

# SOURCING & MANUFACTURING SUSTAINABILITY INDEX

**GOLD**

## LEAN

- Built in Quality
- Just-in-time
- Operational Stability
- Culture of Empowerment

## LABOR/ HR MGMT

- Recruiting and Hiring
- Employee Development
- Performance Management
- Workforce Planning
- Communication

## HEALTH & SAFETY

- Leadership
- Management Systems
- Performance Measurement
- Integration Across Functions
- Continuous Improvement

## ENERGY & CARBON

- Continuous Improvement Mindset
- Built in Quality
- Just-in-time
- Operational Stability
- Culture of Empowerment

## ENVIRONMENTAL SUSTAINABILITY

- Leadership
- Management Systems
- Performance Measurement
- Integration across Functions
- Results and Improvements

World Class



Industry Leadership



Continuous Improvement



**SILVER**

**BRONZE**

**YELLOW**

**RED**

## BRONZE THRESHOLD

(1) ELEMENTS IN THE CODE OF CONDUCT, DETAILED IN (2) CODE LEADERSHIP STANDARDS

Demonstrates Substantial Compliance with Code of Conduct through Minimum Scores on Audits

Absence of Yellow (Serious) or Red (Critical) Incidents

Commitment to Lean

Implementation of Code

Compliance



### LABOR

### HEALTH & SAFETY

### ENVIRONMENT

#### LABOR AUDIT\*

#### ERA TOOL\* (Environment, Safety & Health Rating Analysis)

Employment is Voluntary  
Employees are at Least Age 18  
Contractor does not Discriminate  
Freedom of Association

Compensation is Timely Paid  
Harassment/Abuse not Tolerated  
Working Hours are not Excessive  
Regular Employment

Workplace is Healthy & Safe

Environmental Impact is Minimized

Implementation of Code

Below Compliance

Code Leadership Standards:  
Labor (20)

Code Leadership Standards:  
Health (HS) & Safety (11)

Code Leadership Standards:  
Environment (20)

- Provisions for "Foreign" Workers
- Minimum Age Requirements
- Non-Discrimination
- Women's Rights
- Prohibits Harassment and Retaliation
- Training
- Compensation Practices

- Processes for Closure of Subcontracting
- Progressive Realization of a Fair Wage
- Prohibits Homeworking
- Freedom of Movement
- Proof of Age
- Effective Grievance Process

- Sanitation
- Drinking Water
- Carbon Management
- Exposure Limits
- Personal Protective Equipment
- Respiratory Protection
- Fire Safety Mgmt
- Contractor Safety

- HSE Management System
- Air Emissions
- Hazardous Materials
- Solid Waste
- Wastewater
- Storage Tanks
- PCBs

Elements of NIXE, Inc. Code of Conduct

\*Tools currently in use will be replaced with Fair Labor Association's Sustainability Compliance Initiative government tool once adopted to provide standardization and comparability across the industry.

QUALITY

COST

ON-TIME DELIVERY

SUSTAINABILITY

## STRATEGIC METRICS

- Country Risk
- Management Vision & Strategic Planning
- Leadership Planning & Development
- Shared Values

## MANUFACTURING INDEX

Assesses sourcing based on key measures of performance

# Nike Lean Manufacturing An Example Of Good Policy Deployment

**Vince Fayad, Larry Rubrich**



## **Nike Lean Manufacturing An Example Of Good Policy Deployment:**

**Bulletin of the Atomic Scientists**, 1987-04 The Bulletin of the Atomic Scientists is the premier public resource on scientific and technological developments that impact global security Founded by Manhattan Project Scientists the Bulletin s iconic Doomsday Clock stimulates solutions for a safer world *Bulletin of the Atomic Scientists*, 1970-06 The Bulletin of the Atomic Scientists is the premier public resource on scientific and technological developments that impact global security Founded by Manhattan Project Scientists the Bulletin s iconic Doomsday Clock stimulates solutions for a safer world

**Policy Deployment and Lean Implementation Planning** Vince Fayad, Larry Rubrich, 2009 [Does Lean Improve Labor Standards? Management and Social Performance in the Nike Supply Chain](#) Greg Distelhorst, Jens Hainmueller, Richard Locke, 2015 This study tests the hypothesis that lean manufacturing improves the social performance of manufacturers in emerging markets We analyze an intervention by Nike Inc to promote the adoption of lean manufacturing in its apparel supply chain across eleven developing countries Using difference in differences estimates from a panel of over three hundred factories we find that lean adoption was associated with a 15 percentage point reduction in noncompliance with labor standards that primarily reflect factory wage and work hour practices However we find a null effect on factory health and safety standards This pattern is consistent with a causal mechanism that links lean to improved social performance through changes in labor relations rather than improved management systems These findings offer evidence that capability building interventions may reduce social harm in global supply chains

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