



Control Union Philippines

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SOCIAL AND ETHICAL COMPLIANCE SERVICES BY CONTROL UNION



As companies operate on a global scale, working conditions throughout certain supply chains have come under scrutiny. To an increasing extent, companies, especially those active in consumer markets, see the need to manage social compliance risks which may have an adverse impact on brand image, compliance, and/or financial results.

Control Union is an independent international audit, inspection, and certification body. We are a member of the Association of Professional Social Compliance Auditors (APSCA) and of Sedex. Our activities are internationally recognized by many industries, organisations, and multinational companies. We operate in the food, feed, and agricultural processing such as food processing and textile sectors. With offices in over 80 countries, our local auditors are specialised in the complex issues related to social compliance, with an in-depth knowledge of local social conditions, the applicable laws and regulations, and standard industry practices.

Our auditors conduct audits based either on international standards, which are in turn based on conventions of the International Labour Organisation (ILO), or to a company's own code of conduct or to industry codes as established by organisations such as Sedex, the Ethical Trading Initiative, or The Fair Trade Sustainability Alliance (FairTSA). Control Union can also assist in developing a company's own code of conduct.

KEY OBJECTIVES



Employment is freely chosen



Working hours are not excessive



Freedom of association and the right to collective bargaining is respected



No discrimination is practiced



Working conditions are safe and hygienic



Regular employment is provided



Child labour shall not be used



Living wages are paid



No harsh or inhumane treatment is allowed



In time payments



SEDEX'S SMETA

SMETA has been developed to provide guidance for both 2-Pillar and 4-Pillar audits allowing individual supply chains to choose their requirements. The guidance can be adopted and tailored to carry out audits against a range of other labour codes based on the conventions of the International Labour Organisation (ILO).

Sedex's SMETA Pillar 2 audits. These are based on the Ethical Trading Initiative (ETI) Base Code, Local Law, and the elements of Management Systems, Entitlement to Work, Subcontracting, and Homeworking as well as shortened version of the Environmental assessment.

Sedex's SMETA Pillar 4 audits. Topics in these audits are: SMETA pillar 2, where the shortened version of Environmental assessment is replaced by an extended version, and Business Ethics is added.

WRAP

The WRAP certification signals a factory's dedication to ethical standards, legality, worker dignity, and environmental consciousness. It serves as a recognized commitment to social and ethical responsibility, with three levels—Platinum, Gold, and Silver—based on compliance with WRAP's 12 Principles.

FAIR TRADE USA

Fair Trade represents a worldwide initiative comprising a varied community of producers, businesses, consumers, supporters, and organizations. Its emphasis is on upholding social standards and prioritizing human well-being, community, and sustainability, with a strong focus on health and safety.

GRASP

The GLOBALG.A.P Risk Assessment on Social Practice (GRASP) is mainly based on document checks and assesses social risks in primary production. GRASP supports producers to address important social issues and build awareness at the farm level. GRASP can be assessed in combination with GLOBALG.A.P primary production standards or equivalent benchmarked schemes/AMC.

FAIRTSA

The Fair Trade Sustainability Alliance (FairTSA) is an organization specializing in FairTrade and social responsibility standard development, ethical supply chain management, and accountable, sustainable community development.

FairTSA's Fair Trade Standards cover agricultural products and processing, cosmetics, and handicrafts. The FairTSA Standards cover agricultural products and processing, cosmetics, and handicrafts. The FairTSA Standards have been designed to comply with the requirements of the International Standardization Organization (ISO).

FAIR CHOICE BY CONTROL UNION

Fair Choice, Control Union's Social and Fair-Trade Standard, aligns with international human rights and national labor laws, ensuring social and fair trade practices. It covers health, safety, and environmental protection, focusing on agricultural products. Verifiable through an evidence-based process, it applies to public and private entities, traders, NGOs, and producer groups committed to implementing Social Principles and Fairtrade.

ETHICAL TRADING INITIATIVE (ETI)

Control Union provides assessments for ETI to check implementation on the Base Code. This Base Code is founded on ILO Conventions of freely chosen employment, freedom of association, safe and hygienic working conditions, no use of child labour, living wages paid, non-excessive working hours, no discrimination, regular employment, and no harsh or inhumane treatment.

SLCP – SOCIAL & LABOR CONVERGENCE PROGRAM

The Social & Labor Convergence Program provides the tools to capture accurate data about working conditions in global supply chains. A facility uses the Data Collection Tool to complete a self-assessment of its social and labor data. In the second step, the facility selects Verifier Body and the Verifier completes the verification where the facility gets access to data sharing.



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