Overview

Li & Fung enhances supply chain sustainability by identifying factories’ training needs and providing customized modular workshops as solutions, which improve overall compliance performance and increase operational efficiency.

Based on a personalized pre-training questionnaire, factories can identify their gaps and choose different workshops from a menu of 22 short training modules directed at the root of non-compliances; or from a list of 6 training programs that extensively cover a whole area of a non-compliance. All workshops are voluntary, fee-based and available as in-factory trainings and/or seminars.

The 6 extensive capacity building training programs offered:
1. Labor Practices
2. Human Resource Management Systems
3. Health & Safety
4. Environmental Sustainability
5. Risk Assessment
6. Security

The 22 short and effective capacity building training modules offered:

**LABOR PRACTICES**
- Wages & Benefits
- Involuntary labor - Fair & Equal Treatment
- Child Labor
- Unauthorized Subcontracting - Transparency & Anti-Bribery
- Working Hours
- Freedom of Association
- Human Trafficking
- Root Cause Analysis & CAP Development

**HUMAN RESOURCE MANAGEMENT SYSTEMS**
- HRMS - Strategic Human Resource Management
- HRMS - Workplace Governance
- HRMS - Workforce Planning & Development
- HRMS - Total Compensation & Rewards

**HEALTHY & SAFETY**
- Fire Safety
- Electrical Safety
- Working Conditions
- Building Structural Safety
Benefits

Successful implementation of Capacity Building Programs can resulted in:

- Build reputation
- Access and attract top international buyers and brands
- Achieve a compliance rating with value and credibility in the market
- Avoid repeat audits, penalties, CAPs and missed opportunities due to poor compliance performance
- Become familiar with relevant international and local laws

Why Li & Fung?

- Global team of experts with experience on innovative techniques and effective practices (both domestic and international standards)
- Experience with global customers’ requirements and expectations
- Capability to design tailor made programs to continually improve workplace conditions and mitigate risk
- Transfer knowledge and tools to enable your organization to gain competitive advantage

Program Fees

<table>
<thead>
<tr>
<th>In-factory workshops</th>
<th>Minimum days offered</th>
<th>US $ per training day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Onsite training for programs - C-TPAT (without validation)</td>
<td>min 3 day</td>
<td>$650</td>
</tr>
<tr>
<td>Onsite training for modules (max 2 modules in 1 day)</td>
<td>min 1 day</td>
<td>$1,200</td>
</tr>
<tr>
<td>Onsite training for 1 module</td>
<td>1 day</td>
<td>$650</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Seminar courses</th>
<th>Minimum days offered</th>
<th>US $ per person</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom training for modules (max 4 modules in 1 day) - except ‘HIRA’ and ‘C-TPAT’</td>
<td>min 1 day</td>
<td>$150</td>
</tr>
<tr>
<td>Classroom training for programs ‘HIRA’ or ‘C-TPAT’</td>
<td>min 1 day</td>
<td>$150</td>
</tr>
</tbody>
</table>

Kindly note:
- Fees is not inclusive of out of pocket expenses.
- Fees is not inclusive of VAT and taxes.