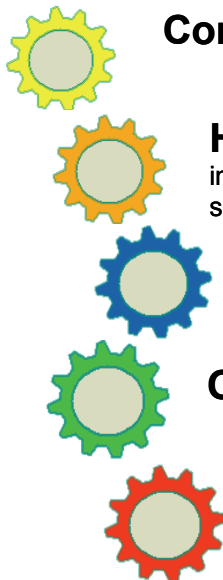


Increasing efficiency in the Chinese supply chain for CSR gains

The TÜV Rheinland Group (Shenzhen) and CSR Asia (Hong Kong) with the support of InWent Capacity Building International have developed a multi-supplier training program that links productivity and quality with CSR. This is called FIT⁵, and is based around five modules:



Communication: This module changes the way managers communicate with each other, their clients and employees.

Human Resources Management: HRM includes the entire set of activities involved in creating a coherent HRM system with focus on policy and procedure of recruitment, selection, training and performance management.

Lean Manufacturing: Production is core of factory, as productivity is core of the program which sets the target on higher labor efficiency, shorter lead time, waste reduction, lower defect rate and rework rate, multi-skill worker competence model and development.

Occupational health & Safety: Work place safety and preventing accidents, minimizing risks.

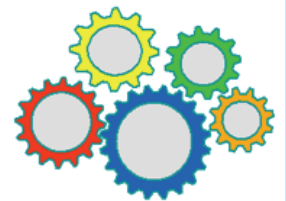
Social Accountability: Basic concepts of CSR and social accountability, influencing and integrating the outcomes of the other modules, solves the problems, and enhances the factories' overall competitiveness in market.

Improved productivity - Better CSR, ensuring sustainable development

Dealing with CSR issues in the absence of strong management systems, or developing powerful management systems without integrating CSR, has not resulted in sustainable change with regards to compliance to codes of conduct or other standards or laws applicable to the supply chain. This program integrates management training and CSR to unlock productive potential and improve compliance.

The training includes a pre-training assessment, which identifies individual factory issues and act as a benchmark for a post-training assessment by which to evaluate program outcomes. Each module consists of seminars of varying duration, followed by factory visits to ensure that lessons are acted upon correctly. Expert consultants will review self-assessments completed by the factory and based on action plans for change to be completed both over the following month of the specific module and during the course of the program.

Consultation onsite involves the development of action plans designed to remediate key problems identified during pre-training assessment and during factory visits and training. This training program is not simply aimed at correcting problems, but affecting behavioral changes that are long lasting and bring about sustainable change. It is essential that factories and managers participating in the program are committed to implementing production changes and are willing to work with the training team to implement those changes.



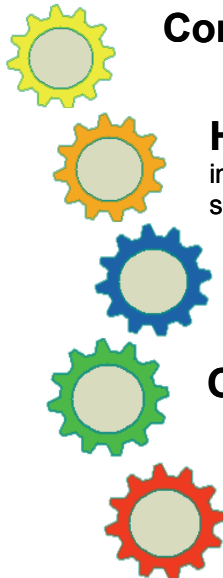
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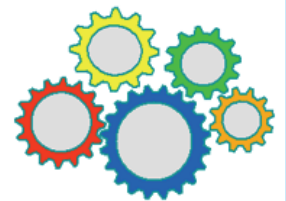
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FIT⁵ 是由德国莱茵 TÜV 集团深圳公司与企业社会责任亚洲公司共同开发的，得到 InWEnt — 德国国际继续教育与发展协会的支持，旨在提高中国供应链生产效率，企业管理水平和企业社会责任的培训项目。FIT⁵ 包括以下五个模块：



沟通：改进工厂管理者之间及与客户、员工的沟通方式



人力资源管理：建立人力资源管理政策，制定招聘，遴选，培训及绩效考核标准程序，改善人力资源管理系统。



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职业健康与安全：工作场所的安全问题，确保安全生产，降低风险。



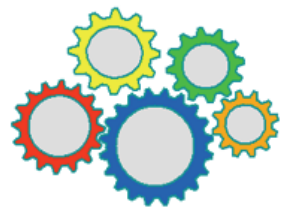
社会责任：社会责任的基本概念，影响并融合其他模块的产出，把问题落到实处，全面增强工厂的市场竞争力。

提高生产力—保持持续改进

如果缺乏强大的管理系统支持而处理社会责任问题，或者没有融合社会责任而发展强有力的管理系统，都无法在行为守则或供应链的其他标准或法律法规符合性方面带来持续的改变。FIT⁵ 项目的优势在于结合管理类培训和企业社会责任来释放生产潜力及推进符合性。

项目启动时，项目组会对工厂进行培训前评估，识别每个工厂存在的问题，并以此作为项目基准来衡量项目成果。每一模块包含为期时间不同的公开课，接下来是工厂访问以确保课堂知识的正确应用。专业咨询师将评估每个工厂自我评估的结果，由此制定项目中的行动计划。

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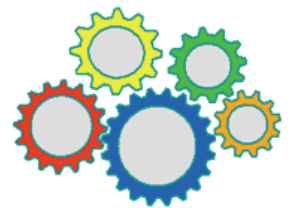
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