

Facility Social Labor Module (FSLM)

Tool/Program Synopsis:

What is it? FSLM allows facilities to evaluate their social labor performance and practices, benchmark against their peers, and identify areas of leadership or opportunities for improvement.

Who uses it? Facility sites for any company involved in the production of apparel, footwear, outdoor and home textile products.

What does it do? FSLM measures three things:

- Continuum of sustainability performance
- Management system, operational controls, oversight
- Worker & stakeholder engagement

Why should someone use it? \$800,000,000 could be saved by reducing the average annual number of social compliance audits per factory from 5 to 1.*

Impact areas it measures:

- Recruitment & Hiring
- Compensation
- Hours of Work
- Worker Involvement & Communications
- Worker Treatment & Development
- Health & Safety
- Termination & Retrenchment
- Value Chain Performance
- External Engagement, Community Impact, Transparency and Public Disclosure

Current Work:

SAC will replace FSLM with the converged social and labor assessment that results from the Social Labor Convergence Project.

SAC members are invited to become signatories to the Social Labor Convergence Project. This project will bring brands, retailers, manufacturers, multi-stakeholder initiatives, standard holders, NGO's, unions representative, and audit firms and all other stakeholders of the textile and footwear supply chain together to create a unified approach to Social and Labor assessment.

*SOURCE: Estimates provided by GAFTI and RESET Carbon, Ltd.

Questions?

higgsupport@outdoorindustry.org

Tool Access:

www.higg.org

More Information:

<http://apparelcoalition.org/facility-tools/>

More Information on the Social Labor Convergence Project

While supporting the adoption of the Higg FSLM, SAC has taken on a longer-term industry wide project to converge the multiple existing assessments. This project will bring brands, retailers, manufacturers, multi-stakeholder initiatives, standard holders, NGO's, unions representative, and audit firms and all other stakeholders of the textile and footwear supply chain together to create a unified approach to Social and Labor assessment. When achieving the goals, it will be a major breakthrough in reducing audit fatigue and creating comparability and transparency. SAC is facilitating the process, while the project is open to all stakeholders who support the objectives, SAC members and non-SAC members. To date we have 75 signatories committing to this collaborative effort with the goal to have this converged tool replace proprietary assessment tools. The project is kicking off in May 2016 with the first upcoming milestone: the approval of the project strategy. Implementation will start soon after and we aim to have a tested and piloted assessment tool and verification methodology early 2018.

The Converged assessment framework will be the foundation for the FSLM enhancement soon after.

“Social and labor assessment convergence to get to “one assessment” is an often repeated request of Sedex members, especially manufacturers, which is why Sedex is delighted to be a part of this new project.”

– **Jonathan Ivelaw-Chapman, CEO at Sedex**

“Harmonization and convergence in social audit protocols have long been desired by all stakeholders in the apparel industry. MAS supports the convergence initiative, facilitated by the SAC, as an important step for the industry to look beyond compliance to initiate a wider social sustainability mandate. It is a refreshing antidote to the current state of audit fatigue, that will enable better transparency and resource utilization. The initiative’s focus on equal partnership and collaboration would enable the collective betterment of the society in manufacturing communities with social upliftment and ethically made apparel across the world.”

– **MAS Holdings, Sri Lanka**

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