

Lakshy Management Consultant Pvt. Ltd.



Social Accountability - SA 8000

Awareness Presentation

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Why use a Standard

- To provide a basis for audit and improvement that represents the interests of stakeholders, whilst being biased to none in particular.
- Is widely understood, accepted and is verifiable by both internal and external means.
- A baseline against which acceptable practices may be measured.

SA 8000

- The first global standard for ethical sourcing.
- Designed for independent verification.
- A global standard, designed for use by any company, anywhere in the world.
- Has been developed with stakeholders.
- Is designed to take local laws and requirements into account.

SA 8000

- A common standard seeking to guarantee the basic rights of workers.
- A set of universal requirements in line with the ILO Conventions.
- The first auditable global social standard.
- Provides the framework for the independent verification of the ethical production of goods and services.

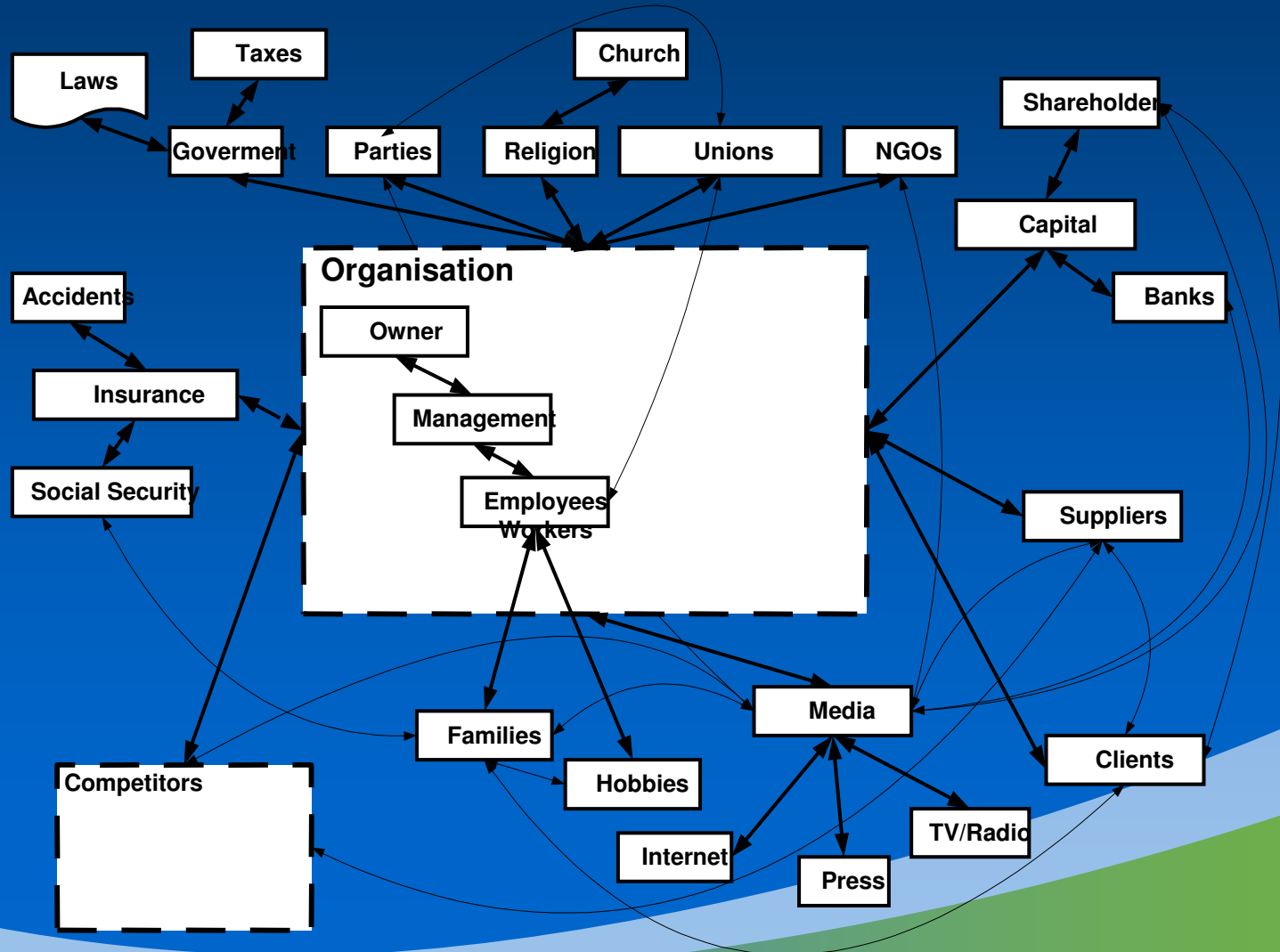
The Standard SA 8000



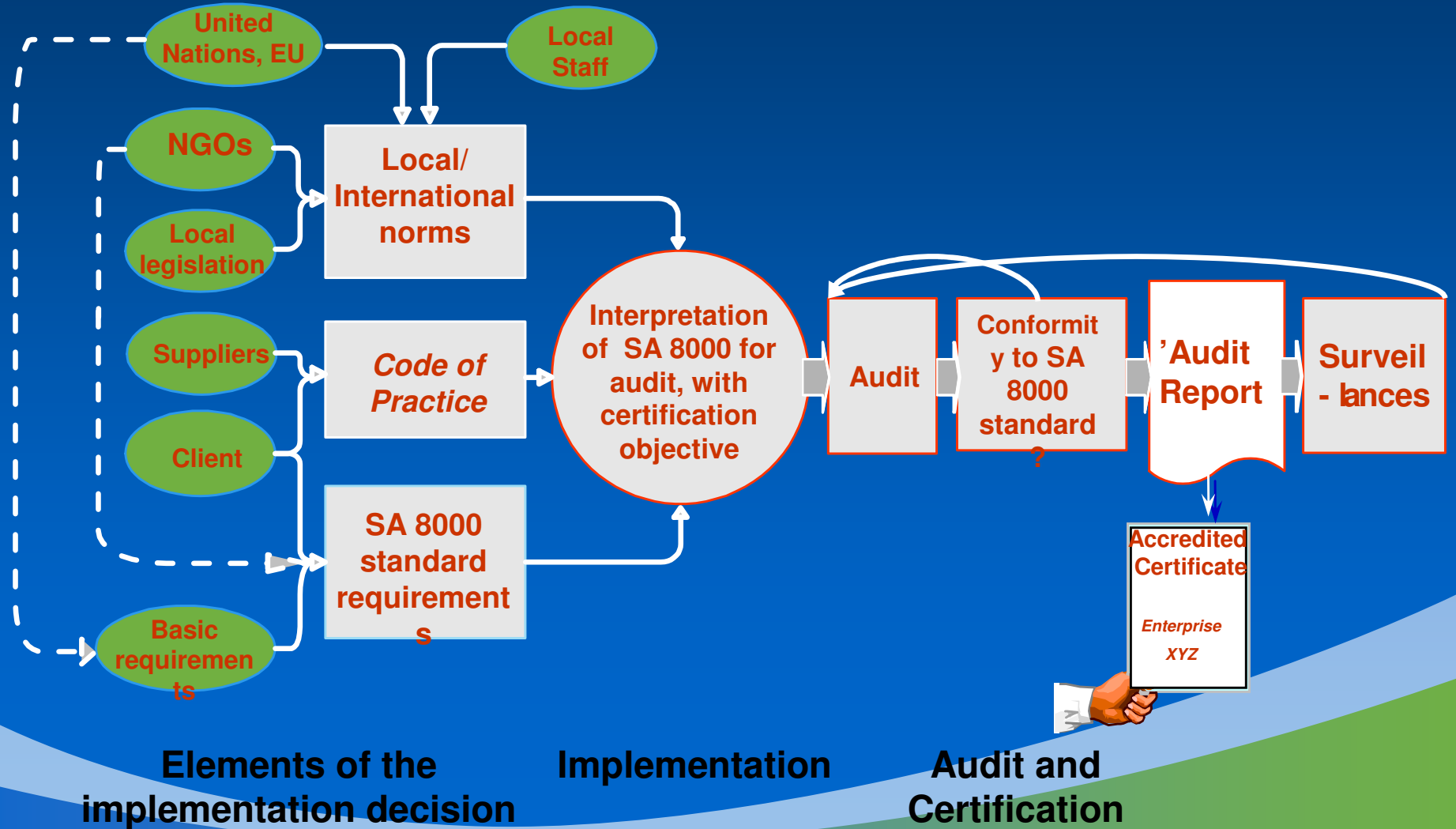
Implementation

- Learn about the requirements
 - Commitment of the Top Management
 - Project planning
 - Training, Information
 - Process / evidence definition
 - Process implementation / providing evidence
 - Monitoring / Management Review
 - (Pre-Audit) Certification
 - Continual Improvement

Stakeholder Map



Certification Process



Certification Audit: Documentation

- Documentation
 - Contract of Employment
 - Human Resource Manual / Procedures
 - Published Policy
 - PR Material
 - Quality Manual / Procedures
 - Health and Safety Manual / Procedures

Certification Audit: Records

- Records
 - Pay Stubs
 - Payroll
 - Fire, Health and Safety Certificate
 - Job Application
 - Test Results (e.g. Potable Water)
 - Production Schedules
 - Identity Documents

Benefits for Employees

- Fewer accidents
- Enhanced opportunities to be organized
- A way to address and improve the conditions where people work
- Increased worker awareness about core labor rights
- Enhanced communication to the management
- Evidence that labor rights are good for society and business
- Improved business practices lead to economic growth and new job opportunities

Employer benefits

- A credible and effective way to put social responsibility into action
- Enhanced company and brand reputation
- Improved employee recruitment, retention and performance
- Gains in quality and productivity
- Savings from fewer workdays lost and lower insurance bills
- Less expensive than an internal compliance program
- Better relationships among workers, trade unions, companies, customers, NGOs and government

Consumer benefits

- Clear, credible information for those who want to make ethical purchasing decisions
- Useful data for socially responsible investors
- Identification of products made under humane conditions
- Identification of companies making progress toward humane conditions
- Broad coverage of product categories and production geography

Need More Information.....?



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