

Example 3: Social Accountability 8000 (SA 8000)

1. Purpose and Scope

This standard specifies requirements for social accountability to enable a company to:

- a. develop, maintain, and enforce policies and procedures in order to manage those issues which it can control or influence;
- b. demonstrate to interested parties that policies, procedures, and practices are in conformity with the requirements of this standard.

The requirements of this standard shall apply universally with regard to geographic location, industrial sector, and company size.

2. Normative Elements and their Interpretation

The Company shall comply with national and other applicable law, other requirements to which the company subscribes, and this standard. When national and other applicable law, other requirements to which the company subscribes, and this standard address the same issue, that provision which is most stringent applies.

The company shall also respect the principles of the following international instruments:

ILO Conventions 29 & 105 (forced and bonded labour)

ILO Convention 87 (freedom of association)

ILO Convention 98 (right to collective bargaining)

ILO Conventions 100 & 111 (equal remuneration for male and female workers for work of equal value; discrimination)

ILO Convention 135 (workers' representatives convention)

ILO Convention 138 & Recommendation 146 (minimum age and recommendation)

ILO Convention 155 & Recommendation 164 (occupational safety and health)

ILO Convention 159 (vocational rehabilitation and employment/ disabled persons)

ILO Convention 177 (home work)

Universal Declaration of Human Rights

The United Nations Convention on the Rights of the Child

3. Definitions

1. Definition of company: the entirety of any organization or business entity responsible for implementing the requirements of this standard including all personnel (i.e. directors, executives, management, supervisors, non-management staff, whether directly employed, contracted, or otherwise representing the company).
2. Definition of supplier: a business entity which provides the company with goods and/or services integral to, and utilized in/for, the production of the company's goods and/or services.
3. Definition of a sub-contractor: a business entity in the supply chain which, directly or indirectly, provides the supplier with goods and/or services integral to, and utilized in/for, the production of the supplier's and/or company's goods and/or services.