



Promoting the Rights of Workers
Vulnerable to Forced Labor Globally

Responsible Labor Initiative



RBA Initiatives Beyond Electronics



Responsible Business Alliance

Advancing Sustainability Globally





Responsible Labor Initiative



- **Multi-industry, multi-stakeholder** initiative
- End-to-end ethical **recruitment & employment due diligence**
- Primary **focus on forced labor** in supply chains
- Based on leading RBA standards & programs
- Launched June 2017

Vision

The rights and dignity of workers vulnerable to forced labor in global supply chains are consistently respected and promoted through responsible recruitment and employment practices

Mission

Members, suppliers, recruitment partners and stakeholders use their collective influence and application of due diligence to drive the transformation of recruitment markets and reduce the risk of forced labor in global supply chains



Good Practice Example: RLI Operationalizing the OECD Due Diligence Guidance on RBC

Example of how the RLI helps members implement supply chain forced labour due diligence

Cease, Prevent, or Mitigate Adverse Impacts

- RLI e-Learning Academy
- Instructor Led Training
- Responsible Recruitment Program



Identify & Assess Adverse Impacts

- RLI Risk Assessment Tools:
 - RLI Risk Assessment Platform
 - Self Assessment Questionnaires (SAQs)
 - Supplemental Validated Audit Process (SVAP) on Force Labor



Embed Responsible Business Conduct

- RBA Code of Conduct
- RBA Definition of Fees
- Practical Guide to Implementing No Fees Policy



Track and Implement Results

- SVAP Priority Closures
- SVAP Corrective Action Plan



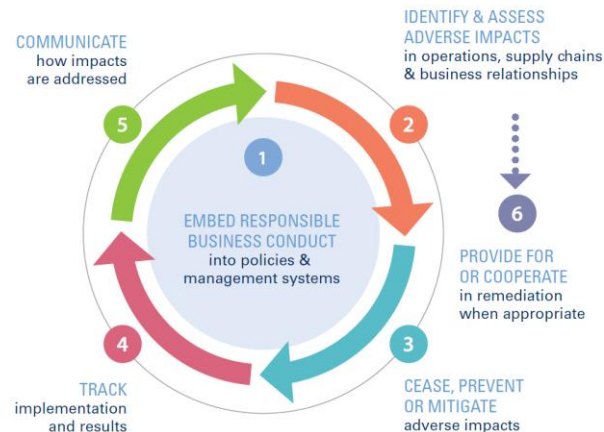
Communicate

- RBA-RLI Reporting Resources
- Model Disclosure Templates

Remediation

- Labor Migration Corridor Database
- Shared Leverage
- RLI Community of Practice

DUE DILIGENCE PROCESS AND SUPPORTING MEASURES



Source: OECD (2018)

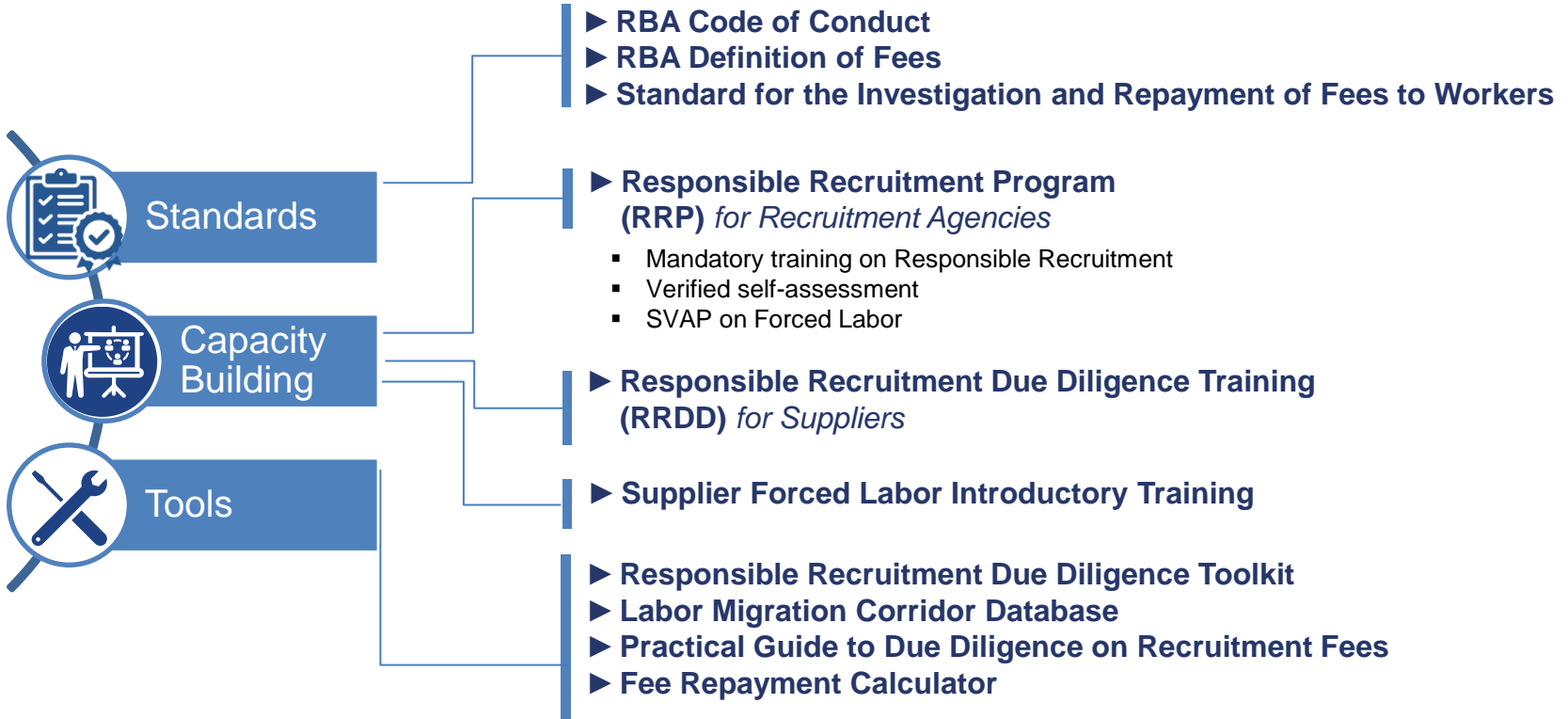


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Key Recruitment-Related Resources and Tools



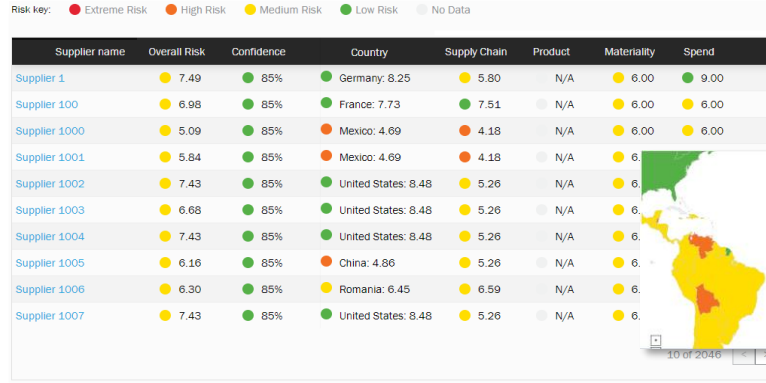
Some Key Recruitment Related Resources and Tools



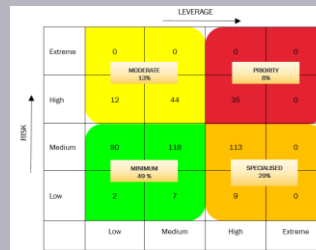


RLI Risk Assessment Platform

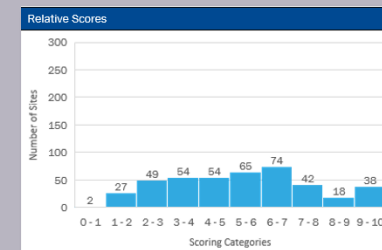
- **Inherent/potential** risk assessment for member-specific suppliers
- Forced Labor risk focus (public & proprietary indicators)
- Interactive maps for advanced visualization of geographic risks
- Analytic functions provide in-depth review of supply chain risks



Segmented Risk



Relative Risk





Responsible Labor SAQ

Responsible Business Alliance | RBA-Online | 400 | Impersonate | Help | Language

1 Facility Risk Questions | 2 Control Questions | 3 | 4 | 5

Score Card | Facility Risk Questions | Control Questions | Validation

SAQ Information

Audit Status	VAR Released
Audit Category	VAP
Audit Type	Initial Audit
Business Type	Manufacturer

Control Score: 85 / 100
Validation Score (RBA): 30 / 100

Facility: Sample Cambodia-based tablet manufacturer	Overall facility risk	<table border="1"><thead><tr><th>Init</th><th>Step 2</th><th>Validated</th></tr></thead><tbody><tr><td>64</td><td>72</td><td>70</td></tr></tbody></table>	Init	Step 2	Validated	64	72	70	Country governance risk	17/100	Product risk	22/100	Risk Management	85 / 100	Validation Score	30 / 100
	Init	Step 2	Validated													
64	72	70														
Labour risk	26/100	Environmental risk	36/100	Health and safety risk	30/100	Business ethics risk	41/100	Forced Labor risk	41/100							

Save / Release | Answer Control Questions | Request Validation

Labor and Ethic scores rated as High Risk, would you like to provide more information to potential improve your Risk Rating?



Workforce Composition Survey (WCS)



Workforce Composition Survey - V7.1

To be completed by the auditee prior to a VAP audit

Definitions for "Foreign Migrant Worker" and "Internal Migrant" can be found in the RBA Definition of Fact or this URL: "Definition of Fact".
 Check references noted off the information on this form is related to in-scope workers.
 -Definition of Fact Document

CONFIDENTIAL
Once completed

COMPANY AND FACTORY INFORMATION	
GENERAL INFORMATION	
Info-1.0	Company Name
Info-2.0	Facility Name (Business Location Name)
Info-3.0	Address 1
	Address 2
	City
	Zip Code
Info-4.0	Facility Country
Info-5.0	Primary Type of Product(s)

Direct Workers: (Only in-scope workers) Those employees working for the auditee without any labor agent, contractor or intermediary
Indirect Workers: (Only in-scope workers) Employees working for a labor agent, contractor or intermediary at the auditee

WORKFORCE INFORMATION (In-Scope Workers)							
Worker contract type	Male	Female	Non gender specific	Total	Foreign Migrant	Internal Migrant	Domestic / Local workers
Direct Workers - Full Time Employee				0			0
Direct Workers - Part Time Employee				0			0
Direct Workers - Temporary or Casual				0			0
Indirect Workers - Full Time Employee				0			0
Indirect Workers - Part Time Employee				0			0
Indirect Workers - Temporary or Casual				0			0
Student Worker				0			0
Intern				0			0
Former Job Applicant				0			0
Other (Specify)				0			0
Total	0	0	0	0	0	0	0

Worker age	Male	Female	Non gender specific	Total
0+				0
16-19				0
20-24				0
25-29				0
30-34				0
35-39				0
40-44				0
45-49				0
50-54				0
55-59				0
60-64				0
65-69				0
70-74				0
75-79				0
80-84				0
85-89				0
90-94				0
95-99				0
100+				0
Total	0	0	0	0

The RBA requires a Workforce Composition Survey to be conducted with every VAP.

This survey is sent to the auditee before the audit and **completion is verified onsite by a third-party auditor.**

The survey collects critical data to **help identify forced labor** without violating data privacy laws. No personal information is involved. All data is anonymous. Example fields:

- *Worker origin* (for internal or external migration)
- *Worker recruitment path* (internal hire, agency, school, job faire, etc.)
- *Worker languages spoken*



RBA SVAP Report Analytics



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Validated Audit Report

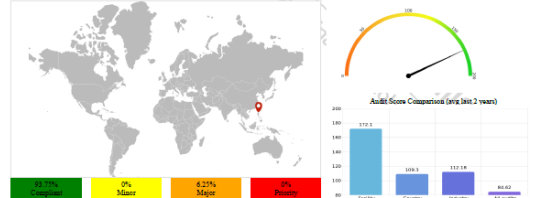
Executive Summary Report

Audit Reference Number	VAP-20240108-TW-01A0-1
Audited Facility	SUNKISE MANPOWER SERVICES CO., LTD.
Overall Audit Score	172.1/200
Disclaimer	To the knowledge of RBA, the APSCA member listed in accounts as of the date hereof. Listing of the APSCA member herein is not in any way an endorsement by RBA of APSCA. RBA is not an affiliate of APSCA, and RBA is not liable for any losses, expenses or damages of any nature, including, without limitation, special, incidental, punitive, direct, indirect or consequential damages or lost income or profits, resulting from or arising out of reliance on or use of the APSCA member.

Conformance Results						
Overall Score	Conformance	Risk of NC	Minor NC	Major NC	Priority NC	Opportunity for Improvement
172.1	80	0	4	0	0	67
*NC= Non-conformance to RBA Code of Conduct						

Audit Information		Facility Information	
Audit ID	G-AU-10011990	Company Name	SUNKISE MANPOWER SERVICES CO., LTD.
QC Completed Date	01/17/2024	Facility Name	SUNKISE MANPOWER SERVICES CO., LTD.
Audit Start Date	01/08/2024	RBA Facility ID	G-FA-10012217
Closing Meeting Date	01/10/2024	Facility Address	#F, NO. 140, SEC. 2, MINQUAN E. RD., ZHONGSHAN DIST., TAIPEI CITY 104, TAIWAN (R.O.C.)
Audit Type	Initial Audit	Facility Country	Chinese Taipei
Audit Firm	TUV-Rheinland	Facility Point Of Contact	sunrise1454@gmail.com
Audit Category	SVAP	Total Number Of Workers	110
T1&P Version	RBA Protocol 7.1.3 - August 2023		
Audit Information	Auditor-49, Auditor-107		

SUNKISE MANPOWER SERVICES CO., LTD. - TAIPEI, Chinese Taipei



Important Notice: RBA CONFIDENTIAL - Internal use ONLY. The information in this report is strictly confidential and subject to the RBA Validated Audit Agreement.

Legend

Priority, Major & Minor
Major & Minor
Minor
Risk of NC & Opportunity for Improvement
No Findings
Not Applicable

ILO Forced Labor Indicators	SVAP-FL Audit Criteria																
	A1: Freely Chosen Employment	A2: Young Workers	A3: Working Hours	A4: Wages and Benefits	A5: Humane Treatment	A6: Non-Discrimination	A7: Freedom of Association	A.M.2: Labor Control Process	B1: Occupational Safety	B2: Emergency Preparedness	B3: Occupational Injury & Illness	B5: Physical Demanding Work	B7: Food, Sanitation & Housing	B.M.2: I&S Control Process	B4: Supply Chain Management		
1. Abuse of vulnerability	4	0				0		1							0	0	
2. Deception	3					0		1									
3. Restriction of movement	2					0										0	
4. Isolation	1					0											
5. Physical and sexual violence						0	0									0	
6. Intimidation and threats	2					0	0									0	
7. Retention of identity documents	0					0											
8. Withholding of wages	2					0	0									0	
9. Debt bondage	2					0	0										
10. Abusive working and living conditions						0	0		0	0	0				1	0	0
11. Excessive overtime	1					0											

* Each SVAP-FL audit criteria is affecting more than 1 ILO indicators, hence, the accumulated number appears in each column is not the total findings/non-conformances raised in SVAP-FL audit.

Non-conformance Findings Details

Question #	VAP-A1.1
Subsection Name	A1) FREELY CHOSEN EMPLOYMENT
Question Text	Any type of forced, involuntary or exploitative prison, indentured, bonded (including debt bondage), trafficked or slave labor is not permitted
Rating	Priority Non-Conformance
Risk to ILO Indicator #	ILO 1- Abuse of vulnerability, ILO 3 - Restriction of movement, ILO 4 - Isolation, ILO 6 - Intimidation and threats, ILO 8 - Withholding of wages, ILO 9 - Debt bondage



Examples of RLI Publications

Developed by



Advancing modern slavery reporting to meet stakeholder expectations




Responsible Business Alliance
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**LABOR MIGRATION
CORRIDOR DATABASE**

August 2020

VERITÉ
Fair Labor. Worldwide.



Responsible Business Alliance
Advancing Sustainability Globally

**PRACTICAL GUIDE
TO IMPLEMENTING A NO-FEE
RECRUITMENT POLICY IN
INTERNATIONAL SUPPLY CHAINS**

January 2020 | Version 1.0



Migration Corridor Database

I.	Overview of Migration Corridor Data	4
III.	Japan	11
a.	Brazil to Japan	11
b.	China to Japan	12
c.	Sri Lanka to Japan	15
d.	Vietnam to Japan	18
IV.	Malaysia	20
a.	Bangladesh to Malaysia	21
b.	Indonesia to Malaysia	23
c.	Myanmar to Malaysia	26
d.	Nepal to Malaysia	28
e.	Philippines to Malaysia	31
f.	Vietnam to Malaysia	34
V.	Singapore	37
a.	China to Singapore	37
VI.	Taiwan	39
a.	Indonesia to Taiwan	40
b.	Nepal to Taiwan	45
c.	Philippines to Taiwan	45
d.	Vietnam to Taiwan	48
VII.	Thailand	51
a.	Cambodia to Thailand	52
b.	Laos to Thailand	54
c.	Myanmar to Thailand	57
VIII.	Qatar	60
a.	Bangladesh to Qatar	60
b.	India to Qatar	63
c.	Nepal to Qatar	65
d.	Pakistan to Qatar	69
e.	Philippines to Qatar	72
IX.	United Arab Emirates (UAE)	74

- Info on fees & charges borne by workers through key recruitment corridors
- Contextual info on legal framework in sending & receiving countries
- Assists companies in strategy, costing, remediation
- Updated every 6 months



Some Results Highlights

▶ **RRP Phase I** (*ended Mar 2021*)

- 94 recruitment agencies trained
- 32 successfully completed verified SAQ process
- 27 assessed



▶ **RRP Phase II** (*ended Dec 2023*)

- 92 recruitment agencies trained
- 26 successfully completed verified SAQ process
- 17 assessed

▶ **Responsible Recruitment Due Diligence Toolkit**

- More than 400 participants from members, suppliers and recruitment agencies trained

▶ **Other on-going RLI activities include**

- Awareness raising, stakeholder engagement, RBA Voices, Grievance Mechanism, events, etc.