Clearview is a global social compliance certification scheme for labour recruiters and providers whose objective is to drive responsible recruitment practice in supply chains.

Clearview certification enables:
Labour recruiters and providers to demonstrate to existing and potential clients that they operate responsibly, professionally, legally and ethically in their sourcing and supply of workers.

Clearview certification provides:
Users of labour providers, and the brands and retailers that procure their goods and services, with an independent means by which to demonstrate due diligence and to protect brand reputation.

Clearview is a business-driven programme harmonising a best practice methodology to deliver a shared, consistent and global approach for the assurance and continuous improvement of safe and ethical working conditions of workers supplied by labour providers in domestic and global supply chains.

SCHEME KEY FEATURES
- A collaborative business led programme with integrity assurance embedded into the scheme methodology
- A ‘beyond audit’, ‘beyond compliance’, UN Guiding Principles programme design philosophy
- Inclusive, adaptive and continuous improvement approach
- An independent expert multi-stakeholder Technical Advisory Committee to oversee and approve the General Regulations (how the Scheme certification works), Technical Standards (the standards required of labour providers) and the operating procedures
- Certification audits conducted by Audit Bodies through scheme trained and competent approved auditors
- Programme management and administration operated through clearviewassurance.com.

For more information and registration details please visit: www.clearviewassurance.com
T: +44 (0) 1993 885 600  E: clearview@nsf.org
Labour providers provide effective workforce sourcing and staffing solutions to enable their clients to plan and react efficiently and economically to seasonal peaks and troughs, additional orders or shortfalls and daily production and workforce variations.

However, poor recruitment, supply and management practices by labour providers can leave workers vulnerable to unsafe and unacceptable employment conditions. Unscrupulous labour providers exploit work seekers and workers with the most extreme forms of abuse, including forced labour and modern slavery, occurring many tiers down global supply chains and to the most vulnerable, voiceless, often migrant workers.

In exploiting workers, unscrupulous and poorly run labour providers gain unfair competitive advantage against decent and legitimate businesses that are endeavouring to operate ethically and responsibly.

Supply chain economic and operational pressures can result in mistreatment and exploitation of workers becoming embedded as normal operating practices.

Clearview is a global social compliance programme which enables labour recruiters and providers to demonstrate through independent expert verification that they are operating responsibly, professionally and ethically. In doing so, it offers these businesses a market advantage against their competitors.

Clearview establishes a consistent and comprehensive certification scheme covering all the activities of labour providers operating within or across borders and whether offering a sourcing and recruitment service only or ongoing labour supply and management solutions.

Clearview focuses on the conditions faced by unskilled and base skilled workers in their recruitment and supply by labour providers to work under the supervision and direction of user enterprises. The Scheme applies to workers recruited and supplied in any country for sectors which include but are not limited to food processing, agriculture, horticulture, garment and general merchandise manufacturing, warehousing and logistics, general factory and industrial work, construction, cleaning, catering and hospitality.

The scheme adds value to all stakeholders in the labour supply chain, providing certification that not only goes beyond measurement of base level compliance, but also drives behavioural change and continuous improvement in labour provision, which in turn delivers competitive advantage.

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The Clearview Global Labour Provider Certification Scheme establishes:

- A set of best practice operating policies:
  - A template ‘Brand/Retailer Policy for the responsible use of labour providers in their supply chain’ – for use by brands and retailers to apply to their national and global supply chains.
  - A template ‘Company/User Enterprise Policy for the responsible use of labour providers’ – for users of labour recruiters and labour providers to apply to their own business.
  - A template ‘Labour Provider Code of Practice for the Responsible Sourcing and Supply of Workers’ – for use by labour providers to apply to their own business.
- The appointment of competent Audit Bodies and auditors trained by Scheme experts.
- General Regulations which describe how the scheme works developed through extensive multi-stakeholder consultation.
- Technical Standards and Control Points developed by industry experts against which labour providers will be audited and certified.

The technical standards are mapped to existing and developing good practice including: the IOM International Recruitment Integrity System (IRIS) Standard, the ILO Fair Recruitment initiative, the Institute of Business and Human Rights Dhaka Principles and Employer Pays Principle, the Global Social Compliance Code, the World Employment Confederation Code of Conduct and UN Guiding Principles on Business and Human Rights.

The standards place significant emphasis on management systems, worker voice, access to remedy and ‘Forced Labour Indicators Assessment’ based on ILO, Stronger Together and other indicators.

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SCHEME BENEFITS

Benefits to Labour Providers:
- Independent audit shared with many clients reduces audit duplication saving time and cost
- Consistency of scheme certification approach reduces auditor subjectivity
- Competitive advantage through market differentiation of showing certification outcomes to current and prospective clients

Benefits to User Enterprises:
- ‘Beyond Compliance’ scheme methodology drives continuous improvement in ethical and operational labour supply standards
- Independent audit to certified standards provides due diligence to ensure brand protection, reduced exposure and potential liability
- Independent audit to certified standards provides customer, investor and shareholder reassurance, confirming ethical treatment of contingent labour in the workplace

Benefits to Brands/Retailers:
- Greater trust and increased transparency in labour supply chains
- A single certified approach to labour provider auditing allows collaborative working across brands to drive supply chain consistency and best practice methodology
- A programme to assess modern slavery risks in labour provision many tiers down in the labour supply chain

SCHEME OPERATORS

The Association of Labour Providers (ALP) is the scheme owner responsible for the scheme strategic approach, methodology and technical standards. Established in 2004, ALP is a UK based trade association promoting responsible recruitment and good practice for organisations that supply the workforce to the consumer goods supply chain across the food processing, horticultural and wider manufacturing, industrial, warehousing and distribution sectors.

NSF provides scheme management, administration and registration. NSF is a leading global provider of independent assurance and certification services to a wide range of industries.

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