# Ethical Supply Chains and Fair Labor Practices in Co-ops Training Course

Professional Development Training Course Outline

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| **Category** | Cooperative Societies | **Duration** | 10 Days |
| **Base Fee** | $3,000 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today's interconnected global economy, ethical supply chains and fair labor practices are not just ideals—they are business imperatives. Cooperatives, which are inherently community-driven and values-based, have a unique responsibility and opportunity to lead the charge in promoting sustainable sourcing, human rights compliance, and transparent labor policies. Training Course on Ethical Supply Chains and Fair Labor Practices in Co-ops is designed to equip co-op leaders, managers, and stakeholders with the tools, knowledge, and strategies to build ethical, traceable, and fair supply chain systems that reflect their core cooperative values.

With increasing consumer demand for transparency, ESG compliance, and ethical sourcing, this training delivers trending insights into modern supply chain governance, worker rights advocacy, and sustainable procurement. Learners will explore global regulations, ethical audits, labor justice standards, and real-world applications to elevate their co-op's integrity, impact, and market credibility.

## Programme Curriculum

**Ethical Supply Chains and Fair Labor Practices in Co-ops Training Course**

**Introduction:**

In today's interconnected global economy, ethical supply chains and fair labor practices are not just ideals—they are business imperatives. Cooperatives, which are inherently community-driven and values-based, have a unique responsibility and opportunity to lead the charge in promoting sustainable sourcing, human rights compliance, and transparent labor policies. Ethical Supply Chains and Fair Labor Practices in Co-ops Training Course equips co-op leaders, managers, and stakeholders with the tools, knowledge, and strategies to build ethical, traceable, and fair supply chain systems that reflect their core cooperative values.

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**Course Objectives**

1. Understand the principles of ethical sourcing and supply chain transparency.
2. Apply fair labor standards and international labor laws within cooperative frameworks.
3. Integrate human rights due diligence into supply chain policies.
4. Learn how to conduct ethical audits and supplier assessments.
5. Implement sustainability in procurement processes.
6. Address and mitigate modern slavery and child labor risks.
7. Strengthen supplier relationships through fair trade practices.
8. Develop and enforce codes of conduct and labor compliance policies.
9. Explore certifications like Fair Trade, SA8000, and others relevant to co-ops.
10. Foster worker voice and grievance mechanisms in supply chains.
11. Use blockchain and digital traceability tools for supply chain visibility.
12. Understand gender equity and inclusive labor practices in sourcing.
13. Create an ESG-aligned, ethical sourcing strategy for co-op operations.

**Target Audience**

1. Cooperative board members and executives
2. Supply chain and procurement managers in co-ops
3. Ethical sourcing officers
4. Labor rights advocates and compliance officers
5. Social auditors and certifying agents
6. Co-op educators and training facilitators
7. Cooperative development NGOs
8. Policy makers and cooperative regulators

**Course Duration:** 10 days

**Course Modules**

**Module 1: Foundations of Ethical Supply Chains**

- Defining ethical supply chains in co-op contexts
- Key drivers for ethical sourcing globally
- Impact on brand reputation and stakeholder trust
- Ethical sourcing vs. traditional procurement
- Role of cooperatives in ethical trade
- **Case Study: The Co-op Group (UK) Ethical Sourcing Model**

**Module 2: Understanding Fair Labor Standards**

- ILO Core Labor Standards overview
- Minimum wage, hours, and working conditions
- Child labor and forced labor definitions
- Regulatory frameworks (e.g., US FLCA, EU directives)
- Aligning co-op policies with international norms
- **Case Study: Fair Labor Certification in Coffee Co-ops (Latin America)**

**Module 3: Human Rights and Due Diligence**

- UN Guiding Principles on Business & Human Rights
- Corporate due diligence for labor rights
- Human rights risk assessment tools
- Embedding rights in procurement contracts
- Reporting and accountability structures
- **Case Study: Human Rights Compliance in Supply Chains of Worker-Owned Co-ops**

**Module 4: Conducting Ethical Audits**

- Audit types: internal, third-party, participatory
- Key audit criteria and red flags
- Worker interviews and site inspections
- Supplier scorecards and grading
- Post-audit remediation processes
- **Case Study: BSCI Audits in Fair Trade Producer Co-ops**

**Module 5: Sustainable Procurement Practices**

- Circular supply chains in co-ops
- Green procurement policies
- Life cycle analysis in supplier selection
- Waste reduction and ethical packaging
- Long-term supplier collaboration
- **Case Study: Organic Cotton Sourcing in Ethical Apparel Co-ops**

**Module 6: Combating Modern Slavery**

- Identifying risk zones and vulnerable sectors
- Slavery and trafficking in supply chains
- Legal obligations: UK Modern Slavery Act, US laws
- Supplier engagement and training
- Transparency in reporting practices
- **Case Study: Anti-Slavery Strategy in African Agricultural Co-ops**

**Module 7: Supplier Relationship Management**

- Building ethical partnerships
- Long-term contracts and price fairness
- Supplier capacity building
- Monitoring for continuous improvement
- Incentivizing ethical practices
- **Case Study: Cocoa Co-ops and Fair Trade Supplier Development**

**Module 8: Codes of Conduct and Labor Compliance**

- Drafting ethical codes for co-ops
- Legal and voluntary standards
- Communicating expectations to suppliers
- Monitoring adherence and enforcement
- Worker-centered compliance systems
- **Case Study: Labor Codes in Worker-Owned Artisan Co-ops (India)**

**Module 9: Certifications and Labeling Standards**

- SA8000, WFTO, Rainforest Alliance, GOTS
- Benefits and limitations of certifications

- Certification audits and processes
- Multi-certification management
- Marketing and consumer trust
- **Case Study: Multi-Certified Co-op in the Global Banana Trade**

**Module 10: Worker Voice and Grievance Mechanisms**

- Worker committees and unions
- Anonymous reporting tools
- Whistleblower protections
- Fair dispute resolution
- Feedback loops for continuous improvement
- **Case Study: Worker-Led Grievance Systems in Food Co-ops (USA)**

**Module 11: Leveraging Technology for Traceability**

- Blockchain for product tracking
- QR code transparency systems
- Real-time supplier databases
- Data security and access
- Tech for impact measurement
- **Case Study: Digital Traceability in Kenyan Coffee Co-ops**

**Module 12: Gender Equity in Supply Chains**

- Gender-based labor discrimination
- Women empowerment programs
- Safe working conditions for women
- Leadership pathways in co-ops
- Inclusive policy formulation
- **Case Study: Women's Empowerment in Dairy Co-ops (India)**

**Module 13: Risk Management and Mitigation**

- Mapping supply chain vulnerabilities
- Ethical risk scoring
- Crisis response strategies
- Supplier termination procedures
- Insurance and legal coverage
- **Case Study: Managing Risk in Global Tea Co-ops**

**Module 14: ESG Reporting and Communication**

- ESG vs. CSR vs. sustainability
- GRI and SASB alignment
- Labor metrics and disclosures
- Stakeholder engagement
- Integrated reporting for co-ops
- **Case Study: ESG Reporting in Renewable Energy Co-ops (Germany)**

**Module 15: Building an Ethical Sourcing Strategy**

- Setting goals and KPIs
- Budgeting and resourcing
- Change management in co-ops
- Stakeholder buy-in and training

- Monitoring impact and adapting
- **Case Study: Ethical Roadmap of a Multi-Stakeholder Agricultural Co-op**

**Training Methodology:**

- Interactive expert-led lectures
- Scenario-based learning and role plays
- Group discussions and peer learning
- Hands-on audit simulations and toolkits
- Case study analysis and problem-solving exercises
- Digital learning materials and post-training support

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Online | $2,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $3,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $9,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

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