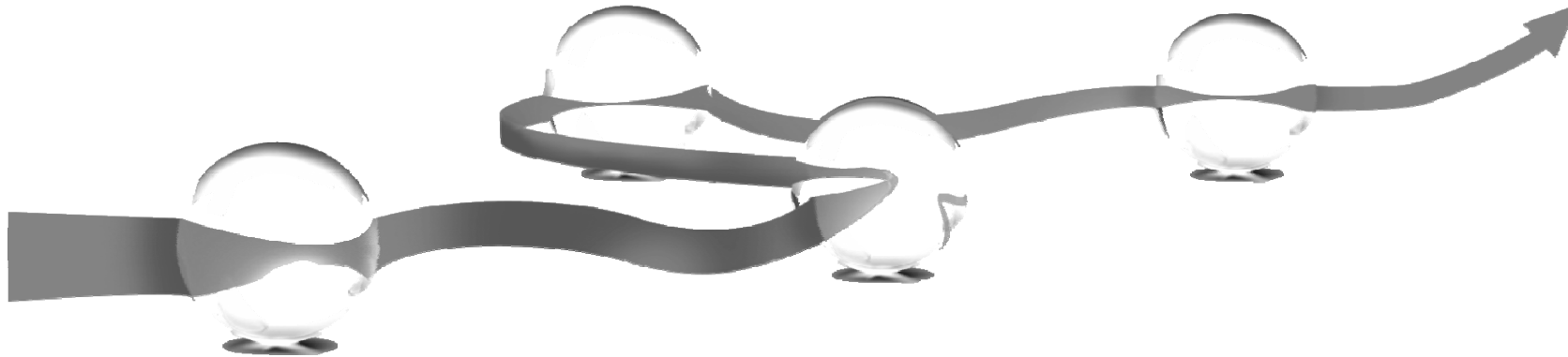


# introduction to the GSCP Equivalence Process



EP Expert Working Group members & the GSCP team

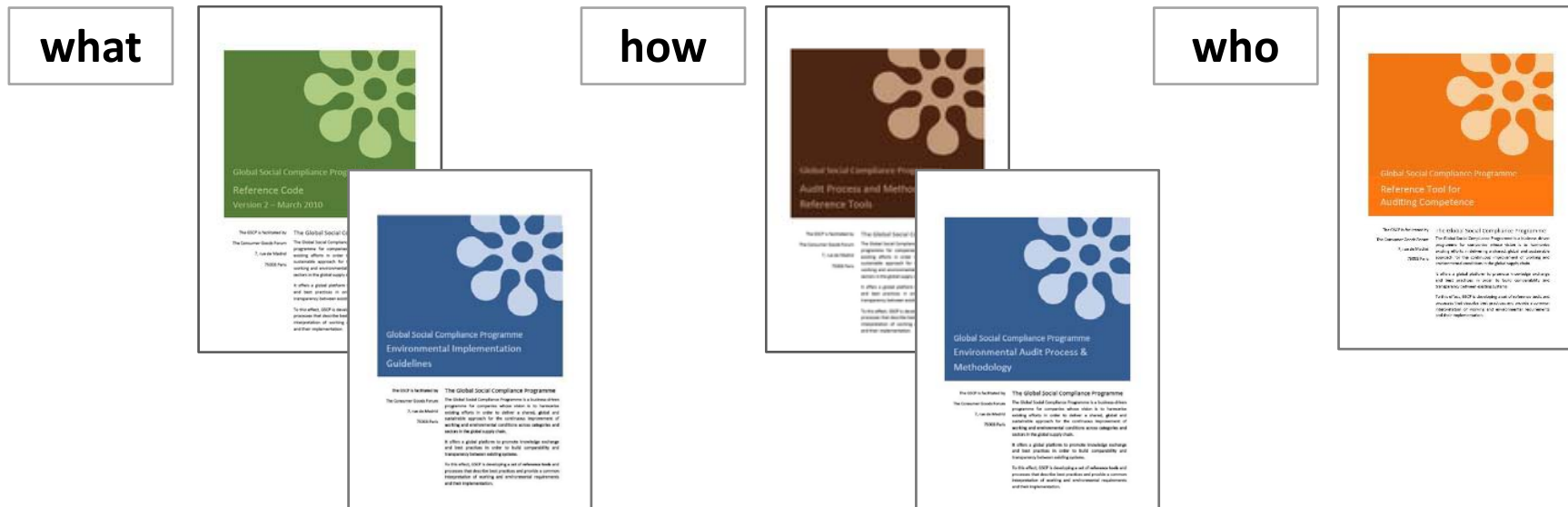
- the presenters today
- let's look at how the EP can help you:
  - strengthen your system and validate your approach
  - gain time and reduce inefficiency and costs
  - set the stage for effective work on remediation
  - improve quality and drive business
- questions?

# the context

- **GSCP scope:** social and environmental conditions in global supply chains
- **ultimate goal:** to collaboratively assist remediation & capacity building at supplier site
- **through** upward harmonisation of existing efforts

> pre-requisite:

## 1. convergence & common message: the GSCP reference tools



> pre-requisite:

1. convergence & common message: the GSCP reference tools

+

2. comparability: the GSCP Equivalence Process

=

basis for effective collaborative approach to remediation & capacity building

# the EP in short

## 1. Self-Assessment

The companies / scheme owners assess their internal tools, systems and methodology against one or more GSCP Reference Tools

**objective:** *to understand what needs to be reviewed to reach best existing practice.*

## 2. Equivalence Assessment

An independent Panel of Experts reviews the Self-Assessment

**objective:** *the companies / scheme owners can exchange their Equivalence Assessments as a basis for further collaboration. It allows transparency, comparability and trust.*

# users and uses



- companies managing their sites and/or their supply chain
- standard setting bodies
- business initiatives
- auditing bodies and certification bodies
- NGOs
- public authorities

## Some uses: for scheme owners

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- internal assessment and review of systems > “up to scratch”
- internal alignment: global approach for all business units
- assessment of service providers
- comparison and recognition of own system with business partners and peers: basis for sharing of audit results and further collaboration

## Some uses: for service providers

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- internal assessment and review of systems > “up to scratch”
  - > ensure the right level of quality and competence and drive improvement (e.g. auditing)
- recognition by more potential clients
- a level playing field in auditing and auditing competence

- drive continuous improvement in content of standards while preserving specificities
- improve quality and consistency of monitoring
- reduce confusion and improve cost efficiency in the supply chain
- reduce duplication through comparable audit approaches and results
- take focus away from auditing (symptoms), onto remediation (root causes)

however the EP will not...

- provide Users with certification or accreditation
- demonstrate “who’s best”
- replace or be a proof of adequate due diligence in supply chain compliance management
- be used to directly evaluate suppliers’ performance

how does it work?  
key steps: the process flow

## 7 key steps – the process flow

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- 1 Starting the process
- 2 Self-Assessment – preparation and execution
- 3 Equivalence Assessment – application
- 4 Equivalence Assessment – preliminary review
- 5 Equivalence Assessment – Panel review
- 6 Equivalence Assessment – sign-off procedure
- 7 Share & Compare

## 1 Starting the process

- Registration Form
- GSCP recommendations on tools
- EP Agreement signature & fee payment
- reception of login details
- sign up for the Self-Assessment

## 2 Self-Assessment – preparation and execution

- log in
- identification of internal users
- selection of Reference Tools for benchmark
- Self-Assessment

# The grading - social

C

- The requirement in your organisation's document does not cover the essence of each requirement in the GSCP criterion or does not cover the requirement(s) at all. There is no evidence of implementation.

B

- The requirement in your organisation's document covers the essence of each requirement in the GSCP criterion. Details in the text that are missing / different from the GSCP's text have a bearing on workers protection. There is evidence of implementation.

A

- The requirement in your organisation's document covers the essence of each requirement in the GSCP criterion. Details in texts that are missing / different from the GSCP's text have no bearing on workers protection. There is evidence of implementation.

A+

- The requirement in your organisation's document has a more extensive content than the requirement(s) in the GSCP's criterion. There is evidence of implementation.

# The grading - environment

C

- The requirement in your organisation's document does not cover the essence of each requirement in the GSCP criterion or does not cover the requirement(s) at all. There is no evidence of implementation.

B

- The requirement in your organisation's document covers the essence of each requirement in the GSCP criterion. Details in the text that are missing / different from the GSCP's text have a bearing protection of the environment and those on site. There is evidence of implementation.

A

- The requirement in your organisation's document covers the essence of each requirement in the GSCP criterion. Details in texts that are missing / different from the GSCP's text have no bearing on protection of the environment and those on site. There is evidence of implementation.

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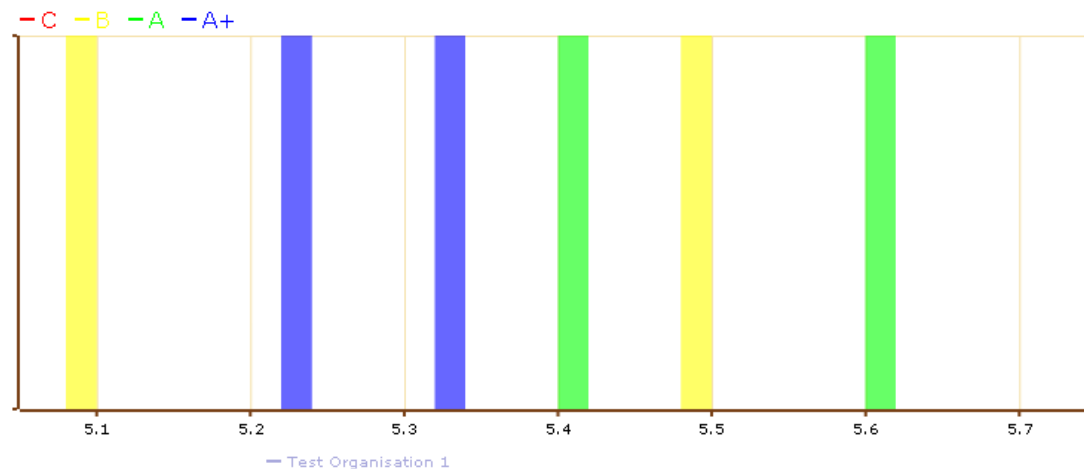
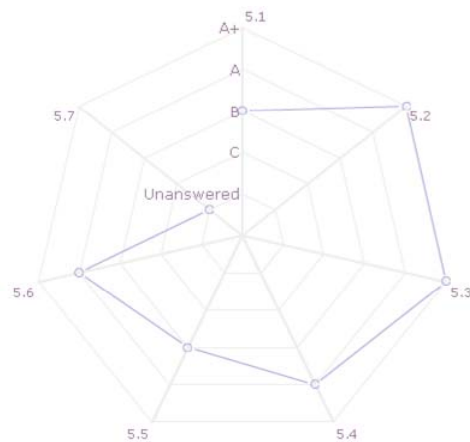
Home > Select the Reference tools for Self-Assessment > Results

### Self-Assessment results

#### GSCP Reference Code - Version 2

- 1 Compliance with international labour standards and national legislation
- 2 Forced, bonded, indentured and prison labour
- 3 Child labour
- 4 Freedom of association and effective recognition of the right to collective bargaining
- 5 Discrimination, harassment and abuse**
- 6 Health and safety
- 7 Wages, benefits and terms of employment
- 8 Working hours

	5.1	5.2	5.3	5.4	5.5	5.6	5.7
<b>A+</b>	0	1	1	0	0	0	2
<b>A</b>	0	0	0	1	0	1	2
<b>B</b>	1	0	0	0	1	0	2
<b>C</b>	0	0	0	0	0	0	0
<b>Unanswered</b>	0	0	0	0	0	0	1



## 3 Equivalence Assessment – application

### User

- checking and validation of Self-Assessment
- online application for Equivalence Assessment

### GSCP

- appointment of Equivalence Assessment Panel

# Equivalence Assessment Panel

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“group of experts formed to perform an Equivalence Assessment.”

## Role

to deliver an objective assessment of the accuracy of a User’s Self-Assessment.

## Selection & appointment

- selected by the Executive and Advisory Board Members
- appointed to perform **one** EA
- User’s right to oppose appointment

## Composition

- 1 Panel Coordinator - voting rights
- 2 Panel Members - voting rights
- the GSCP Director (or representative) - no voting rights

## Competence

Proven track record in social and/or environmental responsibility and/or related fields

4

## Equivalence Assessment – preliminary review

### Panel Coordinator

- verification of Self-Assessment and related objective evidence

### User

- provision of additional information if required
- sign-off of Preliminary Assessment Table

## 5 Equivalence Assessment – Panel review

### Panel

- verification of SA based on Preliminary Assessment Table
- Final Assessment Table
- sign off of Final Assessment Table

### GSCP

- Informs the User of the Panel's conclusions - User online access to the Final Assessment Table

## 6 Equivalence Assessment – sign-off procedure

**Option 1** - SA validated with no request for change

**User**

- sign-off of Final Assessment Table

**GSCP**

- right to share Equivalence Assessment granted to User

## 6 Equivalence Assessment – sign-off procedure

### Option 2 - SA requires changes by User

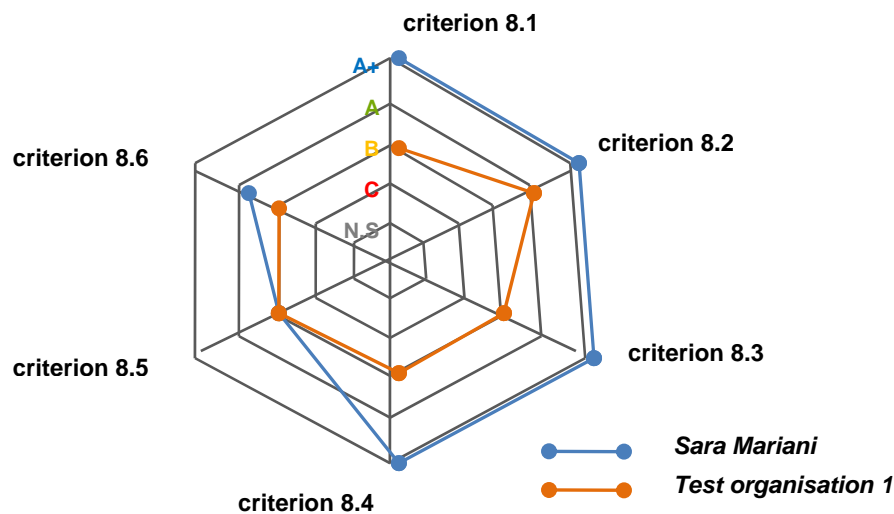
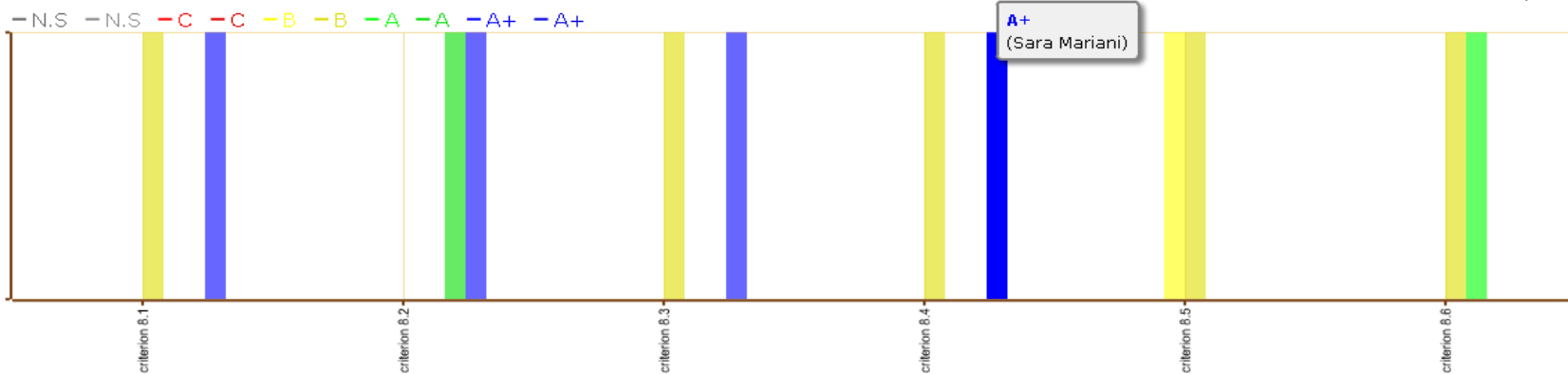
A. User accepts changes	B. User doesn't accept changes
- amendments to SA by User	No appeal
- review by Panel Coordinator	>> process stops
- sign-off by User and Coordinator	Appeal
- right to share Equivalence Assessment granted to User	>> appeals procedure launched

## 7 Share & Compare

### User

- exclusive use and right to share
- choice of organisation with which to share, contact online
- One-to-one sharing
- can do a direct comparison of its results with that of the other User

### 8 : Working hours



Sara Mariani

	8.1	8.2	8.3	8.4	8.5	8.6	
A+	1	1	1	1	0	0	2
A	0	0	0	0	0	1	1
B	0	0	0	0	1	0	1
C	0	0	0	0	0	0	0
N.S	0	0	0	0	0	0	0

Test Organisation 1

	8.1	8.2	8.3	8.4	8.5	8.6	
A+	1	1	1	1	0	0	2
A	0	1	0	0	0	0	1
B	1	0	1	1	1	1	5
C	0	0	0	0	0	0	0
N.S	0	0	0	0	0	0	0

# fee structure

to cover costs

	fee per year
members	€ 2 000
non-members	€ 4 000

- yearly fee
- multiple users
- multiple Self-Assessments
- multiple reference tools

# Equivalence Assessment

	members	non-members
for 1 tool	€ 5 090	€ 5 664
for 2 tools	€ 6 820	€ 7 548
for 3 tools	€ 8 550	€ 9 431
for 4 tools	€ 10 280	€ 11 315
for 5 tools	€ 12 010	€ 13 199

- Panel of Experts
- unlimited share & compare
- costed per tool

questions?

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[www.gscpnet.com](http://www.gscpnet.com)