



SA8000:2014

AND

SOCIAL FINGERPRINT

NOW INTEGRATED

SA8000:2014 is the latest version of the SA8000® Standard, the world's leading voluntary social certification standard for workplaces. In this revision, the SA8000 certification process now includes Social Fingerprint®, a set of tools that help organisations *measure and improve* their management systems for social performance.

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Currently, there are over **3400 SA8000 CERTIFIED FACILITIES** employing more than **2 MILLION WORKERS** in 72 COUNTRIES across 65 INDUSTRIES



Over **200 BRANDS & RETAILERS** use SA8000 as their social compliance benchmark & more than

1000 COMPANIES use Social Fingerprint to assess their social **CODES & STANDARDS**

Now YOU can be a part of this amazing network advancing **HUMAN RIGHTS OF WORKERS** around the world



MANAGEMENT SYSTEM

A management system is the set of policies, procedures, and processes that enable an organisation to meet its objectives.

SAI believes that organisations with strong management systems and senior management commitment consistently perform better and have fewer SA8000 non-conformances. Social Fingerprint will help applicants and certified organisations develop strong management systems to improve their social performance and compliance with SA8000.

GETTING STARTED WITH SA8000:2014

All new SA8000:2014 applicants and current SA8000:2008 certified organisations must first complete a Social Fingerprint Self-Assessment as part of the application, transition, or recertification process. This is available online in the SAI Training Center for US \$300.

Once the self-assessment is completed, an accredited Certification Body will arrange for an independent evaluation to be conducted during an audit.

"Social Fingerprint helps organisations measure & improve their management systems for social performance."

THE BENEFITS

The Social Fingerprint tools will connect SAI directly with SA8000 clients to assess the implementation of the SA8000 Standard. With the tools linking us to you, we will be able to meet your needs by providing further guidance on each of the elements to build capacity and strengthen your management system.

SAI is a non-governmental, international, multi-stakeholder organization dedicated to improving workplaces and communities by developing and implementing socially responsible standards.

The SA8000 Standard is one of the world's first auditable social certification standards for decent workplaces, across all industrial sectors. It is based on the UN Declaration of Human Rights, conventions of the ILO, UN and national law, and spans industry and corporate codes to create a common language to measure social performance. It takes a management systems approach by setting out the structures and procedures that companies must adopt in order to ensure that compliance with the standard is continuously reviewed.

SOCIAL FINGERPRINT INTEGRATION



Social Fingerprint is aligned with the SA8000:2014 Management System criteria, breaking down a management system into 10 process-based categories and 5 maturity levels.

SA8000:2014-9.1 Policies, Procedures & Records 	SA8000:2014-9.2 Social Performance Team 	SA8000:2014-9.3 Identification & Assessment of Risks 	SA8000:2014-9.4 Monitoring 	SA8000:2014-9.5 Internal Involvement & Communication
SA8000:2014-9.6 Complaint Management & Resolution 	SA8000:2014-9.7 External Verification & Stakeholder Engagement 	SA8000:2014-9.8 Corrective & Preventative Actions 	SA8000:2014-9.9 Training & Capacity Building 	SA8000:2014-9.10 Management of Suppliers & Contractors

Each of the 10 categories is rated on a scale of 1 to 5, with 5 being the highest.

5	Developed and implemented mature management system with continual improvement of the system
4	Developed management system, implemented consistently and regularly
3	Developed management system, but not fully implemented
2	Partially developed management system, but implementation is reactive, inconsistent and mostly ineffective
1	No awareness of SA8000 or any system in place to manage social performance

These categories and maturity levels serve as the foundation of the 3 key Social Fingerprint tools:

1. A management system **self-assessment** completed by the applicant organisation.
2. An **independent evaluation** of the management system completed by the SA8000 auditor.
3. A **rating chart** that explains the maturity levels for each of the 10 categories.

These tools help organisations identify the weak links in their management system to prioritize areas to make targeted improvements.

By learning the components of an effective and functional management system, organisations can maximise resources and create the best system tailored for its specific needs and risks.