



# clearview

Global Labor Provider Certification Scheme



## WELCOME TO CLEARVIEW

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

### ■ PROGRAM CONTEXT

Labor 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 labor providers gain an unfair competitive advantage over decent and legitimate businesses operating ethically and responsibly.

### ■ HOW IT WORKS

Clearview covers all the activities of labor providers operating within or across borders in any country and in all sectors. Certification involves independent audit of labor 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 Labor 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 labor provider auditing drives supply chain consistency and best practice and provides greater trust and transparency in today's complex labor supply chains.



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For more information and registration details please visit: [responsiblerecruitmenttoolkit.org/clearview](https://responsiblerecruitmenttoolkit.org/clearview)  
[info@responsiblerecruitmenttoolkit.org](mailto:info@responsiblerecruitmenttoolkit.org)

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

- One labor user site (e.g., client site)
- A number of labor 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 categorized into one of four audit outcomes.



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



## ■ THE PROCESS

