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Testimony of the General Director of the Chinese Company Polyunion:
http://www.rhsansfrontieres.org/en

RHSF — Ressources Humaines Sans Frontières
@RHSF2
Martine Combemale
— Ressources Humaines Sans Frontières
The HRWB Collaborative Work

Social Innovation within a Chinese supplier
A partnership – An immersion –

Project

▶ An immersion work of 2 years within a French’s subcontractor factory in China.
▶ Bring together the needs of competitiveness and respect of human and international labour rights for stakeholders’s advantage.

Results

▶ Decrease of staff turnover (100% to 5%) at the end of project.
▶ Implementation of a new salary policy which has allowed to reduce excessive overtime without loss of the workers’ income.
▶ Increase in productivity by 10% and an improvement of the product quality.
▶ Integrate Health and Safety policy as part of the bonus assessment for the workers and supervisors.

RHSF

▶ RHSF (Ressources Humaines Sans Frontières, Human Resources Without Borders) is an international non-governmental organization (NGO) created in 2006 in Toulouse, France.
▶ Its mission is to promote the respect of human’s rights at work in the supply chain in the respect of the environment and the communities.
▶ Its approach is a pragmatic, comprehensive and progressive one that involves employees, contracting companies and their suppliers, and end consumers, with due respect for local cultures.

This project has been recognized at international level. In May 2015, in Hanoi, it has received the Atlas-AFMI-CCMP prize as the best international management case study. This case study can now be studied and improved in all universities which are interested.

On the 20th of June 2016, in Paris, HRWB has won the bronze medal at the “Purchases’award”, in the Business Innovation’s category.