



Accreditation against the SFA Cashmere Standard provides assurance that cashmere producers provide safe, secure and respectful work conditions and do not use forced labour.

The SFA works with livestock herders and farmers to secure livelihoods, reduce the environmental impact of grazing on pasture and ensure high standards of animal welfare. This is done through training, robust assessment and building capacity for good governance. Our training programmes are supported by the International Labour Organisation - the UN agency promoting decent work.

The Clean Fibre Processing Code of Practice has been developed for primary processing plants that wash and dehair raw cashmere fibre. One of the three pillars of the code of practice is demonstrating social and ethical responsibilities through activities pertaining to safety, working conditions and fair labour.

SFA Certified processors have demonstrated that they have:

- a) operational health, safety and hygiene policies and procedures in place which set out the general approach, commitment, and arrangements for managing safety and hygiene within the organisation.
- b) a sustainable Human Resource Management strategy that fulfils business objectives and complies with regulations in relation to recruiting, employing, managing, and evaluating staff. The strategy must reflect the labour law and legislation and include:
 - Employment contracts and collective agreements
 - Equal rights and opportunities
 - Remuneration and pay policies
 - Working condition, safety and sanitation
 - Non-discrimination policies (women, minors, foreigners and disadvantaged)
 - Policies that prevent child and forced labour
 - Recruitment procedures
 - Employment termination and redundancy procedures
 - Labour dispute procedures
 - Disciplinary and grievance procedures
 - Labour management and monitoring

As we extend the implementation of the SFA Cashmere Standard to producers in the Inner Mongolia region of China (where the Chinese cashmere industry is centred), this commitment to social values will continue.

It is through transparency in the cashmere supply chain and credible accreditation that we can put ensure that cashmere is not processed under exploitative working conditions. The

SFA promotes transparency and traceability through our Standard by ensuring that accredited processors have a supply chain management system that supports sustainable business practices and have allocated responsibility for tracing certified fibre within their supply chain.

SFA membership is indicative of our members' commitment to transparent supply chains that are environmentally, ethically, and socially responsible. While the SFA does acknowledge that companies cannot rely on due diligence to confirm or rule out the presence of indecent working conditions in complex supply chains, we encourage our members to map their supply chains and urge them to refer to the recommendations set out by the Fair Labor Association (FLA) to evaluate whether their suppliers are upholding their social and ethical commitments.