

# Social Accountability 8000

## International Standard

developed by Social Accountability International

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SA8000®:2014

Previous versions 2001, 2004 and 2008 are outdated

The official language of the Standard and supporting documents is English. In case of inconsistency between the versions, please refer to the English version.



# International Standard

## Information on the Standard

This is the fourth edition of SA8000, a voluntary standard, verifiable through third-party audits, which defines the requirements that must be met by organizations, including the recognition or improvement of workers' rights, workplace conditions and a system of effective management. In any case, the certification can only be issued for each specific workplace.

The key elements of this standard are based on the Universal Declaration of Human Rights, ILO conventions, international human rights standards and national labor laws. The regulatory documents taken as reference in the audits for SA8000 certification include the SA8000 Standard and the annex *SA8000 Performance Indicators*. Furthermore, the *SA8000 Guidance Document* to facilitate compliance with the Standard.

the attached *SA8000 Performance Indicators* is a regulatory document that defines the minimum performance expectations of an SA8000 certified organisation. This document is available online [on the SAI website](#).

The *SA8000 Guidance Document* provides an interpretation of SA8000 and guidance on how to apply its requirements; provides examples of methods for verifying compliance and serves as a guide for auditors and organizations wishing to obtain SA8000 certification. The guidance document is available [on the SAI website](#).

Although SA8000 is universally applicable, and in principle certification is available in any country or industry, there are exceptions. In fact, the SAI Advisory Board believes that there are some sectors in which meeting all the requirements of the Standard poses particular difficulties due to sector regulations and technical needs. The list of exceptions currently in force can be found online [on the SAI website](#).

The SA8000 is periodically serviced as conditions change. Revisions also include corrections and improvements received from interested parties. It is hoped that both the Standard and the relevant annex *SA8000 Performance Indicators*, be the *SA8000 Guidance Document*, continue to improve with the contribution of a wide variety of participants. The SAI welcomes your suggestions. To comment on SA8000, on the attachment *SA8000 Performance Indicators* or on *SA8000 Guidance Document* send written comments to the addresses indicated below.

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Social Accountability International

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## I. Introduction

### 1. PURPOSE AND FIELD OF APPLICATION

**Scope:** The purpose of SA8000 is to provide a voluntary and verifiable standard, based on the Universal Declaration of Human Rights, ILO documents and other international standards regarding human and labor rights, as well as national laws, to enhance and protect all personnel falling within the sphere of control and influence of an organization, which creates products or services for it, including personnel employed by the organization itself and its suppliers, subcontractors, sub-suppliers and home workers. It is believed that an organization must achieve compliance with the Standard through an adequate and effective management system.

**Field of application:** It is universally applicable to every type of organization, regardless of, for example, size, geographic location or industry sector.

### 2. MANAGEMENT SYSTEM

In the analysis of the next eight elements of SA8000, it must be considered that the requirements of this element - Management System - are essential for their correct implementation, monitoring and application. The management system is the operational map that allows an organization to achieve, through continuous improvement, full and sustainable compliance with SA8000, also known as "Social Performance".

In the application of the management system element, the priority required is that during the process of adapting to the elements of the Standard, a joint participation of workers and management is created, structured and maintained active. This is particularly important for identifying and correcting non-conformities, and ensuring compliance is maintained.

## II. Regulatory elements and their interpretation

The organization *needs to* comply with local, national and other applicable laws, prevailing industry regulations, other requirements to which the organization adheres, as well as this Standard. When such laws, regulations or other requirements to which the organization adheres and the Standard concern the same topic, *needs to* the provision that is most favorable to workers be applied.

The organization *needs to* furthermore respect the principles of the following international instruments:

ILO Convention 1 (Working hours - Industry) and Recommendation 116 (Reduction of working hours)

ILO Conventions 29 (Forced Labor) and 105 (Abolition of Forced Labor)

ILO Convention 87 (Freedom of association and protection of the right to organise)

ILO Convention 98 (Right to organize and collective bargaining)

ILO Conventions 100 (Equality of pay) and 111 (Discrimination – employment and profession)

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ILO Convention 181 (Private Employment Agencies)

ILO Convention 182 (Worst forms of child labour)

ILO Convention 183 (Maternity Protection)

ILO Code of Practice on HIV/AIDS and the World of Work

Universal Declaration of Human Rights

International Covenant on Economic, Social and Cultural Rights

International Covenant on Civil and Political Rights

United Nations Convention on the Rights of the Child

United Nations Convention on the Elimination of All Forms of Discrimination against Women

United Nations Convention on the Elimination of All Forms of Racial Discrimination

United Nations Guiding Principles on Business and Human Rights

### III. Definitions (organized by alphabetical or logical order)

- 1. Must:** In this standard the term "*needs to*" indicates an obligation. Note: Italics added for emphasis.
- 2. It can:** In this standard the term "*can*" indicates permission. Note: Italic has been added for emphasis.
- 3. Child:** Any person under 15 years of age, except where local minimum age laws establish a higher minimum age for employment or compulsory school attendance, in which case apply the higher age.
- 4. Child labor:** Any work performed by a child under the age(s) specified in the definition of child above, except as provided for in ILO Recommendation 146.
- 5. Collective agreement:** A contract specifying the terms and conditions of employment, negotiated between an organization (for example an employer) or a group of employers and one or more workers' organisations.
- 6. Corrective action:** An action aimed at eliminating the root cause(s) of an identified non-conformity. Note: Corrective actions are taken to prevent the recurrence of the non-compliance.
- 7. Preventive action:** An action aimed at eliminating the root cause(s) of a potential non-conformity. Note: Preventive actions are taken to prevent a nonconformity from occurring.
- 8. Forced or compulsory labor:** Any work or service that a person has not volunteered to perform and which is performed under threat of punishment or retaliation, or is required as payment of a debt.
- 9. Home worker:** A person who has a contract with the organization or its supplier, sub-supplier or subcontractor, but who does not work on their premises.
- 10. Human trafficking:** The recruitment, transfer, harboring, or harboring of persons through the use of threats, force, deception, or other forms of coercion, for the purpose of exploitation.
- 11. Interested parties:** Individual or group interested in, or influenced by, the social performance and/or activities of the organization.
- 12. Decent Wage:** The remuneration received for a standard week of work by a worker in a particular location, sufficient to enable him to support a decent standard of living for himself and his family. The elements of a decent standard of living include food, water, shelter, education, healthcare, transportation, clothing and other essential needs including being prepared for unexpected events.
- 13. Non-conformity:** Failure to meet a requirement
- 14. Organization:** Any entity, whether for business purposes or otherwise, responsible for applying the requirements of this standard, including all personnel employed by it. Note: For example, organizations include: businesses, corporations, farms, plantations, cooperatives, NGOs and government institutions.
- 15. Personal:** All individuals employed by an organization or under any other contractual relationship, including but not limited to: directors, executives, managers, supervisors, clerks, workers and workers under any form of contract, such as security guards, canteen workers, dormitory workers and cleaners
- 16. Worker:** All staff without management responsibilities.

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- 17. Private employment agency:** Any body, independent of public authorities, that provides one or more of the following market services:
- meeting between supply and demand for work, without the agency becoming a part of the employment relationship that may arise from it;
  - employment of workers with the aim of making them available to a third party, who assigns them tasks and supervises their execution.
- 18. Remedial actions for child labour:** All forms of support and actions necessary to ensure the safety, health, education and development of children who have been subjected to child labor, as defined above, and whose work has ended.
- 19. Risk assessment:** A process for identifying an organization's policies and practices relating to health, safety and employment policies, and prioritizing associated risks.
- 20. SA8000 workers' representative(s):** One or more representative(s) freely elected by workers to facilitate communication with management representative(s) and senior management on SA8000-related issues. At unionized sites, the representative(s) *must* be a member(s) of the recognized trade union(s), if the trade union(s) choose(s) to fulfill this role. In the event that the union(s) does not identify a representative or the organization is not unionised, the workers *can* for this purpose freely elect its representative(s).
- 21. Social performance:** The achievement by an organization, through continuous improvement, of full and sustainable compliance with SA8000.
- 22. Stakeholder involvement:** Participation of interested parties, including but not limited to: the organization, trade unions, workers, workers' organizations, suppliers, contractors, buyers, consumers, investors, NGOs, media and representatives of local and national governments.
- 23. Supplier/subcontractor:** Any entity or individual(s) in the supply chain that directly supplies to the organization goods or services integrated into, or used in or for the production of, the organization's goods and services
- 24. Sub-supplier:** Any entity or individual(s) in the supply chain that supplies the supplier with goods and/or services integrated into, or used in or for the production of, the organization's or its supplier's goods or services
- 25. Worker organisation:** An autonomous and voluntary association of workers organized for the purpose of promoting and defending the rights and interests of workers.
- 26. Young worker:** Any worker who is over the age of a child, as defined above, and who has not reached the age of 18.

## IV. Social responsibility requirements

### 1. CHILD LABOR

Criteria:

- 1.1 The organization does not *needs to* resort to or support the use of child labor, as defined above.
- 1.2 The organization *needs to* establish, document, maintain, and effectively communicate to staff and other interested parties, written policies and procedures to remedy child labor situations, and *needs to* provide adequate financial and other support to enable the children involved to attend school and remain there until they no longer fall within the definition of a child.
- 1.3 The organization *can* employ young workers, but where such young workers are subject to compulsory education, *they must* work only outside school hours. Under no circumstances does the total time spent between school, work and travel *needs to* exceed 10 hours a day, and in no case young workers *they must* work for more than 8 hours a day. They are not allowed to work at night.
- 1.4 The organization does not *needs to* expose children or young workers to situations that are risky or harmful to their physical and mental health and development, both inside and outside the workplace.

### 2. FORCED OR COMPULSORY LABOR

Criteria:

- 2.1 The organization does not *needs to* resort to or support the use of forced or compulsory labor, including prison labor, as defined by ILO Convention 29, not *needs to* withhold original and non-original identity documents *needs to* require staff to pay "deposits" at the start of employment.
- 2.2 Neither the organization nor any other entity that supplies labor to the organization *needs to* withhold any part of the salary, salary allowances, property or documents of staff, in order to force them to continue working for the organization.
- 2.3 The organization *needs to* ensure that there will be no commissions or costs related to hiring workers wholly or partially.
- 2.4 Staff *needs to* have the right to leave the workplace at the end of the standard working day, *needs to* be free to terminate the employment relationship by giving reasonable notice to the employer.
- 2.5 Neither the organization, nor any other entity that supplies labor to the organization, *needs to* resort to or support human trafficking.



## 3. HEALTH AND SAFETY

Criteria:

- 3.1** The organization *needs to* ensure a safe and healthy working environment *needs to* take effective measures to prevent potential accidents, injuries or illnesses that may occur as a result of, in relation to, or during the performance of work. *Needs to* reduce or eliminate, as far as reasonably possible, the causes of all risks present in the work environment, taking into account the state of prevailing knowledge in the sector and each specific risk.
- 3.2** The organization *needs to* assess all workplace risks for workers who have recently given birth, are pregnant and breastfeeding, including those linked to their job duties, to ensure that all reasonable measures are taken to eliminate or reduce any risks to their health and safety .
- 3.3** Where the organization is unable to effectively reduce or eliminate the causes of any risk in the workplace, *needs to* provide staff, as necessary, with appropriate personal protective equipment at their own expense. In the case of an accident at work, the organisation *needs to* provide first aid and assist the worker to receive the resulting medical treatment.
- 3.4** The organization *needs to* appoint a representative of senior management, responsible for ensuring a safe and healthy working environment for all staff and for applying the health and safety requirements set out in this Standard.
- 3.5** *Needs to* a Health and Safety Committee be created and maintained active, composed in a balanced way of representatives of management and workers. Unless otherwise provided by law, the members representing the workers *they must* include at least one member of the recognized trade union(s), if the trade union(s) choose(s) to fill that role. In cases where the union(s) does not indicate (indicate) a representative or the organization is not unionised, the workers *they must* appoint such representative(s) as they deem appropriate. The decisions of the Committee *they must* be communicated effectively to all staff. The Committee *needs to* be trained and periodically updated to be able to competently engage in the continuous improvement of health and safety conditions in the workplace. It *needs to* conduct periodic, formal risk assessments to identify and address real and potential risks to health and safety. *They have to* records of these assessments and the related corrective and preventive actions taken must be kept.
- 3.6** The organization *needs to* ensure periodic and effective health and safety training for all staff, including workplace instructions and, where necessary, specific instructions for the job performed. Such training *needs to* be repeated for new staff or those assigned to new tasks, as well as in the event of accidents and when technological changes and/or the introduction of new machinery present new risks to the health and safety of staff.
- 3.7** The organization *needs to* establish documented procedures to identify, prevent, reduce, eliminate or ultimately address potential risks to the health and safety of personnel. The organization *needs to* maintain written records of all incidents occurring in the workplace and in all accommodation and facilities made available by the organization, regardless of whether such premises are owned, rented, contracted out or owned by the supplier of services.

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- 3.8** The organization *needs to* guarantee all staff free access to: clean bathrooms, drinking water, suitable places for consuming meals, and, where applicable, hygienically adequate rooms for storing food.
- 3.9** The organization *needs to* ensure that any dormitories made available to staff are clean, safe and adequate for essential needs, regardless of whether such premises are owned, rented, contracted or owned by the service provider.
- 3.10** All the staff *needs to* have the right to leave work in case of imminent and serious danger, without asking permission from the organization.

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## 4. FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

Criteria:

- 4.1** All the staff *needs to* have the right to form, participate in, and organize trade unions of their choice, and to bargain collectively with the organization. The organization *needs to* respect this right, *needs to* effectively inform staff that they can freely join any workers' organization of their choice, without this leading to any negative consequences or provoking retaliation from the organisation.  
The organization does not *needs to* interfere in any way in the formation, operation or management of the aforementioned workers' organizations or in the collective bargaining process.
- 4.2** Where the right to freedom of association and collective bargaining is limited by law, the organization *needs to* allow workers to freely elect their representatives.
- 4.3** The organization *needs to* ensure that union members, worker representatives and staff engaged in organizing workers are not subject to discrimination, harassment, intimidation or retaliation for being union members, or worker representatives, or engaging in organize workers, *needs to* ensure that these representatives can have contact with their members in the workplace.

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## 5. DISCRIMINATION

Criteria:

- 5.1** The organization does not *needs to* resort to or support any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement, based on race, national, territorial or social origin, caste, birth, religion, disability, gender, orientation sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age, or any other condition that could give rise to discrimination.
- 5.2** The organization does not *needs to* interfere with the exercise of the rights of personnel to follow principles or practices, or to satisfy needs, related to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, trade union membership, political opinions or any other condition which could give rise to discrimination.
- 5.3** The organization does not *needs to* permit any behavior that is threatening, abusive, or aimed at

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exploitative or sexually coercive, including gestures, language and physical contact, in workplaces and in all accommodation and other facilities made available by the organization, regardless of whether such premises are owned, rented, leased or owned of the service provider.

**5.4** The organization does not *needs to* under no circumstances subject staff to pregnancy or virginity tests.

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## 6. DISCIPLINARY PRACTICES

Criteria:

**6.1** The organization *needs to* treat all staff with dignity and respect. Not *needs to* use or tolerate the use of corporal punishment, physical or mental coercion, verbal abuse towards staff. Harsh or inhumane treatment is not permitted.

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## 7. WORKING HOURS

Criteria:

**7.1** The organization *needs to* comply with applicable laws, collective bargaining (where applicable) and industry standards regarding working hours, rest periods and public holidays. The normal working week, excluding overtime, *needs to* be that established by law, but not *needs to* in any case exceed 48 hours.

**7.2** Staff *needs to* receive at least one day off after six consecutive days of work. Exceptions to this rule apply only if both of the following conditions are met:

- a) National law allows working hours that exceed this limit; And
- b) A freely negotiated collective agreement is in force which allows working hours to be calculated on an average basis, including adequate rest periods.

**7.3** All the amazing work *needs to* be voluntary, except as provided in 7.4 below, not *needs to* exceed 12 hours per week, nor must it be requested regularly.

**7.4** Where overtime is necessary to respond to short-term market demand and the organization is party to a collective agreement, freely negotiated by representation of a significant portion of its workforce, *can* request overtime in compliance with this agreement. Any such agreement *needs to* comply with the other requirements of the Working Hours element.

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## 8. SALARY

Criteria:

- 8.1** The organization *needs to* respect the right of staff to a decent wage, and ensure that the wages paid for a normal working week, excluding overtime, always correspond at least to legal standards or minimum industry standards, or collective agreements (where applicable). Wages *they must be* sufficient to satisfy the basic needs of the staff, as well as provide some discretionary income.
- 8.2** The organization does not *needs to* apply salary deductions for disciplinary reasons. Exceptions to this rule apply only if both of the following conditions are met:
- a) National law allows salary deductions for disciplinary reasons; And
  - b) There is a freely negotiated collective agreement in place that allows this method.
- 8.3** The organization *needs to* ensure that the composition of workers' wages and benefits are clearly and regularly detailed in written form for each pay period. The organization *needs to* also ensure that wages and benefits are paid in accordance with the law and in a manner convenient to workers, but under no circumstances delayed or limited by methods such as vouchers, coupons or promissory notes.
- 8.4** All the amazing work *needs to be* paid with a premium, as defined by national law or collective bargaining. In countries where the overtime increase is not regulated by law or collective bargaining, the organization *needs to* compensate workers by applying the highest increase between that defined by the organization itself and that established by prevailing industry standards.
- 8.5** The organization does not *needs to* use "labour only" contractual arrangements, consecutive short-term contracts and/or false apprenticeship programs or other schemes, aimed at avoiding the fulfillment of obligations towards staff under applicable legislation and regulations on work and safety social.

## 9. MANAGEMENT SYSTEM

Criteria:

### 9.1 Policies, Procedures and Records

- 9.1.1** Senior management *needs to* establish a written policy in all appropriate languages to inform staff that they have chosen to comply with the SA8000 Standard.
- 9.1.2** The organization *needs to* include the organization's commitment to comply with all the requirements of the SA8000 Standard and to comply with international instruments as listed in the previous section on Regulatory Elements and Their Interpretation. It *needs to* also commit the organization to comply with: national laws, other applicable laws and other subscribed requirements.
- 9.1.3** The organization *must* display the SA8000 Standard clearly and conspicuously, in an appropriate and understandable form, in the workplace, accommodation and other facilities provided by the organization, regardless of whether such premises are owned, rented, contracted or owned of the service provider.
- 9.1.4** The organization *needs to* develop policies and procedures to apply the SA8000 Standard.
- 9.1.5** Such policies and procedures *must* be communicated effectively and made available to staff in all appropriate languages. The same information *must* also be shared transparently with customers, suppliers, subcontractors and sub-suppliers.
- 9.1.6** The organization *needs to* maintain appropriate records to demonstrate compliance and application of the SA8000 Standard, including the management system requirements contained in this element. The relevant records *must* be retained and summarized in written or verbal form to the SA8000 workers' representative(s).
- 9.1.7** The organization *needs to* regularly conduct a management review of its social responsibility policy, of the other policies and procedures adopted to apply the Standard and of the performance results, with a view to continuous improvement.
- 9.1.8** The organization, upon request, *needs to* make its policy public, in a manner and form that is effective for interested parties.

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## 9.2 Social Performance Team

**9.2.1** *Needs to* a Social Performance Team (SPT) be established to apply all elements of SA8000. The team *needs to* include a balanced representation of:

- a) representative(s) of SA8000 workers; And
- b) management

Responsibility for compliance with the Standard *needs to* remain solely in the hands of Senior Management.

**9.2.2** In unionized sites, worker representation in the SPT *needs to* be employed by one or more members of the recognized trade union(s) if the trade union(s) choose(s) to fill that role. In cases where the union(s) does not identify a representative or the organization is not unionized, for this purpose the workers *can* freely elect one or more SA8000 representatives from among themselves. Under no circumstances will the SA8000 worker representative(s). *must* *(must)* be seen(s) as a substitute(s) for union representation.

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## 9.3 Risk identification and assessment

**9.3.1** The SPT *needs to* periodically conduct written risk assessments to identify and prioritize areas of actual or potential non-compliance with the Standard. The SPT *needs to* also suggest actions to Senior Management to address the identified risks. Such actions *they must* be prioritized based on the severity of the risks or whether a delay might make it impossible to resolve the problem.

**9.3.2** The SPT *needs to* conduct these assessments based on the information in its possession and on that obtained through data collection techniques and significant consultation with interested parties.

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## 9.4 Monitoring

**9.4.1** The SPT *needs to* effectively monitor activities in the workplace to keep under control:

- a) compliance with the Standard;
- b) the implementation of planned actions to address the risks identified by the SPT; And
- c) the effectiveness of the methods adopted to satisfy the organization's policies and the requirements of the Standard.

It *needs to* have the authority to collect information from interested parties (stakeholders), or involve them in monitoring activities. *Needs to* and collaborate with other areas of the organization to examine, define, analyze and/or resolve any possible non-compliance with the SA8000 Standard.

**9.4.2** The SPT *needs to* also facilitate the conduct of periodic internal audits and prepare reports for Senior Management on the performance and benefits of actions taken to meet the requirements of the SA8000 Standard, including a record of identified corrective or preventive actions.

**9.4.3** The SPT *needs to* Furthermore, organize periodic meetings to review the progress made and identify any actions to make the application of the Standard more effective.

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## 9.5 Internal involvement and communication

**9.5.1** The organization *needs to* demonstrate that staff truly understand the requirements of SA8000 *needs to* regularly transmit information on SA8000 requirements through periodic communications.

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## 9.6 Management and resolution of complaints

**9.6.1** The organization *needs to* establish a written complaints procedure that is confidential, impartial, non-retaliatory and accessible and available to staff and interested parties for them to make comments, recommendations, reports or complaints regarding the workplace and/or non-compliance with the SA8000 Standard .

**9.6.2** The organization *needs to* have procedures to investigate, manage and communicate the results of complaints regarding the workplace and/or non-compliance with the Standard or related policies and procedures adopted. Such results *they must* be made fully available to staff and, upon request, to interested parties.

**9.6.3** The organization does not *needs to* apply disciplinary action, dismiss or in any way discriminate against personnel or interested parties who have provided information on compliance with SA8000 or who have made complaints relating to the workplace.

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## 9.7 External verification and involvement of interested parties

**9.7.1** In the case of audits with or without notice, carried out to certify compliance with the requirements of the Standard, the organization *needs to* cooperate fully with external auditors to define the severity and frequency of each issue that arises in compliance with the SA8000 Standard.

**9.7.2** The organization *needs to* take part in stakeholder engagement to achieve sustainable compliance with the SA8000 Standard.

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## 9.8 Corrective and preventive actions

**9.8.1** The organization *needs to* define policies and procedures for the timely implementation of corrective and preventive actions, allocating adequate resources. The SPT *needs to* ensure that these actions are actually applied.

**9.8.2** The SPT *needs to* maintain records that include the timeline and list, at a minimum, of SA8000-related nonconformities, their causes, corrective and preventive actions taken, and results achieved.

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## 9.9 Training and capacity building (Capacity Building)

**9.9.1** The organization *needs to* implement a training plan for all staff, for effective application of the SA8000 Standard, based on the results of risk assessments. The organization *needs to* periodically evaluate the effectiveness of the training activities carried out and maintain records on their type and frequency.

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## 9.10 Management of suppliers and contractors

**9.10.1** The organization *needs to* apply the necessary diligence (due diligence) to verify compliance with the SA8000 Standard of its suppliers/subcontractors, private employment agencies and sub-suppliers. The same approach *needs to* be applied when selecting new suppliers/subcontractors, private employment agencies and sub-suppliers. The minimum activities that the organization *needs to* undertake to meet this requirement, and of which *needs to* be kept, include:

- a) effectively communicate the requirements of the Standard to the management of suppliers/subcontractors, private employment agencies and sub-suppliers;
- b) assess significant risks of non-compliance by suppliers/subcontractors, private employment agencies and sub-suppliers. [Note: an explanation of “significant risk” is available in the guidance document];
- c) make reasonable efforts to ensure that these significant risks are adequately addressed by suppliers/subcontractors, private employment agencies, sub-suppliers, and the organization itself, where and when appropriate, prioritizing them according to its possibilities and resources to influence these subjects; [Note: an explanation of “reasonable efforts” is available in the guidance document]; And
- d) establish monitoring activities and track the performance of suppliers/subcontractors, private employment agencies and sub-suppliers to ensure that risks are effectively addressed.

**9.10.2** Where the organization receives, moves or markets goods and/or services of suppliers/subcontractors or sub-suppliers classified as home workers, *needs to* take effective actions to guarantee them a level of protection substantially equivalent to that guaranteed to other workers in the organization based on the requirements of the Standard.