

A young man with dark hair, wearing a blue jacket over a grey hoodie, is smiling and looking down at a large blue plastic basket filled with ripe, red strawberries. He is in a greenhouse, with rows of strawberry plants visible in the background. The lighting is bright and natural, suggesting a sunny day.

# Improving social perf@rmance

amfori BSCI

amfori  BSCI  
Trade with purpose



# Better business

Trade matters. It shapes the world. It drives innovation. It's the single most effective and efficient agent of prosperity we have.

As the leading global business association for open and sustainable trade, amfori empowers over 2,000 members worldwide by monitoring and improving social performance in their supply chains and shaping a policy environment that enables them to operate efficiently and sustainably.

Empower your supply chain to create better working conditions and improve people's lives.



We help our members **monitor** with world-class tools



We empower continuous improvement through learning opportunities



We engage locally and globally to ensure our members' voice is heard



We provide support for businesses wherever they operate

# Improving performance. Changing lives

amfori BSCI enables our members to become better businesses by monitoring and improving working conditions in their supply chains. We give members the tools to carry out human rights due diligence – identifying and mitigating any risks in supply chains and supporting remedial action.

amfori BSCI helps retailers, importers, brand companies and associations from all over the world to improve workers' lives. It follows a holistic approach that includes supply chain mapping and early detection, monitoring, remedy and capacity building to improve social performance. This is what we mean by Trade with Purpose.

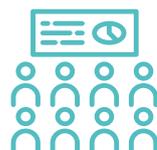
Businesses that endorse the amfori BSCI Code of Conduct recognise that improving working conditions in their supply chains is a necessity for the overall resilience and performance of their business. They integrate the social improvement of their supply chain into their organisational objectives.

## Relevant UN Sustainable Development Goals



## The benefits

- ✓ A code of conduct based on internationally recognised principles, to respect human rights and address social issues in your supply chain
- ✓ Access to auditing services that are continuously updated and quality checked
- ✓ A single interactive access point to monitor performance data with a visual dashboard
- ✓ Reduced cost and increased efficiency by avoiding audit duplication
- ✓ Improved reputation by meeting customer and stakeholder expectations
- ✓ Use of the amfori Academy's training, workshops and e-learning in multiple languages
- ✓ Network Connect meetings that let members discuss their experiences and collaborate on best practice



**2,000+**  
members taking part in amfori BSCI



**15 years'**  
experience improving social performance in supply chains

# Protect workers. Protect business

## The amfori BSCI approach



Improving working conditions has a real impact on businesses, helping make them more efficient and more resilient to changes in technology and government regulations.

To drive improvement, businesses need a clear overview of their whole supply chain, alongside a system that helps them monitor risks and social performance, and carry out capacity building activities where needed. They also need a remediation process in place and to be ready to communicate and report on their actions. That is amfori BSCI – a holistic approach to improving social performance.

The amfori BSCI Code of Conduct sets out values and principles that our members then strive to implement in their supply chains. It draws on a range of relevant international frameworks to make sure members are working towards protecting human rights in their supply chains.

### amfori Academy

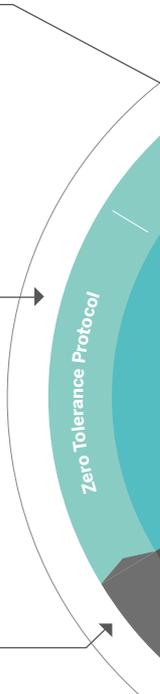
An innovative digital platform for developing skills in sustainable supply chain management. It offers training, workshops and e-learning across an array of areas in over 10 languages.

### Zero Tolerance Protocol

This is a rapid response process to remediate flagrant violations of the amfori BSCI Code of Conduct. The process brings together producers and members to find joint solutions.

### Audit Integrity

High-quality audits are the cornerstone for due diligence. amfori BSCI's audit methodology is harmonised across service providers and follow-up audits are mandatory. Furthermore, our Audit Integrity Programme boosts the transparency, accuracy and reliability of our audits. It's the only one on the market that drives continuous improvement.



# amfori BSCI Principles and Performance Areas



## The Rights of Freedom of Association and Collective Bargaining

Businesses respect the right of workers to form unions or other kinds of workers' associations and to engage in collective bargaining.



## Fair remuneration

Businesses respect the right of workers to receive fair remuneration.



## Occupational health and safety

Businesses ensure a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



## Special protection for young workers

Businesses provide special protection to any workers that are not yet adults.



## No bonded labour

Businesses do not engage in any form of forced servitude, or trafficked or non-voluntary labour.



## Ethical business behaviour

Businesses do not tolerate any acts of corruption, extortion, embezzlement or bribery.



## No discrimination

Businesses provide equal opportunities and do not discriminate against workers.



## Decent working hours

Businesses observe the law regarding hours of work.



## No child labour

Businesses do not hire any worker below the legal minimum age.



## No precarious employment

Businesses hire workers on the basis of documented contracts according to the law.



## Protection of the environment

Businesses take the necessary measures to avoid environmental degradation.



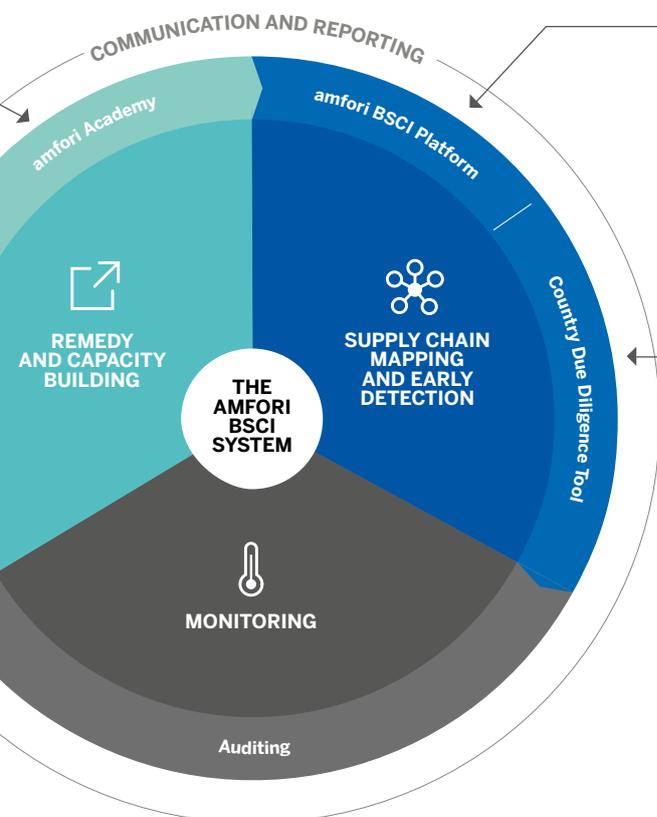
## Social management system and cascade effect

Businesses respect the need to have in place a social management system and cascade the values and principles of the Code of Conduct through the supply chain.



## Workers' involvement and protection

Businesses respect the right of workers to communicate their grievances through an operational grievance mechanism.



## amfori BSCI Platform

This online platform allows our members to easily map their supply chains and drive improvements, and it holds all social performance-related information. It allows members to request monitoring activities and take an active role in their social performance management.

## Country Due Diligence Tool

Working across complex, global supply chains can make conducting due diligence a challenge. Our Country Due Diligence Tool supports members to determine the level of risk related to a country's governance and gives them an overview of its trade and sustainability situation.

# 54,000+

producers on the amfori BSCI Platform

# We help our members monitor with world-class tools



Partnering with amfori BSCI helped us identify and partner with good factories in India. Unlike others, amfori BSCI is not just about auditing, but about helping our producers improve in a holistic way to make ESPRIT's supply chain sustainable.

**Ashok Yadav**, Social and Environmental Sustainability Manager, ESPRIT



amfori BSCI keeps on top of global and local developments, so that we can provide the right support to enable you to drive social performance in your supply chain.

The following are some of the ways in which we support our members on the ground, wherever they and their producers operate.

## Women's Empowerment Programme

Improving the working conditions and career prospects of women is good for people, communities and business. The amfori Women's Empowerment Programme directly addresses gender-based discrimination in the workplace and empowers women to take up more managerial roles in supply chains.

## Responding to modern slavery

amfori offers in-depth support to our members when it comes to eradicating modern slavery. Our responsible recruitment training helps them

understand and remediate the root causes of worker exploitation, while we also offer guidance on reporting obligations under government legislations such as the UK Modern Slavery Act.

## Sustainable Wine Programme

amfori BSCI's Sustainable Wine Programme meets the need for a unified approach to sustainability in the wine industry. It empowers companies with the tools to address industry-specific challenges, such as the protection of young workers and women, seasonal employment, freedom of association, workplace injuries and environmental protection.

## Engaging globally and locally

We keep abreast of current and emerging risks, how they materialise and collaborative ways to address them across a broad geographic scope. To do this, we engage stakeholders and government at the global and local level.

Our Local Networks of amfori Representatives support members and their producers on the ground. Local Networks are also key platforms for members to exchange views and insights from a local perspective and discuss current challenges.

### amfori BEPI

amfori BEPI enables companies to drive sustainable trade by improving environmental performance in their supply chain.

**Read more in the dedicated amfori BEPI brochure.**

### amfori Advocacy

amfori Advocacy shapes a policy environment that supports social performance by engaging stakeholders and policy makers the world over.

**Read more in the dedicated amfori Advocacy brochure.**

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## Join us

Be part of the open and sustainable trade community. amfori BSCI is just one of the products our members can benefit from.

Go to [amfori.org](http://amfori.org) or contact us at [info@amfori.org](mailto:info@amfori.org)

**Our members have the power to change the world.  
We help them do that.**

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