Single  
Assessment Framework

Business Leadership Series, Hong Kong  
20th October 2016

# Objective & Purpose

This project seeks to develop an industry-wide, unified and effective assessment tool and verification methodology for the collection of information on Social and Labor performance in the apparel and footwear supply chains.

This will result in a standard agnostic tool and verification methodology to collect relevant and essential data, with the intent to replace current proprietary tools.

In order to allow adoption at scale, the tool, verification methodology, and deliverables will be publicly available.

# Trends Requiring Convergence

## Political Context

- Social / Labor initiatives launched recently by political actors ( OECD – new textile guidelines, EU – Textile flagship initiative, National platform)
- Emerging demand from policy makers for a common framework

## Industry Context

- Manufacturing partners suffering audit overload
- Large number of assessment frameworks with minimal differences
- High cost of duplicative approaches
- Need to shift resources from assessment to improvement

## Stakeholder Context

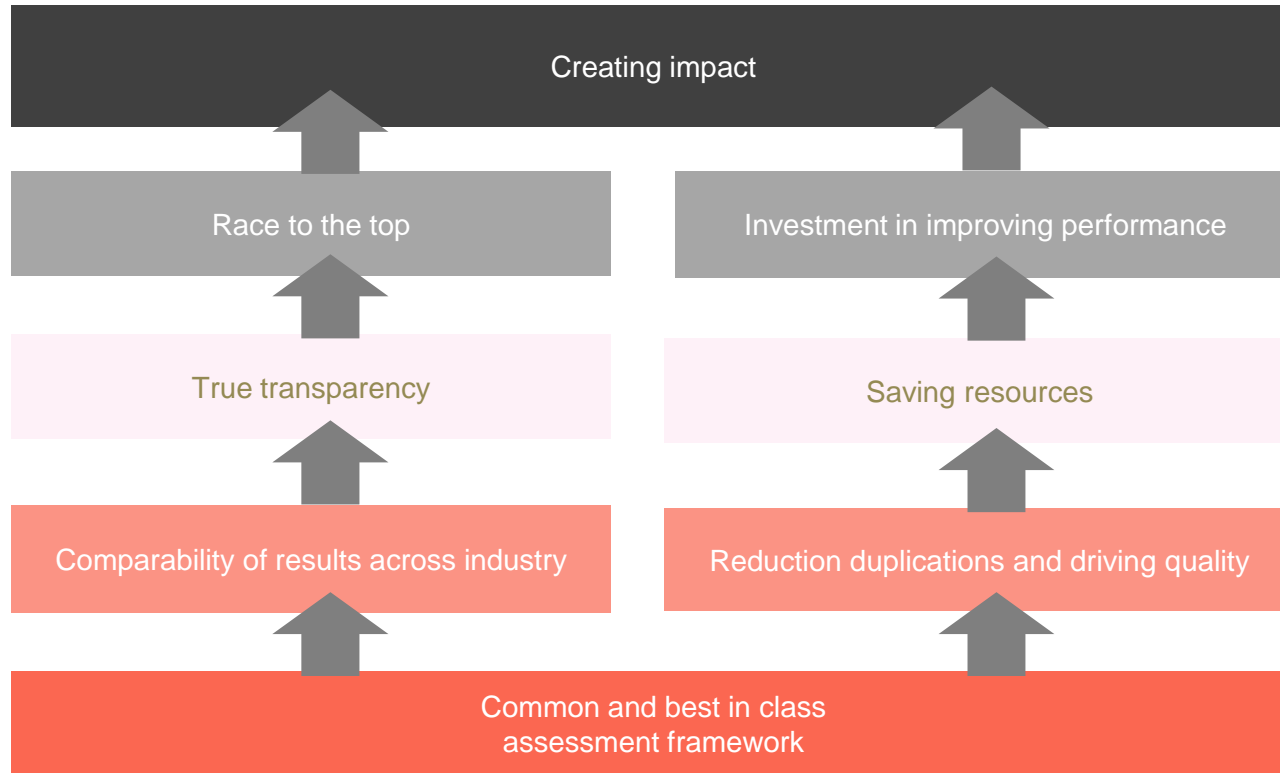
- Increasing stakeholder demand for transparency and consumer communication at scale requires comparability of results
- Common platform will enable industry to accelerate improvements to address stakeholder concerns

# Guiding Principles of the Project

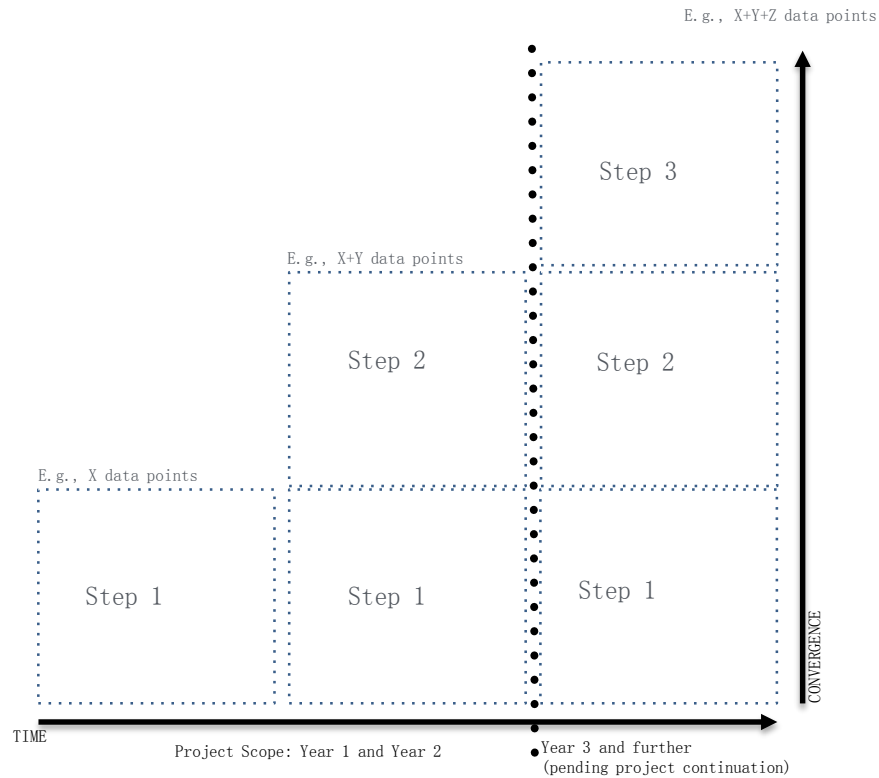
strategy document, June 2016

- Single converged assessment tool
  - Unrestricted performance
  - Equal partnership
  - Built collaboratively and owned collectively
  - Publicly available
  - Terms of use: framework to be used in its entirety and without modification
  - Public commitments for adoption
  - Transparency in process and products
- 
- Facilitated by the Sustainable Apparel Coalition (SAC)
  - Open to SAC members and non-members

# Project goals



# Convergence Process and Timelines: Phased Approach



## Step 3 - Full Convergence:

- All of level 2 advanced convergence criteria in plus
- Comprehensive, covers all material/relevant issues
- Out of scope for the 2 year project (but leave for later)
- Should satisfy all current stakeholders, including tool owners with most comprehensive question sets

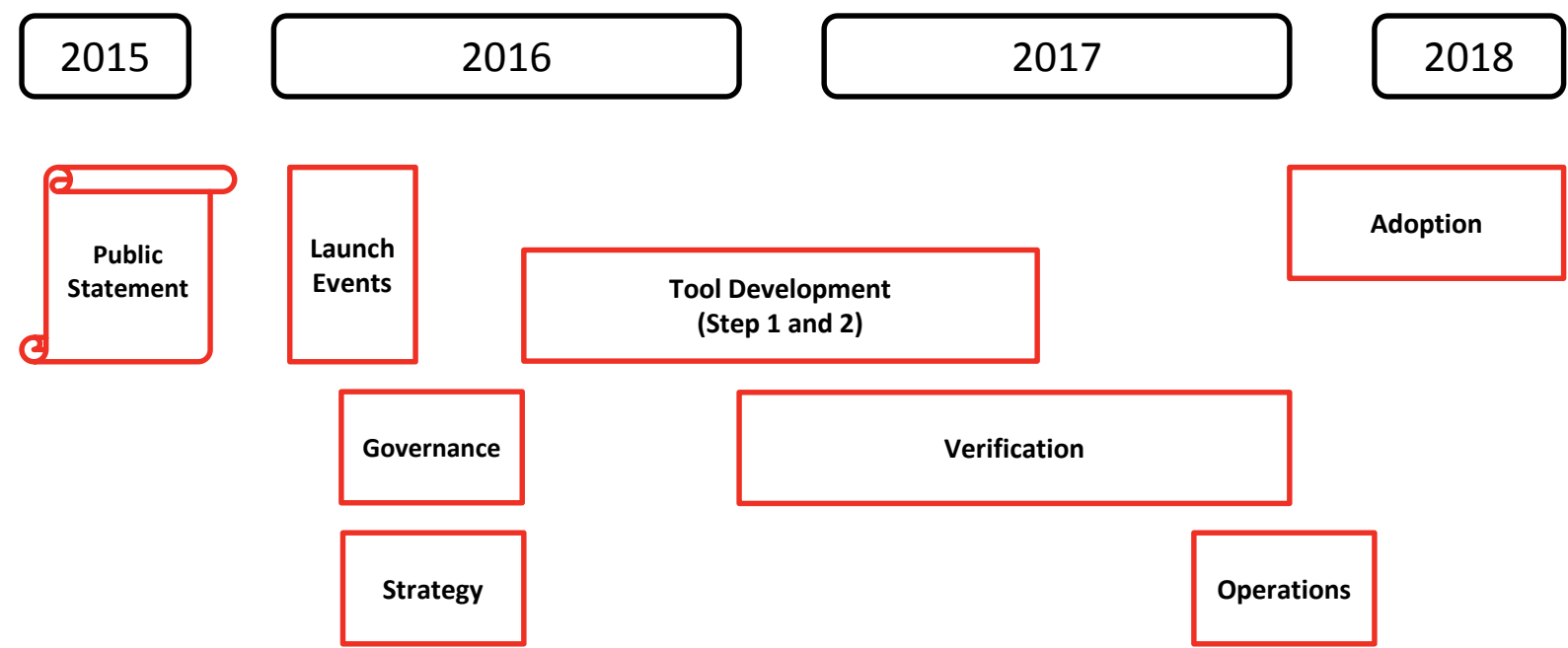
## Step 2 - Intermediate Convergence:

- All of level 1 Basic convergence criteria in plus
- More advanced categories that examine non-core ILO conventions or other decent work aspects
- May also include additional management systems, employee engagement initiatives, and other relevant issues
- Should satisfy majority of current stakeholders

## Step 1 - Initial Convergence:

- Foundational Labor categories based on ILO core conventions and possibly some non-core ILO conventions or other decent work related aspects which are considered basic/highest priority
- Referring to local law
- To include some elements on policy, procedures, management systems
- Should not leave room for anyone to use other tools for basic assessments
- Should cover the questions/data points that the current tools have in common

# Timeline





# Why will it be different this time

- ✓ Changing momentum
- ✓ Critical mass
- ✓ Clear focus
- ✓ Standard agnostic
- ✓ Inclusive process and equal partnership
- ✓ We build collaboratively, it will be owned collectively



# Signatories S&L Convergence Project

October 2016 (88)

**Manufacturers (19):** Artistic Milliners, Arvind, Avery Dennison, Crystal Group, Chenfeng Group, Comfit Composite Limited, DBL Group, Esquel, Hanbo, Hirdaramani Ent., L&E Int. Lmtd., MAS Holdings, Pratibha Syntex Limited, Ramatex Group, Saitex, Sing Lun Global, Sun Queen Garments, TAL Group, W. L. Gore & Associates **Brands /Retailers (36):** adidas Group, Asics, Bestseller, Burton, C & J Clark International Ltd, Columbia Sportswear, Ecco, Fast Retailing/Uniqlo, Gap Inc., G-Star, H&M, IC Group, INDIGENOUS, Inditex, Kering, Levi Strauss & Co., Li&Fung, LL Bean, Lululemon, MEC, M&S, Nike, Outerknown, Patagonia, PrAna, Puma, PVH Corp., Randa Accessories, REI, Stella McCartney, Schutt Sports, Target, The Children's Place, Tory Burch, VFc- Timberland , Zephyr Graf-X **National Governments (1):** The Netherlands **Intergovernmental Observer (1):** OECD **Civil Society/Multi-stakeholder Initiatives/Standard Holders (17):** Danish Fashion Institute, Ethical Trade Initiative Norway (IEH), European Outdoor Group (EOG), Fair Trade USA, International Apparel Federation (IAF), IDH, The Mekong Club, New Earth, NBIM, Outdoor Industry Association (OIA), Responsible Sourcing Network, Sedex, Sustainable Apparel Coalition (SAC), Solidaridad, Verité, Worldwide Responsible Accredited Production (WRAP), Textile Exchange **Auditing Firms/Service providers/Consultancies (14):** Bureau Veritas, BSI group, Control Union, CTC Groups, Elevate Extensive, Fire Lantern, FLO-CERT, Impactt Limited, Intertek KSSA Leverage Limited, NEWAsia Solutions Limited, Openview Services Lmtd., SMT Global, SGS, UL Responsible Sourcing



- THANK YOU -

Please send questions to:  
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