

The background of the slide is a close-up photograph of several spools of thread. In the foreground, a spool of orange thread is prominent on the left. Behind it and to the right are several white spools. A sewing needle is visible on the right side of the frame. The overall lighting is soft, and the focus is sharp on the threads.

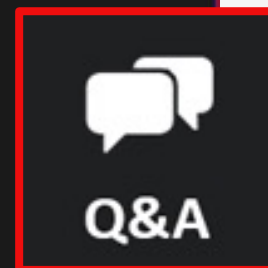
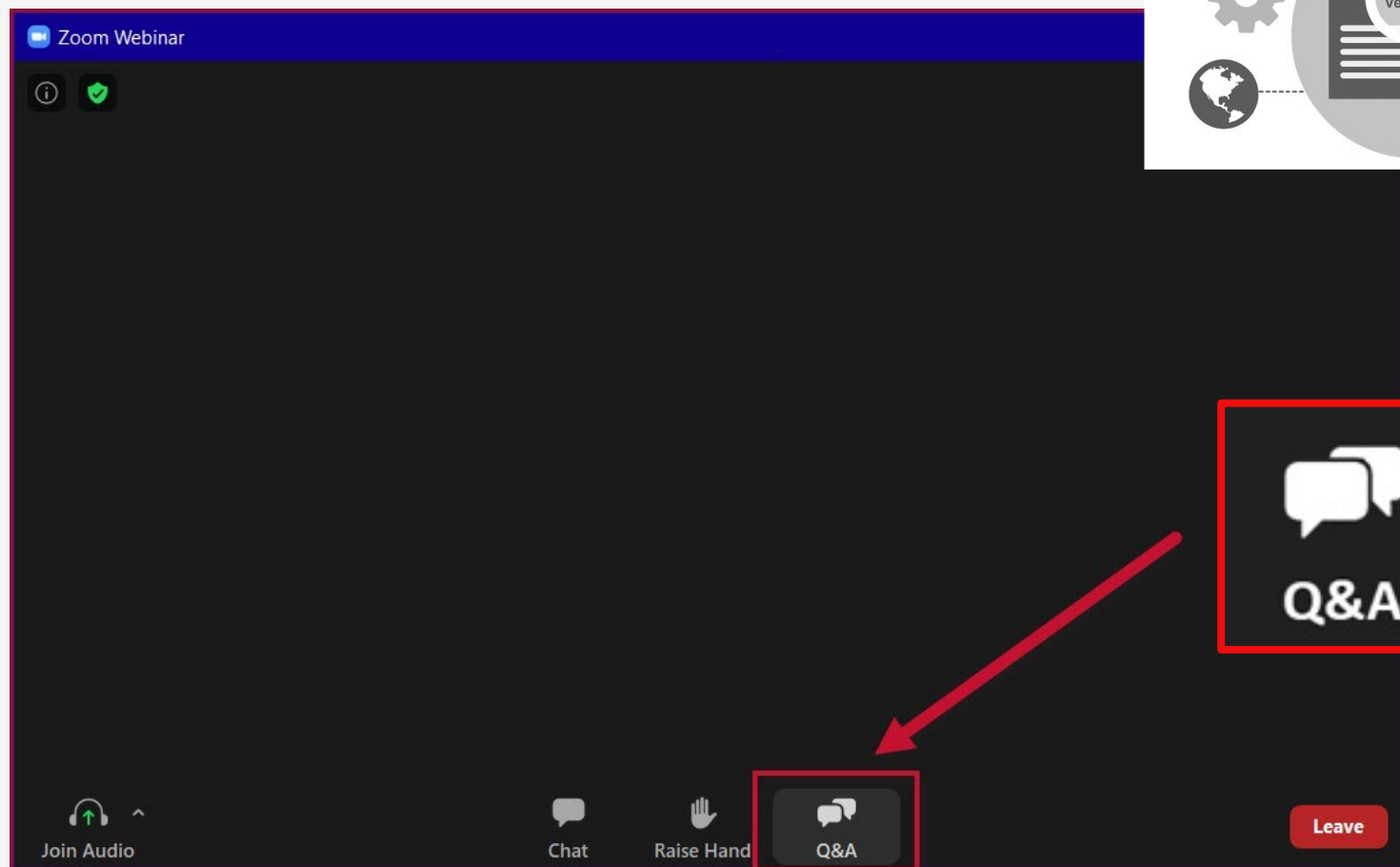
Social & Labor Convergence Program

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

SLCP Training Webinar
April 19, 2022



Welcome to today's Deep-Dive!





Agenda

| Topic | Time | Objective |
|-----------------------------|---------|---|
| 1. Introduction | 15 min. | Meet the speakers and tell us about yourself |
| 2. Introducing Verification | 25 min. | Introduce the verification process and the role of the Verifier and the facility in it |
| 3. Quiz Time | 15 min. | Check-in on content covered |
| Coffee/Tea Break | 5. min. | |
| 4. Verification Process | 30 min. | Understand the verification process, from selecting a Verifier Body to approving your verified assessment |
| 5. Manufacturer Experience | 10 min. | Learn from a manufacturer how to prepare for a verification and benefit from having verified data |
| 6. Ensuring quality | 10 min. | Know how your data quality and integrity is ensured |
| 7. Quiz Time | 15 min. | Check-in on content covered |
| 8. Q&A | 25 min. | Get answers to any outstanding questions |

What will you learn?

Objectives

- What an SLCP verification involves, including timeline
- What a facility's role is in an SLCP verification
- How to come to a verified assessment that can be shared

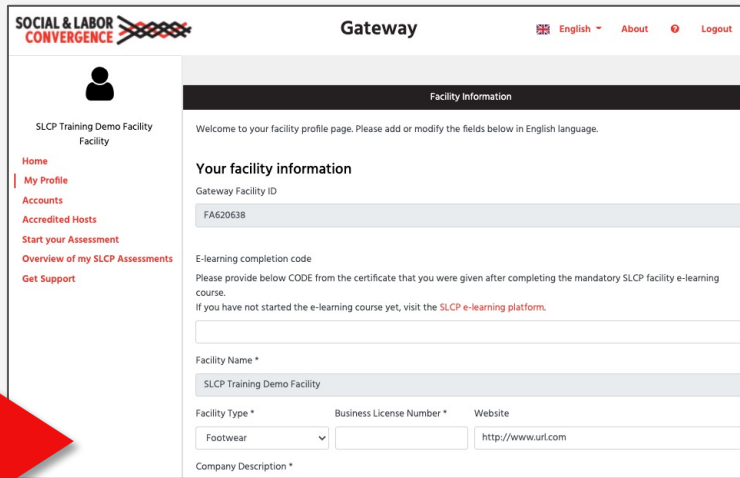


Form

- Presentation from different speakers
- Quizzes
- Room for questions

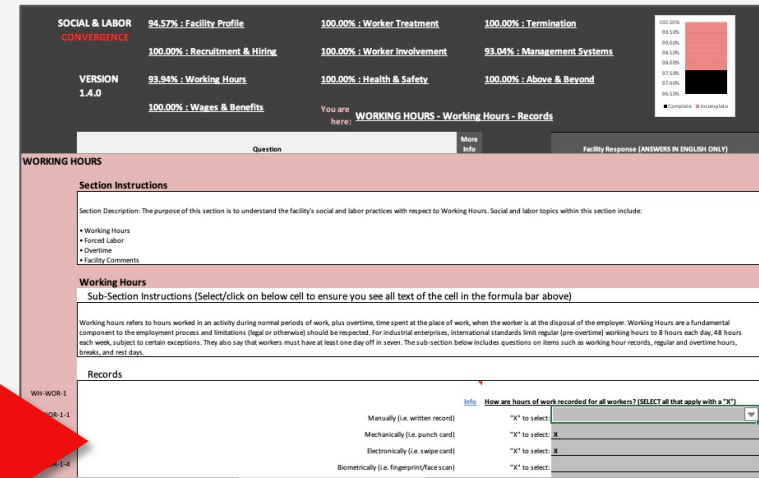
Getting started with SLCP

The [Helpdesk](#) has extensive resources to help you get started with SLCP:



The screenshot shows the 'Gateway' page for 'SOCIAL & LABOR CONVERGENCE'. It features a sidebar with navigation links: Home, My Profile, Accounts, Accredited Hosts, Start your Assessment, Overview of my SLCP Assessments, and Get Support. The main content area is titled 'Facility Information' and includes a welcome message. Below this, there's a section for 'Your facility information' with a 'Gateway Facility ID' field containing 'FA620638'. An 'E-learning completion code' field is also present, with instructions to provide a CODE from a certificate. A 'Facility Name' field contains 'SLCP Training Demo Facility'. At the bottom, there are fields for 'Facility Type' (a dropdown menu with 'Footwear' selected), 'Business License Number', and 'Website' (a text field with 'http://www.url.com'). A 'Company Description' field is also visible.

Tutorial: [Register on the Gateway](#)



The screenshot displays the 'WORKING HOURS' section of the 'SOCIAL & LABOR CONVERGENCE' Data Collection Tool. It features a dashboard with various progress indicators: '94.57% : Facility Profile', '100.00% : Worker Treatment', '100.00% : Termination', '100.00% : Recruitment & Hiring', '100.00% : Worker Involvement', '93.04% : Management Systems', '93.94% : Working Hours', '100.00% : Health & Safety', and '100.00% : Above & Beyond'. A 'VERSION 1.4.0' label is also present. The main content area is titled 'WORKING HOURS' and includes a 'Section Instructions' box with a description of the section's purpose. Below this, there's a 'Working Hours' section with 'Sub-Section Instructions'. A 'Records' table is shown at the bottom, with columns for 'How are hours of work recorded for all workers?' and 'How are hours of work recorded for all workers? (SELECT all that apply with a "X")'. The table lists four methods: 'Manually (i.e. written record)', 'Mechanically (i.e. punch card)', 'Electronically (i.e. swipe card)', and 'Biometrically (i.e. fingerprint/face scan)'. Each method has a corresponding 'X' to select checkbox.

Tutorial: [Navigating the Data Collection Tool](#)



Visit the [SLCP Helpdesk](#) to view pre-recorded trainings on:

- ✓ [The Data Collection Tool](#)
- ✓ [The Gateway and Accredited Host platforms](#)



Introduction



What can I tell you about me?

**SOCIAL & LABOR
CONVERGENCE**



Sharon Hesp
Senior Operations
Manager, SLCP.

*What is your
favorite pastime?*
Rock climbing



Lyn Ip
Global Head of
Supplier
Sustainability, REI.

*What is your
favorite pastime?*
Cooking & Baking

Leadership & Sustainability



**Farouk
Boujemaa**
Global Senior
Training and
Verification
Manager,
Leadership &
Sustainability

*What is your
favorite
pastime?*
Video Games



Stella International Holdings Limited



David Liu
RSC Senior
Director, Stella
International
Holdings
Limited

*What is your
favorite
pastime?*
Golf & reading



sumerra



Roopashree S
Operations
Manager,
Sumerra Services
India Private
Limited

*What is your
favorite pastime?*
Baking, watching
web series, music





What can you tell us about you?



Tell us

- 1) Which type of organization do you work for?
- 2) Are you already registered on the Gateway?
- 3) Have you already completed an SLCP assessment (including verification)?
- 4) What is your favorite pastime?



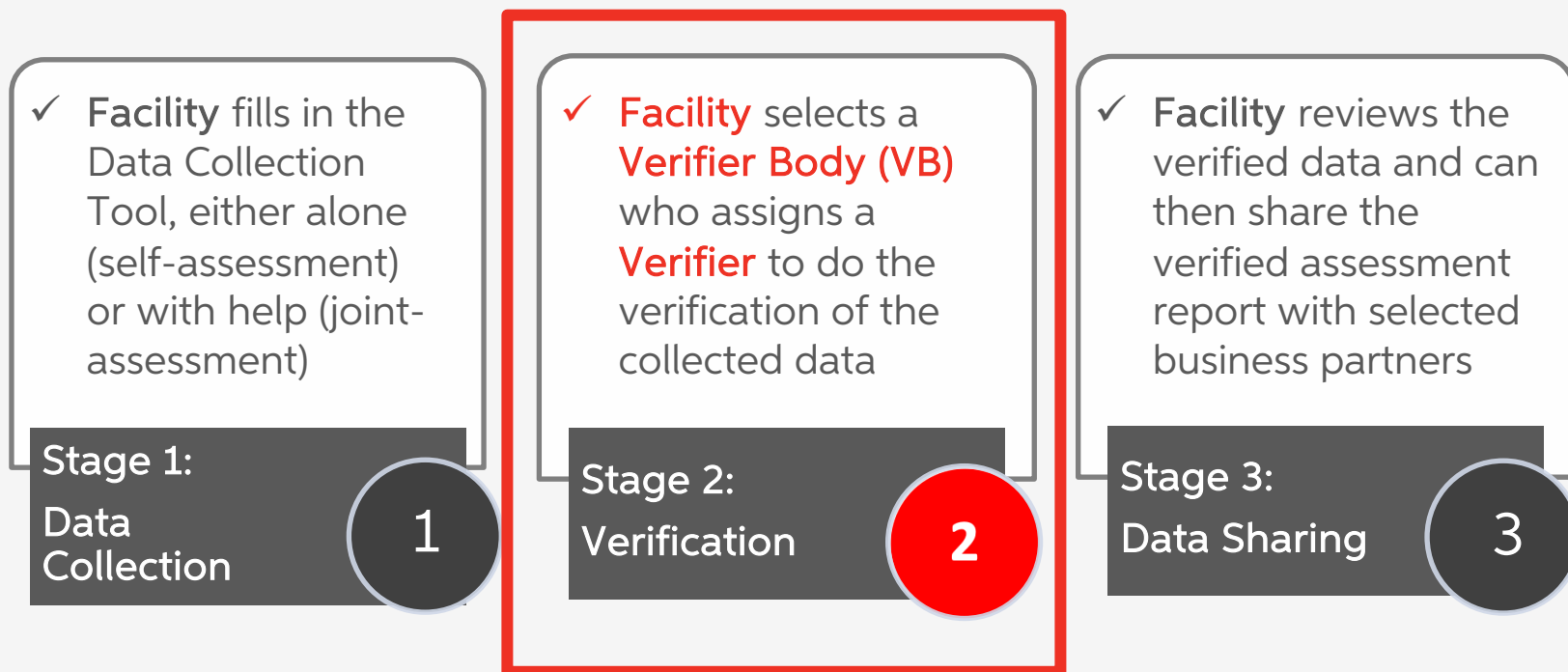
Lyn Ip

Introducing Verification



SLCP assessment process

Three stages of the SLCP assessment process:





Verification is mandatory

Ensuring integrity

- Brands and other end-users can confidently replace their own audit date with SLCP verified data

Ensuring quality

- Data quality is consistent across facilities, countries and over time

During the process you will meet:

Verifier Body
(VB)

Approved by the VOO. Brings forward candidate Verifiers and manages approved Verifiers. Contact them for (a quote for) your verification.

Verifier

Approved by the VOO to conduct SLCP verifications.
Will be assigned to your verification by the VB they work for.

Verification
Oversight
Organization
(VOO)

Responsible for ensuring integrity of SLCP verification & quality of verified assessment. Manages VB + Verifier selection process and executes Quality Assurance activities.

What is the difference between an audit and a verification?



zoom



Difference between audit and verification

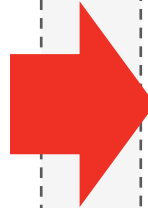
Social Audit

Inspection by auditor to assess working conditions in a facility

Pass or fail regarding social and labor compliance topics

Facility **subject** to audit process

Brand owner of audit report and attached Corrective Action Plan



SLCP Verification

Verification of **facility self-assessment** of working conditions by Verifier

Data collection without judgement on what is “good” or “bad”

Facility **active participant** in verification

Facility owner of verified assessment report, e.g. permission needed for data sharing



A verification does NOT result in scoring/ ranking/evaluation

In-Scope of SLCP

Verified data on labor topics such as:

- ✓ Age
- ✓ Working hours
- ✓ Wages
- ✓ Health & Safety
- ✓ Facility Management Systems

+ sharing of that data with end users

Out-of-Scope of SLCP

Data value judgements and follow-up
actions such as:

- Scoring/ranking
- Benchmarking
- Industry standard application
- Compliance with company
Code of Conduct
- Certification
- Remediation efforts



So, how will the Verifier verify?

The role of the Verifier is to check the completeness and correctness of the assessment data in the Data Collection Tool by looking at the facility response and checking to see if that response is **accurate or inaccurate**.

| If facility has... | ... the Verifier must... |
|------------------------------------|---|
| ... provided inaccurate answers... | ... correct the response and explain what supporting evidence was reviewed. |
| ... not provided an answer... | ... provide the correct response and explain why the facility did not answer. |

| A facility must | The Verifier must |
|---|---|
| Fill in at least 95% of the Data Collection Tool questions. Some answers are mandatory and will be enforced in the online system via the Accredited Host. | Answer 100% of the Data Collection Tool questions. |
| Thoroughly check the verified assessment report to ensure all necessary information is included, before approving. | Submit a verified assessment report within 10 working days after finishing the onsite verification. |



The facility's role in verification

The **facility** ensures a successful verification by:



Completing the self/joint-assessment (at least 95%)



Selecting a Verifier Body (VB) for the verification



Providing necessary information for a cost estimation by the VB



Working with the VB/Verifier to schedule the verification



Providing onsite access to the Verifier(s), incl. relevant documents and personnel



Clarifying concerns as early as possible (preferably during the closing meeting)



Reviewing the verified assessment report in detail prior to approving it to make sure all the information is in there



Rules and guidance on the Helpdesk

The verification methodology is clearly explained in the Verification Protocol.

Focus is on ensuring high-quality verified data that accurately represents your facility's working conditions and forms the basis for good improvement plans.

Resources available

VERIFICATION PROTOCOL (PDF)

- Mainly used by Verifiers
- Verification rules and procedures

VERIFIER GUIDANCE (PDF)

- Used by Verifiers
- Specific guidelines on how to respond to Tool questions

www.slconvergence.org/helpdesk

Prepare for the verification: tips from REI



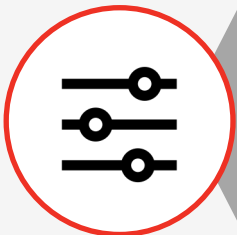
Select the right person for each Tool topic; person should have the information and documentation to answer the questions.



Set a timeline for completing your self-assessment; include a double check of the answers to the questions.



Plan your verification early in the year; ensure VB availability and assess budget needed for improvement plans.



Correctly inform your Verifier on which Step you choose in the Tool.



Did we explain
ourselves well?



True or False?



zoom

1. Verification is the second stage of the SLCP assessment process
2. Verification is optional in the SLCP assessment process
3. The SLCP assessment process results in a pass/fail score
4. An SLCP approved Verifier checks the completeness and correctness of the facility's self/joint-assessment
5. Many resources, including the Verification Protocol and Verifier Guidance are found on our Helpdesk





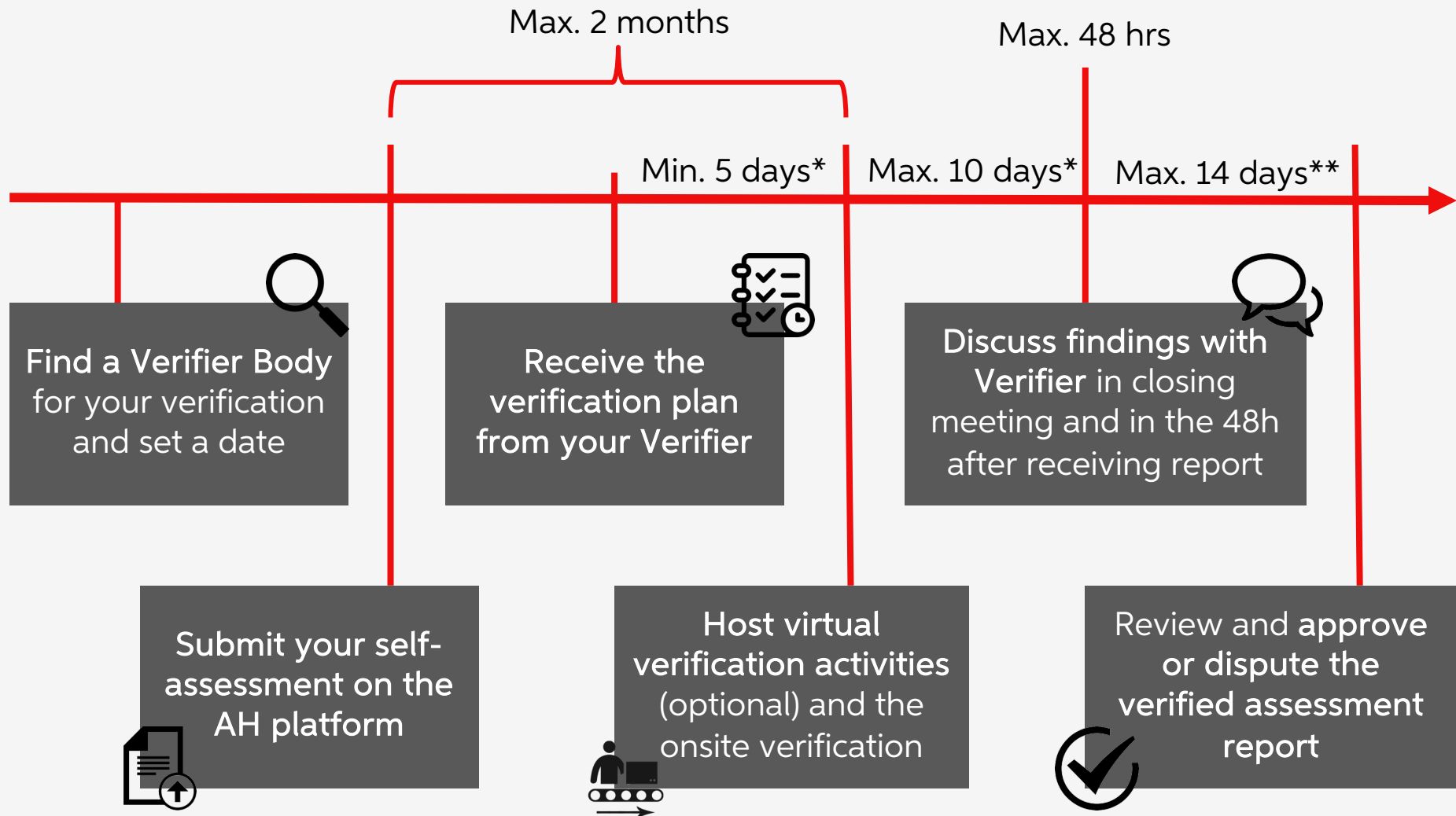
**BREAK
TIME!!!**



Farouk Boujemaa

Verification Process

Overview of the verification process




* Working days



** Calendar days


Look for a Verifier Body while in ASI



**SOCIAL & LABOR
CONVERGENCE**

Gateway

 English ▾ [About](#)  [Logout](#)


SLCP Training Demo Facility
Facility

[Home](#)
[My Profile](#)
[Accounts](#)
[Accredited Hosts](#)
[Start your Assessment](#)
[Overview of my SLCP Assessments](#)
[Get Support](#)

Assessments

Show entries

Search:

| Assessment ID | Accredited Host | Started On | Submitted On | Status | Actions |
|---------------|---------------------------------------|--------------------------|--------------|------------------------|---|
| PRJ356483 | Higg Test AH - Staging | February 4, 2022 7:43 AM | | Assessment Initiated | |
| PRJ675897 | Higg Co/Sustainable Apparel Coalition | March 31, 2021 1:13 PM | | Verification Finalized | share with another accredited host share via email |
| PRJ1057133 | FFC -- Eval | July 19, 2021 11:45 PM | | Assessment Initiated | |
| PRJ233202 | FFC -- Eval | April 24, 2020 10:00 PM | | Assessment Deleted | |



Don't wait until the end of the year to have your assessment verified, as Verifiers schedules are often booked.



Finding a Verifier Body



SLCP Active Verifier Body (VB) List

Welcome to the SLCP Verifier Bodies List

The table below can be used to quickly scan the active SLCP Verifier Body (VB) list. Use the search field to look for a specific country or name.

Countries/ regions included in overview: Note that the table shows availability of Verifiers in countries/regions both where SLCP is currently active and where SLCP will be active. Therefore, viewing a country/region on this list does not mean that verification can be completed for facilities located there. For the up-to-date list of SLCP country/region activity, please visit the [Gateway homepage](#).

Facilities can use this table to understand which VBs are active in their country/region. The list includes the contact details for each VB. Before selecting a VB for a verification, a facility should contact them to understand costs and availability. After choosing a VB, the facility can select them from a list on their Accredited Host platform. See the [SLCP FAQs for facilities](#) for more details.

Facilities note languages spoken in your facility: In your Gateway profile, you need to include all languages that are spoken in your facility, i.e. any languages spoken by facility management and employees. Languages are selected from a standardized list. This language information is used to match you with a Verifier that has the appropriate language skills to conduct the management and employee interviews. Make sure that one of the languages in the final column of the table below matches one language spoken in your facility before contacting a VB for a quote.

Facilities note selecting Verifier Body: Please be aware that the list below shows "APSCA Status" and "Approval Status". To better understand APSCA Status, please go to the APSCA website here: <https://www.theapsca.org/apsca-member-firms/> Approval statuses have the following meanings:

- **Full:** The VB is either 1) An APSCA full member or 2) non-APSCA member that has completed the VB Check from the VOO and has closed any significant gaps in Quality systems
- **Provisional:** Non-APSCA member that has been provisionally approved to provide verifications, but has not yet completed the full VB Check process.
- **Probation:** VB that is currently undergoing additional remediation due to identified quality issues.

To see additional info on Verifier numbers by location

[Chart of Verifiers by Country and VB](#)

If you don't see a VB with approved Verifiers in your country/region, click here to view a list of VB that are approved for additional countries/regions but don't yet have Verifiers. You can contact them to check when Verifiers might be available

[VBs Approved for Countries but No Verifiers](#)

You can view a list of countries/regions with local Verifier capacity risks by clicking this button

[View Local Verifier Capacity Risk](#)

If you know the family/last name of a Verifier and the Gateway ID you can check approval status here

[Check Verifier Status](#)

www.slconvergence.org/verifierbodies



sumerra





Ask for Quotes and Choose a VB



The facility will provide the necessary information for a cost estimation by the VB.
Costs for onsite verification differ per VB:



Country and location within the country



Size of the facility / compound



Number of workers



Number of virtual verification activities / full virtual verification



...



All SLCP approved VBs can be selected



You can choose any VB you want; business partners must accept all VBs. If they do not you can report the incident through this [form](#).

SOCIAL & LABOR
CONVERGENCE

Form to report non-acceptance of SLCP

Introduction

On the SLCP website, we have published a [list](#) of organizations that are ready to accept SLCP assessment reports in place of third-party or proprietary audits.

If you are a facility and one of your customers mentioned on the list does not accept your SLCP verified data, fill in this form to report the incident.

The form will ask you to fill in details about your facility (with the option to stay anonymous), the buyer, your SLCP verified assessment and the incident of non-acceptance.

Thank you for filling in the form!

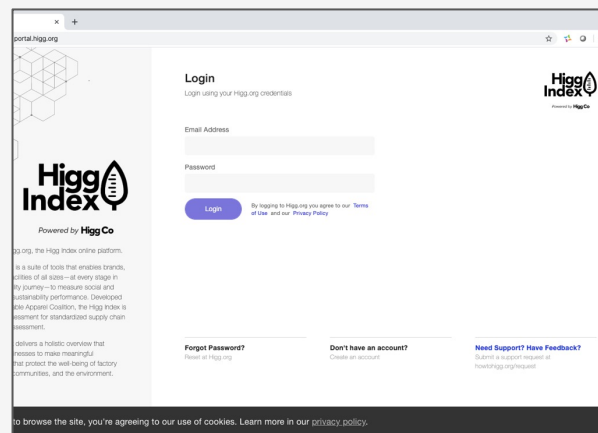
Note: Please note that SLCP does not provide a pass/ fail and is not a certification of any kind. Buyers can apply their own Codes of Conduct or chosen standard to the SLCP verified data and may make sourcing decisions based on their analysis of the data. SLCP is not able to follow up with buyers in these instances or to get involved in discussions between a facility and a buyer on issues of compliance.



Selecting a Verifier Body



[Fair Factories Clearinghouse \(FFC\)](#)



[Higg](#)

Note: you cannot choose a Verifier.
The Verifier Body will select a matching Verifier for you.

Submit your Assessment on the AH



After the facility submits the assessment on the AH, the Verifier must start the verification within **two months**.

SOCIAL & LABOR CONVERGENCE

Gateway

English About Logout

SLCP Training Demo Facility
Facility

[Home](#)
[My Profile](#)
[Accounts](#)
[Accredited Hosts](#)
[Start your Assessment](#)
[Overview of my SLCP Assessments](#)
[Get Support](#)

Assessments

Show: 10 entries

Search:

| Assessment ID | Accredited Host | Started On | Submitted On | Status | Actions |
|---------------|---------------------------------------|--------------------------|--------------|------------------------|---|
| PRJ356483 | Higg Test AH - Staging | February 4, 2022 7:43 AM | | Assessment Completed | |
| RJ675897 | Higg Co/Sustainable Apparel Coalition | March 31, 2021 1:13 PM | | Verification Finalized | share with another accredited host share via email |
| PRJ1057133 | FFC -- Eval | July 19, 2021 11:45 PM | | Assessment Initiated | |
| PRJ233202 | FFC -- Eval | April 24, 2020 10:00 PM | | Assessment Deleted | |



Assigning the Verifier



The facility cannot choose the SLCP Verifier. The Verifier Body assigns an SLCP approved Verifier to conduct the verification.

Mandatory

Preferred

Verifier must not have verified the facility's last self/joint-assessment

Different gender of Verifier(s) from previous verification

Verifier must not have had any involvement with current self/joint-assessment

Appropriate gender of Verifiers for facility circumstances

At least one Verifier (if team) must be approved to verify in the facility's country

All Verifiers approved to verify in the country of verification

At least one Verifier (if team) must speak at least one of the worker languages

Each Verifier speaks at least one of the worker languages

Ensure the right Verifier is assigned



All languages spoken at the facility (required to communicate with management and workers) *

❗ If your workers speak different languages please select all languages that you need to communicate with them. You can select multiple languages in the field below by clicking on the ones that are applicable. The information will be used to match you with a Verifier that speaks at least one of the selected languages.

Chinese - Gan Chinese, Chinese - Huizhou Chinese, Chinese - Mandarin Chinese, ... ▼



Finnish

✓ French

Frisian/ Western Frisian

Fulah - Adamawa Fulfulde

Fulah - Bagirmi Fulfulde

Fulah - Borgu Fulfulde

✓ Fulah - Central-Eastern Niger Fulfulde

Fulah - Maasina Fulfulde

Fulah - Nigerian Fulfulde

Fulah - Pulaar

Fulah - Pular

Fulah - Western Niger Fulfulde

Note: make sure you have selected all languages spoken in your facility in your Gateway profile

Save Changes





The Verifier starts the Verification



SLCP Training Demo Facility
Facility

[Home](#)

[My Profile](#)

[Accounts](#)

[Accredited Hosts](#)

[Start your Assessment](#)

[Overview of my SLCP Assessments](#)

[Get Support](#)

Assessments

Show

10

entries

Search:

Assessment

ID

Accredited Host

Started On

Submitted On

Status

Actions

PRJ356483

Higg Test AH - Staging

February 4, 2022 7:43
AM

Verification in
Progress

PRJ675897

Higg Co/Sustainable Apparel
Coalition

March 31, 2021 1:13 PM

Verification
Finalized

share with another accredited host
 share via email

PRJ1057133

FFC -- Eval

July 19, 2021 11:45 PM

Assessment
Initiated

PRJ233202

FFC -- Eval

April 24, 2020 10:00
PM

Assessment
Deleted

Review your Verification Plan

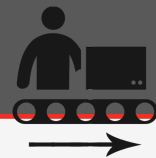


At least **5 working days** before the virtual / onsite verification the Verifier sends the plan. The **verification plan** gives verification details including:

-  Specific calendar days onsite (or number of days if verification is semi-announced)
-  Verification hours (start and finish for each day)
-  Expectations for the opening meeting, including who should attend
-  Minimum number of interviews that must be conducted
-  Minimum number of wage/hour/personnel records that must be reviewed
-  Document request list



Supporting an onsite verification



Just like for the self-/joint-assessment, you need an internal team to support the onsite verification. Having your staff and paperwork prepared helps the Verifier and saves you both time. An onsite verification should not take longer than 4 consecutive business days.

During an onsite visit, a Verifier will conduct:



Management staff interviews



Onsite observations



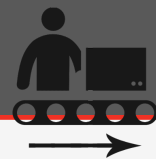
Document reviews



Worker interviews



Virtual Verification Activities



Before the onsite verification, facilities can decide to include virtual verification activities to reduce the time Verifiers spend onsite.

Possible virtual verifications activities:

- ✓ Pre-virtual verification meeting
- ✓ Opening meeting
- ✓ Documentation review
- ✓ Virtual interviews to further understand documents shared
- ✓ Virtual walk-through
- ✓ Wage and hours records review

Note: virtual verification activities can reduce onsite verification time but can increase the total time required for the verification. In most cases a full onsite verification is the best choice for both facilities and Verifiers.



Review the **Facility Guide to Virtual + Onsite Verification** for more information.
Full Virtual Verification is upcoming; guide will be updated.



Findings of the Verifier



Opportunities to discuss findings and possible changes with the Verifier:

During the closing meeting of the onsite verification

- Verifier explains discrepancies between the facility's assessment and the verification.
- Facility requests clarification and changes when needed.

Within 48h after the verified assessment report becomes available

- Resolve all outstanding disagreements with the Verifier.
- If you feel changes are needed, **provide documentation** that substantiate your point of view.



Track the status of your verified assessment on the Gateway



Gateway



English ▾

[About](#)



[Logout](#)



SLCP Training Demo Facility
Facility

[Home](#)

[My Profile](#)

[Accounts](#)

[Accredited Hosts](#)

[Start your Assessment](#)

[Overview of my SLCP Assessments](#)

[Get Support](#)

Assessments

Show

10

entries

Search:

Assessment

ID

Accredited Host

Started On

Submitted On

Status

Actions

PRJ356483

Higg Test AH - Staging

February 4, 2022 7:43 AM

February 4, 2022 8:14 AM

Verification Completed

PRJ675897

Higg Co/Sustainable Apparel Coalition

March 31, 2021 1:13 PM

Verification Finalized

[share with another accredited host](#)
[share via email](#)

PRJ1057133

FFC -- Eval

July 19, 2021 11:45 PM

Assessment Initiated

PRJ233202

FFC -- Eval

April 24, 2020 10:00 PM

Assessment Deleted



Review the Verified Assessment



The verified assessment report is available for review within 10 working days after the onsite verification. To review, you can start with the **Verification Summary**.

The **Verification Summary** is an automated output containing all "Inaccurate" and "legal non-compliance" items from each section of the Tool. It contains useful information such as:

- **Accuracy Index**: compares the number of inaccurate answers against the total number of facility responses. Note that this is not a score.
- **Legal compliance**: gives non-compliances with International Labor Standards (ILS) and National Labor Laws (NLL) on a question level.

SOCIAL & LABOR CONVERGENCE

Verification Summary

Facility Name: Rabat Design & Apparel

Verification Start Date: 2020-12-14

Compliation: 97.55%

Accuracy Index: 92.57%

Click here (no double-click) and wait to create/update Verification Summary

| Section | Sub-section | Category | Number | Question | Facility Response | Verification Selection | Final Verified Response | Verification Data | Non-Compliance | Legal Reference |
|----------------------|----------------------|------------------------|-------------|--|----------------------------|------------------------|-------------------------|----------------------------------|------------------------------------|-------------------------|
| RECRUITMENT & HIRING | Child Labor | Age Documentation | RH-CHI-1.1 | If yes, please describe what legal | Birth certificates | Inaccurate | Not copies of ALL | Not copies of ALL | | |
| RECRUITMENT & HIRING | Child Labor | Minimum Age | RH-CHI-4 | Number Here: | Are any workers under | Yes | Inaccurate | No | Misunderstanding, Legal | |
| RECRUITMENT & HIRING | Child Labor | Historical Child Labor | RH-CHI-8 | Do records indicate that | Do records indicate that | Yes | Inaccurate | No | There was one incident in 2019 | |
| RECRUITMENT & HIRING | Child Labor | Workers under 18 | RH-CHI-9 | Does the facility | Does the facility | Yes | Inaccurate | No | Misunderstanding, Facility read it | |
| RECRUITMENT & HIRING | Child Labor | Workers under 18 | RH-CHI-10 | Is the facility's practice | Is the facility's practice | Yes | Inaccurate | No | Some parental permission | X |
| RECRUITMENT & HIRING | Child Labor | Workers under 18 | RH-CHI-13 | Does the facility arrange | Does the facility arrange | Yes | Inaccurate | No | Facility inquires as to whether | Dahir n° 1-03-194 du 11 |
| RECRUITMENT & HIRING | Child Labor | Workers under 18 | RH-CHI-16 | Does the facility provide | Does the facility provide | Yes | Inaccurate | No | Misunderstanding, Young | |
| RECRUITMENT & HIRING | Discrimination | Recruitment | RH-DIS-14-1 | Which of the following elements are | Nationality / Foreign | Inaccurate | X | In line with the Labour Code Act | | |
| RECRUITMENT & HIRING | Employment Practices | Workplace Rules | RH-EMP-1 | Do workplace rules | Do workplace rules | Yes | Inaccurate | No applicable legal | Dahir n° 1-03-194 of | |
| RECRUITMENT & HIRING | Employment Practices | Workplace Rules | RH-EMP-2 | Are all new workers | Are all new workers | Yes | Inaccurate | No | Workers are provided with a | |
| RECRUITMENT & HIRING | Employment Practices | Workplace Rules | RH-EMP-3 | Are workplace rules | Are workplace rules | Yes | Inaccurate | No | Work place rules available in | |
| RECRUITMENT & HIRING | Employment Practices | Contracts / T&Cs | RH-EMP-10-3 | Does the facility follow any of the following | Copies of contracts are | No applicable legal | Inaccurate | X | Specified in Labor Law 2003. | |
| WORKING HOURS | Working Hours | Records | WH-WOR-2-2 | Who performs the clock-in/clock-out function | Management | Inaccurate | X | Occasionally during peak | | |
| WORKING HOURS | Working Hours | Records | WH-WOR-3 | Does the facility | Does the facility | Yes | Inaccurate | No | During conversion of the three | X |
| WORKING HOURS | Working Hours | Records | WH-WOR-4-4 | Does the facility follow any of the following | Start and finish times in | X | Inaccurate | During the switch over to | | Dahir n° 1-03-194 of |
| WORKING HOURS | Working Hours | Records | WH-WOR-4-5 | Does the facility follow any of the following | Working hour records | X | Inaccurate | During the switch over to | | |
| WORKING HOURS | Working Hours | Regular Hours | WH-WOR-8 | Does the facility | Does the facility | Yes | Inaccurate | No | Facility has a set number of | |
| WORKING HOURS | Working Hours | Total Working Hours | WH-WOR-17 | Did any workers work | Did any workers work | Yes | Inaccurate | No | Workers did not work more than | |
| WORKING HOURS | Working Hours | Breaks | WH-WOR-20 | Does the facility provide | Does the facility provide | No applicable legal | Inaccurate | No | Facility does provide | |
| WORKING HOURS | Overtime | Exceptional | WH-OVE-4 | Does the facility consult | Does the facility consult | Yes | Inaccurate | No | Worker interviews revealed that | |
| WORKING HOURS | Overtime | Exceptional | WH-OVE-5 | Is the facility's practice | Is the facility's practice | Yes | Inaccurate | No applicable legal | Moroccan employers are not | |
| WAGES & BENEFITS | Wages and Benefits | Facility Information | WB-WAG-2-5 | What are the units for rate of pay for | Monthly | X | Inaccurate | Misunderstanding, Workers | | |
| WAGES & BENEFITS | Wages and Benefits | Records | WB-WAG-4-2 | Does the facility follow any of the following | Payroll records are | X | Inaccurate | Discrepancy between | | |
| WAGES & BENEFITS | Wages and Benefits | Other Premium Pay | WB-WAG-13 | Which of the following types of regular hours | Is the facility not paying | No | Inaccurate | No applicable legal | All workers are paid in line with | |
| WAGES & BENEFITS | Wages and Benefits | Overtime Allowances | WB-WAG-16 | Is the facility not paying | Are overtime | Inaccurate | No applicable legal | No | No reference to overtime | |
| WAGES & BENEFITS | Wages and Benefits | Wage Increase | WB-WAG-42 | Number of male workers that where | 1568 | Inaccurate | 156 | Facility incorrectly entered | | |
| WAGES & BENEFITS | Wages and Benefits | Bonus | WB-WAG-43 | Do workers receive any | Do workers receive any | Yes | Inaccurate | No | Records show that during the | |
| WAGES & BENEFITS | Wages and Benefits | Loans & Advances | WB-WAG-62.1 | If yes, please describe the terms of the loans | Interest free loan for | Inaccurate | Advanced wage payments | Advanced wage payments must | | |
| WAGES & BENEFITS | Wages and Benefits | Deductions | WB-WAG-67.1 | If yes, please describe the type of deductions | Advances in wages | Inaccurate | Advanced wage payments | Advanced wage payments must | | |
| WORKER TREATMENT | Harassment and Abuse | Compensatory Leave | WB-WAG-86 | Does the facility provide | Does the facility provide | Yes | Inaccurate | No | No evidence found of | X |
| WORKER TREATMENT | Harassment and Abuse | Harassment | WT-HAR-1 | Have there been any | Have there been any | Yes | Inaccurate | Yes | Facility responded inaccurately. | Dahir n° 1-03-194 of |
| WORKER TREATMENT | Harassment and Abuse | Discrimination | WT-HAR-11 | Have there been any | Have there been any | No | Inaccurate | Yes | No recorded cases but | |

Dispute the Verified Assessment



Facilities can dispute the outcome of an SLCP verification if needed. The VOO will rule on the dispute; its decision is final.

Some limitations:



Facilities have 14 calendar days to dispute a verified assessment report. You do this on the Accredited Host platform.



Disputes can not be raised on a question level. They can only be raised when there are quality and/or integrity issues due to Verifier conduct or not following Protocol in the verification process.



A dispute can be substantiated or not after review by the Verification Oversight Organization. After a dispute is closed on a verified assessment, no new dispute can be filed.



Approve the Verified Assessment



Within **14 calendar days**, a facility needs to approve, or dispute the verified assessment on the Accredited Host.

The report is very comprehensive. The **Reader Guide** helps you navigate.

Be sure to check the entire report. The facility needs to ensure that the Verification Data contains **all the information** needed by the end-users, their business partners.

After **14 calendar days** the report is automatically approved and sent to Gateway. You can now share the report.

SOCIAL & LABOR CONVERGENCE



How to read the SLCP verified assessment (VRF assessment status)

First three work sheets contain summarized information. Subsequent sheets contain verified data per Tool section. Last sheet is important to see all verified data in a standardized template.

| | |
|--|---|
| Assessment Information: | Key information on facility, verification date, Verifier Body (VB) and Verifier |
| Verification Summary: | <p>Accuracy index showing level of correctness of self/joint-assessed data versus the verified data</p> <p>Completion percentage showing level of completeness of the self/joint-assessed data</p> <p>List of all data points where there was deviation between self/joint-assessed data and verified data marked as 'Inaccurate'. In the list you will find the Final Verified Response.</p> <p>List of all data points where there is non-alignment with local law and/or international labor standards in the verified data. In the list you will find these showing as Non-Compliance.</p> |
| Verification Details: | More details about the Verifier (team), verification process and general observations from the Verifier about the facility |
| 10 Tool Section Sheets (Facility Profile, Recruitment and Hiring, etc.) | <p>These work sheets show all data points per section (e.g. Facility Profile, Recruitment and Hiring, Wages and Benefits) of the Data Collection Tool.</p> <p>"All data points" means that some questions may not be applicable to this specific facility, yet they appear in the work sheet. The Final Verified Response column is blank for Facility Response and blank for Verification Selection if the question was not applicable.</p> |
| Questions and Answers (last sheet in Tool) | <p>This work sheet shows all questions of the Data Collection Tool with the applicable self/joint-assessed response (column G) and Verifier data (columns H-M).</p> <p>The structure of the sheet (column descriptions) and the content in columns A-F will always remain the same, meaning this is a standardized template.</p> <p>If columns G-M are blank, that means the question does not apply to this facility.</p> <p>Column D (Key) is the unique identifier of the question. This key does not change when the Tool version changes.</p> <p>Column E (Number) is the number of the question visible to the facility and Verifier when they complete the Tool offline or on the Accredited Host platform. Numbering is kept clean and sequential and can therefore change when the Tool version changes.</p> |



Your VRF is ready to be shared



Test Facility
Facility

[Home](#)

[My Profile](#)

[Accounts](#)

[Accredited Hosts](#)

[Start your Assessment](#)

[Overview of my SLCP Assessments](#)

[Get Support](#)

| Assessments | | | | | |
|---------------|---|--------------------------|--------------------------|------------------------|---|
| Show | | Search: | | | |
| 10 | | | | | |
| entries | | | | | |
| Assessment ID | Accredited Host | Started On | Submitted On | Status | Actions |
| PRJ959508 | Fair Factories Clearinghouse (FFC) | August 12, 2021 10:15 AM | August 12, 2021 11:09 AM | Verification Finalized | View Assessment download attachment share with another accredited host share via email |
| PRJ642092 | Higg Co / Sustainable Apparel Coalition | August 12, 2021 8:10 AM | August 12, 2021 10:08 AM | Verification Finalized | View Assessment download attachment share with another accredited host share via email |
| PRJ1066337 | Fair Factories Clearinghouse (FFC) | August 12, 2021 7:38 AM | August 12, 2021 8:09 AM | Verification Finalized | View Assessment download attachment share with another accredited host share via email |




Give Feedback



SLCP aims to keep improving your SLCP experience. To share your thoughts for improvement, please fill in the survey after a verification.

Feedback will be communicated back to the Verifier (Body) anonymously.

**SOCIAL & LABOR
CONVERGENCE** 

SLCP Verification Feedback Survey

Instructions: Please provide us with information regarding your verification for feedback purposes. Your specific feedback will be used to evaluate and improve the SLCP process and system and will not be shared with the Verifier Body or Verifier directly.

***NOTICE:** This feedback form is meant to evaluate the Verifier conduct and your satisfaction with the overall SLCP process. It is not for the purposes of disputing verification results, please use the dispute mechanism on the Accredited Host system if you wish to file a dispute.*

This form should take approximately 20 - 30 minutes to complete.

Save & Return
You can save your progress and complete this form later by creating an account. Just click the button on the right (optional).

Create an account or login

The data field below should pre-populated with the Assessment ID. If this field is empty, please add the Assessment ID exactly as it is found in the Gateway. Please check it twice to ensure it is accurate.

Assessment ID *

PRJ605205

Factory / Verification Details

Facility Name *

Max Comp.

Name (Person Completing the Survey) *



David Liu

Manufacturer Experience



Content to be covered



**Preparation/
Implementation**



**Calibration/
Sharing**



Benefits



Stella International Holdings Limited

**SOCIAL & LABOR
CONVERGENCE**





Preparation/ Implementation

01 Communication

Leadership
CR Team
All Functional Team
Customer

02 Familiar with the Tool

Webinar training
On-line training
Internal workshop
Tier Education

03 Data Accuracy

Transparency
Involvement
Read it right
Double confirm





Calibration/ Sharing

- 01 Timing**
- 02 Transparency**
- 03 Communication with verifier**
- 04 It's your own responsibility**



Stella International Holdings Limited

**SOCIAL & LABOR
CONVERGENCE**



- 01 Systematic Tool**
- 02 Fully Cover**
- 03 Step by Step**
- 04 Find Out Opportunities**
- 05 Calibration V.s. Auditing**
- 05 Own by factory**

 Thank you!





Roopashree S

Ensuring Quality

SLCP and Data Quality

Your verified data is of the highest quality and integrity



Verified by SLCP
approved Verifiers

- Minimum 3 years' experience in social auditing & relevant training/ accreditation
- Must successfully complete SLCP approval process (complete e-learning & pass exam)



Outcome of a
system including
multiple quality
checks

- System includes:
- Desktop reviews
 - Shadow / Duplicate / Counter verifications
 - Verifier Body Management Checks



Automatically
quality-checked
before becoming
publicly available

Automatic checking of each verified assessment against verification rules when data enters the Gateway; addressing any issues with Verifiers before accepting data in the system



sumerra



International
Trade
Centre

**SOCIAL & LABOR
CONVERGENCE**



QA Guiding Principle, Goal and Outcomes

The SLCP data integrity and quality system is established to **monitor, measure, evaluate and improve consistency and precision of process to arrive at a trustworthy verified data**. Elements of the system are:



Verifier Body (VB) Scoring: Verifier scoring (and ultimately VB scoring) is calculated based on e.g. exam score. Quality defects related to Verifier performance (e.g., not following Verification Protocol requirements) is included.



VB Status Maintenance: VB system checks ensure VBs' commitments to developing and implementing policies and procedures on Verifiers' competence, training, ethics, integrity, impartiality, and internal quality management.



SLCP integrity oversight program: Quality Assurance (QA) activities on VBs and their Verifiers result in an overall risk-based score (Level 1 (Low Risk) to 3 (High Risk)) which impacts VB status.



Calibration webinars: quarterly webinar to share important updates, calibrate all VBs on specific requirements and allow for Q&A.



Report invalidation: verified assessment is made invalid due to QA activities' outcomes. Significant quality or Verification Protocol issues lead to invalidation.



sumerra

SOCIAL & LABOR
CONVERGENCE





Facility participation in QA

Shadow Verification

Counter Verification

Duplicate Verification

All facilities where verifications have taken place can host a shadow/ counter/ duplicate verification:

- ✓ Facilities are chosen based on several criteria including size, facility type, risk factors and geographic location.
- ✓ Facility selection is done by the VOO.
- ✓ Agenda is sent to the facility at least one week prior to the shadow/ counter/ duplicate verification.
- ✓ Summary of the shadow/ counter/ duplicate verification report is only shared with the facility.
- ✓ No costs associated with shadow/ counter/ duplicate verification for facilities.



sumerra

SOCIAL & LABOR
CONVERGENCE





Did we explain
ourselves well?



True or False?



zoom

1. Verification must take place within two months from when the facility submits their self/joint-assessment on the AH platform
2. You won't run into any problems if you wait until the end of the year to have your assessment verified
3. The Verification Summary gives you an overview of legal non-compliances
4. A facility can dispute the answer to a single Tool question if they don't agree
5. The facility should review the verified assessment report in detail to be sure that everything they want is included, as well as all information required by end-users





Questions?



If you are ever lost...

**SOCIAL & LABOR
CONVERGENCE**

[Submit a request](#) [e-learning](#) [SLCP website](#) [Sign in](#)

SLCP Helpdesk

SLCP explained

I am a Facility

I am a Brand

I am a VB/Verifier

Better Work & SLCP

Promoted articles

[Manual to the SLCP Helpdesk](#)

[Step-by-step guidance: How do I start and complete the SLCP assessment process?](#)

[SLCP Facility Training Webinars CAF 1.4](#)

[Upcoming training sessions by Training Bodies \(TBs\)](#)



Huyen Le
Thi Thu



Jessica
Jia



Sahana
Kubsad



Sevinc
Aktas Ilgun



Urtty
Majumder

www.slconvergence.org/helpdesk





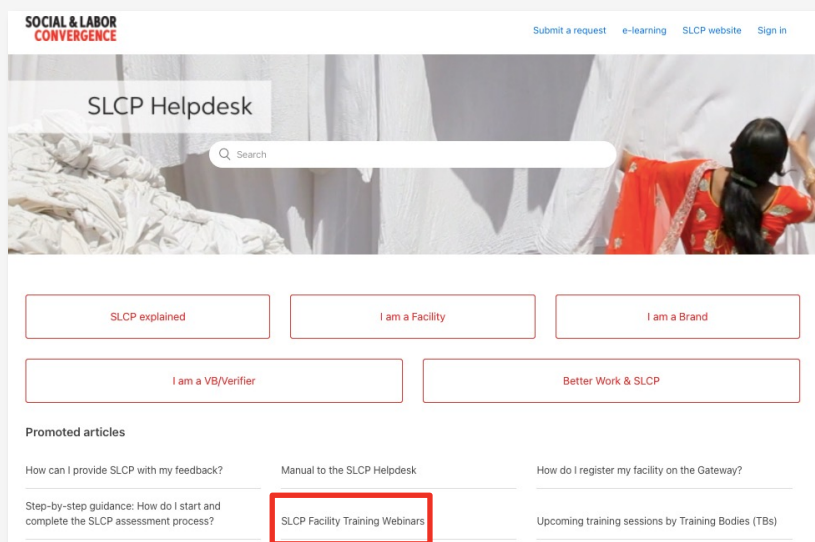
Join the upcoming training



Deep dive: Sharing SLCP verified data (English)

26 April | 10:00-12:30 CET | [Register here](#)

In this session we will cover everything you can do with your assessment once it's been verified (VRF). We will walk you through how to share your VRF, how different stakeholders use the verified data, and the steps taken to ensure that your data is of high-quality. We hope you leave this session with the tools to get the most out of your SLCP verified assessment.



Visit the [SLCP Helpdesk](#) to find:

- ✓ Registration information for all upcoming sessions
- ✓ Links to training recordings and slide decks



Before you go...

Help us improve future training by giving us your feedback. It is anonymous.



<https://www.surveymonkey.com/r/CYM9M9P>





Thank you!

