A. About the Standard SA8000

- The SA8000 Standard is the world's leading social certification program. The SA8000 Standard and Certification System provide a framework for organizations of all types, in any industry, and in any country to conduct business in a way that is fair and decent for workers and to demonstrate their adherence to the highest social standards. Created by SAI in 1997 as the first credible social certification, it has led the industry for over 20 years.
- SAI is the owner of the SA8000[®] Standard and updates it regularly to respond to new
 and emerging social and human rights issues. While SAI provides guidance on the
 Standard's implementation and determines the program's auditing methodology, all
 SA8000 audits are carried out by certification bodies (i.e. qualified auditing firms) that
 receive accreditation from SAI's independently managed division, Social Accountability
 Accreditation Services (SAAS).

Elements of the Standard

- Child Labor
- Forced or Compulsory Labor
- Health and Safety
- Freedom of Association & Right to Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working Hours
- Remuneration
- Management System
- All Certification Bodies accredited to deliver SA8000 audits and certificates of compliance to the SA8000 Standard are listed here. Please contact these organizations if your company is interested in being certified to SA8000. Click on the links below for the individual CB's detailed accreditation scope.

https://sa-intl.org/resources/sa8000-accredited-certification-bodies/

You can visit the site www.sa-intl.org for the standard copy

B. Steps involved in obtaining the Certification:

1. Standard Copy

(Purchase or download a copy of the Standard from SAI (www.sa-intl.org)

2. Self Assessment

- The first step in the SA8000 certification process is to take the SA8000® Self-Assessment checklist from SAI website.
- The SA8000 Self-Assessment helps interested organizations understand SA8000's management system requirements and whether they are ready to apply for certification.

3. Gap Analysis

- Conduct a gap analysis to identify areas where the organization needs to
 - improve to meet the requirements of the standard.
- Conduct the initial review through overview of health & safety practices, review of business orders and orders for sub contract work, review of

04. Training

 Raise Social Accountability awareness through training to Top and Senior Management, Core Team Members, Executives and Officers, Supplier and Sub-contractors.

05. SA 8000 Documentation

 Develop SA 8000 management system documentation like manuals, procedures, roles and responsibilities, documents and records that meets the requirements of the standard.

06. Internal Auditors Training

 Conduct an internal auditors training to HOD's and core team followed by examination.

7. Internal Audit

 Conduct an internal audit and workers interview by trained internal auditors to ensure that your organization meets the requirements of the SA 8000 standard and is being effectively implemented for a minimum period of three months.

08. Non-Conformances

 Correct any non-conformances identified during the internal audit and take corrective actions to prevent their recurrence.

09. Select a Certification body

• After organization's successful completion of the SA8000 implementation contact an accredited certification body to start the full evaluation process.

10. Certification body

 The certification body will conduct an external audit to assess your organization's compliance with SA 8000 standard. No of man-days for the audit and fees for certification depends on the number of employees, its processes, unit locations, etc.

11. Certificate

 After closure of all non-conformances raised during the audit, a certificate will be issued valid for three years.

13. Maintain certification

 To maintain SA 8000 certification, you will need to undergo periodic planned and unplanned surveillance audits to ensure you continue to meet the requirements of the standard.

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