



Responsible Purchasing Practices Training

Summary of training available

This document is a summary of training that is available to companies on the topic of Responsible Purchasing Practices (RPP), provided by the organisations in the Responsible Purchasing Practices (RPP) Working Group, which includes representatives from the Ethical Trading Initiative, Ethical Trade Norway, Ethical Trade Denmark, Fair Labor Association (FLA), Fair Wear, the German Partnership for Sustainable Textiles (PST) and Solidaridad. You can find out more information about the RPP Working Group and their activities [here](#).

Online training

Responsible Purchasing Practices Resource Hub

This publicly available online resource is designed to help you understand how your company's commercial decisions affect supply chain partners and workers – and to support you in making sustainable improvements. It is a flexible library of video clips, tools, and exercises you can dip into whenever you need, covering the topics and themes of the 5 Principles of the Common Framework on Responsible Purchasing Practices (CFRPP) and is housed on the ETI website.

The resource is a product of the RPP Learning and Implementation Community (LIC) – a peer-learning group of 36 garment brands from across Europe and the UK. The community met online every two months for two years (2022-2024), to engage with manufacturers, learn from each other, and take action to improve purchasing practices. The LIC was convened by the [Ethical](#)

[Trading Initiative](#), [FairWear](#), [Ethical Trade Norway](#), the [German Partnership for Sustainable Textiles](#) (PST) and [Solidaridad](#), in close partnership with the [Sustainable Terms of Trade Initiative](#) (STTI).

The RPP Resource Hub is a publicly available resource designed to support learning and collaboration, but the intellectual property (IP) of the materials remains with the respective organisations that developed them.

Funding for the LIC and the Resource Hub was provided by the Initiative for Global Solidarity (IGS) implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (supported by the German Federal Ministry for Economic Cooperation and Development) and the Sustainable Textile Initiative: Together for Change (STITCH) (supported by the Dutch Government).

ILO Better Work

The e-learning course comprises an online simulation game which tracks a garment from inception to delivery. It provides an overview of global supply chain dynamics, the apparel industry, sourcing modules and procurement; highlighting the impact of purchasing practices at each stage of the process.

- This interactive training is divided into 8 modules each consisting of an informational video together with an interactive quiz for participants to check their understanding.
- Each module takes approx. 10 mins.

- The course is suitable as a foundation training for anyone e.g., sustainability and commercial staff in a company and/or other stakeholders
- Currently available in English, French, Vietnamese, Bahasa, Khmer, Uzbek and Russian
- Available for a fee to any brand (with reduction for Better Work partners). Also available to other stakeholders (e.g. union or government staff etc).

More information, including a trailer video and fees details, can be found [here](#).

Training and resources provided by the RPP Working Group members

Ethical Trading Initiative

ETI has 25+ years' practical experience supporting businesses to address human rights risks. ETI's responsible purchasing practices support and training helps companies to align their purchasing practices with their human rights responsibilities. For more information contact: rpp-training@eti.org.uk

ETI can support your company to:

- Understand how purchasing practices affect human rights
- Identify gaps between policy and practice
- Apply tried and tested frameworks and roadmaps to drive improvement
- Gain insights from teams and suppliers
- Develop a long-term action plan

Who is this support for?

- Ideal for buyers, merchandisers, technologists, sustainability professionals, and leadership teams – especially those involved in procurement or human rights.
- ETI's collaborative, evidence-based approach is designed to be accessible and engaging for all teams.

What's included?

ETI offers tailored packages, including:

- **Introductory workshop:** Cross-functional session on due diligence and responsible purchasing
- **Workshop series:** Deep dives into the principles of responsible purchasing
- **Risk identification:** Surveys and interviews to assess purchasing-related risks
- **Leadership engagement:** Presenting findings and recommendations to senior executives
- **Action planning:** Support to develop a strategic plan for long-term improvement

Fair Labor Association

For more information contact: info@fairlabor.org

As part of the Fair Labor Association (FLA) accreditation, members gain access to an e-learning course on Responsible Purchasing Practices (RPP). This training provides a comprehensive overview of RPP, emphasising the significance of responsible purchasing in safeguarding workers' rights within the manufacturing industry.

Adopting a cross-departmental approach from the head office, the training aims to mitigate negative impacts on workers' rights by ensuring robust policies, systems, implementation, and performance tracking are in place. This prerecorded e-learning course is available to FLA members in English and is approximately 50 minutes in duration.

The training covers the following key areas, offering best practice examples:

- **RPP Policies & Procedures:** How they are implemented, reviewed, and updated.
- **RPP Staff Accountability Systems:** Ensuring relevant staff are accountable and their performance is monitored.
- **RPP Dialogue Systems:** Frequency and effectiveness of communication systems.
- **RPP Supplier Feedback:** Gathering and utilising feedback from suppliers.
- **Supplier Evaluation and Incentive Systems:** Evaluating suppliers and implementing incentive systems based on performance.





Training and resources provided by the RPP Working Group members

Fair Wear

For more information contact Hendrine Stelwagen on stelwagen@fairwear.org.

HRDD Academy

- The HRDD Academy is a due diligence platform that equips brands – Fair Wear members and non-members alike – with the knowledge and tools needed to uphold human rights across their supply chains. Through a rich resource library and interactive online learning modules, brands can strengthen their HRDD systems in line with OECD guidelines for responsible supply chains.
- Designed collaboratively with brands, the platform helps participants meet legal obligations and adopt proactive, responsible purchasing practices that contribute to positive social impact within the garment sector.
- Access to the [HRDD Academy](#) is available for a fee.

Fair Price app

- To promote fair and transparent cost negotiations, Fair Wear developed the Fair Price app, a web-based tool grounded in labour minute costing. It enables buyers and suppliers to engage in fact-based costing and shared responsibility, ensuring that prices fully cover labour expenses, including scenarios where wages increase. By capturing all labour cost elements, the tool allows for accurate, bottom-up price calculations based on real factory data.
- Fair Price supports both compliance with minimum wage laws and the pursuit of living wages, empowering brands to demonstrate how their purchasing practices relate directly to workers' wages.
- The tool is available for suppliers of both Fair Wear members and non-members. More details and access can be found [here](#).

Fair Wear Member Hub

- Fair Wear offers its members a comprehensive suite of resources focused on supporting responsible purchasing practices. These include tools for effective production planning, cost-price transparency, HRDD, and the brand performance check.
- Through membership, brands gain full digital access to Fair Wear's Member Hub, a centralised platform offering in-depth expertise, research, and practical tools developed through years of industry experience.

Ethical Trade Denmark

- Ethical Trade Denmark provides RPP training workshops online and in person to their members, in Danish.
- If you are interested to find out more, please contact: MT@etiskhandel.dk



Partnership for Sustainable Textiles (PST)

PST offers exchange formats and implementation projects on the topic of responsible purchasing practices and living wages for their members (in German or English).

For more information, contact PST via mail@textilbuendnis.com

Publicly available resources and guidance

- Foundational introduction to RPP, developed with Aldi South. Video training publicly available on youtube. Video in [English](#) / Video in [German](#).
- Guidance from PST on living wages is available in [German](#) and [English](#), and more recent guidance from the OECD is given in their [Handbook on due diligence](#) for enabling living incomes and living wages in agriculture, garment and footwear supply chains, in English, funded by GIZ (2024).

Solidaridad

- Solidaridad collaborates with brands to assess how their sourcing strategies influence conditions at the manufacturing level and supports them in making necessary improvements.
- This includes capacity building for relevant teams, such as sourcing and corporate social responsibility (CSR) departments, as part of a program or for individual companies, at a charge.
- Solidaridad also undertakes research into the effects of purchasing practices on suppliers operating beyond the first tier (tiers 2 to 4).
- For further information or to get in touch, please visit Solidaridad's [website](#).

Ethical Trade Norway

- Ethical Trade Norway provides RPP training for their members, in Norwegian.
- If you are interested to find out more, please contact: emilie@etiskhandel.no

