

19 November 2020

Sustainable FIBC Virtual Conference

- Session 4 -





The **added
value** of the
SA8000
Certificate



organising partner

ecovadis

featured companies



dutch-bangla pack®

worldbag®

Today's sessions



The Impact of the Circular Economy on Flexible Packaging

09:00-10:00 hrs CET



Reuse before Recycling: WorldBag Reconditioning Service

10:30-11:30 hrs CET



Design for Recycling and Recycling for Design

12:00-13:00 hrs CET



The Added Value of the SA8000 Certificate

13:30-14:30 hrs CET





Rochelle Zaid

Senior Director of
Standards and Impacts



Abdul Mumit

Managing Director





Advancing the Human Rights of Workers Around the World

Overview of the SA8000 Program



Our Mission

SAI advances human rights at workplaces.

Our Vision

We envision a world where workers, businesses, and communities thrive together.

Our Approach



Standards and Impacts

Channels

- Standards
- Guidance
- Policy

Programs

- SA8000® and related Standards
- Social Fingerprint® for SA8000
- Pilot Projects



Training and Capacity Building

Channels

- Classroom Training
- E-learning
- On-site Technical Assistance

Programs

- Auditor Training
- UNGP Training
- Professional Development
- Social Fingerprint for Facilities



Strategic Programs

Channels

- Corporate Membership
- Corporate Custom Projects
- Public-Private Partnerships

Programs

- Supply Chain Advisory Services
- TenSquared
- Social Fingerprint for Brands & Licensees
- Living Wage

The Big Picture: Legal Landscape

- California
 - 2010: California Transparency Act
- UK
 - 2015: UK Modern Slavery Act
- France
 - 2017: Duty of Vigilance Law
- US
 - US Customs and Border Protection Forced Labor Enforcement

The Big Picture: Social Accountability

- Audits provide valuable data – but audits alone do not drive positive change
- Keys to **sustainable** positive change:
 - ✓ Worker/employee engagement and dialog
 - ✓ Cross-functional internal collaboration
 - ✓ Collaboration in the supply chain
 - ✓ Management systems
 - ✓ PDCA cycle to continually measure and improve

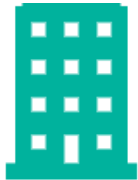


Overview of the SA8000® Standard



- Established in 1997
- Leading social certification program globally
- Applicable to most industries and in any country
- Emphasizes strong management systems and continual improvement
- Based on the Universal Declaration of Human Rights, ILO conventions, and national laws

Recognized and Adopted Worldwide—And Still Growing



4,645
certified companies



2,201,024
workers



59
countries



57
industries

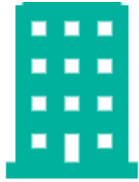
#1 – Manufacturing (textiles, apparel, garments, etc.)

#2 – Services to buildings, machinery, and landscaping activities

#3 – Food Services



SA8000 in Bangladesh



8
certified companies



16,900
workers



2
industries

- Apparel
- Pharma packaging



Examples of brands that currently accept SA8000





SA8000[®] Benefits for Employers

- Recognized by codes of conduct and other standards
- Better relations with workers, customers, and external stakeholders
- Effective management systems that improve workflow throughout company
 - Gains in quality and productivity
 - Better hazard and risk detection
 - Increased supply chain control
 - Higher employee retention rates
- Enhanced reputation, appeal to global buyers, preference in government tenders



SA8000® Benefits for Workers

- Fewer injuries and accidents
- Greater adherence to labor laws
- Increased awareness of labor rights
- Enhanced training and professional development opportunities
- Higher compensation
- Better relationship with management



Benefits of Worker Engagement

- Requires organizations to have a Social Performance Team
 - Representative of organization activities, hierarchy, and workforce diversity
 - Workers recognize challenges that management may not
 - Involves workers in the audit process
- Holistic approach to risk assessment (not just health & safety)



SA8000 Benefits for Brands/Retailers

- Comprehensive social compliance program
- Supplier ownership of social compliance through a certification program
- Oversight for quality assurance (accreditation)
- Reduce code of conduct audits and prioritize resources for other activities, like capacity building
- Easy access to supplier audit data through online portal



Added Value of SA8000®

- **Supplier-owned**
- **3-year certification cycle**
 - Less time auditing compared to annual certifications
 - More time for continuous improvement
- **Customized audit plan**
- **Accredited certification**
 - Assures consistent, reliable, and effective implementation of SA8000 audits and certifications.

Support for SA8000®- Certified Companies

- Initial Self-Assessment through SAI
- SAI Training & Capacity Building
 - Topical Webinars and Workshops on specific areas of the Standard
 - Regional Calibration Workshops
- SA8000 Certification Newsletter





Thank You!



www.sa-intl.org



Social Accountability International (SAI)

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Introducing Dutch-Bangla Pack Ltd. (DB)



LC Packaging
FIBC production
location
in Bangladesh



Capacity of
2.5 million
big bags / year

Clean room
facilities

Food Safe /
Pharma Clean
production

Capacity expansion
in 2019 and 2021.



Leading
certifications &
memberships

- SA 8000
- ISO 14001
- OHSAS 18001
- FSSC 22000
- ISO 9001
- EcoVadis Platinum
- UN Global Compact
- Sedex



Established
in 2007

50 / 50
joint venture



1156 employees

51% male / 49% female
average age 25



Without worrying, mothers can leave their children in the trusted care of the nannies while they attend to their work.



Why SA8000

- Structured approach towards employee commitment allowing management to monitor and improve results.
- Management of supply chain risks and improvement of supplier relations.
- Better engagement with external stakeholders.
- Enhanced brand reputation due to international recognition.



Challenges to meeting the SA8000 standards

- Ensuring adherence for local supply chain.
- Consistency of legal requirements.
- Expand agencies for auditing.



Benefits of SA8000

- Strong relationship of workers with management and more voice in decision-making.
- Effective management system
 - Risk management
 - Employee turnover (-8.15%) and absenteeism (-5.45%)
 - Productivity (+6.40%)



SAI Social
Accountability
International

dutch-bangla pack

Questions?



lc packaging
INTERNATIONAL