

LONG TERM PLAN BASED ON HIGG INDEX

Date: 02-01-2016
1st Revised date: 01 -01-1017
2nd Revised date: 01 -01-1018

SL. No.	Indicator	Expected Arae / Use Area	Status	Projection Time									Remarks	
				Jan/16	July/16	Jan/17	July/17	Jan/18	July/18	Jan/19	July/19	Jan/20 To Continue		
1	Recruitment & Hiring	SL-F-1.1.1	Done	↔									Policy & Documents review	
		SL-F-1.1.2	Done	↔									Policy & Documents review	
		SL-F-1.1.3	Done	↔									Policy develop	
		SL-F-1.1.4	Done	↔									Protected groups can be considered for employment	
		SL-F-1.1.5	N/A											
		SL-F-1.1.6	Done	↔										Policy, Training & Documents
2	Compensation	SL-F-1.2.1	Done							↔			Bank account & Basic needs	
		SL-F-1.2.2	Done							↔			Policy, Salary sheet, Payslip	
		SL-F-1.2.3	Done	↔									Free potable water, Child care, Health Service, Canteen	
3	Hours of Work	SL-F-1.3.1	Done					↔				Weekly (regular & Overtime) hours of work within legal limits, Red-flag		
		SL-F-1.3.2	Done						↔			Policy, Monitoring, Training, Meeting		

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4	Worker Involvement & Communication	SL-F-1.4.1	Done	↔									Policy, Training, Documents & PC formation
		SL-F-1.4.2	Done	↔									P.C
		SL-F-1.4.3	Done	↔									Policy & Documents review
		SL-F-1.4.4	Done			↔							Policy, Committee Meeting & Training
5	Worker Treatment & Development	SL-F-1.5.1	Done	↔									Policy, Training & documents
		SL-F-1.5.2	Done	↔									Policy, Training & documents
		SL-F-1.5.3	Done						↔				Cost Of Living & disposable Income
		SL-F-1.5.4	Done					↔					Facility will conduct a diversity & equality program in place
		SL-F-1.6.1	Done			↔						Annual review of the Emergency Response Plan,	

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6	Health & Safety	SL-F-1.6.2	Done	↔									Policy, Training & documents
		SL-F-1.6.3	Done	↔									Policy, Training & documents
		SL-F-1.6.4.2	Done					↔				Protocols to mitigate such physical risks	
		SL-F-1.6.5	Done	↔									Policy, Training ,documents & MSDS
		SL-F-1.6.6.2	Done			↔						To ensure loads do not exceed limits.	
7	Termination & Retrenchment	SL-F-1.7.1	Done						↔			Full & final payment at date of resignation	
		SL-F-2.1	Done					↔				Tire -1 & Tire -2 Mapping,Risk Assessment.	
		SL-F-2.2	Done				↔				Communication , Meeting, COC sharing		
		SL-F-2.3	Done				↔				Policy, Evaluation, Feedback		

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8	Labor & Workplace Performance	SL-F-2.4	Done					↔					Policy, Self-assessments report, Annual Audit Report,
		SL-F-2.5	Done					↔					Corrective action process
		SL-F-2.6	Done					↔					Audit ratings share, business review meeting,recognition program
9	Engagement & Collaboration	SL-F-3.1.1	Executed						←————→				Facility engages with key locally impacted stakeholders to improve working conditions in the value chain

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10	Community Impact	SL-F-3.2.1	Done				←————→						Policy, goals/targets,sponsored,regular donations ,voluntarily engage in community service ,community projects ,Product perchase,community investment ,Survey & social work,
11	Transparency & Public Disclosure	SL-F-3.3.1	Executed									←————→	Facility social/labor public disclosure is validated by a third party.