

FSSC INSIGHTS

FSSC 24000: SCHEME FOR SOCIAL MANAGEMENT SYSTEMS

12 September 2023





TODAY'S TOPICS

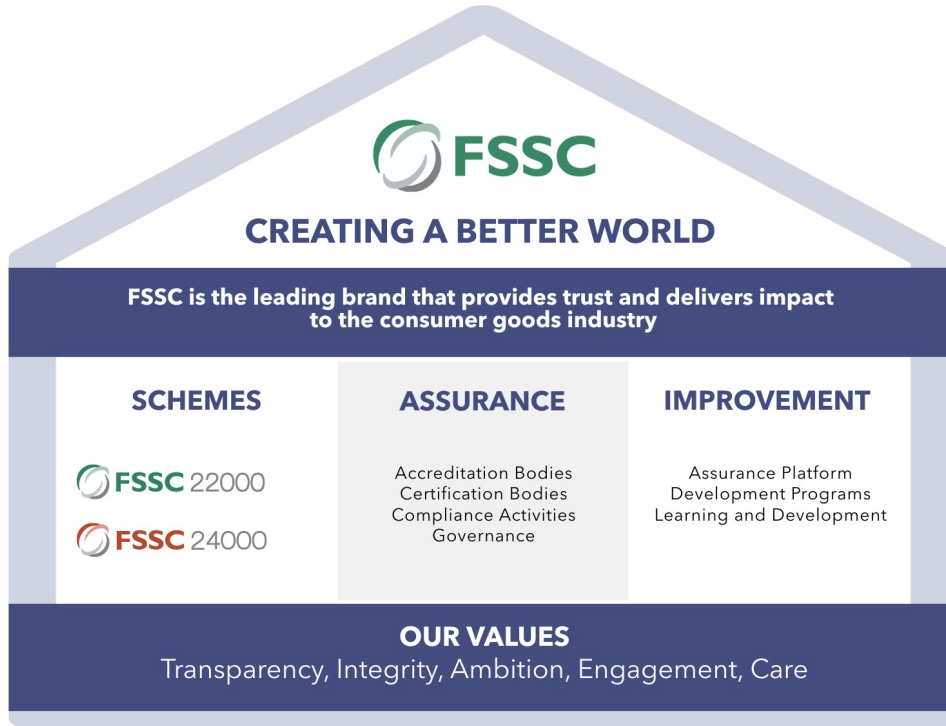
- 01.** Introduction to FSSC
- 02.** FSSC 24000 – Strategy & Background
- 03.** Market Drivers
- 04.** The FSSC 24000 Scheme
- 05.** Q&A

INTRODUCTION TO FSSC

ABOUT FOUNDATION FSSC

- FSSC is the leading brand that provides trust and delivers impact to the consumer goods industry.
- Independent non-profit owner of the FSSC 22000 and the new FSSC 24000 Scheme that is aligned with the ISO Management System approach and the ISO Harmonized Structure.
- The FSSC schemes support the consumer goods industry to implement effective management systems, protecting its brands and achieving its targets.
- Helping organizations contribute to the global SDGs and thus create a better world.

FSSC BRANDED HOUSE



GLOBAL REPRESENTATION



Jacqueline Southee
North America Representative



A. Necat Korkil
Türkiye & The Middle East
Representative



Yu Li
China Liaison



Goichiro Yukawa
Japan Representative



Cor Groenveld
Market Development
Director



Adrian Casillas
Latin America Representative



Smita Murthy
India Representative



D.V. Darshane
Sr. Advisor South Asia

FSSC 24000 STRATEGY AND BACKGROUND

BACKGROUND

- ✓ Social Management System (**SMS**) - **ISO-aligned**
- ✓ Voluntary Certification Scheme;
- ✓ Aim: ensure organizations provide **safe and fair working conditions**, meet **business ethics** requirements, and apply **due diligence** in their supply chain management;
- ✓ Governance and oversight of certification through the Foundation's Integrity Program = **TRUST**;
- ✓ Create **IMPACT** linked to the UN Sustainable Development Goals.
- ✓ Recognition to certified organizations through a public register;



FSSC 24000 JOURNEY

- ✓ BSI developed PAS 24000
- ✓ Working Group established for FSSC 24000
- ✓ Pilot audits conducted
- ✓ Developed the Scheme
- ✓ Developed Guidance documents
- ✓ **Publish FSSC 24000**
- ✓ Onboarding CBs
- ✓ Obtain recognition – SSCI & IAF



**SOCIAL MANAGEMENT
SYSTEM CERTIFICATION**

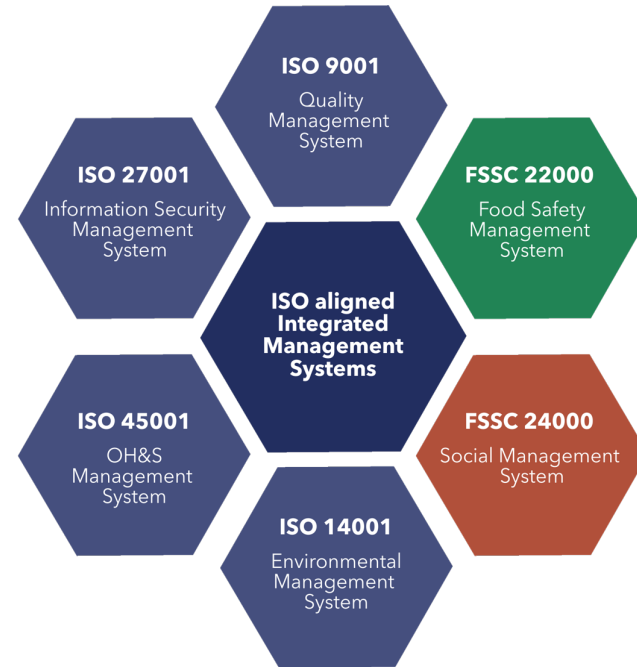


SCOPE

- FSSC 24000 covers organizations in the consumer goods manufacturing and processing sector (**food and non-food**), including their related service providers.
- Scope refers to the economic sector/activity with related IAF codes (IAF ID1):
 - **Exclusions:** Processing and manufacturing and the related trade of tobacco and tobacco products, fur and fur products, weapons, explosives and ammunition, and nuclear fuel products.

INTEGRATED MANAGEMENT SYSTEMS

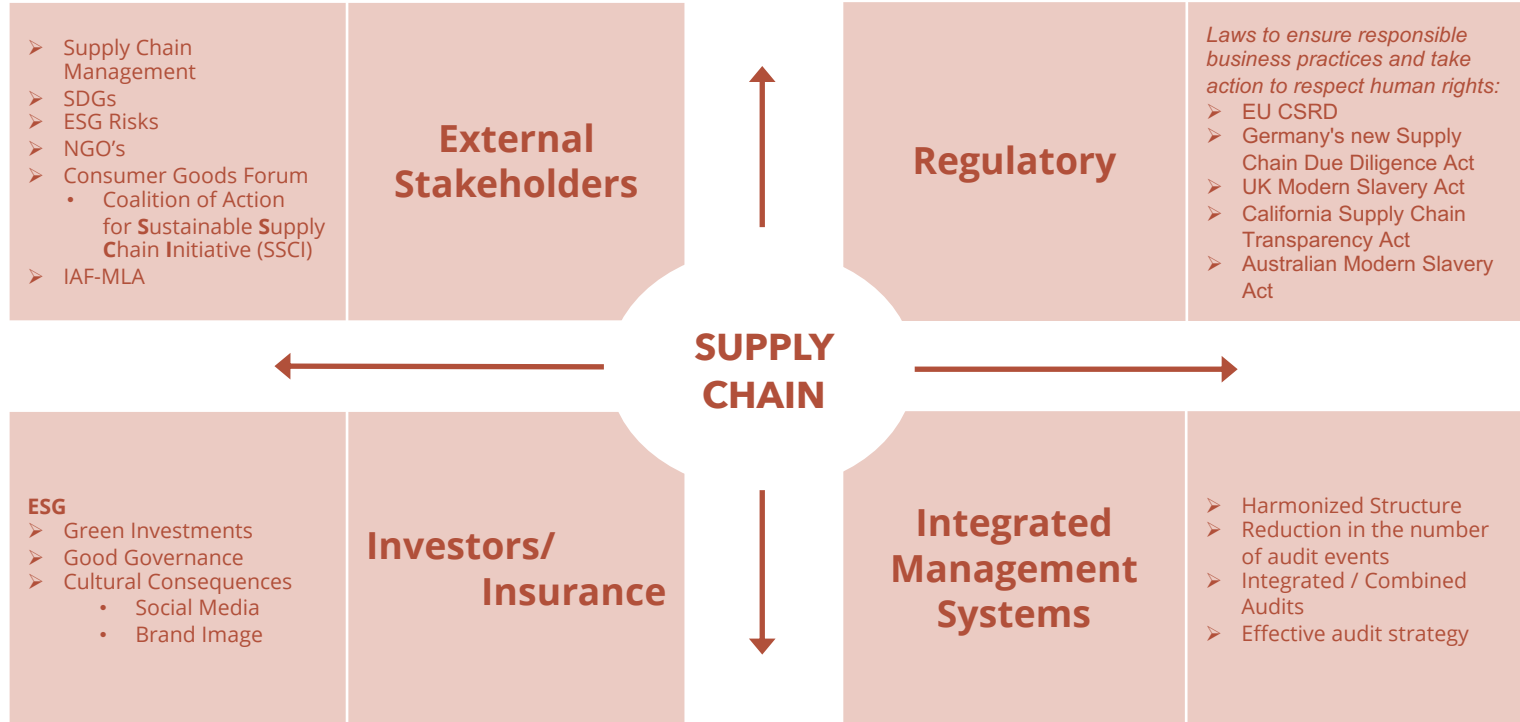
- FSSC 22000 and FSSC 24000 are the only Schemes that fully align with the ISO Management System approach according to the ISO Harmonized Structure, which facilitates the integration with other ISO management systems.
- Organizations certified to the FSSC 22000 Scheme or other ISO management systems, such as ISO 9001, can adopt internal management system skills into the management of social performance. It also allows for IMS auditing.
- Breaking down the silos facilitate integrated and holistic management, resulting in meaningful improvement.



MARKET DRIVERS

SOCIAL COMPLIANCE - MARKET DRIVERS

Compliance with international due diligence requirements in the supply chain on Social



FSSC 24000 IS AN OPPORTUNITY

 **FSSC 24000**



**SOCIAL MANAGEMENT
SYSTEM CERTIFICATION**

 **FSSC 24000**

BENEFITS OF FSSC 24000

- An ISO-aligned Social Management System approach, including the ISO harmonized structure (PAS 24000).
- Owned by Foundation FSSC, the non-profit, independent Scheme owner & leading brand for Food Safety Management System (FSMS) Certification
- Robust Integrity Program and Scheme Governance: leading to reliable audits *and accredited third-party certification*
- Visibility through a *publicly* available register of Certified Organizations on FSSC website
- The expectations for credible social sustainability certification Schemes as defined by the industry members of the Consumer Goods Forum laid down in the Sustainable Supply Chain Initiative (SSCI) benchmarking requirements.
- A proven model based on FSSC 22000 and extended to include aspects of human rights, social impact, and supply chain management.

THE FSSC 24000 SCHEME

MANAGEMENT SYSTEM APPROACH

- Common framework aligns across functions.
- Use of a “common language and approach.”
- Recognition of risks & opportunities.
- Opportunities to integrate systems and processes.
- Opportunities for integrated audits.
- The Plan-Do-Check-Act (PDCA) cycle and risk-based thinking ensures the identification and control of social risk and the process of continuous improvement.
- Cross-functional learning.

THE 3-YEAR CERTIFICATION CYCLE

Initial Audit (Stage 1 & 2)

Date of Certification

START



YEAR 1

First Surveillance Audit

The first surveillance audit must be completed within 12 months of the date of the certification decision of Stage 2.

Second Surveillance Audit

YEAR 2

YEAR 3

Recertification Audit

The certificate has to be re-issued before the end of the 3-year certification cycle.

STRUCTURE OF FSSC 24000

PAS 24000 Management System Part

PAS 24000 chapters 4-10 provides a common framework across the supply chain to manage requirements and communication and continually improve the system.

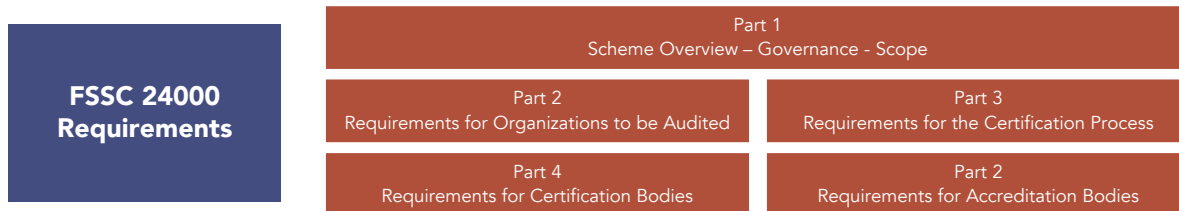
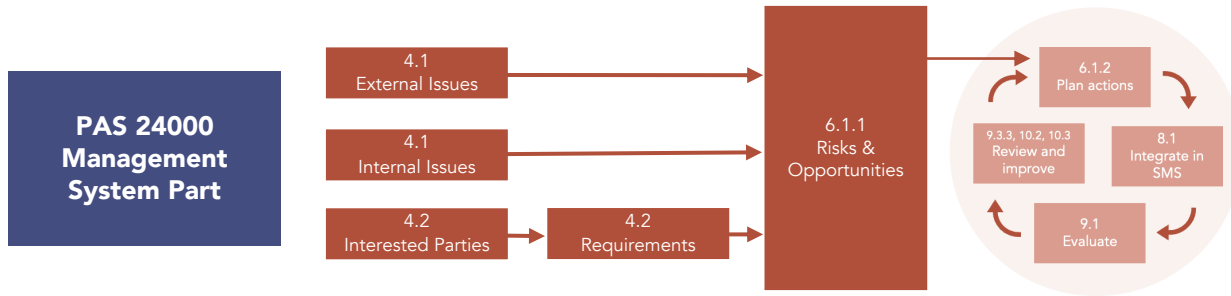
PAS 24000 Annex A

PAS 24000 Annex A defines minimum requirements to ensure a base level of social performance

FSSC 24000 Requirements

FSSC 24000 specific requirements ensure consistency and integrity, as well as providing governance and management of the Scheme.

STRUCTURE OF FSSC 24000



INTEGRATION

- FSSC 24000 enables seamless integration and transition of existing and valid certificates held by organizations that have an existing accredited third-party social certification to another standard or certification program recognized by SSCI.

Key benefits are:

- The audit duration of the transition audit can be reduced based on the existing certification.
- A transition that covers all aspects of human rights obligations and supply chain due diligence.

ADDITIONAL REQUIREMENTS

- The FSSC 24000 additional requirements are designed to provide a robust and systematic certification process that ensures a continuous improvement methodology and a risk-based audit approach.
- In addition to the general principles and requirements specified in PAS 24000, FSSC 24000 reinforces the core requirements with the following aspects and requirements:

SCHEME DOCUMENTS

FSSC 24000 Version 1, 2022

- FSSC 24000 Scheme
- Board of Stakeholders Decision List
- Annex 1 | FSSC 24000 CB Scope Statements
- Annex 2 | FSSC 24000 CB Audit Report Requirements
- Annex 3 | FSSC 24000 CB Certificate Template

Download these for free from the [FSSC website](https://www.fssc.com)



GUIDANCE DOCUMENTS

Currently available to support the implementation of FSSC 24000

- Assessment of Risks and Opportunities
- Context of the Organization
- Operational Planning and Control
- Social Procurement and Human Rights Due Diligence

Planned to help understand the following sensitive issues

- Child Labor (Definition and Implementation Guideline)
- Forced / Compulsory Labor
- Grievance Mechanism / Complaint Management

HOW TO OBTAIN CERTIFICATION



Obtain the FSSC 24000 documents.

Scheme document & PAS 24000 are available for free on the FSSC website.



Conduct an internal audit against requirements of FSSC 24000.

Guidance Documents can be downloaded from the FSSC website.



Action and implement any identified issues/shortcomings.



Contact an FSSC 24000 licensed CB to arrange an audit.

The FSSC website contains a list of licensed CBs.



Conduct the initial or transition audit.

Refer to the 3-year Certification Cycle.



Obtain Scheme certification and have your organization added to the FSSC public register.

**THANK
YOU**



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