



clearview

Global Labour Provider Certification Scheme

Clearview is a global **responsible recruitment certification scheme for labour recruiters and providers**





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WELCOME TO CLEARVIEW

Clearview is a global responsible recruitment certification scheme for labour recruiters and providers focusing on the conditions faced by vulnerable workers in labour supply chains. Clearview certification creates market differentiation for labour providers and recruiters enabling them to demonstrate that they operate responsibly, professionally, legally and ethically in their sourcing and supply of workers.

■ SCHEME CONTEXT

Labour providers and recruiters provide effective sourcing and staffing solutions to enable clients to plan and react efficiently and economically to workforce variations. But poor recruitment practices can leave workers vulnerable to unsafe and unacceptable conditions. In exploiting workers, unscrupulous and poorly run labour providers gain an unfair competitive advantage against decent and legitimate businesses operating ethically and responsibly.

■ HOW IT WORKS

Clearview covers all the activities of labour providers operating within or across borders in any country and in all sectors. Certification involves independent audit of labour providers' responsible recruitment management systems across a set of technical standards and control points developed by industry experts and comprehensively mapped against existing and developing global good practice.

■ CERTIFICATION BENEFITS

For Labour Providers: One independent audit shared with many clients reduces audit duplication saving time and money and gives current and prospective clients independent evidence of your responsible recruitment of workers.

For Clients: Clearview provides due diligence to ensure brand protection and mitigate potential liability as well as customer, investor and shareholder reassurance of responsible recruitment standards in the workplace.

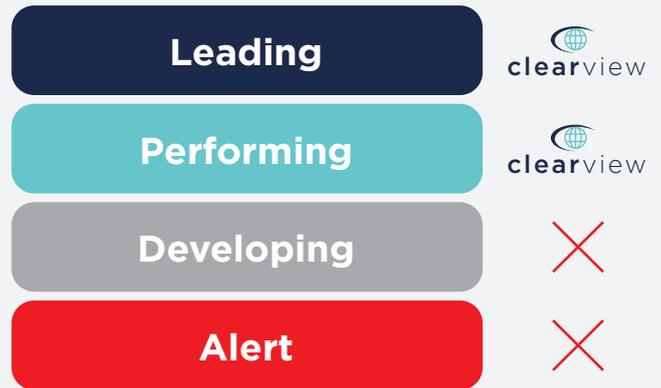
For Brands and Retailers: A single certified approach to labour provider auditing drives supply chain consistency and best practice and provides greater trust and transparency in today's complex labour supply chains.

You can choose the scope of your certification. This could be:

- One labour user site
- A number of labour user sites
- A geographical region or sector
- National certification

Certification audits are conducted by independent audit bodies through qualified, trained and approved auditors who operate in line with the Clearview General Regulations.

Each audit is categorised into one of four audit outcomes.



Labour providers and recruiters achieving the Performing, or Leading level, are awarded 'Certified Status' and referred to as Scheme Members. The Corrective Action Rectification Verification (CARV) process enables businesses to improve their rating prior to their final certification outcome.



■ THE PROCESS



■ FEES PAYABLE TO CLEARVIEW

Stage	Fee payable	What you'll receive
Scheme Registrant	£85+VAT	Access to the Clearview Technical Standards and Control Points Our pre-audit process video tutorial
Scheme Applicant	Variable (see below)	Kick off call with Clearview and ongoing support 'Full-Free' subscription to the RRT online tool 3-part technical video tutorial taking you through each of the Clearview standards and what's expected Ongoing management and development of Clearview

■ CLEARVIEW SCHEME MANAGEMENT FEES FROM 1 AUG 2021

LP Size	ALP members/RRT Sponsors' supply chain LPs	All other labour providers
Up to 10 work sites	£490	£590
11-50 work sites	£990	£1,195
51-100 work sites	£1,950	£2,250
101+ work sites	£2,750	£3,295

Indicative cost of Clearview certification

- You'll agree audit fees directly with the audit body, based on the scope of certification (i.e. the number of clients/work sites covered).
- The table below gives estimated end to end costs for a Recruitment and Employment Services certification process including a Corrective Action Rectification Verification (CARV) visit. Those that only recruit labour will have lower costs.
- You decide the scope of your certification. The more clients in scope, the better value you get from the scheme. If certification covers two sites, you'll pay an estimated £5,840 or £2,920 per site. For 100 sites, you'll pay around £9,750 or £97.50 per site.
- Scheme management fees and certification audit costs are payable for each round of certification. To maintain certified status, Performing Scheme Members need to renew their certification every 12 months. Leading Scheme Members need to review their certification every 18 months.

LP Size	Audit man days Baseline + CARV	Indicative baseline audit only cost (including scheme management fees, excluding expenses) Non-ALP_RRT/ALP_RRT	Indicative end-to-end cost including CARV visit (including scheme management fees, excluding expenses) Non-ALP_RRT/ALP_RRT
1	3-5 + 1	£3,315 / £3,215	£4,065 / £3,965
2-10 work sites	5-6 + 1	£5,090 / £4,990	£5,840 / £5,740
11-50 work sites	6-7 + 1	£6,445 / £6,240	£7,195 / £6,990
51-100 work sites	7-8 + 2	£8,250 / £7,950	£9,750 / £9,450
101+ work sites	9-10 + 2	£10,795 / £10,250	£12,295 / £11,750

■ ABOUT CLEARVIEW

Clearview is part of a toolkit of services offered by the Responsible Recruitment Toolkit (RRT) to help businesses achieve and demonstrate responsible recruitment.



For more information and registration details please visit: responsiblerecruitmenttoolkit.org/clearview

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