



Responsible Business Alliance

Advancing Sustainability Globally

Webinar on Responsible Business Conduct in Malaysia's Manufacturing Sector

RBA Initiatives, Programs and Tools

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Who We Are

The Responsible Business Alliance (RBA) is a coalition of the world's leading companies **working together** to **improve efficiency** and **social, ethical, and environmental responsibility** in the global supply chain.

<http://www.responsiblebusiness.org/>



MEMBERS





The Reach of RBA and its Initiatives

460+ Members (RBA + Initiatives)

\$7.7 trillion Members' annual revenue

21.5 million Members' direct employees

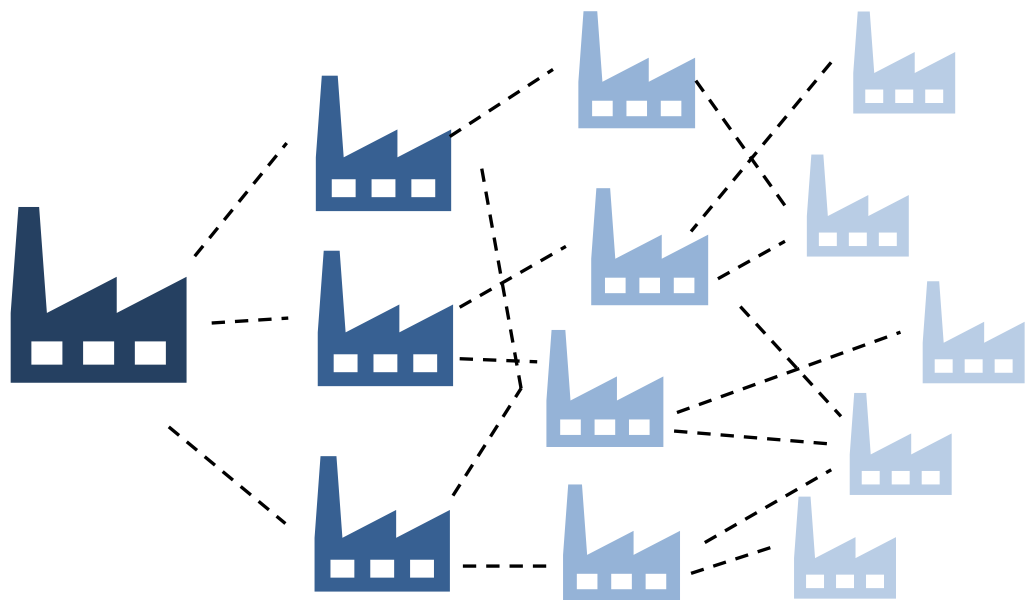
120+ Countries in which members' products are manufactured







RBA Members: HQ in the Netherlands

About 4% are with headquarters in the Netherlands including many that also sourced from Malaysia



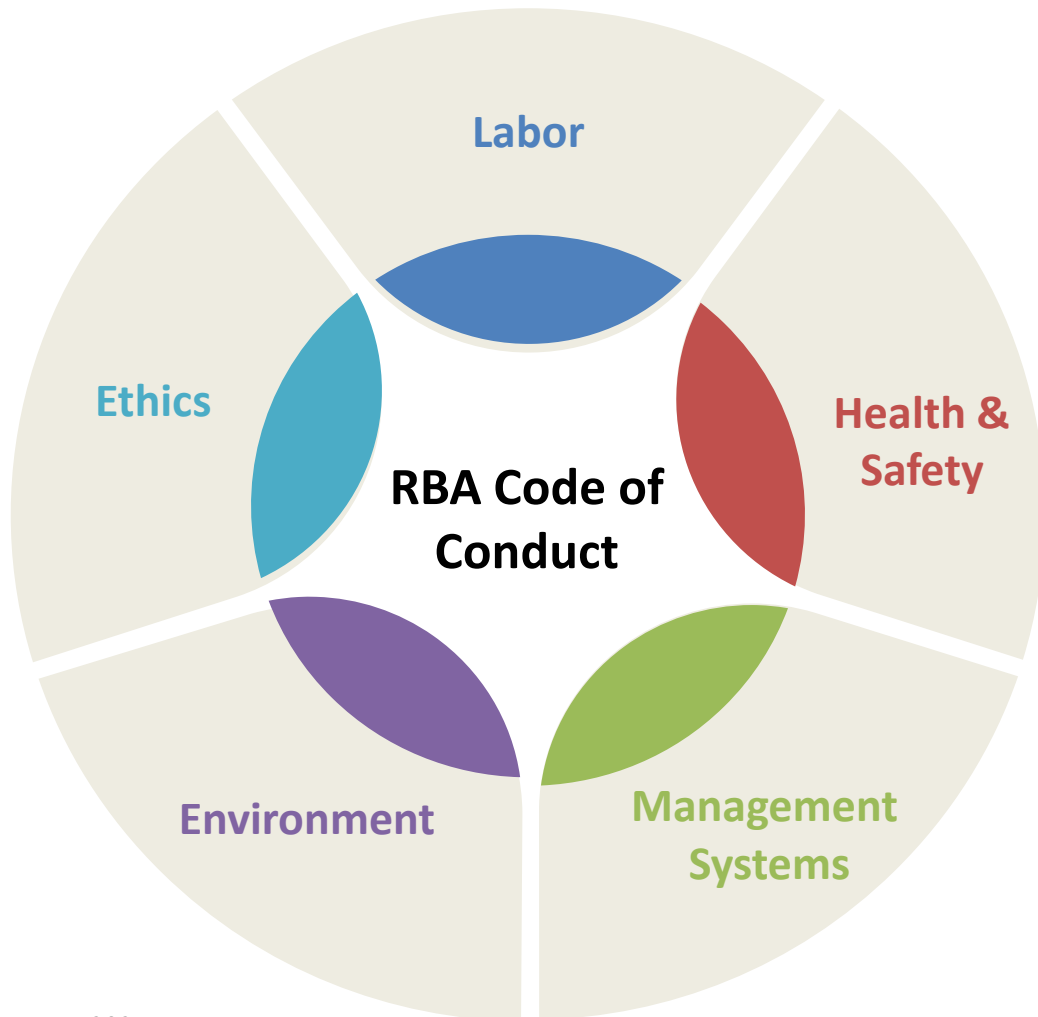
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RBA Code of Conduct 7.0

Based on leading ESG International Frameworks



1 Labor

- Freely Chosen Employment
- Young Workers
- Working Hours/ Wages & Benefits
- Freedom of Association/CB
- Non-Discrimination/Non-Harassment
- Humane Treatment

2 Health & Safety

- Occupational Safety, Injury & Illness
- Emergency Preparedness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding

3 Environment

- Permits
- Pollution Prevention
- Hazardous Substances
- Waste & Emissions
- Material Restrictions

4 Management Systems

- Commitment
- Accountability & Responsibility
- Risk Assessment/Management
- Worker Feedback
- Audits, Assessments
- Corrective Action Plans
- Supplier Responsibility
- Training

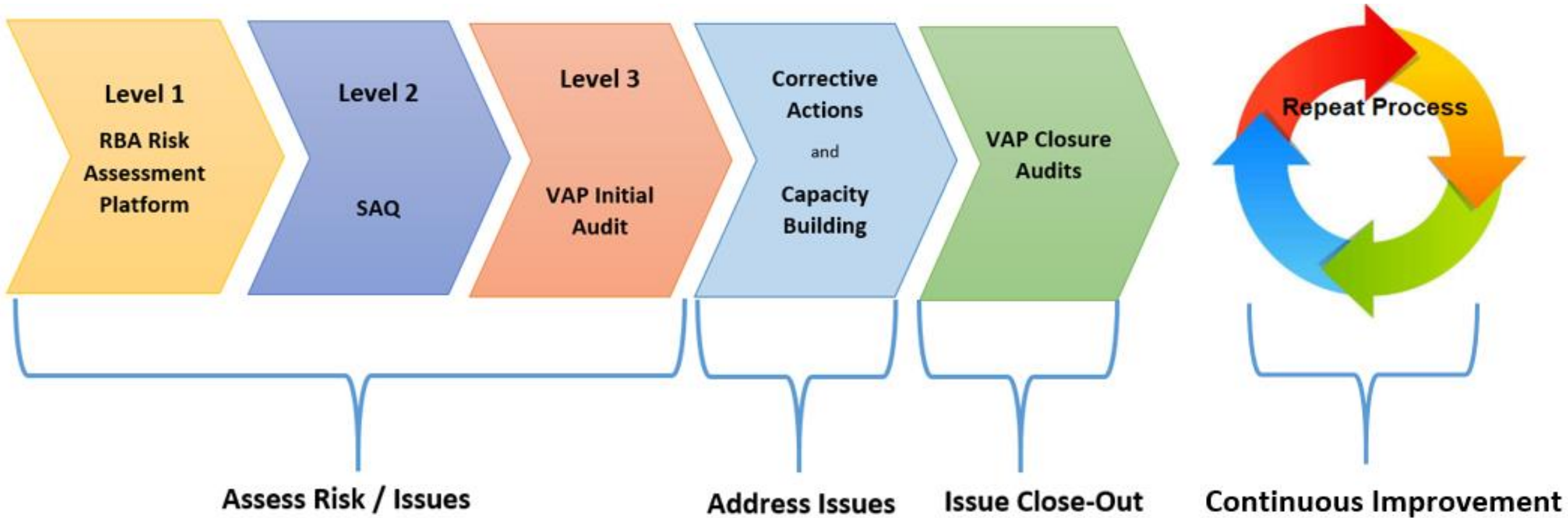
5 Ethics

- Business Integrity
- No Improper Advantage
- Disclosure of Information
- Fair Business
- Non-Retaliation
- Responsible Sourcing of Minerals
- Privacy



Methodology

Tool-Enabled Compliance Process



More information at:

<http://www.responsiblebusiness.org/standards/assessment/>

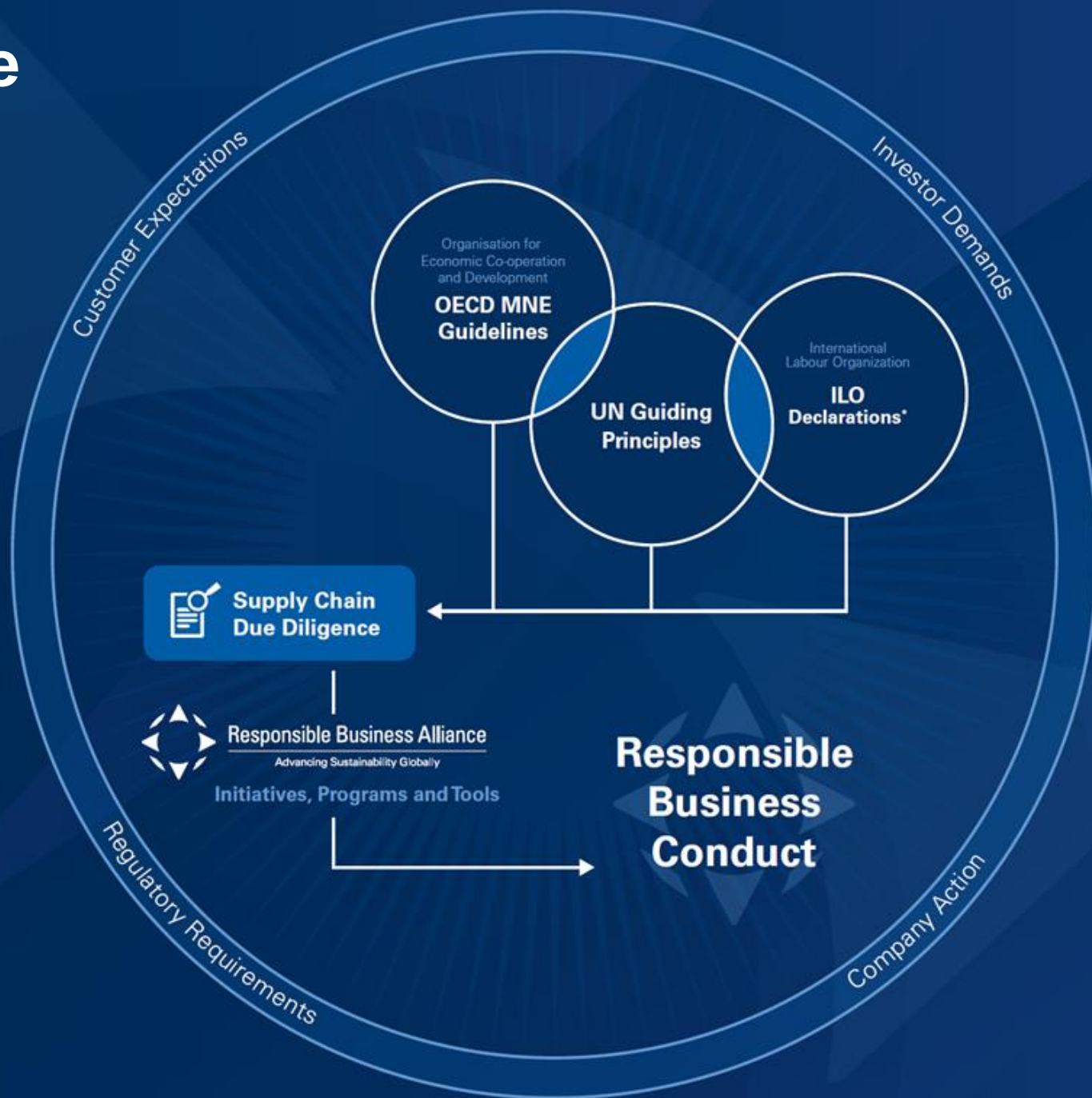


RBA Helps Bridge Policy & Practice

Align with existing internationally recognized frameworks (OECD, UNGPs, ILO)

Harness the power of collaboration, collective tools and shared leverage to complement company responsibilities and not replace

Harmonize expectations for efficient practice that creates positive impact





RLI Operationalizing the OECD RBC Guidance

Example of how the Responsible Labor Initiative (RLI) helps members implement supply chain forced labor due diligence

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

Cease, Prevent, or Mitigate Adverse Impacts

RLI e-Learning Academy

Instructor Led Training

Responsible Workplace Program

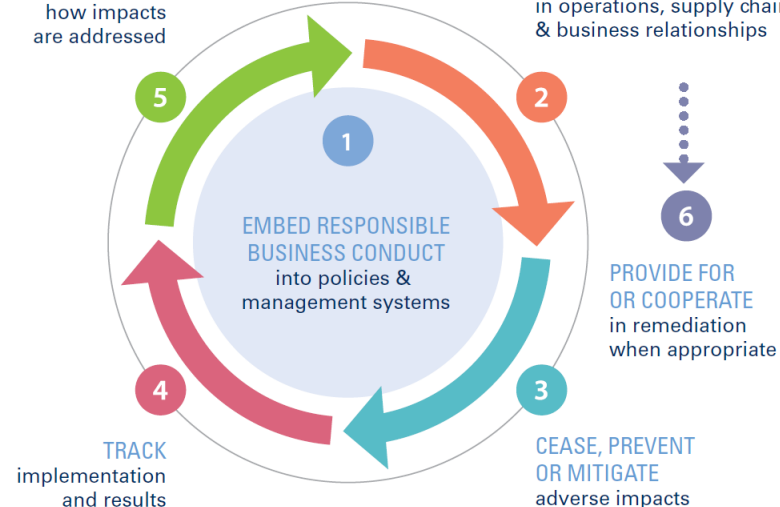
Responsible Recruitment Program



DUE DILIGENCE PROCESS AND SUPPORTING MEASURES

COMMUNICATE
how impacts are addressed

IDENTIFY & ASSESS ADVERSE IMPACTS
in operations, supply chains & business relationships



Source: OECD (2018)

Track and Implement Results

SVAP Priority Closures

SVAP Corrective Action Plan



Communicate

RBA-RLI Reporting Resources

Model Disclosure Templates



Remediation

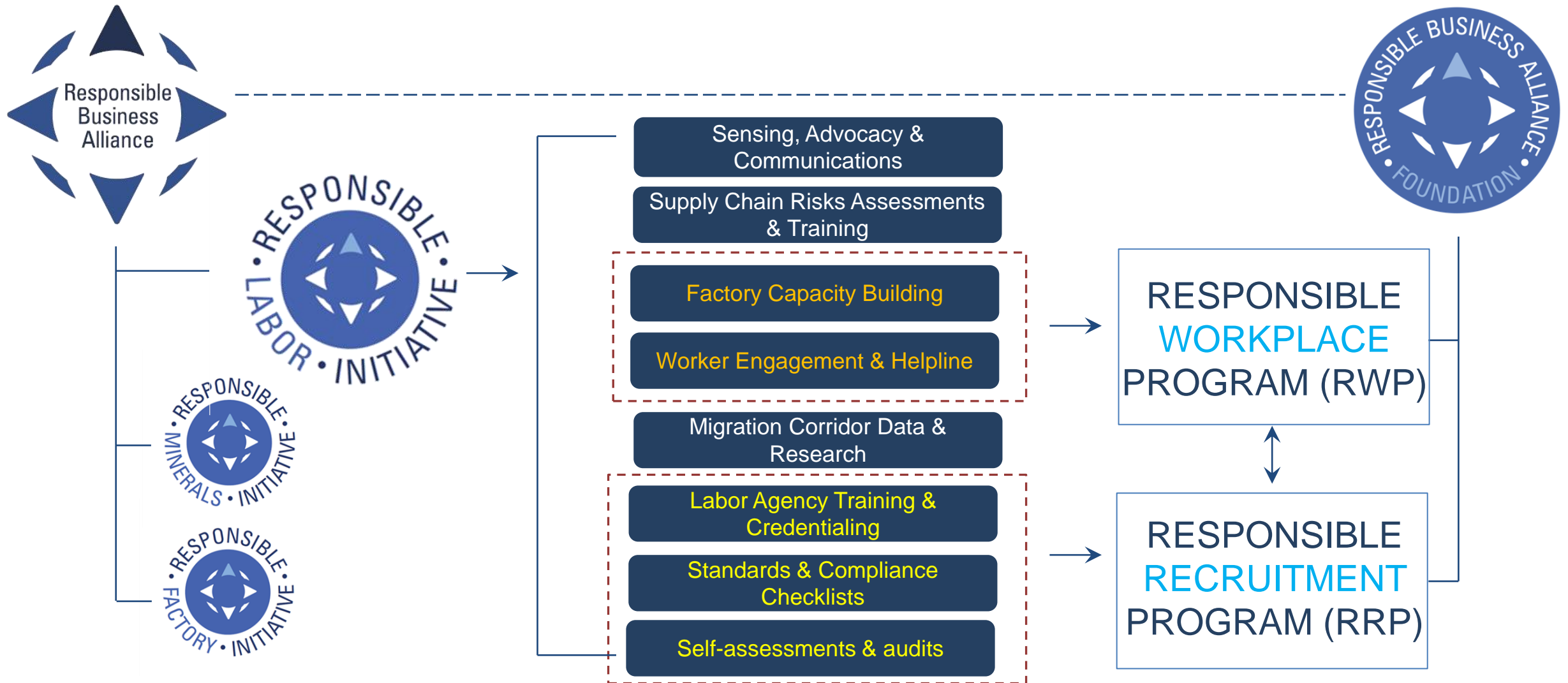
Labor Migration Corridor Database

Shared Leverage

RLI Community of Practice



RBA's Initiatives, Tools and Programs





Current Active Project (in Malaysia)

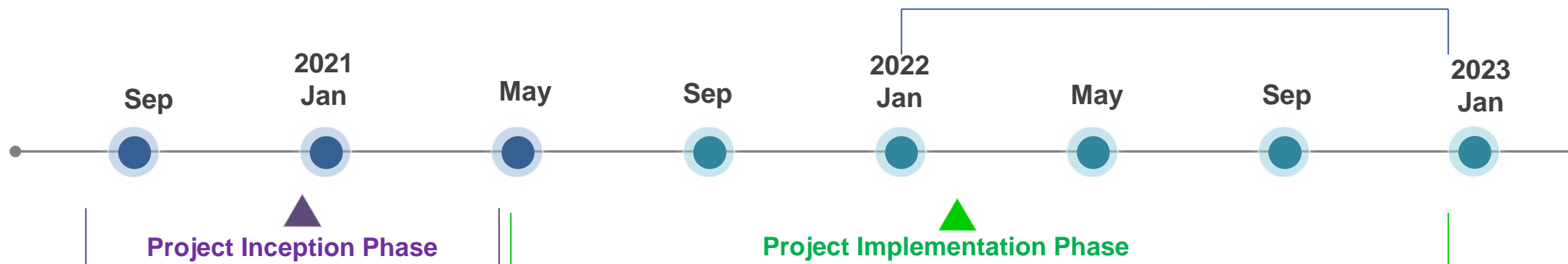
Promoting Safe Migration in Malaysia, Nepal and Indonesia through the Transformation of Recruitment Practices and Standards in the Supply Chain

RRP is a crucial element in the continuous effort to promote responsible recruitment in a more systematic approach

Currently seeking nomination of recruitment agencies for enrollment

Responsible Recruitment Program (RRP) Implementation

- Ethical recruitment training
- Verified SAQ process
- Assessments / Audits



- Stakeholder mapping and analysis research
- Economic incentive model research
- Stakeholders outreach meetings
- Design thinking and development of implementation phase

- Pre-employment orientation pilot
- Pre-departure orientation pilot
- Post-arrival orientation pilot
- Pilot economic incentive model framework
- Strategic multi-stakeholder partnership
- Access to grievance mechanism



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Contact



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