



## Worldwide Responsible Accredited Production (WRAP) Audits with UL

### **What are WRAP audits?**

WRAP is the world's largest independent certification program mainly focused on the apparel, footwear and sewn products sectors.

Becoming a WRAP certified facility involves much more than simply passing an audit. We take a collaborative approach to social compliance certification in which we work with our facilities to help ensure that they remain in compliance with WRAP's 12 principles. This does require, however, that all of our facilities actively engage in the process themselves and see to it that effective management systems are maintained to ensure compliance requirements are met.

There are three levels of certification that are valid from six months to two years based on a site's compliance with WRAP's 12 Principles. These principles are based on the rule of law within each individual country and the conventions of the International Labor Organization (ILO).



## WRAP's 12 Principles

### 1. Compliance with laws and workplace regulations

Facilities will comply with laws and regulations in all locations where they conduct business.

### 2. Prohibition of forced labor

Facilities will not use involuntary, forced or trafficked labor.

### 3. Prohibition of child labor

Facilities will not hire any employee under the age of 14 or under the minimum age established by law for employment, whichever is greater, or any employee whose employment would interfere with compulsory schooling.

### 4. Prohibition of harassment or abuse

Facilities will provide a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form.

### 5. Compensation and benefits

Facilities will pay at least the minimum total compensation required by local law, including mandated wages, allowances and benefits.

### 6. Hours of work

Hours worked each day, and days worked each week, should not exceed the limitations of the country's law. Facilities will provide at least one day off in every seven-day period, except as required to meet urgent business needs.

### 7. Prohibition of discrimination

Facilities will employ, pay, promote and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs.

### 8. Health and safety

Facilities will provide a safe and healthy work environment. Where residential housing is provided for workers, facilities will provide safe and healthy housing.

### 9. Freedom of association and collective bargaining

Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.

### 10. Environment

Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

### 11. Customs compliance

Facilities will comply with applicable customs laws and, in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.

### 12. Security

Facilities will maintain facility security procedures to guard against the introduction of non manifested cargo into outbound shipments, i.e., drugs, explosives, biohazards and/or other contraband.



## The certification process

### Step 1. Application

A facility submits basic information to WRAP ([info@wrapapparel.org](mailto:info@wrapapparel.org)) and pays a registration fee of \$1,195. The facility obtains a registration number that allows them to request our services and assigns UL as their certification body.

### Step 2. Pre-audit self-assessment

For new facilities, the selected facility completes a pre-audit self-assessment to show that the facility has been utilizing socially compliant practices for a minimum of 90 days (facilities seeking re-certification are expected to have been compliant throughout their preceding certification period).

### Step 3. Monitoring

After submitting the pre-audit self-assessment to WRAP and to UL, the company will work with UL to audit the selected facility against WRAP's 12 Principles. The audit must be successfully passed within six months of paying the registration fee to avoid having to re-register.

### Step 4. Evaluation

WRAP will review the audit report conducted by UL and decide whether or not to certify the facility. If WRAP decides not to issue a certification, the facility will be notified of the corrections that need to be made and will conduct an additional inspection. If the facility does not satisfactorily implement the recommendations within the original six-month period, it must pay the registration fee again.

### Step 5. Certification

There are three levels of WRAP certification – Platinum, Gold and Silver. The certificate issued to a facility is determined by WRAP and depends on the extent to which the audit indicates full compliance and management commitment to WRAP's 12 Principles.



## Why UL for your WRAP audits



### Tailored advisory solutions

We provide a wide range of advisory services to help ensure an investment in social compliance is tailored to risk and driving measurable improvement.

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### Global infrastructure

UL is one of five global monitoring firms, with industry leading technical training, quality systems and anti-bribery controls.

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### Tailored advisory solutions

Our primary advantage is our team members – energetic, positive and dedicated professionals with a strong service culture and in-field expertise.

UL specializes in delivering innovative, customized and data-driven solutions, and is a leader in the luxury brands segment.

For more information, please contact your local UL representative, [RSInfo@ul.com](mailto:RSInfo@ul.com) or visit [CRS.UL.com](https://CRS.UL.com).



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