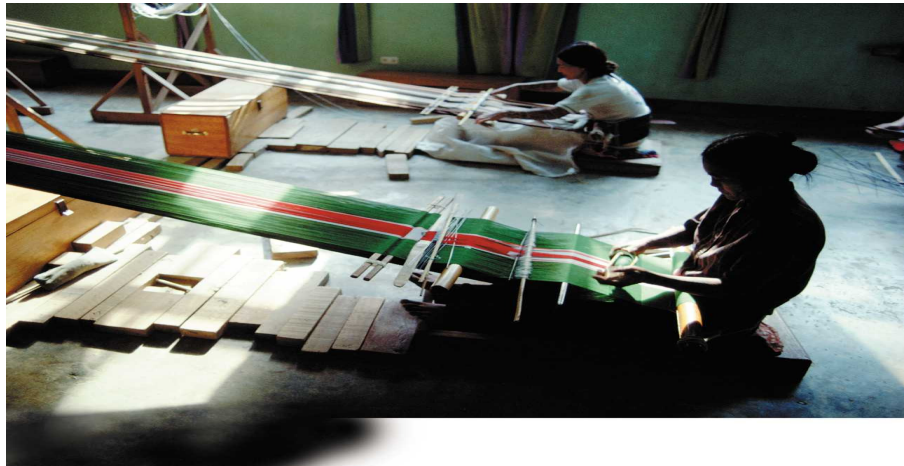


# Social Accountability

Are you committed

to the social and ethical aspects of your business?



## Major Features and Benefits of Social & Ethical Audit!

**Social & Ethical audit is a systematic study and evaluation of an organisation's social performance.**

**It is concerned with the possible influence on the social quality of life instead of the economic quality of life. Social & Ethical audit leads to a report on the Social & Ethical performance of a business unit.**



# Features of Social & Ethical Audit:

- (i) The areas for Social & Ethical audit include any activity which has a significant social impact, such as activities affecting environmental quality, consumerism, opportunities for women and other disadvantaged people in society and similar others.**
- (ii) Normally, the Social & Ethical audit is that it can determine only what an organisation is doing in social areas, not the amount of social good that results from these activities. It is a process audit rather than audit for results.**
- (iii) Auditing Social & Ethical performance is very difficult because most of the results of Social & Ethical activities occur beyond the companies limit.**
- (iv) Both quantitative and qualitative data are essential for Social & Ethical audit to evaluate the organisations Social & Ethical performance.**



# Benefits of Social & Ethical Audit:

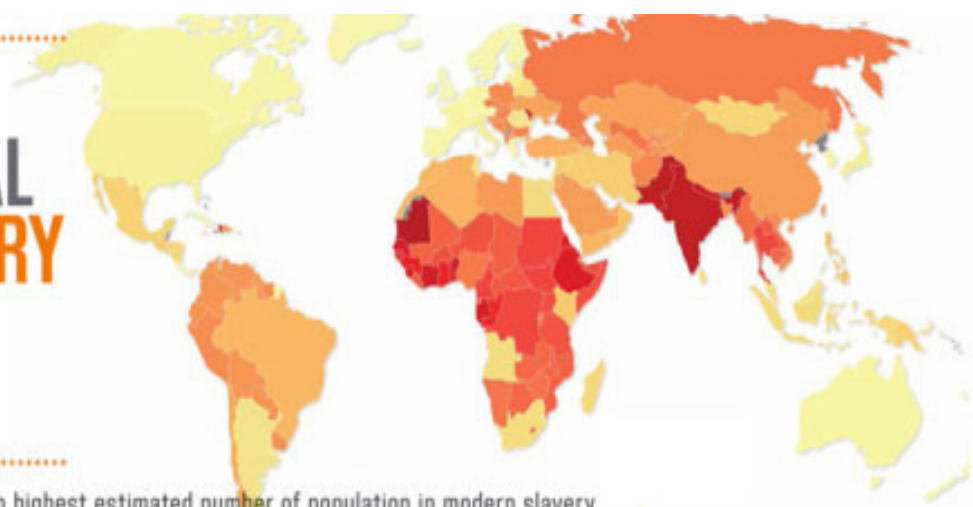
The benefits of the Social & Ethical audit are as follows:

- (i) Social & Ethical audit enables the company to take close look at itself and understand how far the company has lived upto its Social & Ethical objectives.
- (ii) It is the fact that Social & Ethical audit encourages greater concern for Social & Ethical performance throughout the organisation.
- (iii) Social & Ethical audit provides data for comparing effectiveness of the different types of programmes.
- (iv) Social & Ethical audit provides information for effective response to external claimants that make demands on the organisation. The society, welfare organisation and variety of others want to know what a business is doing in areas of their special interest, and a business needs to respond as effectively as possible. The Social & Ethical audit shows a business where it is vulnerable to public pressure and where its strengths lie.





# THE GLOBAL SLAVERY INDEX 2013



Ten countries with highest estimated number of population in modern slavery

Country Name	Population <sup>a</sup>	Estimate of population in modern slavery	Lower range of estimate	Upper range of estimate
India	1,236,686,732	13,956,010	13,300,000	14,700,000
China	1,350,695,000	2,949,243	2,800,000	3,100,000
Pakistan	179,160,111	2,127,132	2,000,000	2,200,000
Nigeria	168,833,776	701,032	670,000	740,000
Ethiopia	91,728,849	651,110	620,000	680,000
Russia	143,533,000	516,217	490,000	540,000
Thailand	66,785,001	472,811	450,000	500,000
Democratic Republic of the Congo	65,705,093	462,327	440,000	490,000
Myanmar	52,797,319	384,037	360,000	400,000
Bangladesh	154,695,368	343,192	330,000	360,000

Publicity is not always good...



Publicity is not always good...

What's in it for business?





# Tell the world that child labour is not part of your business

SA 8000



**- and that you treat your workers fairly.**



# SA 8000

- SA 8000 is the first auditable global standard for ethical sourcing
- Designed for independent verification
- Ensures ethical sourcing of goods and services
- Based on: Universal declaration of Human Rights, UN Convention on the Rights of the Child, 11 Conventions of the International Labour Organization (ILO)
- Modelled after the established ISO 9001 and ISO 14001 standards
- 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





## General

### What is SA 8000 ?

**SA 8000 is both a performance standard and a management system standard.**

**The standard contains:**

- **Predetermined performance requirements (criteria)**
- **Requirements for a management system**

**and thus the assessment consists of two elements:**

- **Performance evaluation based on criteria**
- **Evaluation of the management system, which is a tool to achieve the performance targets defined by the criteria**



## Business Social Compliance Initiative (BSCI)

### BSCI IS A PLUS FOR THE SOCIAL PERFORMANCE OF YOUR COMPANY

The clear objective of BSCI (Business Social Compliance Initiative) is to promote socially responsible production conditions in companies.

With an audit according to BSCI, you demonstrably and visibly introduce fair working conditions and occupational safety in your supplier countries and win the trust of customers and consumers as well as business partners and employees. At the same time you avoid complex multiple audits and provide an excellent starting point for a future SA 8000 certification. This saves money and time.



# What is a BSCI Audit and for Which Companies Is It Useful?

**BSCI is a comprehensive, European platform for companies (usually importers, retailers and industrial companies). This platform is linked to the BSCI code of conduct and thereby systematically helps monitor and improve global social standards in supplier countries.**

**A BSCI audit is targeted at companies which are active in the international market and work with suppliers abroad.**

**Important: BSCI is not a management system. An extension of the requirements of the BSCI for a management system is provided by the SA 8000 standard which is comparable to the established DIN EN ISO 9001 standard**





# Benefits of Our BSCI Audit Consultancy Services at a Glance

**With a BSCI audit Consulting Services by Accredium you can Open up new marketing opportunities and boost the confidence of customers and consumers as well as business partners and employees.**

- **Lay the foundation for future trade relations and gain advantages in tenders.**
- **Show your responsibility for fair production and working conditions.**
- **Save time and money by avoiding multiple audits.**
- **Provide the evidence of improved working conditions and its social commitment.**
- **Improve the management of your supply chain.**
- **Create the perfect foundation for a SA 8000 certification.**



# WHAT IS SEDEX

## SEDEX: Supplier Ethical Data Exchange

SEDEX (Supplier Ethical Data Exchange) is a world renowned online platform. As a visible member of the SEDEX database you show your customers and partners that, at your company, the principles of ethical and social sustainability have priority and are respected.

**To become a member of the SEDEX database, you must conduct a SEDEX audit according to the SMETA guidelines. You can share your SMETA audit reports on the SEDEX platform with other members and your customer to show that you operate according to the principles of ethical and social sustainability in your supply chain .**

**With the SEDEX database, customers have the ability to purposefully manage their supply chain according to the principles of SEDEX and thus reduce the risk, among other things. The SEDEX database contributes significantly to the improvement of ethically responsible business practices throughout the entire value chain.**



## Benefits of a SEDEX Smeta Audit

*Auditors of Accredium are registered as Independent Auditor at SEDEX and your partner for the global implementation of SEDEX SMETA audits. Auditors are also qualified as Social Audit SA8000 Basic Auditor*

### Benefits:

- You improve your image and show customers and partners that you respect the principles of ethical and social sustainability.
- SEDEX serves as an internationally recognized and comprehensive audit and saves you the auditing / certification according to other standards.
- You differentiate yourself from your competitors with an independent verification of your corporate sustainability.
- You reduce risks in the area of social responsibility and sustainability.
- You continuously work on improving your supplier relationships.





## Registered, Audited & Certified companies



### Who are Registered/Audited/certified?

- ◆ Big & reputed manufactures of india
- ◆ Major exporter House of India and asia
- ◆ Almost 20 % of all certificates in China
- ◆ Major global groups s in Italy
- ◆ Major global soucer and suppliers of the Americas , US and Brazil



## Industries who are certified

- ◆ Handicrafts & Kitchenware Manufactures
- ◆ Clothing and shoes manufacturers
- ◆ Leather Exporters
- ◆ Toy manufacturers
- ◆ Automotive industry
- ◆ Food



## Accredium's Association with SAI Accredited and Independent Certification bodies

How is Accredium doing?

- ◆ Accredium is one of the few consulting companies associated with the globally **accredited certification bodies** by the SAI to assist SA 8000 implementation and internal audits and to assist in getting accredited certificates.
- ◆ **Service fits well** with our corporate objective of “envision, engage and empower” MSMEs
- ◆ Provides services with economical, affordable and hasslefree ways





How is Accredium doing?

◆ **Having good experience to working with MSMEs**

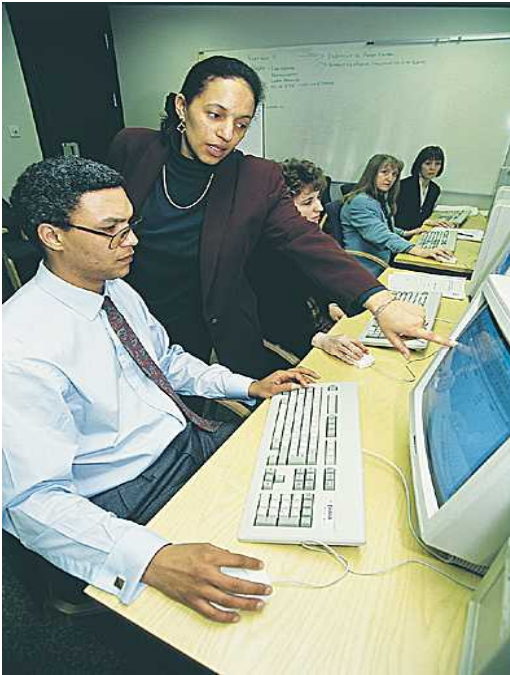
◆ **Covers:**

- Handicrafts , Kitchenware and Leather manufacturers
- Toys
- Sport shoes
- Textile, Fashion Accessories and Consumer goods
- Food Services
- Automobile Services sectors
- Other small and large units and service providers



# Trained Consultants and Auditors

## Why choose Accredium as your consulting and certification partner ?



Accredium Auditor are trained by SAI and successfully completed SA8000 Audit Course.

Accredium Auditors are registered with SEDEX as Independent Sedex Auditor for Social & Ethical Audits.

Accredium is closely working with trained SA 8000 auditors in:

- Delhi NCR
- Haryana & Punjab
- UP & UK
- Rajasthan & Gujrat
- Maharashtra



## Social & Ethical Accountability Audits

- ◆ **SA8000/BSCI/ETI/SEDEX/WRAP** are universal codes and standards for companies seeking basic rights for the workers
- ◆ **SA 8000** contains both performance requirements as well as requirements for a management system
- ◆ **SA 8000** is an auditable standard, modelled after the established ISO 9001 and ISO 14001 standards
- ◆ **Accredium** is closely working with the world-wide accredited certification bodies for SA 8000 certification and has nationwide services.
- ◆ Accredium provides services in an affordable, economical and hassle-free way





# Why use a Standard and Code like SEDEX/ BSCI/ ETI/ WRAP/ SA8000 Social & Ethical Codes

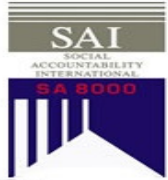
- ◆ To provide a basis for audit and improvement that represents the interests of stakeholders, whilst being biased to none in particular.
- ◆ Is widely understood, accepted and is verifiable by both internal and external means.
- ◆ A baseline against which acceptable practices may be measured.



# SA 8000

- ◆ 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
- ◆ Has been developed by SAI (Social Accountability International)
- ◆ More information: [www.sai-intl.org](http://www.sai-intl.org)





◆ BSCI/SEDEX/ETI/WRAP/SA8000 stipulates generally the following requirements:

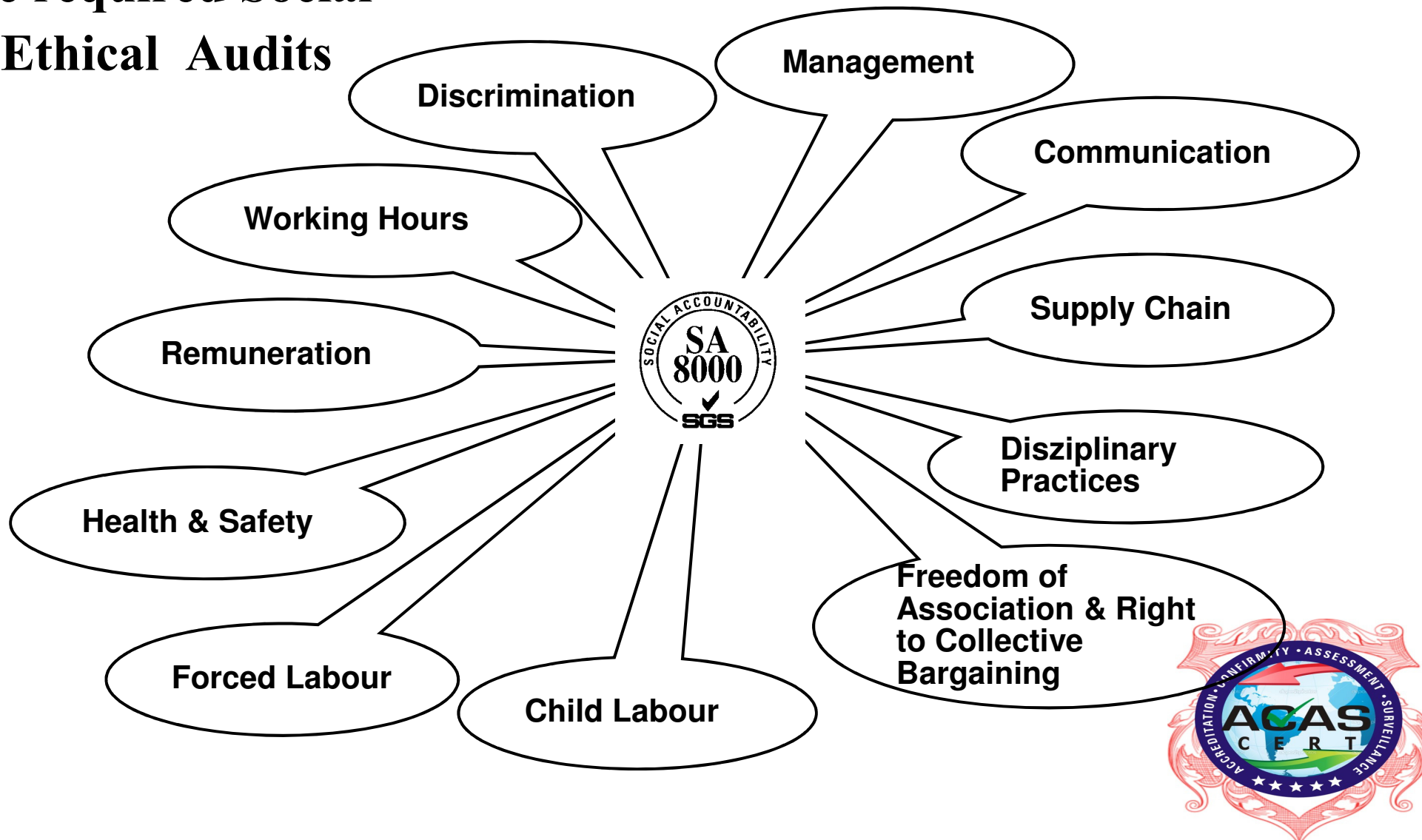
1. Minimum age
2. Forced Labour
3. Occupational Health and Safety
4. Freedom of Association and Right to organise
5. Discrimination
6. Disciplinary Practices
7. Hours of Work
8. Compensation
9. Business and Ethical Practices

## The Social standard & Codes requirements





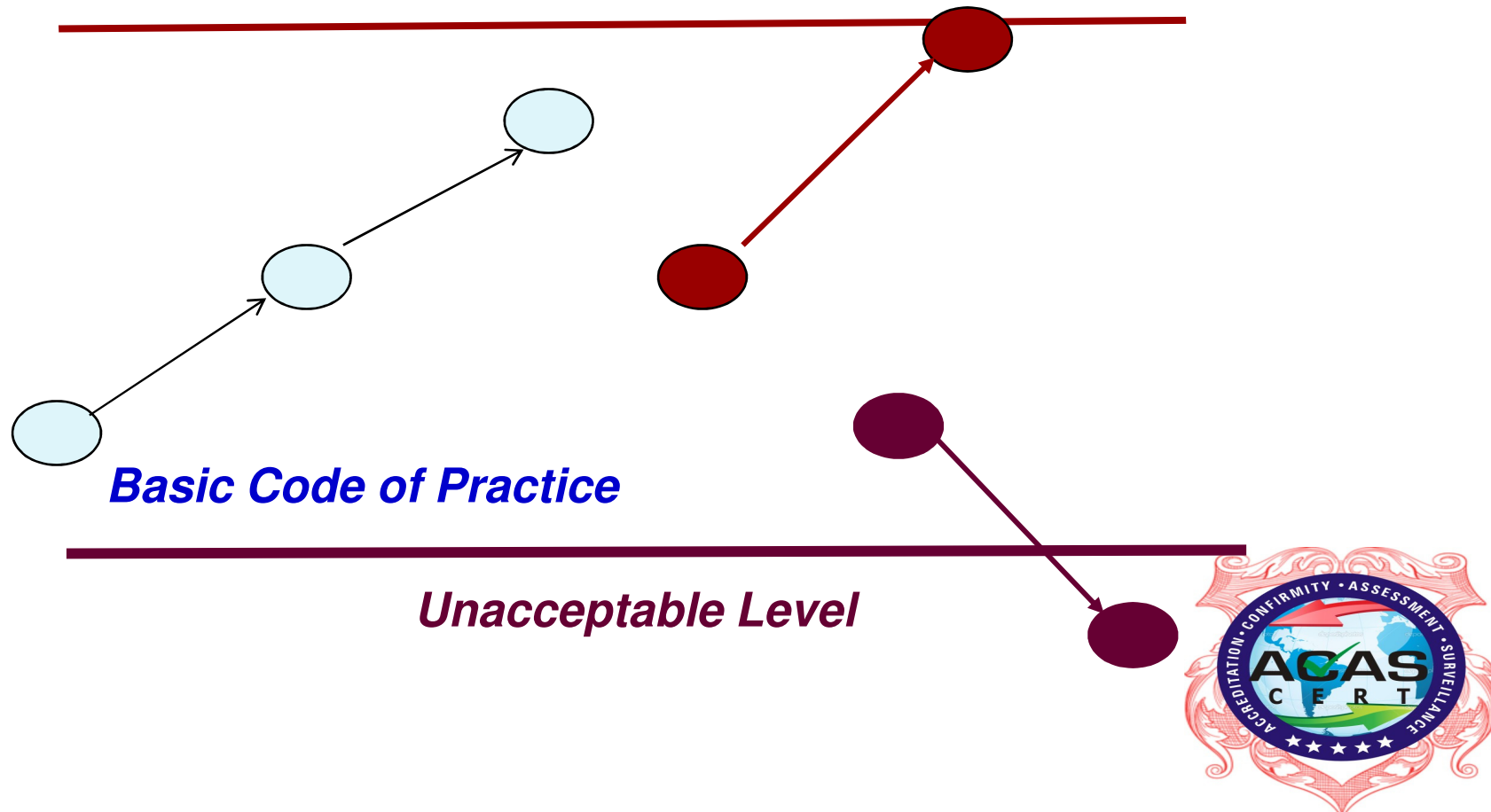
# The Standards and Code required Social & Ethical Audits





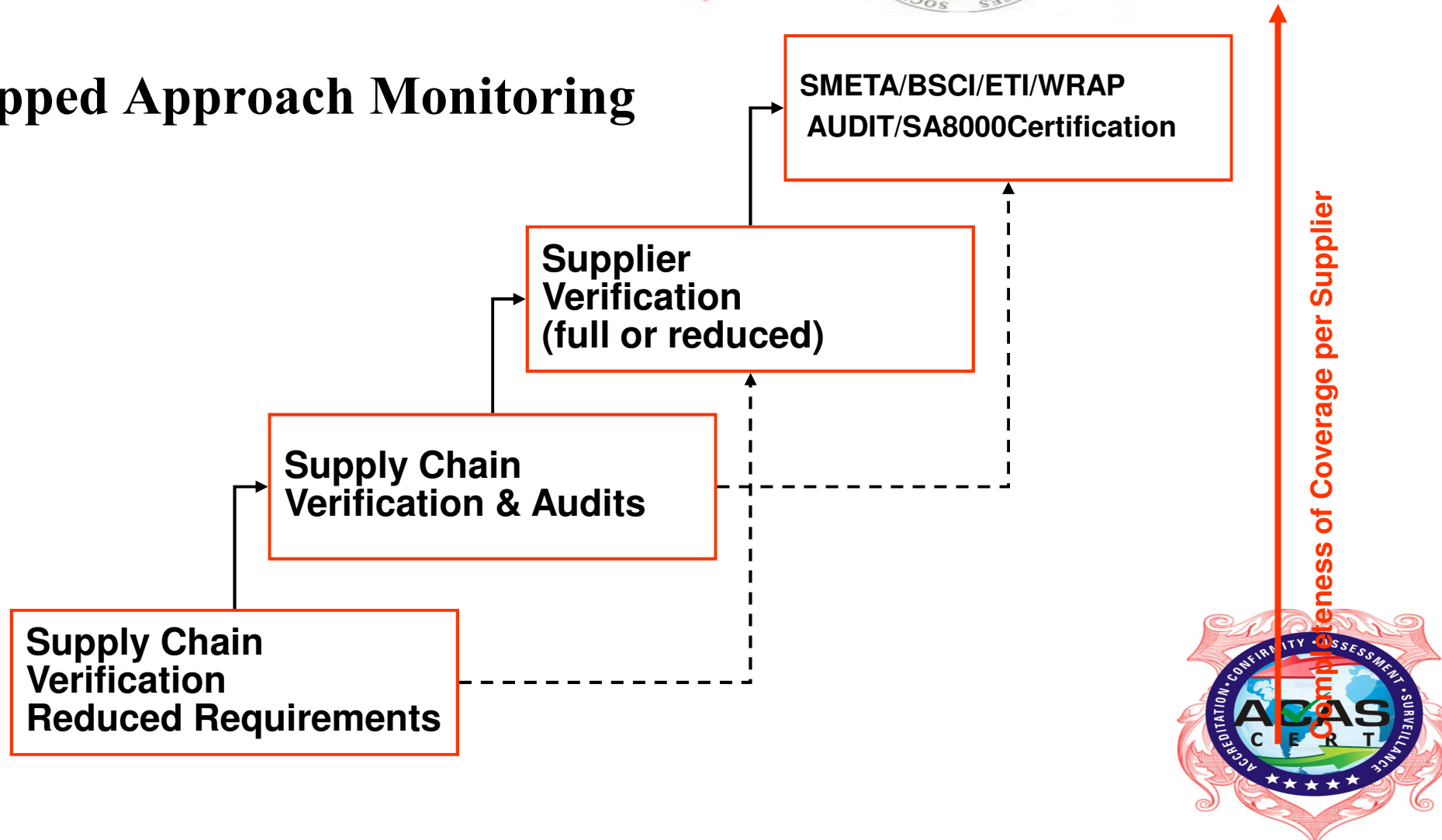
## Improvement Process

### ***SEDEX/BSCI/WRAP/ETI/SA8000 Certification***





## Stepped Approach Monitoring



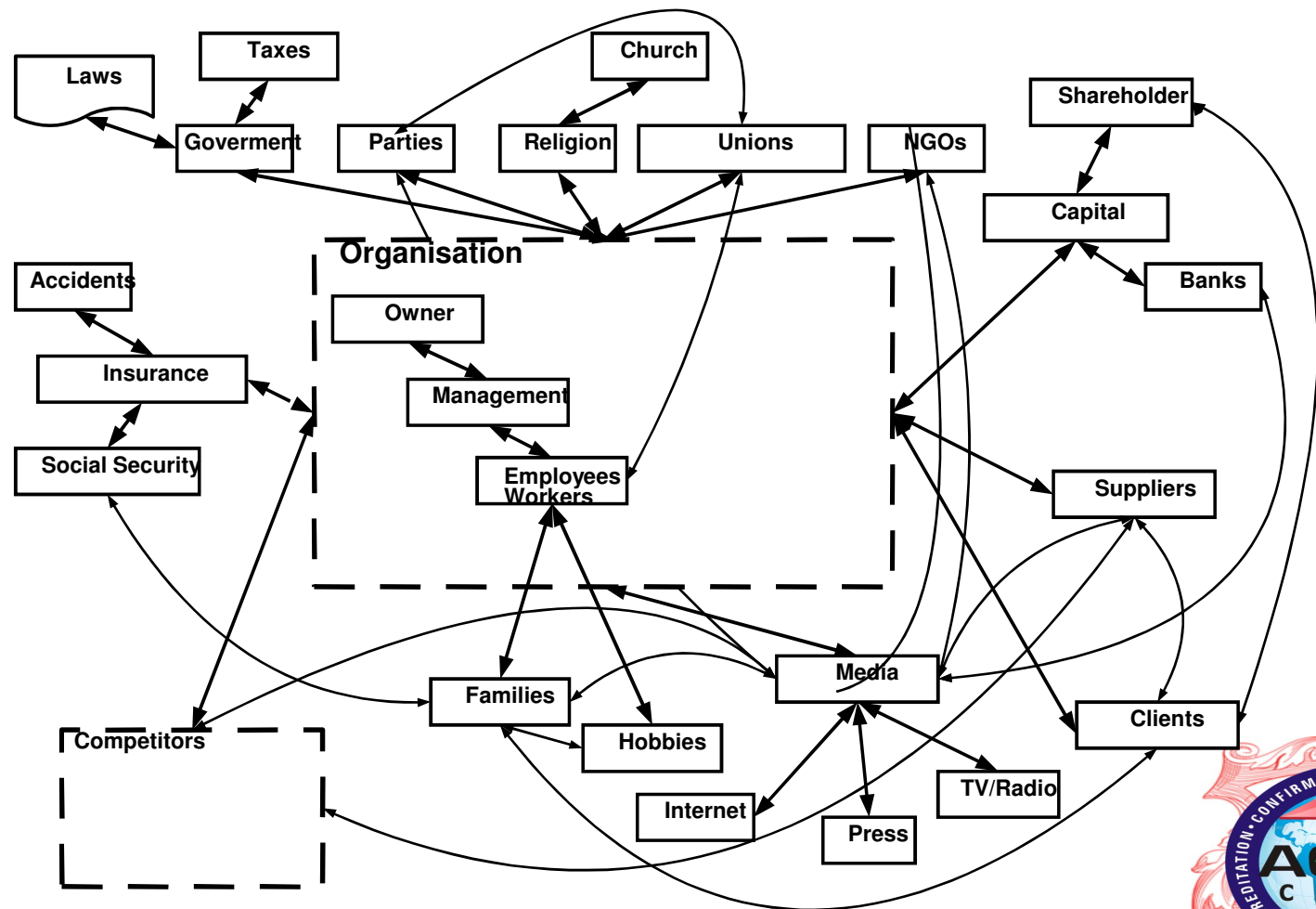
# Implementation

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

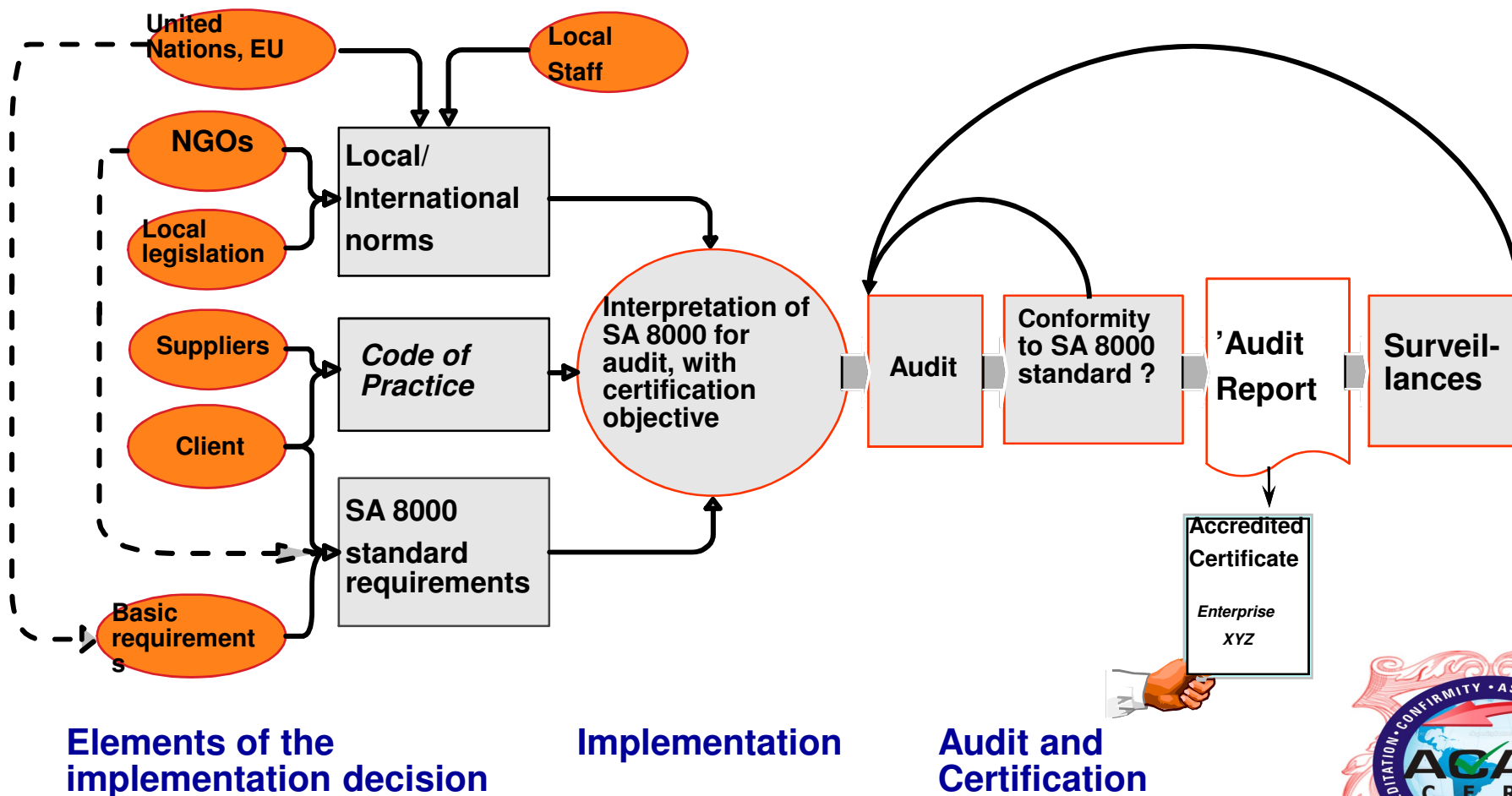




# Stakeholder Map



# 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





# Certification Audit: Interviews and Focus Groups

## ◆ Worker Interview

- Anonymity
- Simple, clear questions
- Language
- Gender
- Notes
- Ev. Off-site interviews

## ◆ Focus Groups

- Group of workers selected randomly
- Two / three Subjects
- Group Briefed at Start / summary given at end of Session



# Certification Audit: Questionnaire, Observations

## ◆ Questionnaire / Survey

- Larger sample
- Anonymous
- Use to cross check
- Brief, clear (10 – 15 Questions)

## ◆ Observations

- Use and common sense

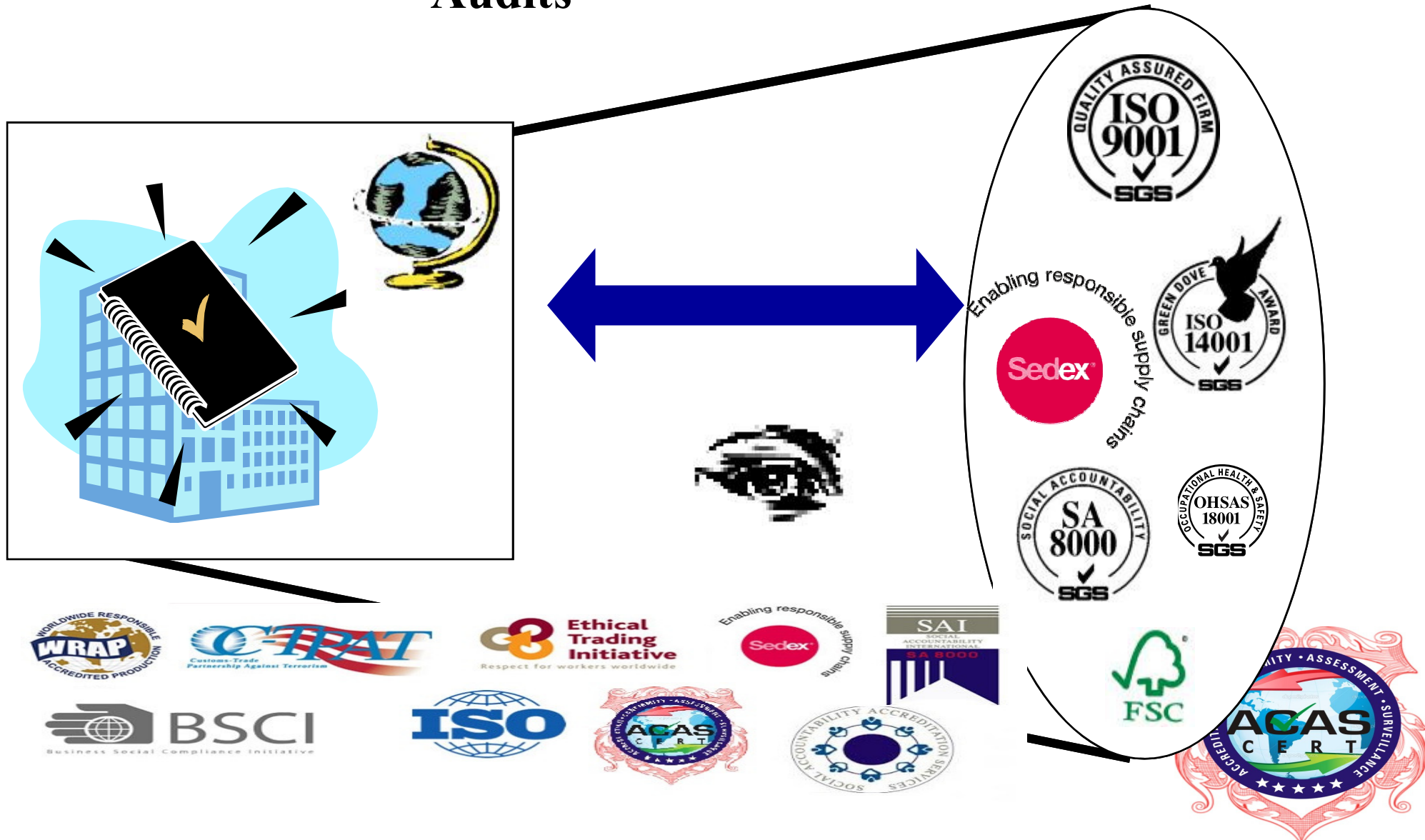


# Social & Ethical Auditors Ethics

- ◆ Audit team selection (gender)
- ◆ Language
- ◆ Knowledge of customs and laws
- ◆ Understanding of the culture
- ◆ Do no harm
- ◆ Information is about people
- ◆ When auditors leave, people remain
- ◆ If you cannot do the work – do not try
- ◆ Do not deceive
- ◆ Do not misrepresent



# Integrated Systems → Integrated Audits





# Worker Benefits

- ◆ 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 & Ethical 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



# Social Accountability - SA 8000

## Questions

Questions  
& Answers

**QUESTIONS  
& ANSWERS**

QUESTIONS  
& ANSWERS

QUESTIONS  
& ANSWERS

Questions  
& Answers



Questions  
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& Answers





# Additional Information ?

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