

SA8000[®] Social Accountability

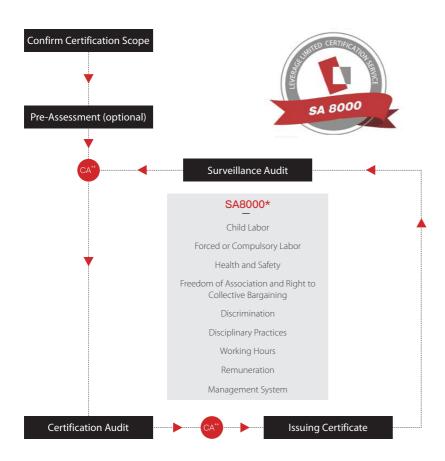
Certification

■ What is Social Accountability 8000?

The Social Accountability 8000 (SA8000®) standard is the first globally recognized social compliance standard available for certification. SA8000 respects, complements and supports national labor laws around the world, and helps secure ethical working conditions for all personnel who provide products or services within an organization's control and influence.

Leverage is a SAAS-accredited certification body that meets the requirements of ISO/IEC17021-1standard. Leverage is also an official member of Sedex SSF (The Sedex Stakeholder Forum) & APSCA (Association of Professional Social Compliance Auditors) and has gained the favor and trust of retailers/manufacturers both from Europe and the United States.

9 Elements of the SA8000® Standard



*SA: Social Accountability

**CA: Corrective Action (if needed)



• Buyers' acknowledgement of SA8000

Currently, world-class brands and buyers including Walmart, Disney, Office Depot, Kingfihser, L'oreal, Dollar Tree, Family Dollars, Sears, Meile, CVS, Timberland, Gucci, Eileen Fisher, Bestseller, Tesco, Li& Fung, Lidl, Aldi, Aldo, Hbc, Otto, The body shop, etc., have accepted the SA8000 certification.

• SA8000 Certification Cycle

Audit arrangement: The audit will be arranged within two weeks after the application materials are complete; depending on the closure of the nonconformities, the certificate will be issued 1-3 months after the completion of the audit. The certification body shall conduct surveillance audit for the certified organisation once a year. The certificate is valid for three years and re-certification is required afterwards. Certificates can be verified on and SAAS website.

■ SA8000 Certification Process

Quotation **Application Auditing Preparation**

Fill in the application form of Leverage SA 8000 certification, and Leverage will make a price offer based on the materials provided.

After accepting the application, Leverage will provide the service quotation in 2 working days for the applicant to confirm.

After the quotation is set, Leverage will appoint local SA8000 project managers to form an audit group, and in the meantime, consult the workplace conditions and living wage calculation method with relevant organizations.

Document and Record Review

On-Site Assessment

The audit group will conduct the onsite audit to assess if its social accountability system meets the SA8000 standard.

The on site assessment includes:

Opening Meeting Factory tour

Document/record review

Worker interview

Closing meeting

Pre-Assessment (optional)

Leverage can pre-visit the factory upon the special request by client to assess its readiness for the certification.

Before the formal audit, Leverage's auditors will review client's previous documents and records related to social responsibility to identify the areas that do not meet the standards.

Approval Committee the issue of the

Corrective Action Plan

Issuing Certificate The auditor recommends to the

SA8000® certificate.

For the NC findings against SA 8000 standards, the client will provide a corrective action plan. The audit group will review and arrange a follow up visit if necessary.

■ SA8000 Man-day Table

Number of Employees	Stage 1 Audit & Social Fingerprint Review & Stage 2 Preparation	Stage 2 Audit & Social Fingerprint Review & Reporting Audit Days	Total Audit Days
1-25	1.5	2	3.5
26-100	2	3	5
101-250	2	4	6
251-500	2	6	8
501-800	2	7	9
801-1200	2	9	11
1201-2000	2	11	13
2001-3000	2	12	14
3001-6000	2	13	15
6001-10,000	3	14	17
10,001-15,000	3	15	18
15,001-20,000	3	16	19



^{*}Apart from the audit day, there will also be 0.5 man-day of the reporting fee.



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