

SOCIAL RESPONSIBILITY 101

MANUFACTURING CODE OF CONDUCT

OVERVIEW

Protecting and promoting the well-being of the people who make the products we sell is a core component of running a responsible business and one of the most basic expectations from customers. An effective social responsibility program addresses this by promoting and ensuring safe and fair social and labor conditions for supply chain workers globally.

In accordance with the *International Labor Organization conventions*, the *United Nations' Universal Declaration of Human Rights*, the *UN Convention on children's rights* and the *elimination of all forms of discrimination against women*, all companies have a responsibility to protect workers' rights and ensure safe working conditions of all workers in their supply chain.

A **manufacturing code of conduct** – a key component of an effective social responsibility program – outlines standards meant to ensure that working conditions in the supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible.

The following checklist provides steps to get started implementing a manufacturing code of conduct and developing a social responsibility program for your organization.

FOUNDATIONAL ACTIONS: CHECKLIST

- ☐ If your company or your supply chain partner doesn't already have a manufacturing code of conduct, adopt the *OIA Fair Labor Code of Conduct* or a comparable widely-recognized manufacturing code of conduct that aligns with internationally-recognized fair labor principles and best practices.
- ☐ Define your brand's social responsibility policy or program in writing. Consider making the policy available publicly so customers can access it.
 - Sharing information about your program builds trust and confidence in your brand and the efforts your brand takes to ensure social responsibility. It also enables customers to make informed purchasing decisions.
 - Including a management system that identifies key continuous steps (e.g., *PDCA cycle; Plan, Do, Check, Act*) will enable control and continuous improvement, as outlined in *OIA's Code of Conduct Interactive Guide*.
- ☐ Encourage your suppliers to adopt the Higg Index Facility Social and Labor Module (FSLM). The Higg FSLM assesses: Facility workforce standards and those of value chain partners; external engagement on social-labor issues with other facilities or organizations; and community engagement.
- ☐ Explore opportunities to continuously elevate your social responsibility practices by reviewing *OIA's Social Responsibility Toolkit*, utilizing the OIA Sustainability Bootcamps, or partnering with another credible sustainability consulting firm.
 - For more information about the upcoming OIA Sustainability Bootcamps, please email sustainability@outdoorindustry.org.

KEY RESOURCES

For additional guidance on codes of conduct and social responsibility programs, visit:	The following resources in the OIA Social Responsibility Toolkit: https://outdoorindustry.org/sustainable-business/social-responsibility <ul style="list-style-type: none">• OIA Fair Labor Code of Conduct• OIA Social Responsibility Toolkit Guide• OIA Code of Conduct Interactive Guide
To learn more about encouraging your suppliers to complete the Higg Index Facility Social and Labor Module, visit:	The Higg Index Facility Tools: https://apparelcoalition.org/higg-facility-tools/
To get involved in an industry group on advancing social responsibility and fair labor in supply chains, visit:	The Social & Labor Convergence Project: https://slconvergence.org/
Relevant International Conventions:	International Labor Organization (ILO) conventions: http://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm United Nations (UN) Universal Declaration of Human Rights: http://www.un.org/en/universal-declaration-human-rights/index.html UN Children's Fund (UNICEF): https://www.unicef.org/crc/ UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW): http://www.un.org/womenwatch/daw/cedaw/