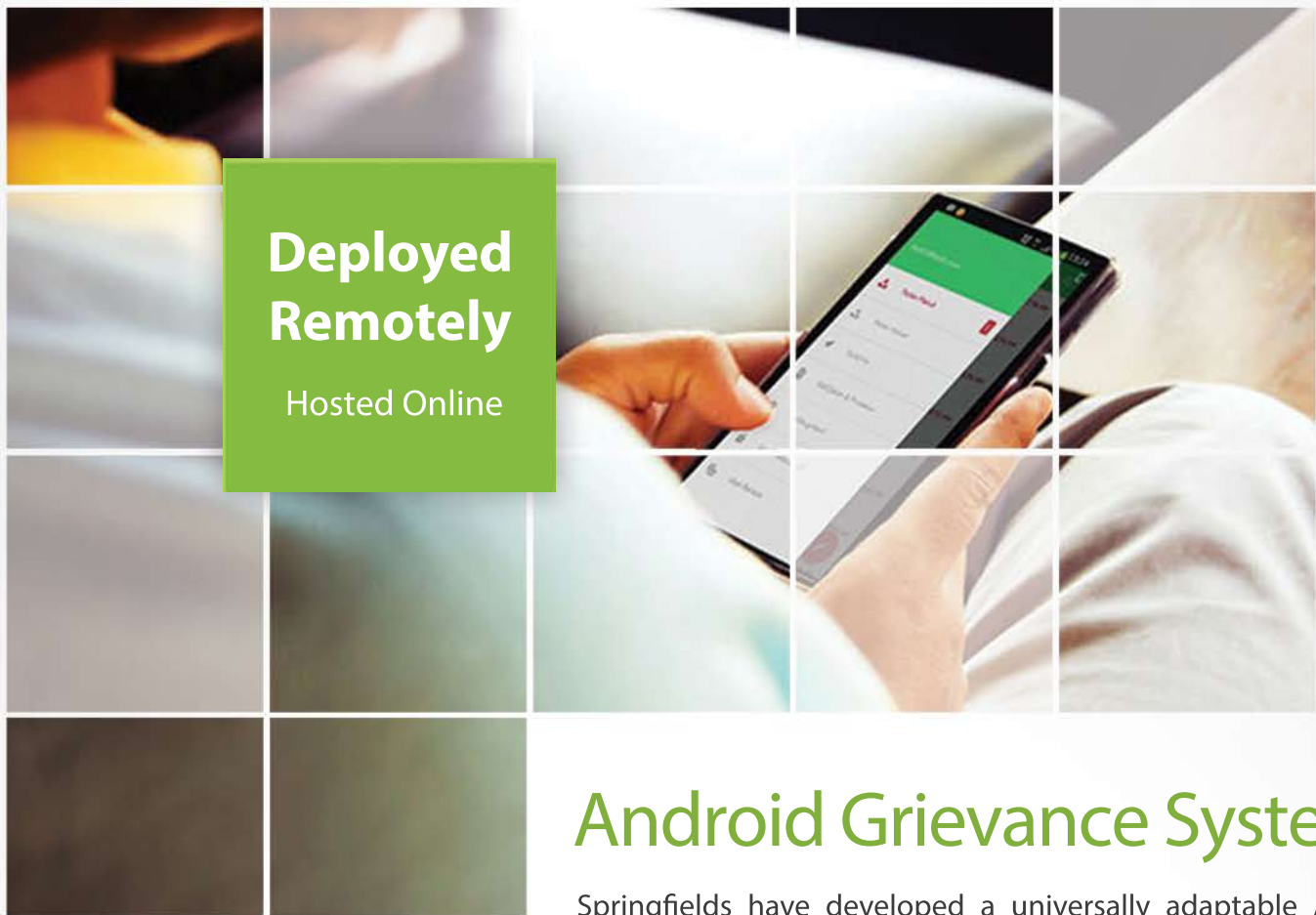


Real-time awareness of high-risk grievances, like those that report abuse or dangerous behavior and 100% of workers can report a grievance with anonymity.

Visit our site at www.springfields.asia



**Deployed
Remotely**

Hosted Online

Android Grievance System

Springfields have developed a universally adaptable Android Grievance System and Online Dashboard to connect workers directly to their management or in the supply chain through the brands which are buying the goods. This system can be used in a range of sectors including: garment & footwear, manufacturing & industrial, rural communities, marginalized groups, agriculture, cooperatives, public sector and more.



Overview

Most, if not all, workers have access to, or own, mobile phones. It is this proliferation of technology that enables a new way to communicate greivances and information sharing.

Workers can be made aware of changing or updated policies, best practices, day-to-day events and new information on myriad labour issues. These messages, and additional content through the use of the smartphone can improve productivity, reduce absenteeism from injury or illness, and improved workplace atmosphere.

How does it work?

The system is hosted on AMAZON AWS for reliable, scalable, secure, and high performance infrastructure required for cloud based applications. Management can access a web-based dashboard through a URL and engage with all users to send messages, content, updates, receive all incoming grievances and generate reports.

For workers, it is as simple as downloading and installing the Android Application and navigate through the simple menu and option commands.

What are the Benefits?

- * Management can be proactively informed of emerging issues;
- * Filtration system can categorize grievances based on severity and regularity allowing for customized reports for factory management;
- * Factories can understand better workers' needs using supporting data and address these concerns accordingly
- * Streamlining of all HR processes involved in dealing with grievances.