

Social & Labor Convergence Program (SLCP)

**Decent working conditions in global
supply chains.**

SLCP Facility Training Webinar
India Deep Dive
12 June 2024



Welcome to today's webinar!

Recording You are viewing Webinar Zoom's screen View Options

Social & Labor Convergence Program (SLCP)

Decent working conditions in global supply chains.

Q&A

Audio Settings Chat Raise Hand Q&A Leave Meeting

What will you learn today?

- ✓ Detailed data on SLCP's operations in India
- ✓ How brands use SLCP & tips for completing your assessment
- ✓ Insights and benefits from an experienced Indian manufacturer
- ✓ Who is Good Business Lab and how we collaborate
- ✓ India specific guidance for facilities
- ✓ How to avoid common mistakes when filling in the Tool



Presentation



Guest speakers



Quiz



Room for questions





Meet the speakers



Elizabeth Otten
Training Manager



Reshma KT
Support Associate
India



Himanshu Gupta
Country Director
India





Meet the speakers

H&M Group



Pinky Roy
Sustainability
Developer

H&M Group



**Karthik
Narayanaswamy**
Sustainability
Developer



Sireesh Kumar
Sr. GM -
Compliance

gbl.



**Priydarshini
Gouthi**
Ventures Associate

Introduction

Social & Labor
Convergence
Program



Social & Labor
Convergence
Program



What is SLCP?

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



Collects harmonised, accessible and trusted social and labor supply chain data



Deploys a common social assessment called the Converged Assessment Framework (CAF)



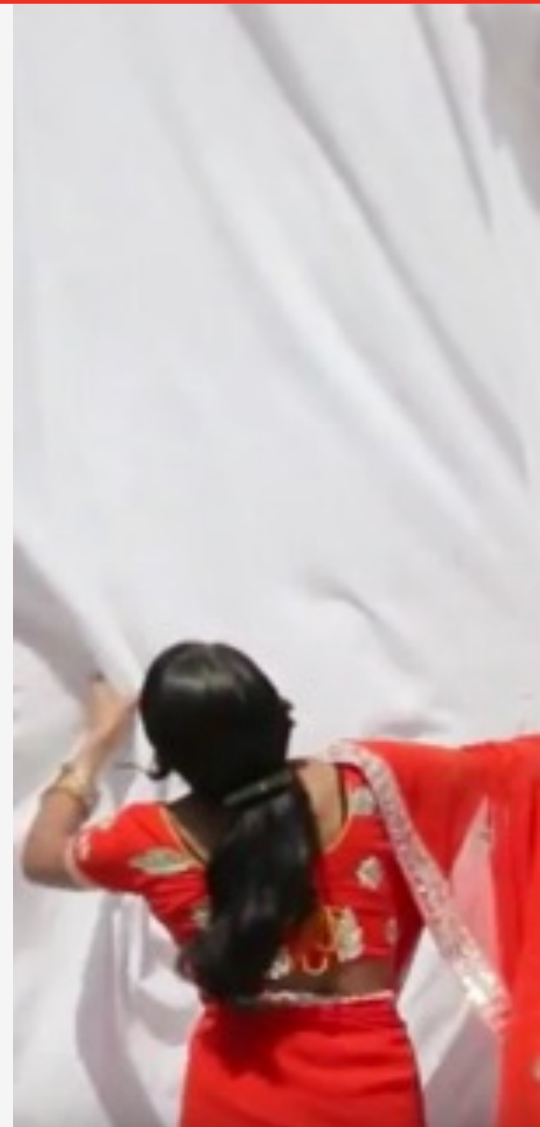
Replaces the need for repetitive audits and frees up resources for improvement programs



Facilities own their data



Companies can use this data to undertake meaningful HRDD



Want to learn more?

The screenshot shows the SLCP Helpdesk website. At the top left is the Social & Labor Convergence Program logo. At the top right are links for 'Submit a request', 'e-learning', 'SLCP website', and 'Sign in'. The main header features the text 'SLCP Helpdesk' and a search bar. Below the header are five navigation buttons: 'SLCP explained', 'I am a Facility', 'I am a VB/Verifier' (with a sub-note about technical updates), 'I am a TB/Trainer', and 'I am a Brand'. A 'Promoted articles' section follows, containing nine article snippets. The article 'Facility training: upcoming sessions and webinar recordings' is highlighted with a red border.

Social & Labor Convergence Program

Submit a request e-learning SLCP website Sign in

SLCP Helpdesk

Search

SLCP explained

I am a Facility

I am a VB/Verifier
For all the latest technical updates, please read our "Technical Bulletins"

I am a TB/Trainer

I am a Brand

Promoted articles

SLCP cost overview: what are the costs related to participation in SLCP?

SLCP signatories: what does it mean to be a signatory and how can I become one?

Partnerships: how do SLCP and Better Work engage?

Data Quality & Integrity: what Quality Assurance activities does SLCP carry out? What are the findings of SLCP's QA activities?

Training: what kind of training is available to SLCP users?

Helpdesk guidance: how to navigate our FAQs?

SLCP platforms: what is the difference between SLCP and the Higg FSLM?

Facility training: guidance on how to start and complete the SLCP assessment process

Facility training: upcoming sessions and webinar recordings

www.slconvergence.org/helpdesk

SLCP in India

Social & Labor
Convergence
Program 



Social & Labor
Convergence
Program 

SLCP in India 2023



981

assessments

11% of total assessments
conducted in 2023



690 k

workers

11% of total workers
in 2023

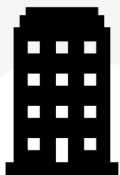


1351

facilities

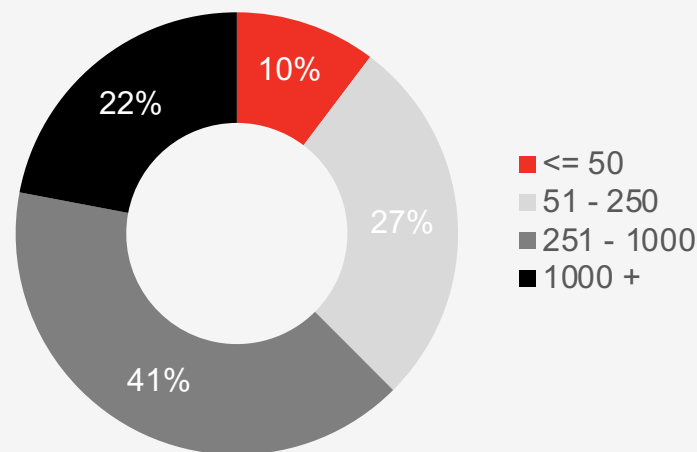
13% of registrations
in 2023

Assessments by Facility Size

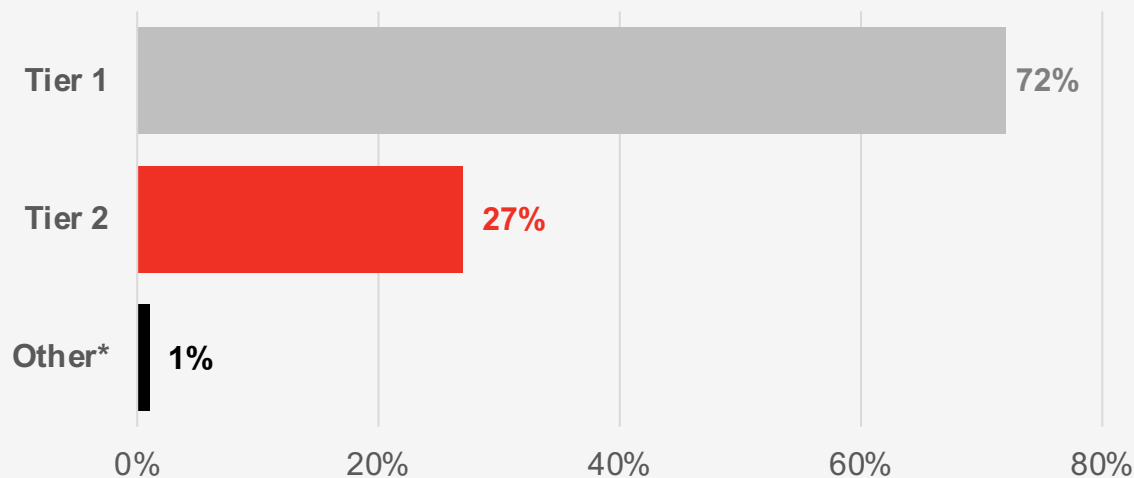


37%

of facilities are SMEs;
52% worldwide



Distribution of Indian facilities in 2023



*Tier 3 and Distribution Centers



SLCP is working towards **increasing adoption** deeper in supply chains



In 2023, **27%** of SLCP assessments in India were completed by Tier 2 facilities



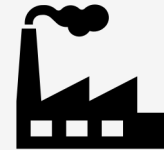
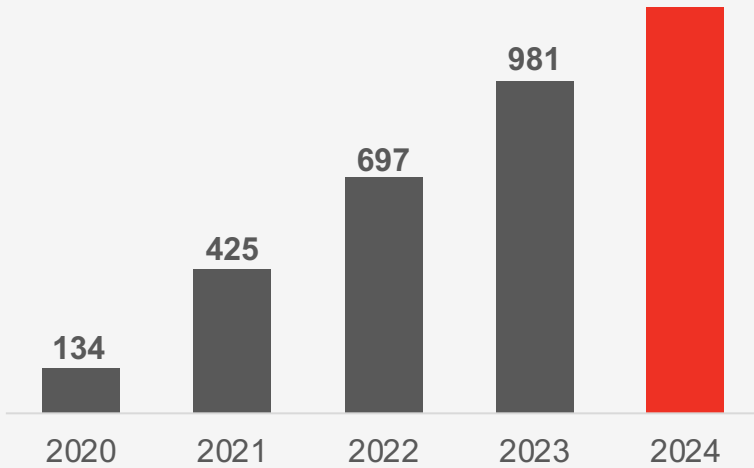
This is an **82%** increase in Tier 2 adoption in India compared to 2022





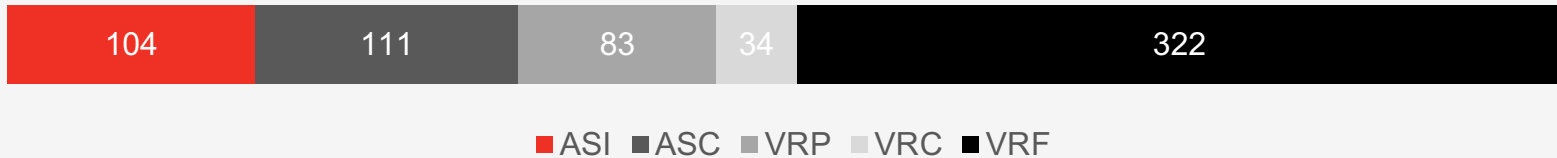
SLCP in India 2024

Growth in verified assessments



1473
facilities
registered on the
Gateway
+122 in 2024

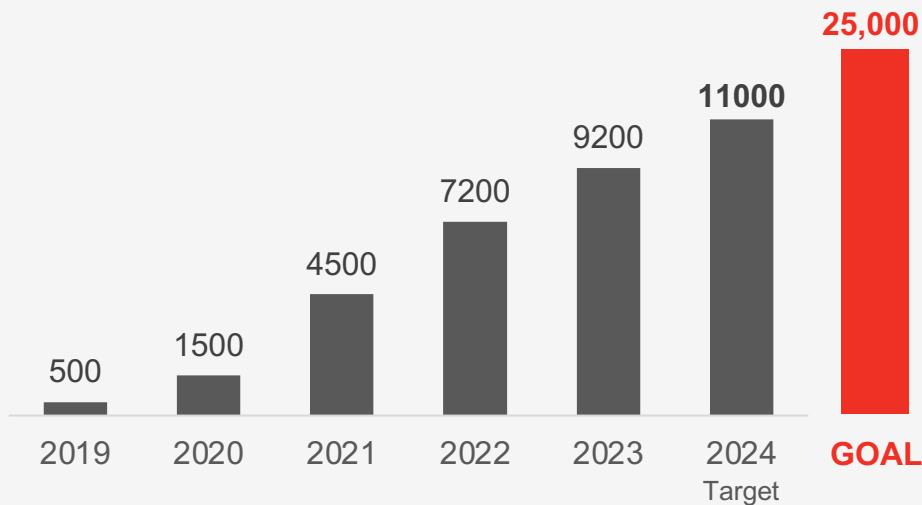
Indian Facilities in the SLCP Process



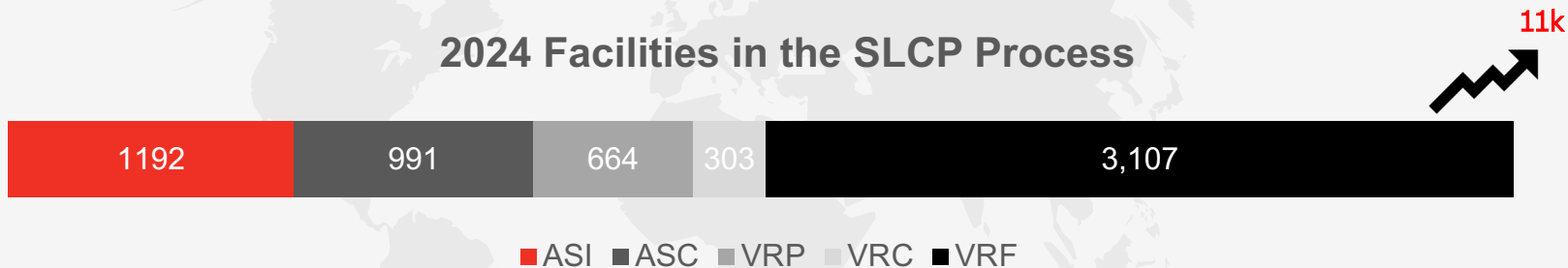


SLCP growth globally

Growth in verified assessments



2024 Facilities in the SLCP Process



85+ brands & standard holders accept SLCP data

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





Pinky & Karthik

H&M

H&M Group




H&M Group




**Social & Labor
Convergence
Program**





“Fashion and quality at the best price in sustainable way”

H&M Group

A close-up portrait of a woman's face and upper torso. She is wearing dark, wrap-around sunglasses and a light-colored blazer over a blue and white striped shirt. She has a silver hoop earring with a small charm. The background is plain white.

H&M Group's Sustainability vision;
Lead the change towards circular and
climate positive fashion while being
a fair and equal company

H&M Group



We work closely with internal and external stakeholder to drive the change and achieve our sustainability ambitions

SLCP is one of our key stakeholder on securing social sustainability compliance agenda and set long term action plan to achieve

H&M Group

Social Sustainability Assessments

2016 - 2018

2019

2020

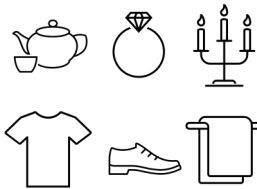
2021

2022 and Further



Apparel, Footwear and Home Textiles Suppliers adopted SLCP

Self –assessment by Suppliers and H&M team supported in joint assessments



Expanded scope to cover all Apparel, Footwear, HOME Textiles and *Few Key* HOME Hardgoods suppliers

Self –assessment by Suppliers and verification by accredited 3rd party verifiers



Assessment gives insight into compliance and performance
Focusing our resources on capacity building where needed
Brings in Supplier Ownership

Address Materiality Issues

Reduces Audit Fatigue

Started to adopt Higg Social and Environment Modules

Initiated SLCP Pilot with our key business partners

SLCP Scope for H&M Group

T1 facilities including processing units

- Apparel & Textile
- Footwear
- Home Hardgoods

T2 / Component facilities

- Dyeing & Knitting
- Finishing & Printing



Key outcomes

- Strengthen factory management awareness on social responsibility
- Better understanding on social labor contents and set short/ long term actions to improve
- Clear overview of our facilities labor standards & compliance status
- Identify materiality issues in the countries to develop collective actions
- Eliminate audit fatigue for supplier



Expectation and Future Focus

- Further develop tools to also cover upstream Supply chain facilities like Weaving, Knitting, Spinning etc.
- Data quality and alignment with verification bodies
- Data within the SLCP framework to drive supplier ownership and improvement plans





Best Practices

During Self-Assessment

- Take regular Refresher e-Learning Module.
- Select Steps (1, 2 or 3) carefully.
- Follow the timelines.
 - Ex: Verification within 2 months on completion of self-Assessment.
- Ensure to have SLCP verified module within the cycle (12 months).

Before Verification

- Ensure timely communication and selection of Verification body.
- Be an early bird, plan well in advance.
- Ensure all documents and details readily available during assessments.
- Attention to detail, add comments wherever applicable.
- Keep it precise and simple answer to questions with accuracy and attach relevant supporting documents.

During Verification

- Be ready with all documents.
- Ensure to input remarks in inaccuracy/misunderstanding questions.

Post Verification

- Read the assessment report thoroughly before finalizing.
- Check necessary comment filled in.
- Finalize after clarification of all query.



Thank You

Sireesh Kumar

Gokaldas Exports



o o o o



Gokaldas Exports Ltd.

since 1979

**No
Limits!**





About Us

Since 1979

From Concept to Design, Manufacture, and Export

Of a diverse apparel portfolio ranging from Lifestyle, Active, Elevated Fashion & Outerwear.



4+ Decades of manufacturing experience.



About USD 280 million annualized turnover in India. Atrato & Matrix together approx. of USD 150 million annualized turnover.



18 fully integrated production units in India
Atrato - 4 units in Kenya & 1 unit in Ethiopia
Matrix Clothing - 5 units in India



16,000+ Advanced machines with fully integrated manufacturing operations in India.
Atrato - 5000 machines in Kenya and Ethiopia ,
Matrix - 2100 machines (Knits)



05 Value-adding service units.



32,000+ dedicated workforce with a vast majority of them being women (80 %) in India.
Atrato - 11,000 employees across the units in Kenya and Ethiopia.
Matrix - 5000 employees

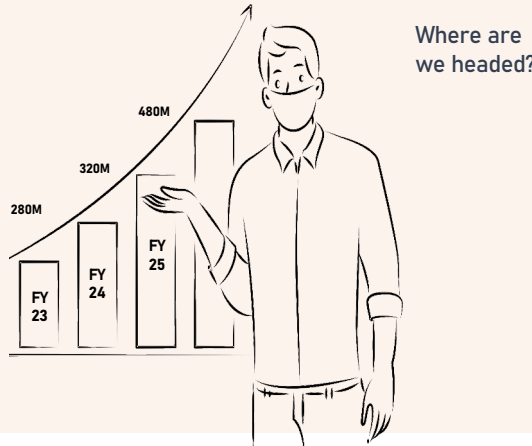


Partners with leading brands.

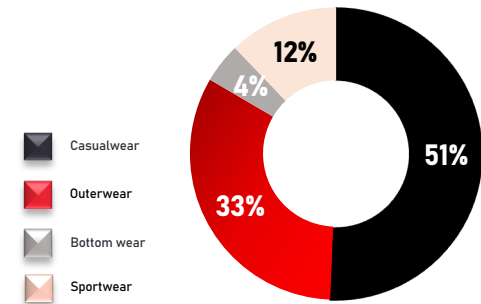


Strong Commitment to sustainability and community initiatives.

Our Financials



FY'23 - Category Sales



Our Clientele

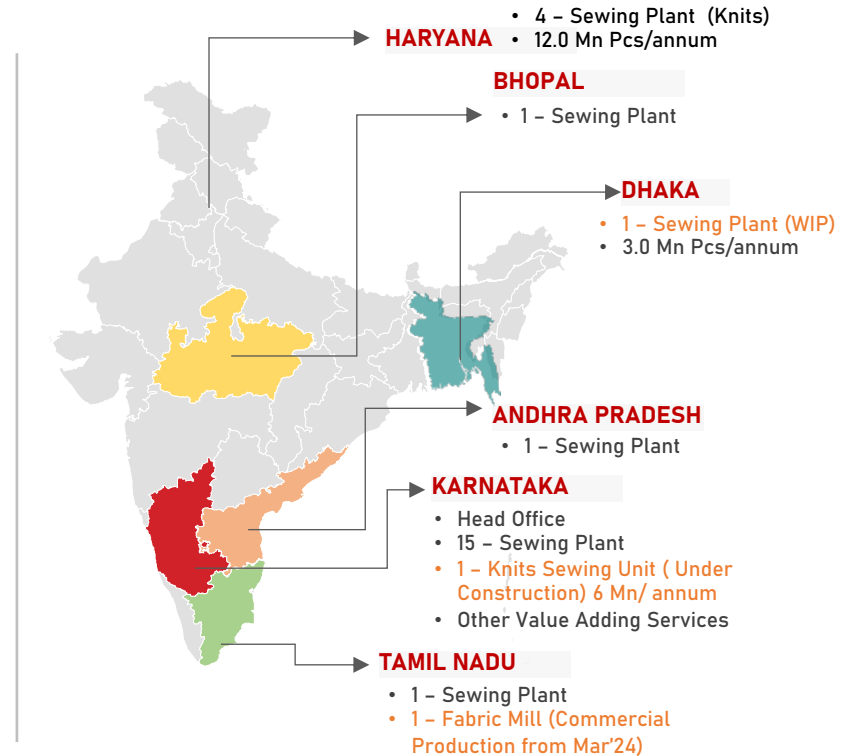




Global Reach Operations



Indian Manufacturing Centres





Insights on implementing SLCP in our facilities

GE proudly endorses the impactful SLCP Program, which has encouraged us to actively initiate it since 2019.

Partnering with SLCP enabled us to optimize costs and resources, while promoting sustainable business practices.

We are inspired by robust standards, which have been widely accepted by most of our customers, who are signatories of SLCP

This program standardizes our social compliance efforts and reduces audit fatigue

The SLCP tool integrates seamlessly into our workflows, underscoring its user-friendliness

It provides guidance on employment practices, Health & Safety, wages, and workplace culture

SLCP facilitates the implementation of employee wellbeing practices and empowers factory teams to proactively promote worker wellbeing

SLCP fosters education, training, provision of tools, while actively promoting continuous improvement and accountability within an ethical working environment

SOCIAL & LABOR
CONVERGENCE



General recommendations for facilities new to SLCP

- ❖ With many customers being signatories, leverage their influence to support SLCP implementation, results in enhancing your reputation.
- ❖ Invest in training your teams on SLCP principles and tools.
- ❖ Understand and address some of the negative questions with factual information to gain transparency and accuracy level.
- ❖ Engage stakeholders, including top management, employees, and supply chain partners, for successful adoption.
- ❖ Start with pilot projects before scaling up SLCP, establish robust monitoring to track progress and identify for improvement.
- ❖ Stay updated on SLCP and labor standards for sustainable compliance.

1

Minimize
Audit Fatigue

2

Reduced Cost &
Yield Financial Benefits

3

Develops
Knowledgeable Team

4

Enhancing
Employee Wellbeing

5

Streamlined
Compliance

6

Brings Cultural Change
towards Social Responsibility

Benefits



Thank You

CONTACT US

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India Specific Guidance



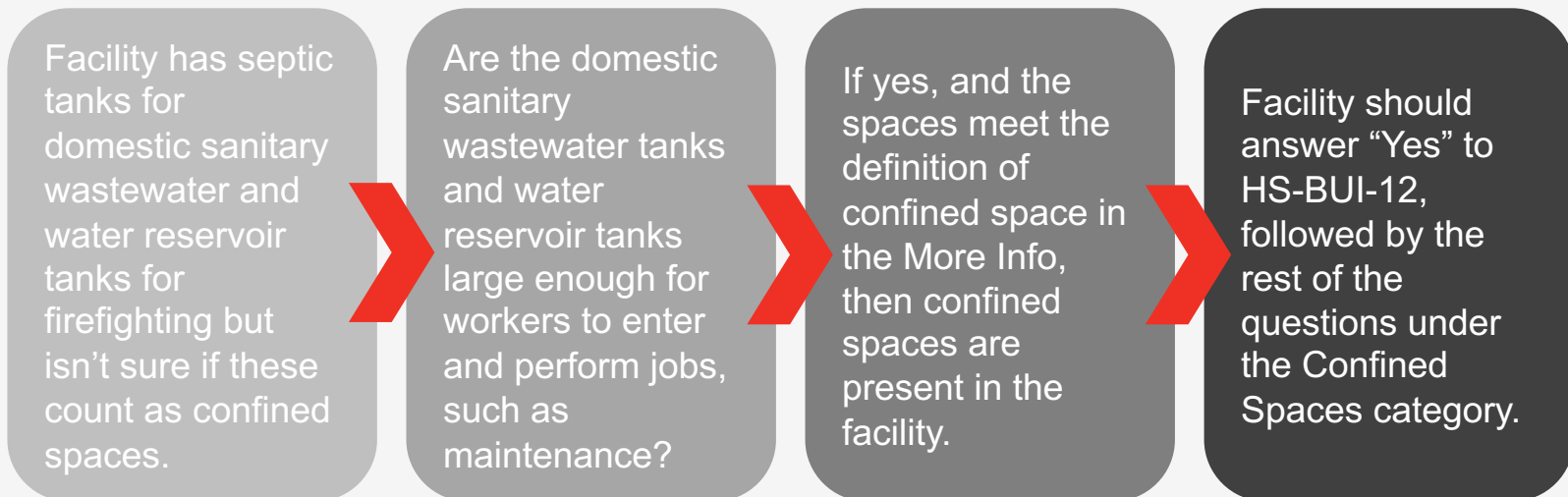
Category guidance: Confined Spaces

Confined spaces may be small and restrictive for the worker like pipes or tanks, or it could be far larger such as a grain storage silo with hundreds of cubic meter capacity.

MORE INFO: Confined space means

1. Being large enough for an employee to enter and perform work;
2. Has limited or restricted means for entry or exit; and
3. Is not designed for continuous occupancy.

Example: **HS-BUI-12** *Does the facility have confined spaces?*





PCB guidance: HS-BUI-15

What are PCBs?

Synthetic chlorinated hydrocarbon compounds used in plasticizers, surface coatings, inks, adhesives, flame retardants, pesticide extenders, paints, and microencapsulation of dyes for carbonless duplicating paper.

HS-BUI-15 *Has the facility conducted an assessment to identify if equipment contains PCB?*

Answer **“No”** if the facility has not conducted an assessment to identify if equipment contains PCBs.

Answer **“Yes”** if the facility has either:

- ✓ Conducted an assessment by an accredited laboratory using accredited methods.
- ✓ Asked the equipment seller if they've done an assessment of PCBs and has in writing that the equipment does or does not contain or may contain PCBs.

More Info: An 'assessment' may be a confirmation by a facility that all equipment and building materials were manufactured after the 100% prohibition of PCB use or 100% prohibition on PCB imports into the country.

Tip: Because there is no legal requirement, reach out to your business partners to ask what their expectations are.





PCB guidance: HS-BUI-16

HS-BUI-16 *If equipment contains PCB, does the facility have all of the following safety measures in place:*

- *Equipment containing PCB is inspected and labeled accordingly*
- *Workers who work with or around equipment containing PCB understand the hazards of PCBs?*

If the facility answers “Yes” to **HS-BUI-15**

Answer **HS-BUI-16** with either:

- ✓ “Yes”, meaning all protective measures are in place and workers understand the hazards of PCBs.
- ✓ “Not Applicable”, if the assessment indicates that the equipment does not contain PCB.

If the facility answers “No” to **HS-BUI-15**

Answer “No” to **HS-BUI-16**.

This means that equipment containing PCB is not inspected and labeled accordingly and workers who work with or around equipment containing PCB do not understand the hazards of PCBs.





Asbestos guidance: HS-BUI-17-1

HS-BUI-17 Does the facility have safety measures in place regarding asbestos? (SELECT all that apply with a "X")

HS-BUI-17-1 Facility has performed an asbestos exposure assessment

MORE INFO: There is no Not Applicable option.

Regardless of whether Asbestos Containing Material (ACM) is present or not, the facility either has or has not performed an asbestos exposure risk assessment (exposure to building materials and/or products).

An asbestos exposure risk assessment may be in the form of a building survey for Asbestos Containing Material (ACM) or some other means of confirming that there are no exposure risks (e.g. country has fully prohibited import/export of ACM). This could also be part of a large facility wide risk assessment.

What constitutes an asbestos exposure assessment?

SLCP recommends that the assessment is conducted by accredited laboratories using accredited methods. This assessment will determine if there is risk of exposure and will inform which actions to take to remove the risk to workers or mitigate the risk.





Hot Work vs. Heat/Cold Stress guidance

Questions about Hot Work and Heat/Cold Stress can be found in the Health & Safety section.

Hot Work Category

Includes:

- Welding and allied processes
- Grinding
- Heat treating
- Thawing pipe

...and similar applications producing or using a spark, flame, or heat that it is sufficient to start a fire

- Laboratory operations that are open flame in nature

Note: Questions in this category only focus on heat exposure related to "Hot Work" and not to other heat stress risk (e.g., working close to a furnace/ oven or in high temperature environments).

Heat/Cold Stress Category

Heat or cold related stress can occur when the body is unable to warm or cool itself and can contribute to adverse health effects.

Heat stress results from a combination of:

1. Internal body heat production from doing work
2. External heat exposure from the environment

Common areas include boiler rooms, outdoor working areas, ovens, etc.

Cold stress results from being exposed to extreme cold or working in cold environments.

Common area includes cold storage.

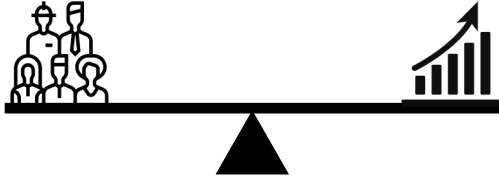


Priydarshini Gouthi

Good Business Lab



INTRODUCTION

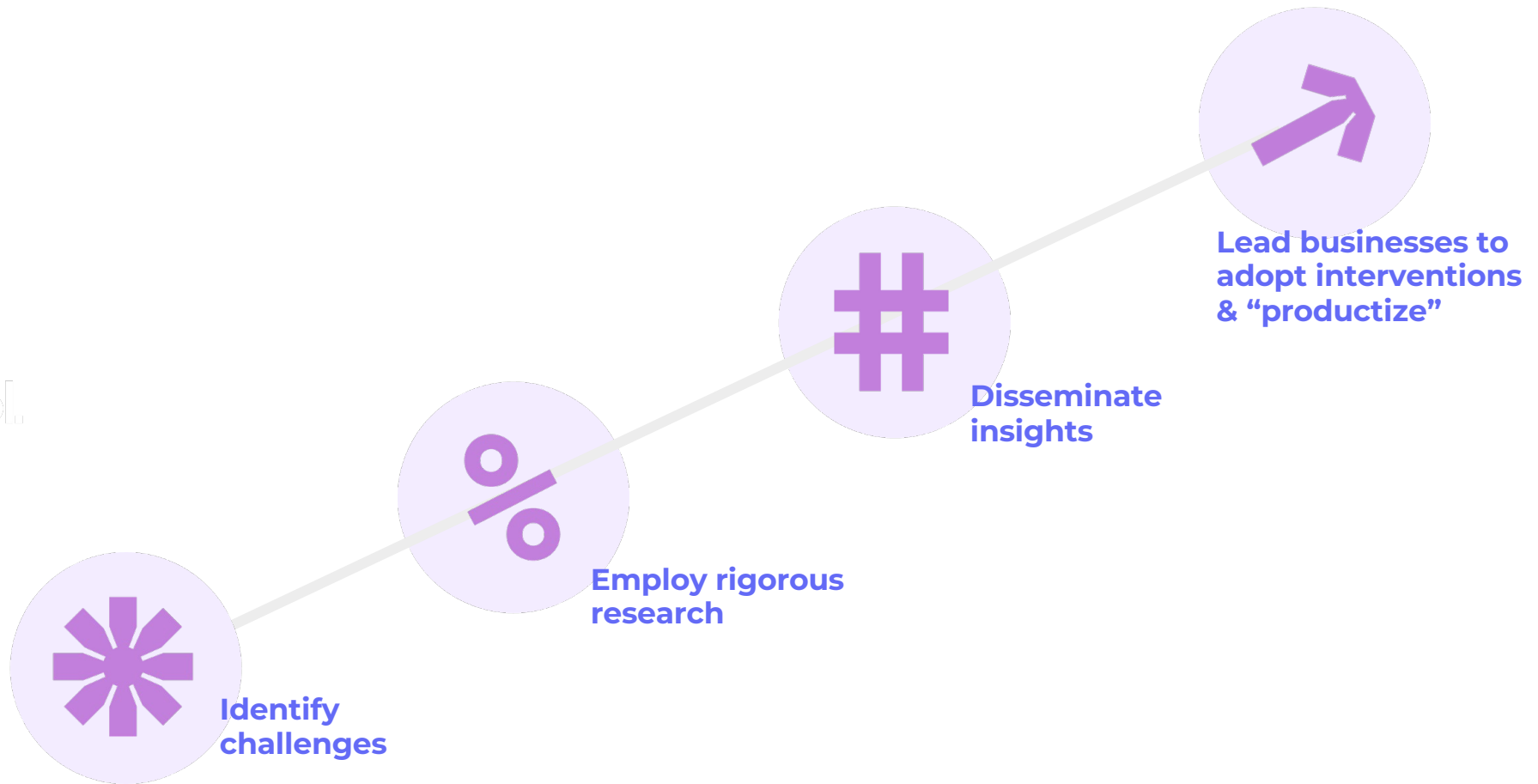


Good Business Lab (GBL) is a non-profit, dedicated to improving the lives of low-income workers everywhere

We believe that creating better conditions for workers is the most sustainable way to transform labor markets and enable all workers to live dignified lives.



gbl. PAVING THE WAY



GBL Ventures is the product arm of **Good Business Lab**. We evaluate & scale programs and tools that drive business returns & worker well being.

We deliver research backed solutions tailored for the needs of management and workers.





GANNI



SHAHI



With funding from:

BILL & MELINDA
GATES *foundation*

RESEARCH AROUND WORKER VOICE

When clear complaint procedures were in place, female factory workers reported significantly lower levels of abuse —

25% compared with 58.7%.

(Fair Wear Foundation and Care International)

Research across 40 factories and 30,000+ workers found that improving worker communication and enhancing worker voice can yield:

13.5x ROI

per worker per year via attendance and production bonuses per \$ spent by the firm

13% ↓

in absenteeism

4.3% ↑

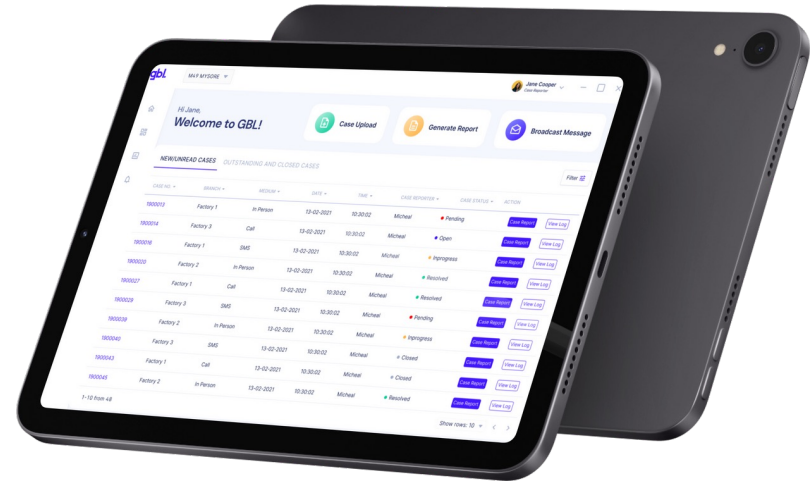
in line productivity

Introducing Inache: a two way, anonymized worker communication tool

Inache is a phone based worker communication tool with a SaaS portal for reporting and workflow management for HR teams.

Inache provides

- phone based grievance reporting
- sophisticated reporting and analytics
- broadcasting capabilities
- extensive on ground support and training



WHAT SETS INACHE APART



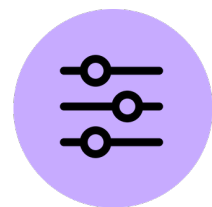
Incentive Program

Non monetary incentives to increase quality of case resolution and improve turnaround time



Digitization of Grievance Channels

Digitizes and streamlines communication from traditional methods (eg: drop boxes, meetings) for easier tracking and management of cases.



Implementation + Operational Support

Engaged on-ground implementation, detailed user trainings & custom SOPs to maximise value

KEY FEATURES

Made for India, in India



Voice Call 24x7



User Training &
SOPs



Multilingual SMS



Reporting
Dashboard



Survey questions in
Regional Languages



Multiple Users for
accountability



Convenient Pause
& Start Survey option



Targeted Broadcast
Messages

COLLABORATION WITH SLCP

1 GBL representatives are members of SLCP Technical Advisory Committees (TACs) on Stakeholder Engagement and Country Roll Out

2 Joint blog with SLCP on 'Enhancing Global Supply Chain Transparency' and exploring ways to collaborate to further worker voice in the ecosystem due to similar work

3 Plan to demystify the complicated regulatory landscape by co-hosting events and putting out one pagers explaining the context of upcoming regulation for suppliers.



Common Misunderstandings





Question: WH-WOR-10

Step 1

Working Hours

Are the reasons for overtime in line with legal requirements?

Common Mistake

- ✗ Facility is not clear on the applicable laws for overtime but believe they are acting in line with legal requirements, so they answer “Yes”.

Do It Right

- ✓ Facility must first check legal requirements before answering any question that references the law.
- ✓ In India, there are no laws which require facilities to have a reason for overtime work.
- ✓ Therefore, facility should answer “No applicable legal requirements”.

MORE INFO: 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.



Question: WH-WOR-13

Step 1

Working Hours

Did the facility comply with legal requirements to inform and/or get permission from governmental authorities in order to work overtime?

Common Mistake

- ✗ Facility does not get permission from the government to work overtime, so they answer “No”.

Do It Right

- ✓ Facility must first check legal requirements before answering any question that references the law.
- ✓ In India, there are no laws which require facilities to inform/get permission from the government to work overtime.
- ✓ Therefore, facility should answer “No applicable legal requirements”.

MORE INFO: Consult applicable legal requirements before answering this question. If there are no applicable legal limits, answer No applicable legal requirements. Examples of permissions from governmental authorities include authorization to work overtime and overtime waivers.

Question: WB-WAGE-148

Step 1

Wages & Benefits

Does the facility pay workers correctly during work stoppages in line with legal requirements?

Common Mistake

- ✗ There were no work stoppages during the assessment period, but the facility did not read the *More Info*, so they incorrectly answered “Yes”.

Do It Right

- ✓ If there were no work stoppages during the assessment period (last 12 months), facility should answer “No applicable legal requirements”.

MORE INFO: The intent of this question is to understand if the facility pays as required during work stoppages.

Consult applicable legal requirements before answering this question. For example, legal requirements might stipulate that workers must be paid even when production has slowed or stopped.

If there are no applicable legal requirements, or there were no work stoppages, answer No applicable legal requirements.

Worker Treatment

Has the facility **failed to** maintain any of the following for workers during and after maternity leave? (SELECT all that apply with a "X")

- | | |
|--|--|
| <input type="checkbox"/> Employment status | <input type="checkbox"/> Benefits |
| <input type="checkbox"/> Position | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Wages | <input type="checkbox"/> None of the above |

Common Mistake

- ✗ Facility indicates that they maintain all statuses during and after maternity leave so they select “None of the above”, even when there were no workers who went on or returned from maternity leave during the assessment period.

Do It Right

- ✓ If no workers went on or returned from maternity leave during the assessment period, facility should answer “Not applicable”.

MORE INFO: "Not applicable" means that in the assessment period no workers returned from maternity or went on maternity. So there are no records to show if statuses are maintained while the worker is on maternity or returning from maternity.



Question: WT-WOR-1

Step 1

Worker Treatment

Has the facility failed to implement any applicable court orders, arbitration awards, conciliation agreements and/or settlements?

Common Mistake

- ✗ Facility answers “Yes” or “No”, even though they are not subject to any court orders, arbitration awards, conciliation agreements or settlements.

Do It Right

- ✓ If the facility is not subject to any court orders, arbitration awards, conciliation agreements or settlements, answer “Not Applicable”.

MORE INFO: Answer Not Applicable if the facility is not subject to any court orders, arbitration awards, conciliation agreements and settlements.

Court Orders: Consider only legally binding court orders that are not subject to appeal. Court orders may be issued by courts of general jurisdiction or by specialized labor courts.

Arbitration awards: Arbitration awards may be issued by an individual arbitrator, a board of arbitrators or an arbitration court (not acting as a court of law), who decide on the outcome of a dispute.

Conciliated/mediated agreements: During conciliation/mediation, a third party assists the parties to a dispute to negotiate an agreement.

Settlements: Consider only legally binding settlements.

Health & Safety

Is there a manual or automatic emergency alarm system (for all types of emergencies other than fire)?

Common Mistake

- ✗ Facility misunderstands the intent of the question and answers “Yes”, thinking the question is asking about fire alarms.

Do It Right

- ✓ This question is asking if the facility has an alarm system for emergencies other than fire.
- ✓ If the facility does not have an emergency alarm system (other than fire), answer “No”.

MORE INFO: An emergency alarm system ensures that the emergency (e.g. chemical spill, earthquake) can be communicated clearly and effectively to all facility staff. The system can be manual (alarm pull for an emergency) or automatic (detector of gases/fumes from chemicals that raises alarm).

The intent of this question is to ask about the presence of an alarm system for emergencies other than fire, regardless of whether one is legally required.

Fire alarm systems are covered separately.

Question: WB-WAGE-62

Step 2

Wages & Benefits

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

Common Mistake

- ✗ Facility answers with the average monthly basic wage of all male workers in the facility.

Do It Right

- ✓ This question is asking for the average monthly basic wage for male workers in the **lowest wage grade / level**.
- ✓ Note: The lowest wage grade / level could include multiple workers or even just one worker, depending on facility circumstances.
- ✓ So, the facility should take the average calculated by 12 months of a male worker that is in the lowest wage grade.

MORE INFO: In the lowest wage grade / level in the facility, what is the average monthly basic wage for male workers?

"Average monthly" means the average calculated by month taking a period of 12 months into account.

"Basic wage" means the rate of pay for a standard work period excluding additional payments like bonuses and overtime.

Health & Safety

Is there on-site vehicle traffic at the facility?

Common Mistake

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

Do It Right

- ✓ This question is asking about on-site vehicle traffic where there are workers working, not for example, a car park.
- ✓ Facilities should answer “Yes” if they determine that vehicles are operated anywhere where workers are working.
- ✓ Facilities should answer “No” if vehicles are not operated near the production area that workers are working.

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



Question: RH-CHI-7.1

Step 2

Recruitment & Hiring

RH-CHI-7: Does the facility have a remediation system in place for when children (those under the legal minimum working age) are found to be working in the facility?

RH-CHI-7.1: If yes, please describe the child remediation system in place:

Common Mistake

- ✗ Facility responds “Yes” to “Child remediation policy” but does not describe the system in place.

Do It Right

- ✓ If the facility has a child remediation system in place, the facility must describe it in detail.

MORE INFO: "Children" are individuals under the legal minimum working age. The **intent** of this question is to understand if there is some sort of remediation system (or plan) in place for situations in which "child labor" is found in the facility.

A remediation plan might cover the immediate and long-term steps to "remediate" the child labor situation (e.g., contacting the child's parents/relatives for pick-up, paying for their trip home, paying for their education, re-training Human Resources (HR) staff on age verification etc.)

Wages & Benefits

Does the facility charge for in-kind benefits at or below cost?

Common Mistake

- ✗ Facility does not read the More Info and mistakenly answers “No” despite providing in-kind benefits to workers at no cost.

Do It Right

- ✓ Because no costs are charged to workers for in-kind benefits, the facility should answer “Yes”.

MORE INFO: The intent of this question is to understand if in-kind benefits are always provided for free or at the actual cost of goods.

The idea is that facilities are not "making money" by offering in-kind benefits.

For example, if facility offers workers food on-site at the facility, but charges for the food at a cost that is above the cost incurred by the facility (meaning, the initial purchase and preparation costs), answer No.

If no costs are charged at all, answer Yes.



Question: AB-WOR-1-1

Step 3

Above & Beyond

Are all workers offered any of the following types of developmental programs by the facility? (SELECT all that apply with a "X"):

Health Education

Common Mistake

✗ The facility provides internal Health & Safety training, so they select "Health Education" from the list.

Do It Right

- ✓ For this question, Health & Safety training does not fall under a Health Education program.
- ✓ If the facility does not have any structured developmental programs, then select "None of the above".

MORE INFO: A health education program does NOT include first aid training or medical kits. A program that teaches female workers about good menstrual hygiene is an example of an Above and Beyond program.





QUIZ

1. The SLCP assessment is based on 12 months of recent data.

True

2. “More Info” provides valuable clarifying information and should be referenced for every applicable question.

True

3. What do you need to do to answer legal requirement questions accurately?

All the above

4. If a question asks you to “Please describe” your facility’s Health Education program, you should...

Describe your facility’s Health Education program in detail



QUESTIONS?

If you are ever lost...

The screenshot shows the SLCP Helpdesk website. At the top left is the logo "SOCIAL & LABOR CONVERGENCE". On the top right, there are navigation links: "Submit a request" (highlighted with a red box), "e-learning", "SLCP website", and "Sign in". The main heading is "SLCP Helpdesk" with a search bar below it. Below the search bar are five buttons: "SLCP explained", "I am a Facility", "I am a VB/Verifier", "I am a TB/Trainer", and "I am a Brand". Underneath is a "Promoted articles" section with three article snippets: "SLCP cost overview: what are the costs related to participation in SLCP?", "Partnerships: how do SLCP and Better Work engage?", and "Data Quality & Integrity: what Quality Assurance activities does SLCP carry out? What are the findings of SLCP's QA activities?".

www.slconvergence.org/helpdesk



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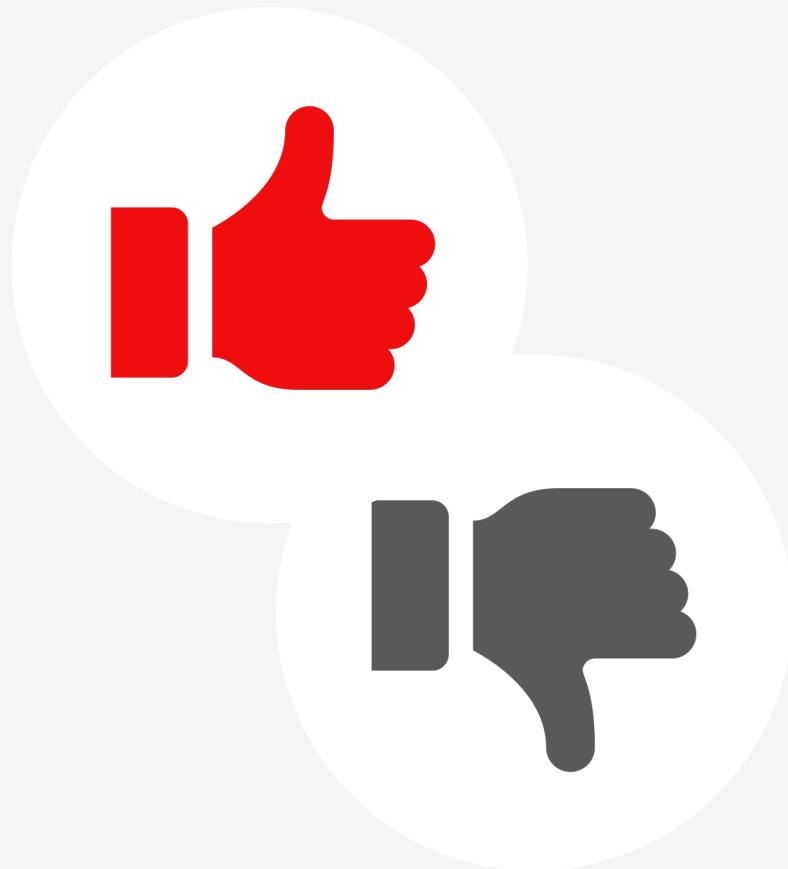


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