



MANUFACTURING AND PRODUCTION

Social Compliance and Ethical Audits in Apparel Manufacturing

3 day course

Classroom, online or in-house

Course overview

Access to export buyers now depends on passing a social audit, and factories frequently fail on records and on issues management never treated as compliance rather than on any deliberate mistreatment. This course covers meeting the standard genuinely. Delegates work through what the common codes actually require across working hours, wages, freedom of association, discrimination, harassment, child and forced labour. Age verification and recruitment records are covered. Working hours and overtime are addressed directly, including the double bookkeeping that ends a buyer relationship permanently. Wage calculation, piece rate and minimum wage compliance follow. Health and safety expectations specific to garment factories are covered, including fire safety, evacuation, machine guarding and building integrity. Worker voice, grievance mechanisms and committees are addressed. Preparing for an announced and an unannounced audit follows. The course closes on corrective action plans and on the difference between passing an audit and being compliant.

What you will learn

- State what common buyer codes require in each area
- Verify age and maintain defensible recruitment records
- Manage working hours and overtime honestly
- Calculate wages and piece rates to meet minimum wage rules
- Meet fire safety, evacuation, guarding and building requirements
- Operate grievance mechanisms and worker committees
- Prepare for announced and unannounced audits and close corrective actions

Who should attend

- Compliance officers in apparel and textile factories
- Human resources managers in manufacturing
- Factory managers preparing for buyer audits
- Health and safety officers in garment plants
- Sourcing staff auditing supplier factories

Course outline

- 01 Failing on records, not on intent
- 02 What the buyer codes require
- 03 Age verification and recruitment records
- 04 Working hours, overtime and double books
- 05 Wages, piece rates and minimum wage
- 06 Fire safety, evacuation and building integrity
- 07 Worker voice, grievances and committees
- 08 Audit preparation, corrective action and real compliance

Upcoming dates



Dates	Venue	Format	Fee per delegate
5 to 7 October 2026	Kampala, Uganda	Classroom	USD 995
9 to 11 November 2026	Maputo, Mozambique	Classroom	USD 995
11 to 13 January 2027	Online	Online	R6,500
20 to 22 January 2027	Cape Town, South Africa	Classroom	R14,950

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

AfriScience Group | +27 61 536 6531 | info@afriScience.co.za | Pretoria, Gauteng, South Africa