



# amfori **supplier** **training overview**



**2025-2026**

# Social topics

## Instructor-led trainings

### 1. Getting started with amfori BSCI

Upon completion, you will be able to:

- Understand why it is beneficial to be a part of amfori BSCI
- Explain amfori BSCI values and principles and learn how to implement the amfori BSCI Code of Conduct (CoC)
- Describe what amfori BSCI Performance Areas are
- Start the process with amfori BSCI, including the available resources and tools, especially the amfori Sustainability Platform
- Prepare your factory for an audit - understand what to do before, during and after the audit



Online and face-to-face workshops



English, Mandarin, Turkish, Spanish, Vietnamese, Urdu, Indonesian, Thai, Burmese, Khmer, Bangla

### 2. amfori Sustainability Platform training

Upon completion, you will be able to:

- Edit company details, add a new colleague, edit your company's classification or sites
- Check your monitoring results and download a monitoring report
- Find your RSP holder
- Register for the amfori Academy trainings
- Use the Continuous Improvement features



Online workshop



English, Vietnamese, Turkish

### 3. PA 1 - Introduction to social management systems

Upon completion, you will be able to:

- Explain what a social management system is
- Use the benefits of having a social management system
- Start a social management system
- Use the resources and tools available



Online and face-to-face workshops



English, Bangla, Turkish, Vietnamese, Mandarin, Urdu, Thai, Indonesian, Khmer, Malay

### 4. PA 2 - Continuous improvement through remediation

Upon completion, you will be able to:

- Understand why it is important to engage in remediation
- Know what is expected from you as an amfori business partner
- Apply continuous improvement steps in practice to develop corrective and preventive actions.
- Use the amfori Sustainability Platform to track, manage, and report continuous improvement activities



Online and face-to-face workshops



English, Turkish, Mandarin, Vietnamese, Thai, Urdu

### 5. PA 2 - Worker involvement in improving working conditions (grievance mechanisms)

Upon completion, you will be able to:

- Understand why it is important to communicate with your workers and to have an effective grievance mechanism
- Learn what a good and effective grievance mechanism is
- Set up an appropriate grievance mechanism for your site
- Evaluate the effectiveness of grievance mechanisms and identify areas for improvement



Online and face-to-face workshops



English, Turkish, Mandarin, Vietnamese, Bangla

## 6. PA 4 - Inclusion and diversity in China

Upon completion, you will be able to:

- Understand gender equality and women's empowerment in the workplace
- Establish and improve mechanisms for promoting gender equality and women's empowerment in the enterprise
- Conduct gender equality self-inspections in the workplace



Online and face-to-face workshops



Mandarin

## 7. PA 4 - Women empowerment in the workplace in Bangladesh

Upon completion, you will be able to:

- Understand gender equality and women's empowerment in workplace culture
- Establish mechanisms for promoting gender equality and women's empowerment in the workplace
- Develop awareness of what sexual harassment is and why it is a problem
- Identify the legal requirements in Bangladesh and the expectations from amfori
- Conduct gender equality self-inspections in the workplace



Online and face-to-face workshops



English, Bangla

## 8. PA 4 - Empowering women in the workplace in India

Upon completion, you will be able to:

- Develop awareness of what sexual harassment is and why it's a problem
- Describe the legal requirements and expectations under the POSH Act



Online and face-to-face workshops



English

## 9. PA 5,6 - Fair remuneration and decent working hours

**Upon completion, you will be able to:**

- Tell the difference between minimum wage and living wage
- Know what amfori BSCI expects for Fair Remuneration and Decent Working Hours
- Check if wages meet fair remuneration standards
- See how working hours affect workers' health and productivity
- Apply good practices for overtime, breaks, and rest days



Online and face-to-face workshops



English, Turkish, Mandarin, Vietnamese, Indonesian, Urdu

## 10. PA 7 - Introduction to occupational health and safety

**Upon completion, you will be able to:**

- Explain what Occupational Health and Safety is
- Understand the amfori BSCI requirements and local laws
- Assess workplace OHS risks using amfori BSCI self-assessment tools
- Develop and implement effective OHS action plans based on identified risks and findings
- Establish and maintain an effective OHS management system that ensures safe, healthy, and compliant working conditions



Online and face-to-face workshops



English, Turkish, Mandarin, Vietnamese, Thai, Indonesian, Khmer, Urdu

## 11. PA 7 - Building safety and fire safety

**Upon completion, you will be able to explain:**

- Why it is important to manage building and fire safety
- What the amfori BSCI requirements and local laws are
- How to implement these requirements in your factory



Online and face-to-face workshops



English, Mandarin, Turkish, Indonesian, Vietnamese

## 12. PA 8 - Young worker management

Upon completion, you will be able to:

- Describe amfori BSCI requirements for child labour, remediation, and young worker management, and explain why they are helpful for your business
- Identify and apply what mechanisms you can use in your factory to prevent child labour risks and manage young workers
- Access and evaluate what monitoring systems to use to check the effectiveness of your system



Online and face-to-face workshops



English, Mandarin, Turkish, Bangla, Vietnamese, Khmer, Indonesian

## 13. PA 11 - Responsible recruitment

Upon completion, you will be able to:

- Identify and describe the key indicators of forced and bonded labour within recruitment and employment processes
- Apply the principles and commitments of the amfori BSCI Code of Conduct and System Manual to ensure ethical recruitment practices
- Develop and implement policies and procedures that support gender-responsive, transparent, and fair recruitment systems
- Respond effectively to findings of forced labour or non-compliance through appropriate remediation and continuous improvement measures



Online and face-to-face workshops



English, Mandarin, Turkish, Vietnamese, Thai, Burmese

# E-learning courses and webinar recordings<sup>1</sup>

## 1. PA 1 - Social management system

Upon completion, you will be able to:

- Understand what a social management system is, what are the benefits and how to start it
- Identify the resources and tools available



E-learning



English, Mandarin, Bangla, Turkish

## 2. PA 1 - Risk assessment

Upon completion, you will be able to:

- Understand why risk assessment is beneficial for your company
- Explain what risk assessment is and what the most important steps to follow are
- Conduct a risk assessment



E-learning



English, Afrikaans, Mandarin

<sup>1</sup> Available to amfori members and suppliers only

## 3. PA 2 - Drafting a remediation plan

Upon completion, you will be able to:

- Understand why you should engage in remediation
- Explain what a good remediation plan is, what it looks like, and when it should be implemented
- Create a good remediation plan



E-learning



English, Turkish, Mandarin, Vietnamese, Thai, Urdu, Indonesian, French, Serbian, Romanian, Bulgarian, Spanish

## 4. PA 2 - Grievance mechanism and worker involvement

Upon completion, you will be able to:

- Explain what a grievance mechanism is and why it is important
- Recognise the importance of worker involvement
- Describe how a grievance mechanism is incorporated in the amfori BSCI Code of Conduct
- Develop and implement an effective grievance mechanism
- Apply best practices to follow-up on grievances that have been lodged



E-learning



English, Spanish, Turkish, Tamil, Bangla, Mandarin,

## 5. PA 13 - Ethical business behaviour – Reacting to Zero Tolerance alerts

**Upon completion, you will be able to:**

- Understand the concepts of integrity and ethical business behaviour
- Talk about the amfori BSCI principle on ethical business
- Understand the related behaviours and performance areas
- Explain to foster ethical business behaviour
- Remedy unethical business behaviour



E-learning



English, Mandarin

## 6. amfori BSCI self-assessment process

**Upon completion, you will learn to:**

- Use the self-assessment tool effectively
- Measure progress in improving working conditions
- Assess your own performance against amfori BSCI
- Acknowledge achievements and identify gaps
- Develop a remediation plan based on the self-assessment
- Use essential tools for continuous improvement
- Enhance communication with business partners and create transparency



E-learning



English, Spanish, Bangla, Tamil, Thai, Urdu, Vietnamese, Mandarin

## 7. The 13 social performance areas

**Upon completion, you will be able to:**

- Explain the main standards linked to each of the 13 amfori performance areas



E-learning



English, German, French, Mandarin, Vietnamese

## 8. Gender equality and Zero-Tolerance for violence and harassment in the workplace

**Upon completion, you will be able to:**

- Assess and predict the occurrence of discrimination, violence, and harassment in the workplace using provided examples
- Ensure the implementation of amfori BSCI recommendations within your Social Management System by reviewing several checklists
- Update your current Social Management policies and procedures to comply with amfori BSCI System Requirements
- Know what gender equality is and why it is beneficial for your business
- Identify the areas where women are especially vulnerable and complete a quick self-assessment
- Build a gender-sensitive social management system



E-learning



English, Mandarin, Vietnamese, Turkish, Urdu, Indonesian, Bangla

## 9. Gender equality and Zero-Tolerance for violence and harassment in the workplace

**Factory and farm workers**

**Upon completion, your workers will be able to:**

- Identify and document gender harassment cases in the workplace
- Recognise and report all forms of discrimination, violence and harassment in the workplace
- Understand their human rights and learn how to protect them in the workplace



E-learning



English, Mandarin, Vietnamese, Turkish, Urdu, Thai, Indonesian, Khmer, Malay, Myanmar, Bangla, Hindi, Tamil, Bengal

# Environmental topics

## Instructor-led trainings

### 1. Getting started with amfori BEPI

Upon completion, you will be able to:

- Identify why environmental management is important for your business
- Describe what amfori BEPI is
- Get started with implementing amfori BEPI in your company
- Activate your account and input information on your amfori Sustainability Platform profile



Online and face-to-face workshops



English, French, Mandarin, Turkish, Bangla,

### 2. Risk assessment and mitigation

Upon completion, you will be able to:

- Conduct a Risk Assessment on the amfori Sustainability Platform
- Describe how to mitigate and prevent risks



Online and face-to-face workshops



English, French, Bangla, Mandarin, Turkish

### 3. Risk assessment

Upon completion, you will be able to:

- Describe what the Risk Assessment (RA) is, how it works, and why amfori members use it
- Complete the RA on the amfori Sustainability Platform with confidence
- Locate more detailed guidance in the system manual
- Identify and gather the relevant internal information needed to fill out the RA
- View and interpret the RA results on the platform



Online workshop



English

## 4. Monitoring and improvement

Upon completion, you will be able to:

- Explain what monitoring is, how it works, and why amfori members use it
- Prepare effectively before a monitoring
- Apply best practices during a monitoring
- Review and understand monitoring results on the amfori Sustainability Platform



Online workshop



English

## 5. EPA 1 – Introduction to environmental management system

Upon completion, you will be able to:

- Develop and implement an Environmental Management System
- Use the methods of identification and assessment of environmental factors



Online and face-to-face workshops



English, French, Bangla, Mandarin, Turkish

## 6. EPA 2 – Energy and climate

Upon completion, you will be able to:

- Recognise the benefits of energy management and how this applies to your production site
- Gain practical knowledge of the different techniques for energy management
- Realise your role in the net-zero GHG emissions journey



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish, French

## 7. EPA 3 – Emissions to air

Upon completion, you will be able to:

- Explain air pollutants and hazards associated with them
- Identify air contamination and optimise exhaust emissions
- Investigate good management practice of air pollution control with the help of practical examples



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish,

## 8. EPA 4 – Water and effluents

**Upon completion, you will be able to:**

- Identify the benefits of wastewater treatment and how this could apply to your production site
- Execute the basic wastewater treatment methods and common tests for wastewater quality
- Work with the examples of reducing both the need for wastewater treatment and the environmental impacts



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish,

## 9. EPA 5 – Waste

**Upon completion, you will be able to:**

- Identify the benefits of the waste management system
- Implement how to store, treat and dispose your waste properly



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish,

## 10. EPA 6 – Biodiversity

**Upon completion, you will be able to:**

- Describe what biodiversity is
- Identify how your business can have a positive or negative impact on biodiversity
- Mitigate biodiversity risks in your site and in your supply chain



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish,

## 11. EPA 7 - Chemicals

**Upon completion, you will be able to:**

- Describe hazardous chemicals and substances
- Describe benefits, legal requirements, positive and restrictive lists, and how to work with them
- Identify what chemical safety and its risks are
- Distinguish how they are related to chemicals and to workers



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish,

## 12. EPA 8 - Nuisances

Upon completion, you will be able to:

- Describe what nuisances are
- Explain how your business can have a positive or negative impact on nuisances
- Define how to mitigate nuisances risks in your site and your supply chain



Online and face-to-face workshops



English, Bangla, Mandarin, Turkish

## 13. Environmental regulatory compliance

Upon completion, you will be able to describe:

- Necessity and importance of environmental regulatory compliance
- Framework of environmental laws, regulations and government permits
- Interpretation of several important domestic environmental regulations
- Typical violations and penalties
- Environmental laws & regulations
- Interpretation of several important European environmental regulations
- Methods of complying with environmental regulations
- Updates and trends in environmental laws & regulations



Online and face-to-face workshops



Mandarin

# E-learning courses and webinar recordings<sup>1</sup>

## 1. Getting started with amfori BEPI

Upon completion, you will be able to:

- Describe how to join the amfori Sustainability Platform and input information into the company profile
- Activate your company's profile
- Manage your sites on the amfori Sustainability Platform
- Set up different users' rights on the amfori Sustainability Platform



E-learning



English, Bangla, Mandarin, Turkish, Vietnamese

## 2. Risk assessment

Upon completion, you will be able to:

- Conduct a Risk Assessment on the amfori Sustainability Platform
- Describe how to mitigate and prevent risks



E-learning



English, Bangla, Mandarin, Vietnamese, Turkish

<sup>1</sup> Available to amfori members and suppliers only

## 3. Improvement activities for amfori BEPI

Upon completion, you will be able to:

- Identify what improvement activities exist in amfori BEPI and how to use them



E-learning



English, Bangla, Mandarin, Turkish, Vietnamese



## 1. A set of e-learning modules on eight environmental performance areas

Upon completion, you will be able to:

- Describe each EPA in amfori BEPI and how to apply it at your factory
- [EPA 1 Introduction to EMS e-learning](#)
- [EPA 2 Energy and Climate e-learning](#)
- [EPA 3 Emissions to Air e-learning](#)
- [EPA 4 Water and Effluents e-learning](#)
- [EPA 5 Waste e-learning](#)
- [EPA 6 Biodiversity e-learning](#)
- [EPA 7 Chemicals e-learning](#)
- [EPA 8 Nuisances e-learning](#)



E-learning



English

## 2. Chemical management in fashion collaboration with ZDHC

Upon completion, you will be able to:

- Describe why it is important to manage chemicals, what possible exposure pathways exist, what substances factories are to manage, what SDGs are impacted by chemicals, what chemical management policies exist
- Describe the data-sharing agreement between ZDHC and amfori, what the Open Supply Hub and the OS ID are
- Use Sustainable Chemical Management in Fashion feature on the amfori Sustainability Platform
- Identify how you can learn more about chemical management



E-learning



English

## Governance topics

### E-learning courses and webinar recordings<sup>1</sup>

#### **amfori Speak for Change**

##### **Upon completion, you will be able to:**

- Explain the purpose and goals of amfori Speak for Change
- Identify the key benefits of amfori Speak for Change
- Describe how amfori Speak for Change works
- Recognise your role in the complaint-handling process



E-learning



English, Hindi, Khmer, Turkish, Urdu, Vietnamese, Bangla, Mandarin

<sup>1</sup> Available to amfori members and suppliers only

# All topics

## E-learnings and webinar recordings<sup>1</sup>

### amfori Sustainability Platform tutorials

Upon completion, you will be able to:

- Request an audit report
- Invite your suppliers to the amfori Sustainability Platform
- Add a new user for your company on the Platform
- Request and check the results of an audit
- Check your supplier's actions on their continuous improvement
- Create custom labels and make it easy to navigate among your suppliers



How-to video tutorials



English

<sup>1</sup> Available to amfori members and suppliers only.

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