Corporate Social Responsibility & Human Rights Conference

Presenter:
Melissa Shears
Vetta Brands/Top of The World
UCONN Licensee
Director – Corporate Social Responsibility
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KEY CSR PROGRAM ELEMENTS

- Supplier Performance Evaluation
- New Supplier Pre-Qual Process
- Social Compliance Audits
- Corrective Action Plan
- NGO Engagement
- Social Assessments
- Worker Engagement
- Responsible Purchasing Practices
- CSR Factory Visits
- Training

Supports Continuous Improvement Model
Sourcing & Vendor Summit

- 2 Day Workshop
- Day 1 Sourcing Team Training
- Day 2 Supplier Team Training
- All China Suppliers Attended
- Introduced Comprehensive Supplier Guidebook
- Training provided by Verite
Supplier Training Workshops

- Targeted for Main Vetta Supplier & Decoration Facilities
- Conducted by NGO - CCR_CSR
- Strengthen Recruitment & Age Verification Policies
- Strengthen Knowledge of Vetta Code of Conduct
- Train on Appropriate Child Labor Policies & Red Flagging
- Supplier Supply Chain Ownership & Management
- Assessing Risk for Decoration Facilities
Ongoing On-Site CSR Supplier Training

- Agents, Factory Owners, Managers, Compliance Staff, Team Leads
- Supplier Ownership
  - Ongoing CSR Program Management
- CAP Training to Close Compliance Gaps
  - Sustainable Actions
  - Systemic Reoccurring Issues
- Audit Analysis
- Supplier Rankings
  - Global Supplier Scorecard
- Industry Trends
  - Human Trafficking & Forced Labor
  - Living Wages
CSR HQ Factory Visits - Audit Verification & Training
Verite Worker Training Videos

- Chinese Video Series Developed By Verite
- 3 Tracks:
  - Core Labor Rights
  - Code of Conduct
  - Grievance & Communication
- Reached 1800 China Workers & Managers

https://vimeo.com/114683345
Vetta Staff Training

- Reach: Top – Down
  - 91% of ALL Vetta Staff Participated
- Training Workshops
- FLA eLearning Modules
- Topics:
  - Code of Conduct
  - Forced Labor
  - Responsible Purchasing Practices
Measuring Impact

Vetta Staff Workshop Training Feedback:

“Communication is key between departments.”

“Vetta needs to continue to work on getting PO’s out sooner to meet turnaround times.”

“Giving the suppliers an adequate lead time for production can help keep workers from performing overtime duties.”

“Vetta needs to watch dates on orders better.”
Summary:

- Training is Critical to Various Stakeholders
  - Factory Owners
  - Agents
  - Workers
  - Factory Management
  - Vetta HQ & Regional Staff
- Many Training Options Available
- Training closes Compliance Gaps
- Training Supports Continuous Improvements over Time