Flex Supplier Corporate Social and Environmental Responsibility Training
Agenda

Upon completion of this training, you should have an understanding of the following topics:

1. Definition of Corporate Social and Environmental Responsibility

2. Flex’s Supplier CSER Program
   a) Flex’s expectations of suppliers and requirements on CSER
   b) Flex’s CSER Supplier Audit Flow
   c) Supplier Assessment Questionnaire
   d) Working Hours Management

3. Responsible Business Alliance (formerly EICC) Code of Conduct and its requirements
   a) RBA Code of Conduct 6.0
   b) Highlights

4. Validated Audit Process Initiative
Corporate Social and Environmental Responsibility
What is Corporate Social and Environmental Responsibility?

“Corporate Social & Environmental Responsibility is the continuous commitment by businesses to behave ethically and contribute to the economic development while improving the quality of life of their workforce and families as well as the local community, environment and the society"

*Businesses must be both “PROFITABLE & RESPONSIBLE”*
Businesses need to be responsible yet work towards a competitive advantage.
**Why CSER?**

Economic profit is no longer the sole purpose of companies around the world, currently companies are also focused on taking responsibility for the social and environmental impact that their business has with the society, the environment and world around them.

Undertaking socially responsible initiatives is truly a win-win situation:

- **Direct business benefits:**
  - Increase production efficiency
  - Decrease employees’ turnover

- **Gain customers’ confidence**
Flex Supplier CSER Program
Flex’s Supply Chain CSER program is designed to fulfill its ethical, social, economic, and environmental responsibilities while simultaneously raising the value both to its corporation and to its stakeholders.

The RBA Code of Conduct outlines standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that design and manufacturing processes are environmentally responsible.

As an active member of the RBA, Flex endorses the RBA Code of Conduct and expects all its suppliers to support and conform to it.
Flex’s Expectations for Suppliers

➢ **Promote Positive CSER Activities**
Suppliers are requested to understand their social responsibility and to promote CSER activities.

➢ **Conform to RBA Requirements**
Supplier must read and understand RBA requirements and conform to those requirements.
ISO 45001 and ISO 14001 is a nice to have

➢ **Contribute to Society and the Community**
Suppliers should proactively participate in activities that contribute to the development of their local community and the global society.
Flex’s Expectations for Suppliers

Water Management

As part of Flex expectations and encouraged by a global movement towards a more context-based water reporting. Our aim is to save our water resource and reduce water pollution, further, to protect the environment and maintain a sustainable development.

Flex expects their suppliers to increase their efforts on water management within their facilities and involve their suppliers as well.

Some of these efforts could be done through:

- Obtain a proper environmental permit from the Government in regards
  - Discharge waste-water, airborne emissions, solid waste or hazardous waste per law requirement
- Have a water policy, or an equivalent document that sets water targets and goals and how they could be implemented
- Climate-related scenario analysis to inform your long-term business objectives and/or your strategy for achieving them
- Engage with your value chain on water-related issues
Flex’s Expectations for Suppliers

Water Management

Further efforts that could be done to commit to Water Management:

➢ Reserve water (reduce water usage)
➢ Reduce waste water discharge
➢ Storm water collection and use
➢ Prevent stormwater contamination with waste water

How to achieve these objectives:

➢ Advanced product design/machinery
➢ Adopt recycling system of waste water
➢ Adopt storm water collection and usage system
➢ Separate storm water and waste water pipes/flows.
Flex’s Expectations for Suppliers

**Water Management**

**Global Context**

- **<1.2%** of all water on earth is available
- Shortfall of the available global water is expected by 2030, according to the UN
- In many regions, a stable supply of good-quality water can no longer be relied on

**Risks**

- The Water supply has been identified as the fourth greatest risk of society over the next decade
- World Bank predicts a growth rate decline of 6% of GDP by 2050 as competition for water intensifies
- Size of financial hit taken by companies due to water challenges in 2018

**Opportunities**

- A large number of investors and companies around the globe are expecting companies to respond and adapt
- We must learn how to do more with less and act collaborative
- Companies can drive change faster than governments, it is in their business interest to act

https://www.cdp.net/en/water
Flex’s Expectations for Suppliers

Flex External Supplier Website

Welcome, Flex valued suppliers!

This is your resource center for information on doing business with flex and on requirements and training to provide products and services.

General requirements

The documents listed here are referenced in flex contractual agreements (global business agreements, sml, purchase orders, standard terms and conditions). These documents are subject to change and all suppliers are responsible for ensuring they have the current version.

- Flex supplier practices guidelines
- Supplier code of conduct
- Global barcode marking standards for purchased parts and supplier hubbed parts
- Specification for procurement of lead (Pb) free electronic and electromechanical components and assemblies
- General specifications on environmental compliance for suppliers
- Supplier manual and environmental procurement guidelines
- Conflict minerals policy
- Global barcode marking standard for EDM material (chemicals)
- Specification of banned and restricted substances for use
Flex CSER Supplier Audit Flow

Letter to Supplier
- Inform supplier of Flex CSER initiative, expectations, and upcoming activities

Self Assessment Questionnaire
- Send SAQ questionnaire to supplier for self assessment

Supplier Risk Assessment
- Review supplier’s completed self-assessment
- Risk assessment based on the received SAQ

CSER On-Site Audit
- Pre-audit preparations
- Conduct suppliers on-site audit

Supplier CSER Assessment Report
- Complete & upload on-site audit report to audit database
- Kick off corrective action

Supplier Corrective Action
- Monitor and track corrective action deployment
- Corrective action closure
Supplier Assessment Questionnaire – SAQ

The primary objective of the SAQ is to allow Flex to perform a risk assessment of a Supplier’s CSER performance.

➢ Flex SAQ covers policies and standards conformance established by the RBA Code of Conduct composed by the sections below:

### Labor:
- Freely Chosen Employment
- Young Workers
- Working Hours
- Wages & Benefits
- Humane Treatment
- Non-Discrimination
- Freedom of Association

### Health & Safety:
- Occupational Safety
- Emergency Preparedness
- Occupational Injury & Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food & Housing
- Health & Safety Communication

### Ethics:
- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising & Competition
- Protection of Identity & Non-Retaliation
- Responsible Sourcing of Minerals
- Privacy

### Environmental:
- Permits & Reporting
- Hazardous Substances
- Solid Waste
- Hazardous Substances
- Air Emissions
- Materials Restrictions
- Water Management
- Energy Consumption & Greenhouse Gas Emissions

### Management Systems:
- Company Commitment
- Management Accountability & Responsibility
- Legal & Customer Requirements
- Risk Assessment & Risk Management
- Improvement Objectives
- Training
- Worker Feedback, Participation & Grievance
- Audits & Assessments
- Corrective Action Process
- Documentation & Records
- Supplier Responsibility
Supplier CSER audit – Next steps for high risk suppliers

For identified high risk suppliers, Corporate Quality team will conduct a revision of the case with cross functional team as GCMs, SSCMS and local quality and CSER managers to determine next steps and make appropriate decisions, including but not limited to the following:

- Supplier provide improvement plan → final audit would be arranged
- Remove suppliers from PSL list → business reduction
- Supplier replacement → replace business with an alternate supplier
- For suppliers with zero tolerance findings → business relationship will cease immediately

PS. Zero tolerance findings including: child labor, forced labor, bonded labor, inhumane treatment, imminent health and safety issues as defined by VAP, imminent environmental risk as defined by VAP, falsifying records and bribery.
Supplier CSER audit – Overtime work improvement

RBA criteria and the grading matrix

<table>
<thead>
<tr>
<th>Work Hours / Week</th>
<th>&lt;=1% **</th>
<th>&gt;1% to &lt;=5%</th>
<th>&gt;5% to &lt;=15%</th>
<th>&gt;15% to &lt;=40%</th>
<th>&gt;40%</th>
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<tbody>
<tr>
<td>&gt;84 hours/week</td>
<td>Priority</td>
<td></td>
<td></td>
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<tr>
<td>&gt;72 hours/week to &lt;=84</td>
<td>Conformance</td>
<td>Minor</td>
<td>Major</td>
<td>Priority</td>
<td>Priority</td>
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<tr>
<td>hours/week</td>
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<tr>
<td>&gt;60 hours/week to &lt;=72</td>
<td>Conformance</td>
<td>Opportunity for improvement</td>
<td>Minor</td>
<td>Major</td>
<td>Priority</td>
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<td>hours/week</td>
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<tr>
<td>&gt;Local law* to &lt;=60</td>
<td>Conformance</td>
<td>Opportunity for improvement</td>
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* Local law is stricter than 60 hours/week

** No tolerance allowed if working hours are >84 hours/week

*** Legal non-conformance is rated as major non-conformance except if working hours is below 60h/week but above local law for ≤40%

• The score criteria including one average month, one month for peak season and one month from low season.
• RBA Code requires facility to comply with both local law and the stricter code. If you have a valid waiver from government (e.g. In China, a comprehensive working hours waiver allow facility to adjust workers’ working hours within certain period), it is taken as “local law”. The facility shall always follow the RBA requirement on weekly working hours shall not more than 60 h/week even obtain such waiver.
**Supplier CSER audit – Overtime work improvement**

**RBA criteria and the grading matrix**

<table>
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<tr>
<th>% of Sampled Workers (Total or Specific Area, Function or Nationality)</th>
<th>&lt;=1% **</th>
<th>&gt;1% to &lt;=5% of sampled workers</th>
<th>&gt;5% to &lt;=40%</th>
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<td>&gt;= 24 Consecutive days</td>
<td>Priority</td>
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<tr>
<td>&gt;12 to &lt;24 Consecutive days</td>
<td>Minor</td>
<td>Minor</td>
<td>Major</td>
<td>Priority</td>
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<tr>
<td>&gt; 6* to &lt;=12 Consecutive days</td>
<td>Conformance</td>
<td>Minor</td>
<td>Minor</td>
<td>Major</td>
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<tr>
<td>&lt;=6* Consecutive days</td>
<td>Conformance</td>
<td></td>
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</tbody>
</table>

* Or legal requirement if stricter than 6 consecutive days

** A tolerance of 1 percent of population is allowed, i.e. if no more than 1 percent of workers is detected to work more than the legal limit then this is conformance, except if the days off are more than 12 or more days, in which case the 1 percent tolerance does not apply.
Responsible Business Alliance Introduction – RBA
The Responsible Business Alliance (RBA), formerly Electronic Industry Citizenship Coalition (EICC) was created in 2004 to represent electronics industry members as a single electronics industry voice to facilitate the creation of mechanisms to demonstrate that this industry is:

**Promoting**
responsible business practices to improve social and environmental conditions across the global electronic supply chain.

**Paving**
the way for a standards-based approach for monitoring suppliers' performance across several areas of social responsibility, including labor practices, health and safety, ethics, and protection of the environment.

**Reflecting**
on the participating companies' commitment to leadership in the area of corporate social responsibility that will potentially reduce inefficiency and duplication, and make performance easier to audit and verify.
RBA Members
RBA Code of Conduct Divisions

RBA requirements are made up of 5 sections:

• **Section A**: Labor
• **Section B**: Health and Safety
• **Section C**: Environment
• **Section D**: Ethics
• **Section E**: Management System
Implementation Framework

An industry-wide approach that is simpler and more efficient for suppliers

- Treat employees with dignity & respect
- Protect the environment
- Management systems approach that drives sustainable solutions
- Evaluate and control exposure to hazards
- Uphold the highest standards

Labor

Environmental

Management Systems

Health & Safety

Ethics

Uphold the highest standards

Protect the environment

An industry-wide approach that is simpler and more efficient for suppliers

Evaluate and control exposure to hazards
Section A: Labor

Suppliers should be committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community.

Suppliers should:
- Provide freely chosen employment and prohibit forced labor
- Prohibit child labor
- Regulate working hours
- Pay and provide appropriate wages and benefits
- Prohibit inhumane treatment
- Prohibit discrimination
- Respect the right to freedom of association
Section B & C: Health and Safety, Environment

Suppliers must provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

Suppliers should:
- Minimize environmental pollution and promote resource reduction
- Obtain environmental permit & reporting of requirements
- Control and manage hazardous chemicals and substances in products and manufacturing
- Promote waste reduction
- Control and manage air emissions
- Apply safety measures for equipment and instruments
- Promote industrial hygiene in the workplace
- Identify, evaluate, and control physically demanding work
- Properly manage disasters and accidents as well as manage emergency procedures
- Provide clean, safe dormitories and canteens with emergency egress as well as personal space
Section D: Ethics

Suppliers are required to uphold the highest standards of ethics.

Suppliers must comply with all laws and regulations on bribery, corruption, and prohibited business practices.

Suppliers should:

- Operate businesses with impeccable business integrity
- Prohibit corruption and bribery
- Prohibit the receiving and offering of improper advantage
- Provide/disclose accurate information on products and services
- Respect intellectual property
- Prohibit impediment to fair, transparent, and free competition
- Protect identity and confidentiality
Section E: Management System

The Supplier should adopt or establish a management system which is committed to supporting the principles of the RBA Code of Conduct.

The management system should ensure the following:

- Compliance with applicable laws, regulations, and customer requirements related to the supplier’s operation and product;
- Conformance with the RBA Code of Conduct;
- Identification and mitigation of related operational risks;
- Facilitation of continuous improvement.
Section E: Management System

Elements of Management System

➢ Company Commitment
➢ Management Accountability & Responsibility
➢ Legal & Customer Requirements
➢ Risk Assessment & Risk Management
➢ Improvement Objectives
➢ Training
➢ Communication
➢ Worker Feedback, Participation & Grievance
➢ Audits & Assessments
➢ Corrective Action Process
➢ Documentation & Records
➢ Supplier Responsibility

More information on the RBA is available at the following link:
http://www.responsiblebusiness.org/
RBA Code of Conduct

Version 6.0 - Version 6.0 of the RBA Code of Conduct was ratified in 2017 and went into effect January 1, 2018.

The RBA Code of Conduct can be downloaded from the RBA webpage:

Responsible Business Alliance formerly the Electronic Industry Citizenship Coalition

In order to comply with the RBA requirements, Flex has created our Code of Conduct which can be downloaded from Flex’s website:

Supplier Code of Conduct
RBA Code of Conduct Highlights
RBA Code of Conduct RBA (3 protocols)

RBA has three VAP protocols that are applied to different Auditee sites/types:

1. Manufacturing
2. Service provider
   Such as: design, helpdesk, customs service agency
3. Labor agent/Labor contractor

<table>
<thead>
<tr>
<th>Clause</th>
<th>Manufacturing</th>
<th>Service Provider</th>
<th>Labor Agent / Labor Contractor</th>
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No exclusion, the entire Code is applicable.
RBA Severity Rating Definition – Priority

Minor Non-conformance:
➢ Is an isolated or random incident that doesn’t typically indicate a systemic problem with the management system. One of the minimum requirement elements is missing or ineffective, or a system element is not adequately documented or is prohibited.

Major Non-conformance:
➢ A significant failure in the management system – one that affects the ability of the system to produce the desired results. Two or more of the minimum requirement elements is missing or ineffective.

Priority Non-conformance:
➢ A Priority non-conformance is a grievous breach of ethical standards; significant risk of immediate harm to workers or communities; exploitative violations of worker rights.

The new requirement: Late >3 months on legal reporting will warrant a Priority Non-conformance
RBA Severity Rating Definition

Late >3 months on legal reporting/Legal requirements

Example:
- A4.4

A4.4 Deductions or withholdings are calculated correctly and submitted to the appropriate government agency within the local law time frame.

- C1.2 The report had been expired for more than 3 months will lead a priority non-conformance.

C1.2 Reporting to environmental authorities as required by law is performed timely.
Legal Non conformance – Rating

Updates were made for clarification and consistency regarding legal non-conformance ratings, where any legal non conformance would result a **Major Non-Conformance**

Exceptions:

➢ A3.1 if situation of Auditee is below 60h/w but above local law for ≤40% of the workers) or

➢ If there is another finding which has a higher non-conformance rating for that provision
Legal Compliance vs RBA Requirements

When RBA requirements are in conflict with local law; RBA defines conformance when the stricter requirements are met; except when there is a specific requirement by law.

➢ There is no specific requirement by law, RBA requirement must be followed

➢ There is an open-ended requirement. The stricter requirement shall be followed:
   ➢ Example 1 – Child Labor:
   ➢ RBA states 15 years old is Child labor and China Law states 16 years old is consider as Child labor
   ➢ China Law must be followed
   ➢ Example 2 – Minimum wage:
   ➢ Local law defines a minimum wage, but the company can go beyond the local law

➢ There is a specific requirement by law, such as only do, no more than or no less than
   ➢ In this precise situation the country law must be followed
Waiver of Applicable Law

**Waiver:** A legal waiver is a written relinquishment of a local authority for a legal entity to comply with a specific requirement of applicable law.

Waivers can only be issued by local authorities if the issuing office has the legal jurisdiction to do so; that is, if it is a **competent body**.

Waivers can be temporary or permanent in nature and are most likely bound by conditions applicable solely to the recipient of the waiver.

- **Competent body:** The institution, organization or office, which carries the formal acquired rights to decide on an issue.
- In the case of issuing waivers or derogations, this is the office specified by the constitution of the country. In most cases this is the national, federal or state ministry, government body or inspectorate.
- Local (municipal, provincial) governments are typically not competent bodies.

RBA does not accept waivers or derogations of applicable law **unless issued by the competent body, or if the competent body has formally granted specific powers to the local government agency.** When the authority of the local government is in question, the user of the waiver/derogation has the burden of proof to provide formal, documented confirmation from the national or federal judicial body.
Working Hours / Days Off Guidance

Working Hours Studies

➢ Worker reduced productivity,
➢ Increased turnover and
➢ Increased injury and illness
➢ A workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations
➢ Workers shall be allowed at least one day off in every seven days

Emergency or unusual situations

Unpredictable events that require overtime in excess of legal or RBA limits. Some examples could be:

➢ Equipment breakdown, power failure or other emergency resulting in prolonged shutdown of a production line
➢ Unforeseen raw material or component shortages or quality issues that shut down production

Excessive overtime is then needed in both situations to recoup lost production time and meet customer commitments. In all of these cases evidence of FEWER hours worked before a period of excessive production in Emergency or unusual situation is present and documented.
Working Hours Guidance

When a situation is categorized as NOT “emergency” or “unusual”?

Some examples may be:

➢ Peak season production demands and new product ramps. Both of these are predictable and proper planning can minimize overtime requirements.

➢ Contract change orders that significantly increase order volumes or shorten delivery timelines. This should be negotiated in good faith between the client the location and should never exceed the capacity of the location at a rate of 60 hours per week or the legal maximum work hour requirement for the location.
# Working Hours Guidance – Ratings Change (V6.0.1)

## Version 5.1.1

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<tr>
<th>Work Hours/Week</th>
<th>% of Sample Work Weeks (Total or Specific Area or Function or Nationality)</th>
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<tbody>
<tr>
<td></td>
<td>≤1%**</td>
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<tr>
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## Version 6

<table>
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* Local law is stricter than 60 hours/week  
** No tolerance allowed if working hours are >84 hours/week  
*** Legal non-conformance is rated a major non-conformance except if working hours are below 60 hours/week but above local law for ≤40%
Working Hours Guidance – Day of Rest

Rating:

If workers under the age of 18 are found to be working consecutive days in excess of the stricter of law or 6 consecutive days is a Priority Non-Conformance unless required for their qualification/certification under A2.4.

<table>
<thead>
<tr>
<th>Consecutive Days</th>
<th>% of Sampled Workers (Total or Specific Area, Function or Nationality)</th>
<th>Priority</th>
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<tbody>
<tr>
<td></td>
<td>&lt;1%**</td>
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<tr>
<td>&gt;24 Consecutive Days</td>
<td>&gt;1% to &lt;5% of sampled workers</td>
<td>Minor</td>
</tr>
<tr>
<td>&gt;12 to &lt;24 Consecutive Days</td>
<td>&gt;5% to &lt;40%</td>
<td>Major</td>
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<td>&gt;6* to &lt;12 Consecutive Days</td>
<td>&gt;40%</td>
<td>Priority</td>
</tr>
<tr>
<td>&lt;6* Consecutive Days</td>
<td></td>
<td>Conformance</td>
</tr>
</tbody>
</table>

* Or legal requirements if stricter than 6 consecutive days

** A tolerance of 1 percent of population is allowed, i.e. if no more than 1 percent of workers is detected to work more than the legal limit then this is conformance, except if the days off are more than 12 or more days, in which case the 1 percent tolerance does not apply.
Working Hours Guidance - How to calculate percentage?

For example:

Three months’ attendance records of 20 sample employees were reviewed during the audit, including one high season month, one low season month and one average month. How to calculate the percentage of excessive weekly work?

- **High month**
- **Average month**
- **Low month**

| 20 sample employees | High month | Average month | Low month | 13 weeks |

20 samples X 13 weeks = 260 weeks

Percentage of excessive weekly work = Number of excessive work week / 260 weeks

This also applies to the 7th day of rest

Percentage of excessive work shall be calculated based on the total samples, samples from specific area, function and Nationality. It will be a violation if one of them exceed the rating matrix.
Night work

➢ **Night Work**: All work which is performed during a period of not less than seven consecutive hours, including the interval from midnight to 5 a.m. (ILO Convention 171)

➢ **Night Work for Young Workers**: In the case of young persons under sixteen years of age, this period shall include the interval between ten o'clock in the evening and six o'clock in the morning. (ILO Convention 90).

   - In the case of young persons who have attained the age of sixteen years but are under the age of eighteen years, this period shall include an interval prescribed by the competent authority of at least seven consecutive hours falling between ten o'clock in the evening and seven o'clock in the morning.
Fees Definition

**General Principle:** Workers shall not be required to pay fees for their employment.

**Supporting principles:**

1. All In-Scope Workers should not be required to pay application, recruiting, hiring, placement, or processing fees at any time.

2. All In-Scope Workers should not be required to pay any fees once they have been made an offer.
   a) Exception 1: If a worker travels back home before leaving the country, they are responsible for those costs.
   b) Exception 2: If a worker initiates the application, presenting themselves to the company at the place of employment, they will have paid or will pay some of the fees such as passport, visa, residency certificate, transportation and should not expect to be reimbursed as the employer did not seek them out in their country, province, state or region of origin.

3. If a fee is not specifically listed in the Definition of Fees or does not fit any of the categories, Foreign and Migrant workers should not pay anything that a Local worker would not pay.

4. Worker may pay for basic items to prepare for the interview such as CV preparation, photos, copies of existing documents and certificates, and incidentals.
Hierarchy of controls

Controlling exposures to occupational hazards is the fundamental method of protecting workers.

One representation of this hierarchy is as follows:
RBA Validated Recognition Program – VAP
VAP Definition

➢ What is a VAP:
  • A Validated Audit Process from RBA which is accepted by all RBA members and additional companies

➢ Goals of a VAP:
  • Improve CSER and PEC areas within your company
  • Enhance Flex’s and our suppliers’ Supply Chain
  • Collaborate with all RBA members

➢ Benefits of a VAP:
  • 2 years validity - *None RBA member can request another VAP within this time frame*
  • All RBA members have access to a VAP - *shareable to your clients if requested*
  • On site compliance verification and greater assurance

➢ Rates:
  • Location
  • Audit days depend on:
    - Facility headcount
    - Operations Type. i.e. chemical process - higher risk
Responsible Factory Initiative

Launching in 2018:
A unifying architecture for RBA factory level tools & programs

1. Risk Assessment
2. Self-Assessment
3. VAP Program
4. VAP Recognition Program
5. Factory Lead Certification

Journey of a factory

More detail ahead
VAP Recognition Program

**Framework → Site Level Recognition**

- **Platinum**
  - Social & Environmental Leader
  - Closes All Audit Findings
  - Minimum VAP Score: 200

- **Gold**
  - Above Average Sustainable Factory
  - Closes Priority & Major Findings
  - Minimum VAP Score: 180

- **Silver**
  - Sustainable Factory
  - Closes Priority Findings via VAP
  - Minimum VAP Score: 160

**Recognition expires when the audit expires**
# Factory Lead Certification Program

## Intent

Enable at least one factory lead in member factories and suppliers with deep knowledge of the RBA Code of Conduct and audit expectations.

## Requirements vs. Benefits

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply for program</td>
<td>Complete learning of RBA Code of Conduct</td>
</tr>
<tr>
<td>Complete all modules in curriculum</td>
<td>Preparation for an audit</td>
</tr>
<tr>
<td>Pass all tests with 80% or higher</td>
<td>Recognition for factory commitment to RBA</td>
</tr>
<tr>
<td></td>
<td>Requirement for Factory of Choice</td>
</tr>
</tbody>
</table>
Factory Lead Certification Program

Benefits

Increased knowledge of social and environmental standards

Plaque with Certificate is valid for 2 years from completion of courses and testing

Recognition: Name listed on RBA’s member only SharePoint website on a list of Certified RBA Factory Leads

Invitation to RBA Events and Webinars

LinkedIn Group for Certified RBA Factory Leads
How to get a VAP

Who to contact:

Send an email directly to RBA to coordinate your VAP: 
vap@eiccoalition.com
Thank you!