



**Sustainable Leather Foundation
Standard for Corporate Social Responsibility**

Reference: FSS5.1

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Accredited by: XXX

Original Creation Date: 12 July 2021

Peer Reviewed Date: 29 October 2021

Last Review Date: XXX

Next Review Date: July 2022

FSS5 CORPORATE SOCIAL RESPONSIBILITY STANDARD AND BENCHMARK

Summary: The SLF *Corporate Social Responsibility Standard and Benchmark* provides the context, definitions, relevant international norms and expectations around corporate social responsibility in the leather industry. This document gives the facility under audit the principles and general expectations, but it is not exhaustive and recognises that there will be differences within regions for national and local laws.

Where there are matters of interpretation in relation to the standard, applicable laws or organisational norms, the auditor will assess in favour of the employees in that facility.



1. Scope

1.1 The SLF *Corporate Social Responsibility Standard and Benchmark* specifies the definitions of corporate social responsibility and looks at key areas including social aspects and impacts, health and wellbeing of personnel, community social projects, systems to support social responsibility monitoring and improvement.

1.2 Providing a working environment that promotes decent work, growth and development is an integral part of operating a responsible business.

1.3 The SLF *Corporate Social Responsibility Standard and Benchmark* is intended to ensure that SLF certified facilities are aware of their social responsibilities and are actively working to improve the social impact of their operations.

2. Normative references

2.1 The following references are useful in the understanding of this document and are provided for further guidance. In the case of dispute these references will form the core of the evidence in support of the Standard and Benchmarks used here:

ILO Corporate Social Responsibility: an overview of principles and practices, 2004¹

UN Global Compact: Social Sustainability²

UN Guiding Principles on Business and Human Rights³

3. Terms and definitions

3.1 **Corporate Social Responsibility (CSR):** a business system that takes into account the impacts of the business on its personnel, its wider stakeholders, its extended community and the general public, with the intention to create positive outcomes and reduce negative impacts.

3.2 **Non-conformance:** Inability to meet the requirements of the standard.

3.3 **Facility:** The entirety of the business operation that is responsible for meeting the requirements of this *SLF Age of Workers Standard and Benchmark*, including all personnel employed at the facility (e.g. tannery, sub-contracting facility, head office organisation, etc)

¹ ILO Corporate Social Responsibility: an overview of principles and practices, 2004

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---integration/documents/publication/wcms_079107.pdf

² UN Global Compact: Social Sustainability <https://www.unglobalcompact.org/what-is-gc/our-work/social>

³ UN Guiding Principles on Business and Human Rights

https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf



- 3.4 **Personnel:** All individuals employed or contracted by the facility to perform specified tasks (e.g. directors, managers, warehouse operatives, cleaners, technicians, etc)
- 3.5 **Worker:** All non-management personnel
- 3.6 **Remediation:** Support and actions implemented to correct the failure of meeting the standard within an agreed time period.

4. Principle

4.1 The principle of the *SLF Corporate Social Responsibility Standard and Benchmark* is based upon the need for responsible businesses to contribute to the improvement of social issues within the general philosophy of “planet – people – profit”. Within the United National Guiding Principles, Implementing the Protect, Respect and Remedy Framework, it is specified that:

These Guiding Principles are grounded in recognition of:

(a) States’ existing obligations to respect, protect and fulfil human rights and fundamental freedoms;

(b) The role of business enterprises as specialized organs of society performing specialized functions, required to comply with all applicable laws and to respect human rights;

(c) The need for rights and obligations to be matched to appropriate and effective remedies when breached.

4.2 When evaluating corporate social responsibility, a company must consider:

(a) indigenous people and intended or unintended displacement

(b) vulnerable demographics, such as women or migrant workers

(c) local social risks such as poverty, lack of schools, lack of medical care or transportation

(d) infrastructure requirements to support improvement to living standards

4.5 The governing principle of this Standard and Benchmark is to encourage facilities to actively consider how they can support growth, development and wellbeing of their workforce, their families and extended communities through positive action.

5. Procedure

5.1 The facility will provide data and documentation that demonstrates an effective management system to meet the requirements of the *SLF Corporate Social Responsibility Standard and Benchmark* as follows:

5.2 **Management System:** The facility shall have a system in place that provides the facility with a social plan, policies and procedures to include:

- a. Aspects and Impacts risk assessment of social aspects
- b. Policies and procedures in relation to social responsibility
- c. Responsible personnel for accountability and reporting
- d. Records that detail continuous improvement and accountability



- 5.3 Additional information relating to Social Aspects and Impacts can be found in the ***SLF Explanatory Notes and Templates***.

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