

# SMETA Evolution Updates

January 2024

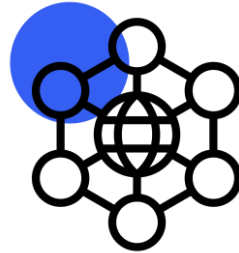


# Supplier Training on the updated SMETA

The training will focus on the following key areas:



**Introduction to the changes** of the updated SMETA methodology **and the Code** against which sites will be assessed



Introduction to the **Management Systems Assessment** within SMETA



Best Practices in reading the **audit report** for **continuous improvement**

# Supplier Training on the updated SMETA

Throughout the first part of 2024, Sedex will deliver a combination of different training events and guidance documentation on the previous topics:



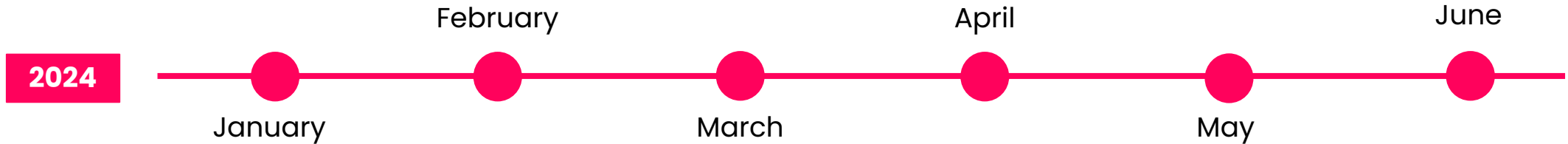
Live webinars



E-Learning courses

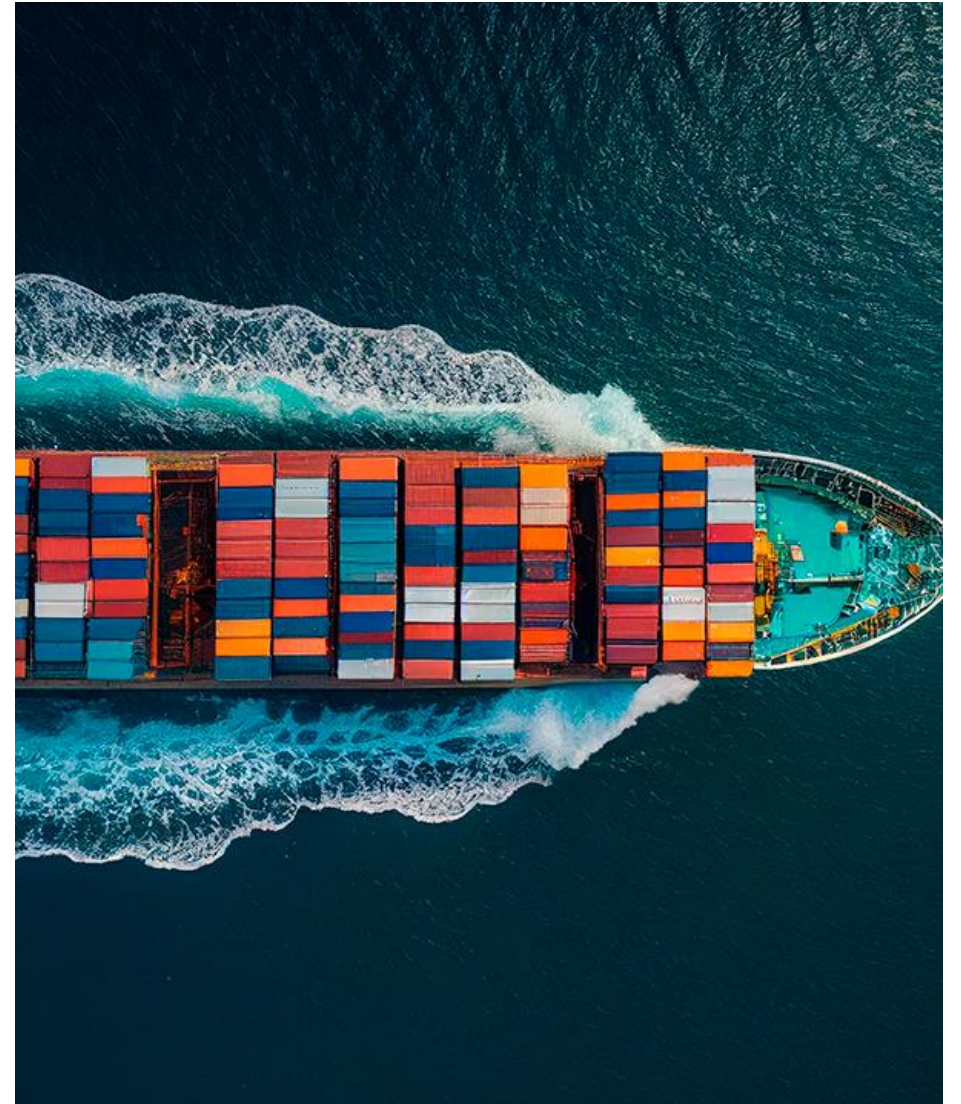


Guidance for Suppliers



# Community Event

- 23<sup>rd</sup> January
  - 10am and 4pm
- 24<sup>th</sup> January – in Spanish
  - 4pm
- China specific event to follow
- Register [here](#)
- Aimed at all members, but will have particular value to supplier and buyer/supplier members



# Resources

ETI Base Code & Sedex Addition	Workplace Requirement ID	Workplace Requirement
0.0A Enabling accurate assessment	0.0.A	Allow the auditor to conduct and complete the audit without obstruction to all requested documents, interviewees and the facility itself (including outbuildings and dormitories). Provide auditor with genuine and authentic records.
	0.0.B	Not offer bribes to or threaten the auditor, nor in any way induce the auditor to be dishonest.
	0.0.C	Provide an accurate site description and Sedex site profile declared prior to or during the audit.
1. Employment is freely chosen	1.A	Not seek to profit from forced labour, human trafficking, debt bondage/ bonded labour or any form of modern slavery.
	1.B	Not control workers through threats, penalties, coercion, physical force, violence, or harsh or inhumane treatment.
	1.C	Ensure that workers can freely leave the workplace and living accommodation (where provided allowing for what is reasonable (e.g. for safety or security in hazardous worksites). Security guard or other authoritative figures should not restrict workers' freedom of movement beyond what is reasonable.
	1.D	Ensure that any surveillance (primarily human but also electronic, such as CCTV or facial recognition), if used, is not excessive or for the purpose of controlling or intimidating workers.
	1.E	Not unreasonably prevent workers from communicating with others inside or outside the workp deny workers social interaction or otherwise intentionally subject workers to isolation.
	1.F	Not retain workers' original passport, travel or identity documents or any other valuable item. In cases where workers fear the theft or loss of personal items (for example, at on-site or dormitor housing), provide a safe, voluntary storage option, with unrestricted access for workers.
	1.G	Allow workers to resign at the end of their contract or at any time, without paying a fee, and receiving the full wages owed including any holiday pay/benefits, provided they give a period o notice in line with applicable law or not greater than one month, whichever period is shorter.

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1.H	Pay workers according to a regular pay schedule, in line with applicable law and not more than a monthly basis.
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## • Blog

- Basic overview of changes
- FAQ
- Resources
- Training calendar

## • E-learning

- Resource hub
- The new management systems assessment and workplace requirements published

# Questions

