

SUSTIFY

explain. train. measure.



#SDG3 #SDG4 #SDG8 #SDG12 #SDG17

In Europe it is required legally, that businesses must exercise due diligence throughout the supply chain



§

Austria

Sozial-
verantwortungs-
Gesetz

France

Loi
de la vigilance

Germany

Nationaler Aktionsplan
Wirtschaft und Menschenrechte
(NAP) and supply chain act

UK

Modern slavery
act

EU

Sustainable
corporate
governance



Audits, standards and certificates as a solution? Paper meets reality

SA8000



Field-visit



What is our approach?



Adaptive gamified
Micro-learning



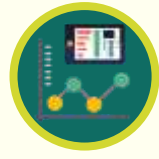
Individual login and
learning algorithm



Inclusive - also for illiterate
users



Many can be trained



Training becomes
measurable



eLearning in the global South is not the same as eLearning in the global North



Sustify's interactive formats improve learning and retention



Swipe right or left



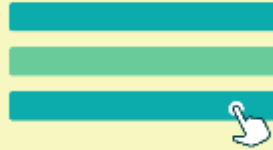
Correct or wrong



Find the mistake



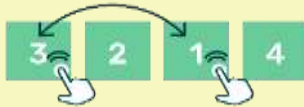
Match text with photograph



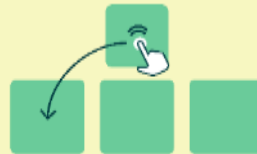
Multiple choice



Listen and choose



Put in the right order

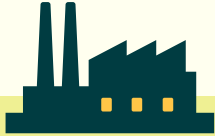


Drag into category



Get active

We developed the didactic concept and learning content based on three fields of expertise



Factory visits and
non-compliance
analysis



Cooperation with
international CR-
experts



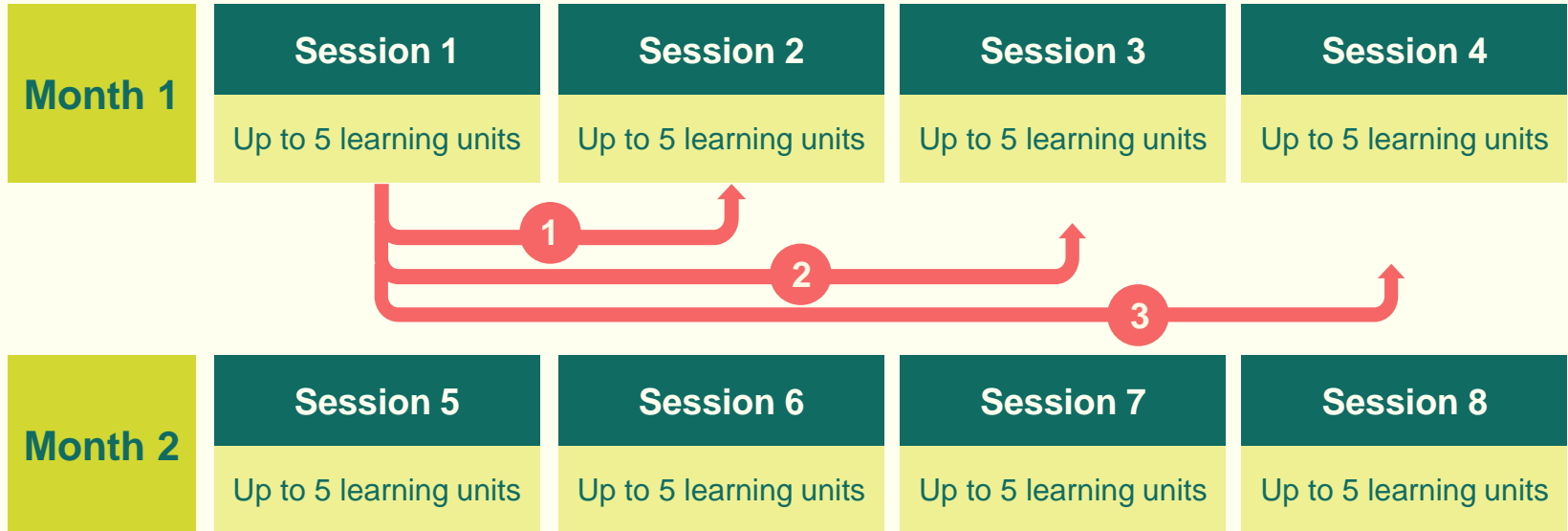
Requirements of
initiatives,
standards and laws



Content adapts to each individual learner based on results

15 minutes / worker / week

Training can take place parallelly, dependent on number of users and tablets

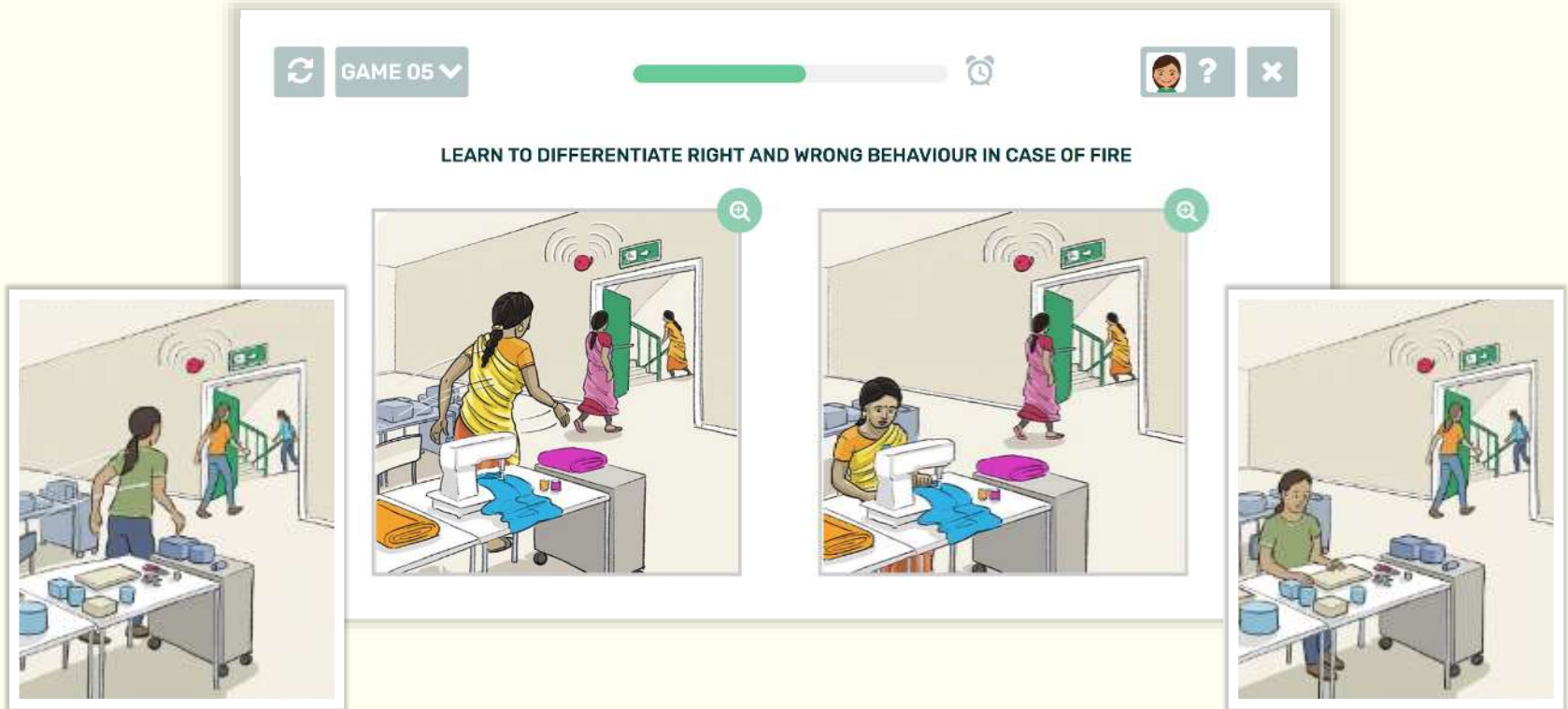


Registration and login is easy and quick with a QR code and gdpr compliant



Every user receives a code, the QR reader is integrated in the application itself

Illustrations and photos are adapted to industry and culture



Courses are available in local language

The image displays the SUSTIFY app interface, which is designed for health education. A central pop-up window allows users to select their preferred language. The background shows a 'WELCOME TO SUSTIFY' screen with a 'LOGIN' button and a link for new users. The interface includes various educational images and icons, such as a mosquito, a hand being washed, and hazard symbols.


Language Selection Options:

- ☐ हिंदी
- ☐ 普通话
- ☐ বাংলা
- ☐ English
- ☐ தமிழ்
- ☐ اردو


Background Text and Elements:




- Top Left:** BACTERIA AND VIRUSES TO SPREAD OR IS NOT HYGIENIC?
- Top Right:** WHAT IS THE NUMBER FOR THE AMBULANCE ?
- Center:** WELCOME TO SUSTIFY
- Bottom Left:** New to Sustify? Click here!
- Bottom Right:** HARMFUL TO THE EYES AND SKIN

Content is taken out of daily factory live and based on typical non-compliance issues





GAME 07 ▾









UNDERSTAND WHICH HAZARDS CAN CAUSE A DANGEROUS EFFECT!



Chemicals can leak and cause contamination



The whole building can collapse



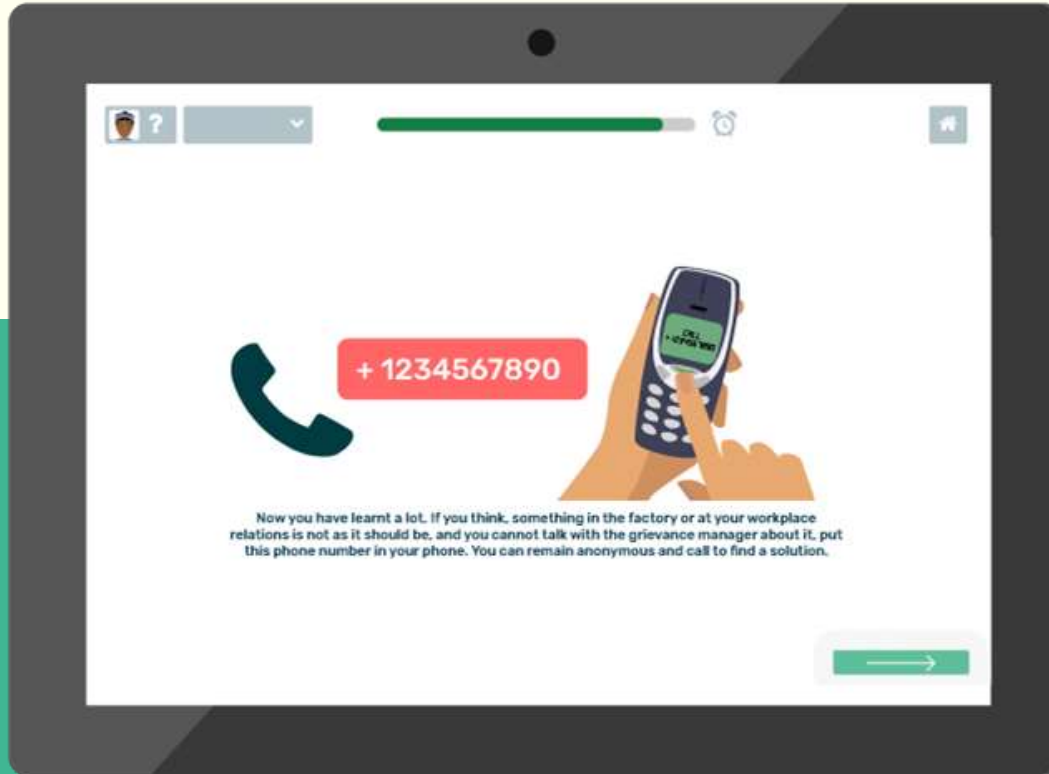
Overlooking the hole you can stumble and contaminate your skin

Use of text is limited as much as possible

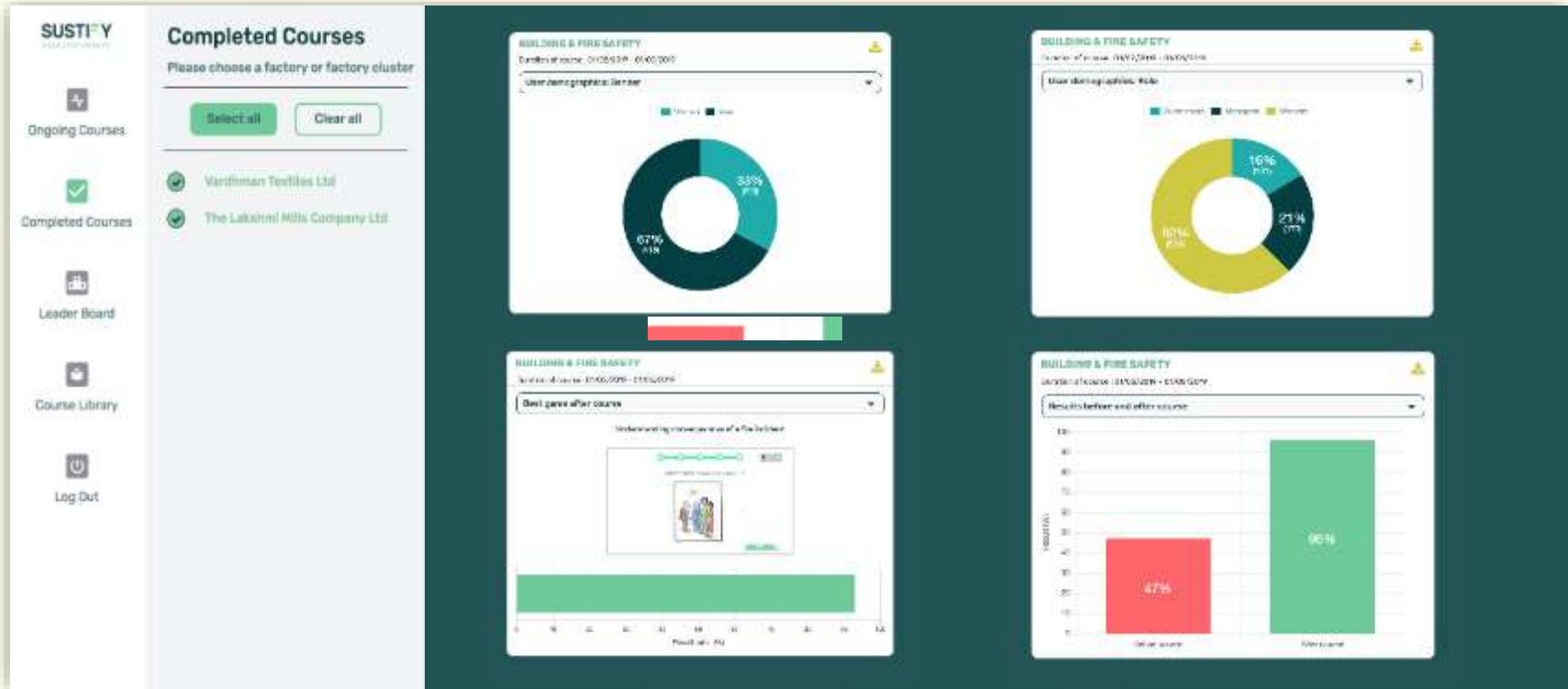
UNDERSTAND THE MEANING OF SIGNS!



A hotline number can be customized and integrated depending on the factory/particular grievance mechanism



A dashboard monitors and measures the training



Several indicators are measured and displayed in aggregated form



Demographic data

- Number of participants
- Position
- Gender



Monitoring

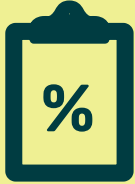
- Weekly attendance rates



Analytics

- Results before/after: average
- Results before/after: distribution
- Best individual improvement
- Best exercise: before
- Best exercise: after
- Worst exercise: before
- Worst exercise: after

The factory gets a Score, based on several indicators



Percentage of workers
trained in relation to the
overall workforce



Attendance over the whole
duration of the course



Relative improvement



End results

Certificates can be printed out directly from the system



Which subjects do we address in our courses?



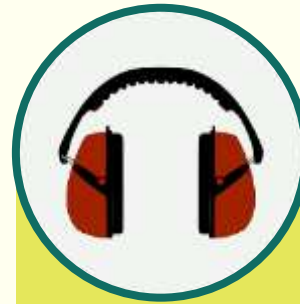
Fire safety



Hazards



Hygiene



PPE



**Worker
engagement**

Social standards: Course “Fire safety & hazards”

Learning objectives

Understanding different ways of dealing with hazards and risks

Proper behaviour during a fire

Recognising personal responsibilities in relation to hazards and risks

Benefits

Reducing injuries and fatal accidents

Increased productivity

Higher employee retention rates

Sustained compliance with social standards is the prerequisite for high quality and reliable supplier relationships



Social standards: Course “Occupational health & hygiene”

Learning objectives

Background and benefits of personal protective equipment (PPE)

Hygiene and principles of disease transmission

Ergonomics in the workplace

Benefits

Fewer occupational accidents and injury-related absences

Avoidance of (infectious) diseases

Healthy and permanently productive workforce

A lasting change in behavior can only be achieved through continuous, regular and individual training



Social standards: Course “Labour standards & grievances”

Learning objectives

Understanding basic worker rights and responsibilities

Understanding grievance redressal

Improving communication skills

Benefits

Remediating harm and improving working conditions

Assuring a content workforce

Conflict prevention and resolution

An effective grievance mechanism goes far beyond operational elements!



Implementation is easy



Define users and schedule



**Print QR codes and provide
tablets**



Monitoring and Analysis



Online Training



Handing out certificates

What are the benefits?



Brands

Proof of working towards NAP and supply chain law

Minimized risks regarding accidents and reputational damage

Measurable results for sustainability reporting



Factories

Trainings can be conducted despite COVID19

Increased productivity

Easier access to the European market

Capacity building and increased compliance



eLearning addresses 5 of 9 obligations of the German supply chain Act



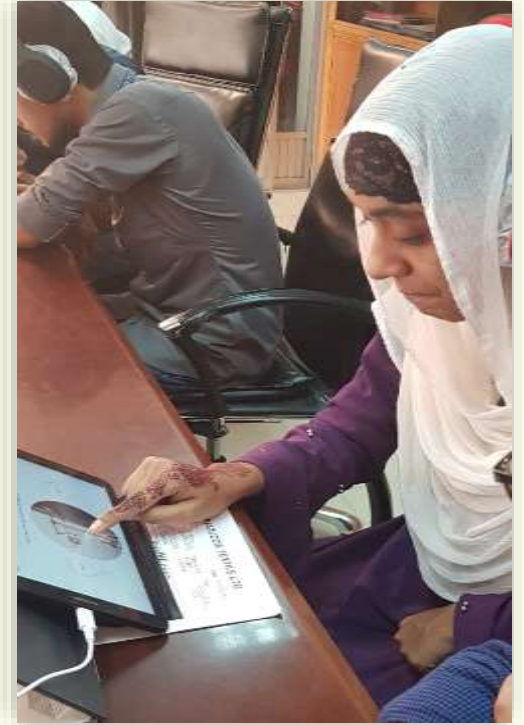
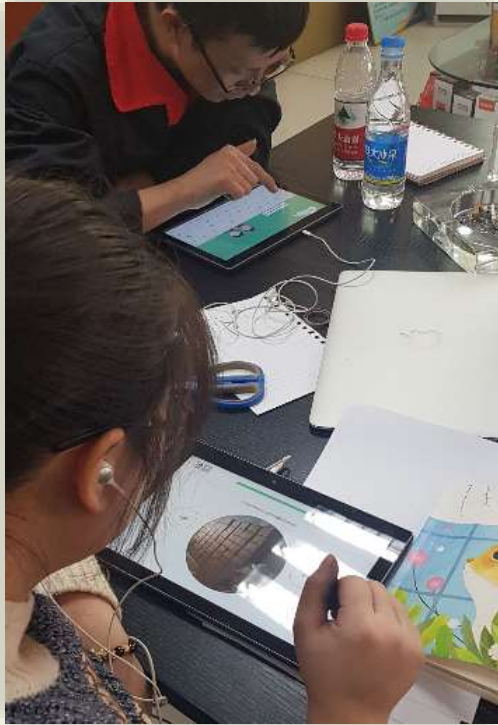
What our training approach is - and what it's not



Individual Login	becausewe think, that “weaker” workers hide in groups	Together in a group
All employees		...everybody has the right to be trained	Only management/ specialists
Learning		...we are promoting capacity building	Testing
Algorithm		...learning is based on spacing and repetition	Single sessions
Interaction on screen		...it improves retention and is more fun	Mainly videos
Visuals based		...also illiterate workers have a right to be trained	Text based
Tablets		...not everybody has access to a smartphone	Smartphones



Let's make global supply chains more sustainable with capacity building!



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