

Sustainable Leather Foundation

Industry Led – Consumer Focused

Technical Update: Audit Standard,
Benchmarking, Guidance and Templates

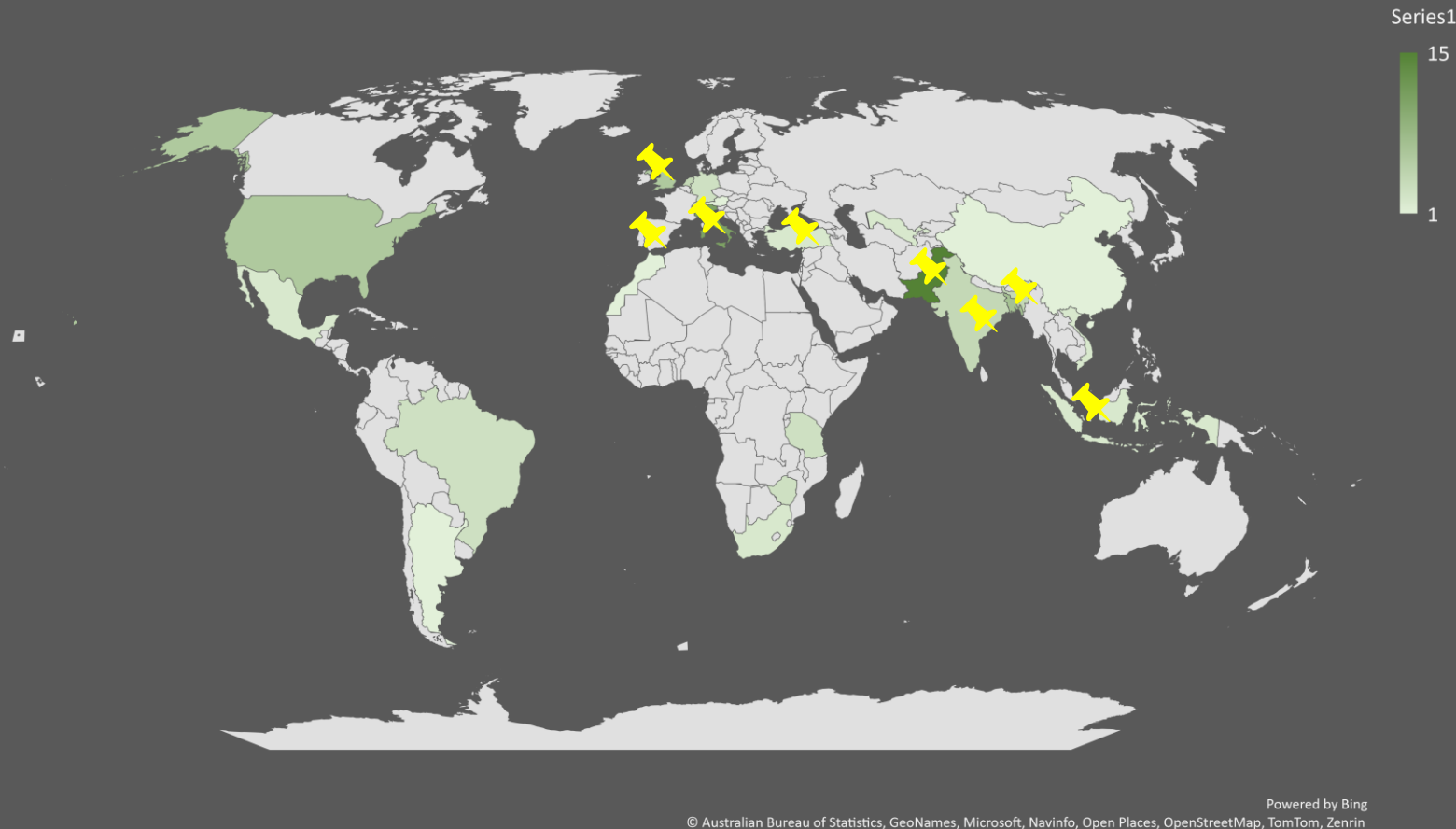


www.sustainableleatherfoundation.com

SLF Auditing Team



SLF Partnership Coverage



Team of 8 Auditors:

- UK
- Italy
- Spain
- Turkey
- Pakistan
- India
- Bangladesh
- Indonesia

Geographically spread

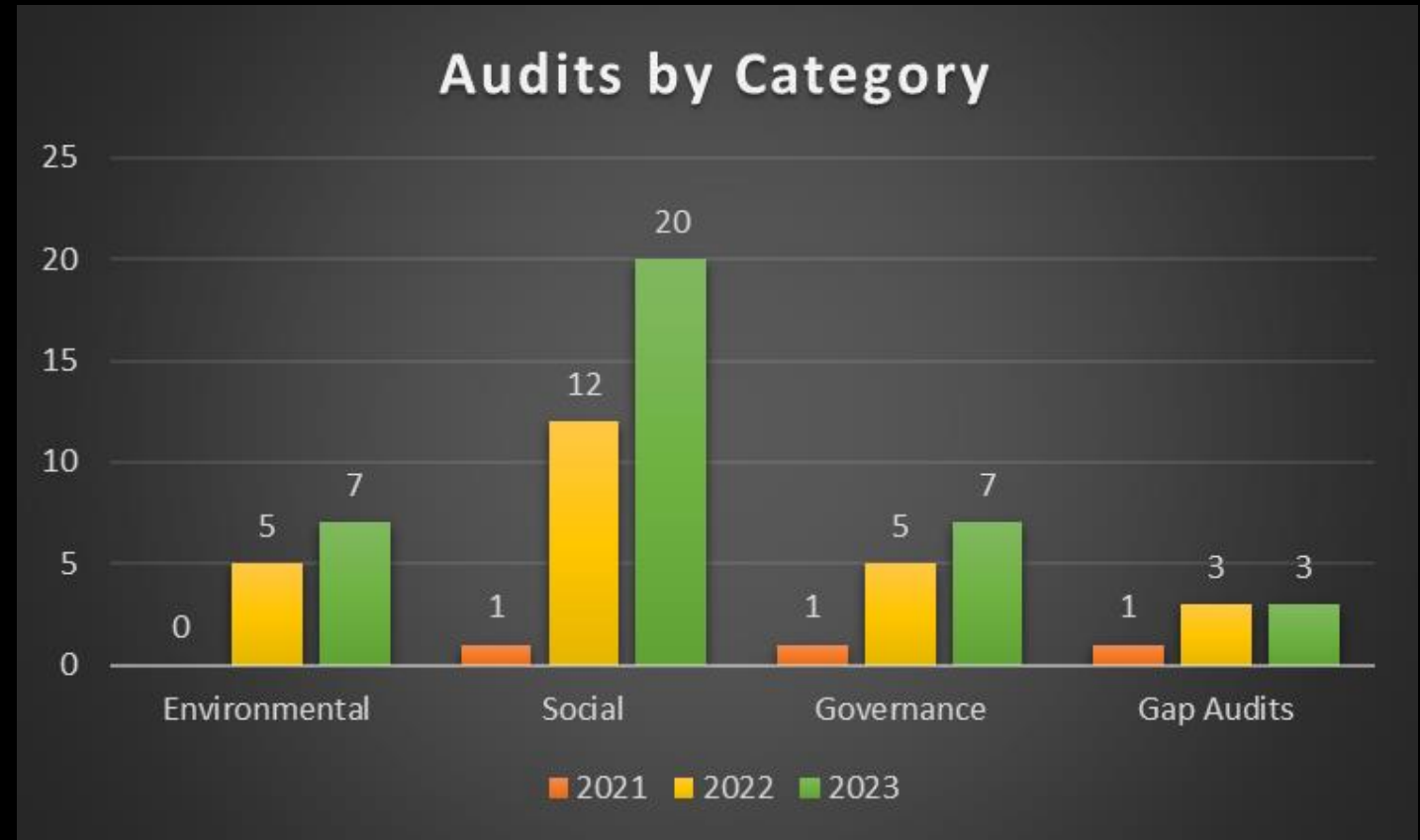
Head of Auditing Services appointed in 2023 – Zain Akber.

Benchmarking - Audits

Country reach for audits in 2023:

- Austria (Automotive)
- Italy (Upholstery)
- Mexico (Automotive)
- Pakistan (Leathergoods)
- Indonesia (Footwear / Leathergoods)
- Turkey (Footwear / leathergoods / upholstery)
- India (Footwear / leathergoods / upholstery)
- UK (Leathergoods)
- Namibia (Leathergoods/upholstery)

**37 Audits
conducted in
2023**



Audits - Forecast



Audits are a 2-year cycle, so assuming the same conservative growth rate of 5 from 2022 to 2023, by 2026 we will achieve over 100 audits in the year. This is a conservative growth expectation.

	2021	2022	2023	2024	2025	2026
	3		3		3	
		29		29		29
			34		34	
				39		39
					44	
						49
Total	3	29	37	68	81	117

Audit Standard Report



Standard for Sustainable Leather Production

EM5 Environmental Input: Land Use



Reference the Sustainable Leather Foundation's Standard and Benchmark: [FSE5 Environmental Input – Land Use](#) and [Glossary](#) for Section EM5 guidance and definition.

No.	Question	Yes/No/WIP/N/A	Comments / Evidence
EM5.1	Does the company record its own land use? (Including boundaries and history) <i>If yes or WIP, please provide evidence</i>		
EM5.2	Does the company calculate the ratios of green vs. developed areas within the mapped facility boundaries? <i>If yes or WIP, please provide evidence</i>		
EM5.3	Can the company confirm that there has been no history of recent deforestation on the company land? <i>If no, the company must define the cut-off date applicable for their location?</i>		
EM5.4 +	Does the company describe land use in their company environmental report to the public and shareholders?		
EM5.5	Does the company have a procedure document, and does it comply with any applicable legal requirements, concerning water retention / drainage from its land? <i>If yes or WIP, please provide evidence</i> (Special attention should be drawn to run-off pollutants, rates of run-off, and whether the facility has structures that mitigate run-off such as green roofs.)		
EM5.6	Can the company confirm that there has been no impact of indigenous communities on the company land? <i>If yes or WIP, please provide evidence</i>		

Result: EM5 Environmental Module: Environmental Input: Land Use		
Certified by Equivalent Standard	Yes <input type="checkbox"/> Conducted by:	
	Standard Questions	Plus "+&" Questions
Total Yes		
Total No		
Total WIP		
Total N/A		
Overall Section Result Pass / Fail / Work in Progress		

References:

More information can be found in the [Sustainable Leather Foundation Partner Resources: Technical Library](#)

Sustainable Leather Foundation Pathway Paper: [PP4, No-Deforestation and Preservation of Biodiversity](#)

- 16 -

Version 2.2

Date of Issue: January 2024

© Sustainable Leather Foundation 2024

Audit Standard Review

- Linked the audit report to the SDGs and the Standard & Benchmark
- Added a check box for equivalency certification
- Dynamic links to resources

EM5 Environmental Input: Land Use



Reference the Sustainable Leather Foundation's Standard and Benchmark: [FSE5 Environmental Input – Land Use](#) and [Glossary](#) for Section EM5 guidance and definition.



Sustainable Leather Foundation
Standard for Age of Workers

Reference: FSS2.1
Authored by: D Taylor, PQCI
Peer Reviewed by: J Gojowcczyk, PhD
Accredited by: XXX

Original Creation Date: 12 July 2021
Peer Reviewed Date: 10 August 2021
Last Reviewed Date: XXX
Next Review Date: July 2022

FSS2 AGE OF WORKERS STANDARD AND BENCHMARK

Summary: TI
international
audit the pri
differences v
Where there
norms, the a



1. Scope

1.1 The SLF *Age of Workers Standard and Benchmark* specifies the definitions of age, in particular with regard to child labour, for workers employed for specific tasks in facilities operating in the leather value chain. The facility:

1.2 Th
certified fa
as provide
Benchmark
appropriat

1.3 WI
be actively
in all form:

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 Convention 138 – Minimum Age Convention, 1973¹ and its
ILO Recomm

ILO Conventi
ILO Recomm

OECD Due Di
chains ²

UN Guiding P

¹ ILO Conventi

² ILO Conventi
[en/index.htm](#)

3. Terms and definitions

3.1 **Child:** in accordance with the ILO Convention 138 a child is any person under the age of 15. An exception may be n
which ca:

3.2 **Young Pe**
protects
with heav
the night

3.3 **Child Lab**
definitio
structure

3.4 **Child Lab**

4. Principle

4.1 The principle of the *SLF*,
normative reference of the Intern
that specifies under Article 2:

- *The minimum age specific completion of compulsory*
- *Notwithstanding the pro educational facilities are employers and workers cc*

5. Procedure

5.1 The facility will provide data and documentation that demonstrates an effective management system to effectively meet the requirements of the *SLF Age of Workers Standards and Benchmark* as follows:

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

- a. Policies and procedures in relation to Age of Workers
- b. Personnel records that details dates of birth of all workers
- c. Where Young People are employed, procedures for ensuring appropriate work and working hours is maintained and monitored.
- d. Remediation plan and procedure in the event of child labour being identified

5.3 Risk Assessment of types of work for Young People: Ensuring that the facility has diligently assessed job roles and the risk of those roles for young people. This should include:

- a. Hazardous / non-hazardous jobs
- b. Hours of work
- c. Exploitation
- d. Health and Safety

Standards and Benchmarks



- One for every section of the audit
- Links to normative and general references
- All follow the same format
- All peer reviewed by a relevant expert in that field
- General review is underway

Benchmarking




- During 2022 and 2023 audit data has built.
- Review of average data for energy and water will take place during 2024 based on real data from real facilities.
- This will enable industry to use more up to date averages, rather than 15-year-old data.
- Indication shows that water and energy are 15% to 30% lower than the industry is currently reporting.
- These data sets will also inform some of the industry work taking place around LCAs for the common good.



Guidance & Templates


Technical Library

- Published Glossary of 120 Terms
- Additional Templates are in final draft. Expected publication in early 2024




Sustainable Leather Foundation


FSE4.1



Sustainable Leather Foundation



Sustainable Leather Foundation



Sustainable Leather Foundation

Sustainable Leather Foundation

Industry Led – Consumer Focused

TEMPLATE 2 – ENVIRONMENTAL ASPECTS AND IMPACTS REGISTER

The examples given in this template are for illustrative purposes and are intended to be tailored to suit each individual facility's own aspects. IT may not be necessary to consider all of these aspects and it may be necessary to add additional aspects depending upon the facility conducting the assessment.

Sustainable Leather Foundation

Industry Led – Consumer Focused

TEMPLATE 8 – WORKFLOW DIAGRAM

(a separate version of this diagram can be used for all 3 modules – Environmental, Social, Governance)

WORKFLOW DIAGRAM FOR XXX [COMPANY NAME]

Department	Workflow Steps
Production	Start (Finishing Technician) → Step 2 (Finishing Technician) → Step 6 (Finishing Manager) → Finish (Coordinator)
Quality	Step 3 (Quality Technician) → Decision 1 (Quality Manager)
Procurement	Step 4 (Materials Manager) → Step 5 (Materials Manager)

Total time: 3 days

Legend:

- Start/Finish (Oval)
- Process step (Rectangle)
- Decision (Diamond)

Notes:

- Each row represents a department "swim lane", meaning all process steps in that row are the responsibility of that department.
- Steps should describe a singular action (using 3-5 words).
- Title of responsible role should be listed below each step.
- Overall timeline of process from start to finish should be included.

Above diagram was made using PowerPoint. Lucid Software and Microsoft Visio are also excellent tools for creating workflow/process flow diagrams.

Template created and distributed by Sustainable Leather Foundation C.I.C.
Dated 12th December 2022 Version 1.0

2023 Projects



Explanatory Notes and Templates

- Additional Templates are in final draft. Expected publication in early 2024

Additional Pathway Papers

- 3 new pathway papers published – more to follow in early 2024

Global LCA Collaboration

- Work continues with existing industry efforts to identify an unbiased approach with global data integrity
- SLF will continue to provide guidance and recommendations for existing LCA actors and consultants

Growth of Equivalency Standards

- Work continues with additional organisations to continue establishing two-way equivalency across standards. Oeko-Tex equivalency should be completed early 2024.



2024 Plans



Central Register of Global Permits & Licenses

- Develop global library/register of permits and licenses that each auditor can use as reference

Worker Voices

- Development of worker focused documents that companies can give to their employees

Alignment of SLF Audit and Dashboard to the EU CSRD, EU CSDDD and EUDR

- As with the SDGS, we will signpost what SLF sections meet the requirements of the directives
- Evaluate whether to include an auditable section in Governance for financial responsibility.
- Evaluate whether there is a better way for evidencing verification within the Dashboard

