

# Social Accountability International - SA8000



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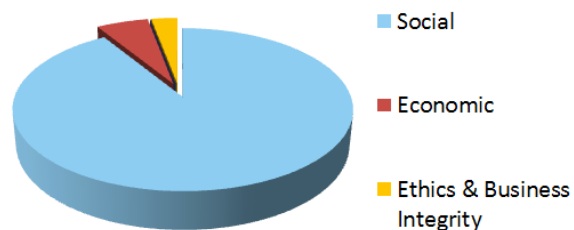
## Local Offices in:

Netherlands

## FACTS & FIGURES (as of June 2012)

- 9 SAI offices.
- Over 3,000 SA8000 certified facilities in 65 countries across 65 industrial sectors, employing over 1.8 million workers.
- 21 SAAS Accredited Certification Bodies.

## FOCUS ON SUSTAINABILITY ISSUES



*Disclaimer: the graph was generated using the proportion of the sustainability initiative's requirements matching the criteria used in Standards Map Database in consultation with standard organizations.*

## WHAT IS SOCIAL ACCOUNTABILITY INTERNATIONAL - SA8000?

Social Accountability International (SAI) is a non-governmental, multi-stakeholder organization whose mission is to advance the human rights of workers around the world. It partners to advance the human rights of workers and to eliminate sweatshops by promoting ethical working conditions, labor rights, corporate social responsibility and social dialogue. SAI established one of the world's preeminent social standards the SA8000® standard for decent work, a tool for implementing international labor standards. Many more workplaces are involved in programs using SA8000 and SAI programs as guides for improvement.

## WHO CAN JOIN?

No restriction on target groups who can use/reference the SA8000 standard. There are certain restrictions to certain countries/sector for certification: (by sector) maritime sector; (by country) Myanmar; (by country) Pakistan (as of October 2012).

## WHAT PRODUCTS ARE COVERED?

The SA8000 standard is applicable to any company worldwide, across all industrial sectors with the exception of maritime.

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## WHAT ARE THE KEY FEATURES?

- ▶ SA8000 is a process-type standard not a product-type standard. There is no seal or label on goods produced by companies certified against the standard.
- ▶ SA8000 integrates nine core elements: child labour, forced labour, health and safety, freedom of association and right to collective bargaining, discrimination, discipline, working hours, compensation and management systems.
- ▶ SA8000 requirements apply universally, regardless of accompany's size, its geographic location or industry sector.

## AUDIT INFORMATION

- ▶ **1st, 2nd, 3rd party certification:**  
Third-party audit is required.
- ▶ **Frequency of audits:**  
Half yearly audits, Surprise audits, Other.
- ▶ **Review process:**  
Semi-annual surveillance audits are conducted; at least one in the first three years must be unannounced (SAAS Global Procedure 200, 2.19 and 2.21).
- ▶ **Validity of audit certificate:**  
Companies must recertify every 3 years.

## WHAT KIND OF CRITERIA ARE USED FOR THE ASSESSMENT?

- ▶ **Pass and fail:**  
Once an organization has implemented any necessary improvements to meet the requirements in the Standard, it can earn a certificate attesting to its compliance with SA8000.
- ▶ **What happens if non-conformity is found?**  
Corrective actions need to be taken in due time after non-compliances have been identified.
- ▶ **Does the initiative offer incentives for continuous improvement?**  
Continuous improvement is expected in SA8000 certified facilities.

## ARE THE PRODUCTS TRACEABLE ALONG THE SUPPLY CHAIN?

The company shall maintain appropriate records of suppliers/subcontractors' (and, where appropriate, sub-suppliers') commitments to social accountability, including, but not limited to, contractual agreements and/or the written commitment of those organisations a) Conform to all requirements of this standard and to require the same of sub-suppliers; b) Participate in monitoring activities as requested by the company; c) Identify the root cause and promptly implement corrective and preventive action to resolve any identified non-

conformance to the requirements of this standard; d) Promptly and completely inform the company of any and all relevant business relationship(s) with other suppliers/sub-contractors and sub-suppliers. 9.8 The company shall establish, maintain, and document in writing appropriate procedures to evaluate and select suppliers/subcontractors (and, where appropriate, sub-suppliers) taking into account their performance and commitment to meet the requirements of this standard.

## DOES THE INITIATIVE HARMONISE WITH OTHER STANDARDS?

Yes, with other ISEAL members.

- ▶ **Auditing methodologies:**  
Fair Trade USA, Rainforest Alliance
- ▶ **Capacity building and outreach:**  
ICCO, Danish Institute for Human Rights, CIAC, CDH, INCAP, PASE, CNTAC, Cotton made in Africa, Tchibo GmbH, ITGLWF, Rapid Results Institute, CSR-Centre Bangladesh, ZELA, Responsible Jewellery Council, BSCI, UN Women, Transparency International, UN Global Compact, IFC, FLO, GoodWeave, Clinton Global Initiative, Labor Link, Magen Tzedek, AKUT Search & Rescue Association, Tata Council for Community Initiatives, Gap Inc., Disney, Timberland, GIEK

## USE OF LOGO ON THE FINAL PRODUCT?

- ▶ **No.** The logo policy for the SA8000 is available at: [www.sa-intl.org/logopolicy](http://www.sa-intl.org/logopolicy)

## WHAT KIND OF SUPPORT IS PROVIDED?

SAI provides free of charge online access to the standard and additional resources that help companies understand the requirements of the SA8000 standard. SAI also offers a wide range of capacity building support and technical assistance including SA8000 auditor training seminars and professional development workshops.

## HOW MUCH DOES IT COST?

- ▶ **Membership fee:**  
Not applicable.
- ▶ **Certification costs:**  
There are three basic types of out of pocket costs associated with:
  - The cost associated with taking corrective and preventive action in order to attain compliance. After this, an organization would seek verification of its compliance.
  - The cost of an independent audit by a SAAS-accredited Certification Body based on the number of days and auditors needed to conduct the audit at the facility. In general, the costs typically range between \$500-\$1,500 per day, as determined by each individual certification body.
  - The cost associated with taking corrective actions to resolve problems (if non-conformances have been identified).

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## GEOGRAPHIC SCOPE

**Africa:** Egypt, Kenya, Mauritius, Morocco, South Africa, Tunisia, United Republic of Tanzania **Asia:** Bangladesh, China, Chinese Taipei, Hong Kong China, India, Indonesia, Iran (Islamic Republic of), Israel, Japan, Jordan, Lao People's Democratic Republic, Malaysia, Pakistan, Philippines, Republic of Korea, Saudi Arabia, Singapore, Sri Lanka, Thailand, Turkey, United Arab Emirates, Viet Nam, **Europe:** Austria, Belgium, Bulgaria,

Croatia, Czech Republic, Denmark, Finland, France, Germany, Greece, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Romania, Serbia and Montenegro, Slovakia, Slovenia, Spain, Sweden, Switzerland, United Kingdom, **Central America:** Costa Rica, Guatemala, Honduras, Panama, **North America:** Mexico, United States of America, **South America:** Bolivia, Brazil, Colombia, Peru, Venezuela



*The SA8000 standard is applicable to any company worldwide, across all industrial sectors with the exception of maritime.  
Source: Annual Report 2010*

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## STEPS TO JOIN THE INITIATIVE:

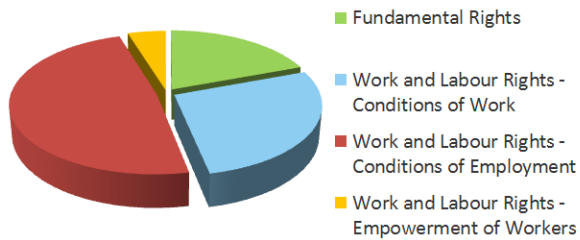
1. Compare self with standard, identify gaps, conduct training of the standard.
  2. Auditors from these certification bodies visit facilities and assess corporate practice on a wide range of criteria. A key part is to evaluate the performance of the company's management systems to ensure the ongoing implementation of acceptable practices laid out in the SA8000 standard.
  3. In case of compliance with the SA8000 requirements, a certificate is issued which the certified facilities are required to make public. SAAS also publishes this information on its website on a public list that is updated on a quarterly basis.
  4. Certified companies must display their certificate, but individual products cannot be labelled as the certification represents a procedures and performance-type process and not a product certification.
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## OVERVIEW OF REQUIREMENTS\*:

## EXPLANATION:

### SOCIAL REQUIREMENTS

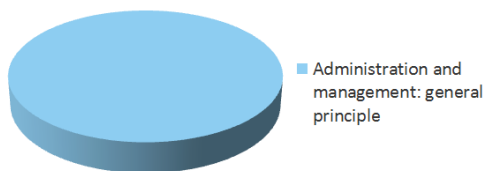


#### **Critical:**

The normative elements of SA8000 are based on national law, international human rights norms and the conventions of the ILO. SA8000 is verifiable through an evidenced-based process, its requirements apply universally, regardless of a company's size, geographic location, or industry sector. As such, SA8000 requirements are presented in Standards Map as 'critical requirements'.

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### ECONOMIC REQUIREMENTS



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\* based on criteria used in Standards Map. Access Standards Map's Analysis Module to review specific details on upto 250 sustainability requirement for each of the standards.

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## FURTHER INFORMATION

Standards Map is a web-based interactive tool that centralises, organises and disseminates information on over 100 voluntary sustainability standards. Standards Map is part of the International Trade Centre's web-based [Market Analysis Tools](#).

More detailed information on the specific requirements of the sustainability initiative can be reviewed: [standardsmap.org](https://standardsmap.org).

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