

## ANNEX VII: MAPPING OF BEYOND AUDIT TOOLS AND INITIATIVES

### **BetterWork**

Established in 2006, BetterWork works with governments, global brands, factory owners and unions and workers to improve working conditions in the garment industry and make the sector more competitive. It is the result of a collaboration between ILO and IFC. BetterWork implements a two-fold strategy to promote compliance with national law and international core labour standards in the global garment and footwear industry. They provide practical assistance to factories through IFC-developed trade financing packages and incentivise factories to make improvements in worker conditions through preferential interest rates. They provide leading brands and retailers with compliance reports of their suppliers in order to get them to use commercial influence to encourage improvements. BetterWork also discloses serious non-compliance after notice is given to the firms to make the necessary improvements – reputation management thus becomes a strong incentive for improvement. They provide factories with training packages that build staff skills and offer brands industry insights and expertise to build sustainability into supply chains, thus saving costs, enhancing brand reputation and managing risks. Source: <https://betterwork.org/>

### **LaborLink**

Established in 2010, LaborLink receives feedback from workers through a variety of technologies; it allows businesses to keep an eye of their supply chains and receive worker insights, on conditions, safety, hours and wages. It has reached more than 1 million workers in the GSCs. It has now been acquired by Elevate and integrated into their products. Workers answer free anonymous surveys about their working conditions, without concerns for retaliation. The responses are turned to datasets, letting business' respond to issues on the factory floor before they are exacerbated. Source: <https://www.mylaborlink.org/>

### **amfori Business Social Compliance Initiative**

Established in 2003, amfori BSCI is a leading European supply chain management system that offers a range of tools and activities to audit, train, share information and influence key actors. The amfori BSCI Code of Conduct draws on ILO conventions, the UN Guiding Principles on Business and Human Rights as well as guidelines for multinational enterprises of the Organization for Economic Co-operation and Development (OECD). With the aim of improving working conditions in member companies' supply chains, the amfori Academy offer training, workshops and e-learning opportunities for members and their business partners. Source: <http://www.amfori.org/content/amfori-bsci>

### **BSR HERproject**

Established in 2007, BSR HERproject is focused on empowering women in the global supply chain. They use workplace based empowerment programs, advocacy and capacity building to achieve their aims. The empowerment programme includes peer education training and enhancing social services and human resources for issues affecting women. HERproject partners with local NGOs to improve the program content quality, monitoring and reporting. They promote women's empowerment as a core component of sustainable and growing businesses. They have three components to their work: HERhealth, HERfinance and HERrespect. The HERhealth project has general information on nutrition and well-being, hygiene, women's health and serious illnesses such as HIV/AIDS and malaria and dengue fever. HERfinance aims to improve financial literacy and increase financial inclusion for low-income workers. Source: <https://herproject.org/>

## **SCORE (ILO)**

Launched in 2017 the project focuses on building the local capacity of private sector business development services (BDS) to provide Chinese SMEs in selected sectors with the best practice training in the five core modules. After training trainers, the project supports the local BDS providers in their initial training activities to monitor the effectiveness of the training and ensure international best practice. By the end of the project, local BDS providers will have the capacity to provide the training to SMEs on a commercial basis. Through collaboration with global buyers, SCORE Training is becoming a capacity building product in the Chinese CSR training and consulting market. Source: [http://www.ilo.org/beijing/what-we-do/projects/WCMS\\_142938/lang--en/index.htm](http://www.ilo.org/beijing/what-we-do/projects/WCMS_142938/lang--en/index.htm)

## **Microbenefits - CompanyIQ**

Established in 2010, MicroBenefits are the creators of CompanyIQ. This is a technology platform designed to help meet the needs of Chinese blue-collar workers. It uses apps, SMS messaging platforms and the internet. It measures and fosters employee engagement through a mobile platform that includes products such as short-term loans, low-cost insurance and 'high quality' educational programs for skill development and career advancement, and discounts for food and other daily necessities. CompanyIQ provides environmental health and safety courses through its mobile platform. The employees can easily and quickly report issues through the CompanyIQ app. The app features surveys, grievance and feedback channels, internal company messaging features, and company news. The app provides over 400 courses for digital learning on audit criteria, professional development and operations. The app has quiz-based competitive games and awards employees with learning incentives. The content is custom designed for the business' specific needs. The app contains a Dashboard to give business employers access to monitor the success of the app, improving operational efficiency, sustainability and employee engagement. Source: <https://www.microbenefits.com/>

## **Sustainable Apparel Coalition/The Higg Index**

SAC was formed in 2009 from Walmart and Patagonia. This coalition developed and established 'the Higg Index' in 2012. SAC aims to have an apparel, footwear and textiles industry that reduces the unnecessary environmental impact of production and has a positive impact on all the industry associates. The Higg Index (a set of standardised supply chain measurement tools for all industry participants), measures the social and environmental performance of the businesses throughout their supply chain. The tools of this product aims to help users understand the impacts of apparel, footwear and textiles. Higg Facility Tools measure environmental and sustainability impacts in manufacturing facilities around the world. This is both environmentally and socially friendly, and saves companies money. It works through multistakeholder arrangements. Through collaborations, it shares best practices and commits to transparency. Source: <https://apparelcoalition.org/higg-facility-tools/>

## **Fairwear Foundation**

Established in 1999. FWF works with brands, factories, trade unions, NGOs and sometimes governments to verify and improve workplace conditions in 11 production countries. It keeps track of the improvements made by companies it works with. It shares expertise, dialogue and strengthens industrial relations to increase effectiveness of efforts made by companies. It has a specific Code of Labour Practices, derived from ILO Conventions and the UN Declaration on Human Rights (employment is freely chosen, no discrimination in employment, payment of living wage etc.). They perform audits using mixed specialists on factories. Source: <https://www.fairwear.org/about/>

### **Ethical Trading Initiative**

Established in 1998. ETI is an alliance of companies, trade unions and NGOs that promotes respect for workers' rights globally. All corporate members agree to adopt the ETI Base Code of labour practices, which is based on ILO standards. SEDEX SMETA audit methodology uses the ETI code as the measurement tool. They support initiatives that raise workers awareness of their rights and help create work cultures allowing workers to negotiate their concerns. They broker resolutions where breaches of trade unions rights occur and are caused by companies supplying their members. They build strategic alliances in key sourcing countries and internationally to address problems that affect entire countries and industries. Source: <https://www.ethicaltrade.org/>

### **Fair Labor Association**

Established in 1999, FLA is a union of socially responsible companies, colleges, universities and CSOs, that aims to create lasting solutions to abusive labor practices. They provide reports on their assessments, complaints and investigation to ensure transparency and accountability. They hold affiliated companies accountable for implementing FLA Code of Conduct across their supply chains, conduct external assessments so that consumers can be assured of the integrity of their products and create a space for CSOs to engage with companies and other stakeholders to find viable solutions to labor concerns. Their methodology seeks to advance workers rights with progressive and sustained improvements in employment practices and working conditions. They use the conventional framework for conducting audits. Source: <http://www.fairlabor.org/>

### **Better Buying**

Established in 2016. This is a platform for dialogue and rating, targeting suppliers. Suppliers rate 7 areas of their buyers purchasing practices: planning and forecasting; design and development; cost and cost negotiation; sourcing and order placement; production management; payment and terms; management of purchasing practices. They have a set list of questions to ask their suppliers about their buyers. They also have a news page where they evaluate their findings and buyers response. The short-term goal is to determine the feasibility of a web-based public forum that would allow suppliers to provide anonymous input specific buyers processes make it difficult for suppliers to achieve compliance with their own Code of Conduct labour standards and working conditions. They aim to create a forum for shared dialogue between buyers and suppliers. Source: <http://www.betterbuying.org/Home/about-us>

### **Solidaridad Better Mill Initiative**

Established in 2013, BMI is the result of a partnership between Solidaridad, H&M and other major retailers working in China to develop tailor-made support and capacity building for textile dyeing, and finishing mills. The goal is to turn negative impact into opportunities by improving factories and identify improvements relevant to water and energy efficiency, chemical management, air emission and more. It offers trainings, network meetings and onsite and off-site technical support to mills. It brings together a wide range of stakeholders through a multi-stakeholder advisory committee on environmental issues. Solidaridad has two steps in their approach to the BMI – a baseline assessment and then identifying issues and providing potential recommendations. Source: <https://www.solidaridadnetwork.org/>

## **CCR CSR Factory Child-Friendly Spaces Pilot Program in China**

Launched in 2012. More than 60 million children are left behind and forced to live without their parents in China. Separation from their children results in a strain on parent-child relationships, parents' well-being and children's development. Migrant parents have a strong need for childcare support. The goal of this pilot program was to establish Factory Child-Friendly Spaces in each selected supply chain factory during the summer school vacation to provide the children of migrant workers with a safe, inclusive space to play, interact with others and to take part in joint parent-child activities. The program aimed to offer an opportunity for all to learn to strengthen relationships. The successes observed were numerous: there were fewer concerns about the safety of their children at the centres; factories with family dormitories where children are allowed to stay helped eased the economic burden of workers as they did not have to rent an apartment outside the factory when their children came to stay; more daily activities offered by the factories resulted in a more positive the impact on children; the more teachers worked at the FCFS, the less worried parents were about their children's safety and the more satisfied they were with the FCFS; retention significantly increased for non-participants compared to the baseline. Source: <http://www.ccrcsr.com>

## **GlobalWorks social@risk**

GlobalWorks Lund AB, established in 2014, have developed a tool called social@risk to tackle the auditing challenge. This tool searches for grievances on social media, stores the information on a database and uses a combination of machine learning, algorithms and expert validation to structure and analyse this information. The issues found are based on workers voices but accessing information does not rely on access to factory sites. social@risk is big-data driven to measure and implement responsible business conduct. It identifies, quantifies and predicts the likelihood of social risk types. The advantages are: it provides comprehensive social risk management of all suppliers instead of small random samples; it provides detailed fact-based insights; it gives dynamic assessments; there is no dependence on supplier self-assessment or need to negotiate terms of an on-site inspection; there are no risks involved for workers/inspectors that unveil rights violating practices. Source: <http://globalworks.se>

## **QuizRR**

The QuizRR training solutions are based on internationally recognized guidelines on sustainable development and corporate responsibility, enabling businesses to step up from mere compliance to become role models and drivers of change. Training with QuizRR is essentially about risk management and capacity building on human rights – enabling people to improve their lives. QuizRR digital training solutions are based on customized film dramas, followed by quiz questions. The films cover real life situations in factories, always in local language and in local setting. It is a fun, fast and engaging way to learn about employment rights and responsibilities. Workers do the training individually or in groups on user friendly touch screen tablets. It takes less than an hour to complete a training. All training results are saved and displayed at the QuizRR web portal, making it possible for suppliers and brands to measure and share their progress. Source: <https://www.quizrr.se>