FSSC 24000
BREAKOUT SESSION

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Market Development Manager
FSSC 24000

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21 May 2025

TODAY'S TOPICS

01.   Creating a Dignified Workplace

- Global Representation

- Market Potential

- Building Trust

02.   FSSC 24000 Auditing

- Audit Report Requirements

03.   FSSC 24000 Report Uploads

04.   Q&A

CREATING A DIGNIFIED WORKPLACE FOR EVERYONE

ALICE PALFREY

GLOBAL REPRESENTATION

MARKET DEVELOPMENT TEAM
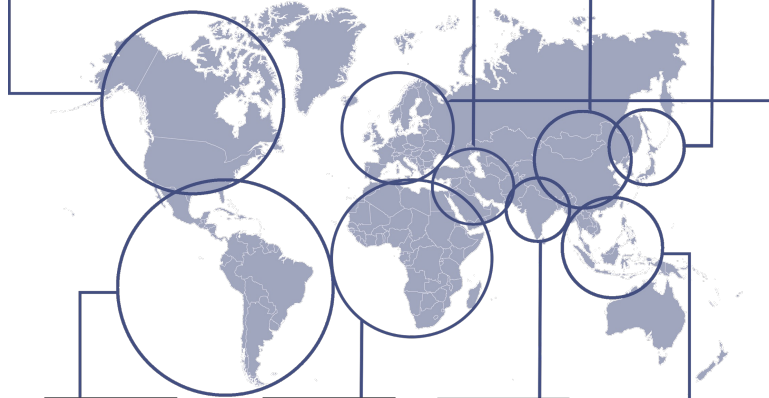

Jacqueline Southee
North America Representative

A. Necat Kirkil
Türkiye & The Middle East Representative

Yu Li
China Liaison

Hiroshi Izuta
Japan Representative

Alice Palfrey
Market Development Manager - FSSC 24000

Colin Morgan
Market Development Director

Juliani Arimura
Latin America Representative

Jason Nyman
Africa Representative

Smita Murthy
India Representative

D.V. Darshane
South Asia Representative

Erwin Teitler
Market Development Manager - Digital Solutions

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MARKET POTENTIAL

FSSC 22000

38,000+ CERTIFICATES

North America
2,180+

Latin America
3,545+

Europe
9,375+

Middle East
Central Asia
2,385+

Africa
2,380+

Asia
17,330+

Oceania
500+

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COMBINING ISO-ALIGNED SCHEMES

Growing focus on Social Responsibility Synergy

- Selling FSSC 24000 under the same umbrella of Management Systems, High-Level Structure (HLS), facilitating easier integration.

Market Potential

- As social responsibility becomes a critical factor in business operations, organizations seek comprehensive management systems that address both food safety and social sustainability.

FSSC 22000
+
FSSC 24000

Business Drivers for Adoption

- **Regulatory Compliance:** CSDDD, CSRD, Modern Slavery.
- **Stakeholder Expectation:** Consumers, shareholders, and partners demand transparency and accountability in social and ethical practices.
- **Risk Management:** To enhance resilience and sustainability.

Benefits for FSSC 22000 Certified Organizations

- Strengthening Brand Reputation
- Meeting regulatory requirements
- New Market Access
- Operational Efficiency

COMPARATIVE ANALYSIS

ASPECTS	FSSC 22000	FSSC 24000
Focus Area	Food safety management (safe food production)	Social responsibility (human rights, labor, ethics)
Core Standard	Based on ISO 22000 for food safety management system	Based on PAS 24000 specifications
Recognized	GFSI	SSCI
Applicable Sector	Primarily food production, processing, and packaging	Broader industry (can be applied beyond food sector)
Risk Management	Focus on food safety hazards (biological, chemical)	Addresses social risks (human rights, labor practices)
Main Objectives	Ensure food safety along the supply chain	Ensure ethical, safe, and socially responsible practices
Certification Type	Mandatory third-party certification	Voluntary third-party certification
Stakeholder Focus	Customers, regulatory bodies, food safety authorities	Employees, suppliers, communities, and other stakeholders
Compliance Check	Regular audits focusing on food safety practices	Regular audits focusing on social and ethical practices
Management System	Requires a Food Safety Management System (FSMS)	Requires a Social Management System (SMS)

BUILDING TRUST & DRIVING IMPROVEMENT WITH FSSC 24000

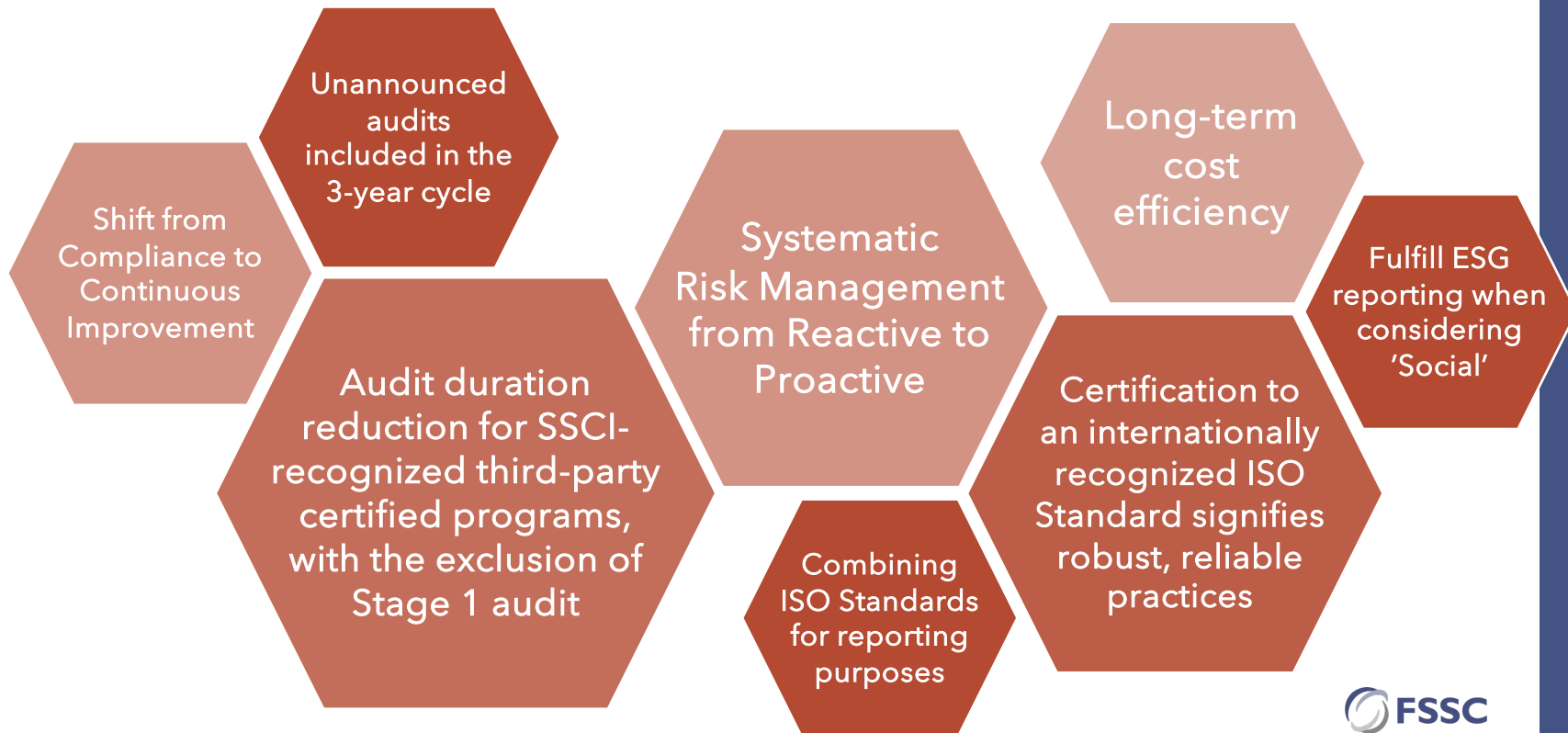# SEAMLESS STEP-BY-STEP STRATEGY

1 Gap Analysis

2 Policy Integration

3 Training & Awareness

4 Certified Process

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BUILDING BETTER SYSTEMS

Unannounced audits included in the 3-year cycle

Shift from Compliance to Continuous Improvement

Systematic Risk Management from Reactive to Proactive

Long-term cost efficiency

Fulfill ESG reporting when considering 'Social'

Audit duration reduction for SSCI-recognized third-party certified programs, with the exclusion of Stage 1 audit

Combining ISO Standards for reporting purposes

Certification to an internationally recognized ISO Standard signifies robust, reliable practices

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FSSC 24000 AUDITING

ANTE BATINIC

AUDIT REPORT REQUIREMENTS

FSSC 24000 AUDIT REPORTS

SOCIAL MANAGEMENT SYSTEM CERTIFICATION
AUDIT TYPE: STAGE 1
FSSC 24000 Version 1.0| October 2022

SOCIAL MANAGEMENT SYSTEM CERTIFICATION
AUDIT TYPE : STAGE 2
FSSC 24000 Version 1.0| October 2022

The Foundation FSSC has provided FSSC 24000 audit report templates that *shall* be used by the CBs.

Download on myFSSC

DOC Stage 1 Report Template

DOC Stage 2 Report Template

FSSC 24000 AUDIT REPORTING

The Audit report shall:

1. Provide a clear, accurate, and evidence-based assessment that the FSSC 24000 Scheme requirements have been addressed by the organization.

2. Be used by all Integrity Program Assessors to determine CB conformance with FSSC 24000 audit reporting requirements.

3. Be used by all CBs to train their auditors and personnel.

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REPORT WRITING REQUIREMENTS

Annex 2 sets out the **minimum requirements** to be included in the Audit report.

a) An overview of the section, including evidence assessed to demonstrate compliance or non-compliance with the clauses in the section.

b) Objective evidence to demonstrate that all requirements of the clause(s) have been assessed and supported by suitable audit trails.

c) Sufficiently detailed to allow insight and an overview, and shall not be oversimplified or just indicate "conformance with the requirements was noted" or any other vague descriptions of similar effect.

PAS 24000		Conform		Grade	If No – detail NC	NC#
Clause	Requirement	Yes	No	Minor/Major/ Critical		
4	**Context of the organization**					
4.1	Understanding the organization and its context	☐	☐			
4.2	Understanding the needs and expectations of interested parties	☐	☐			
4.3	Determining the scope of the SMS	☐	☐			
4.4	Social management system	☐	☐			

Summary:
Provide an overview of the context of the organization, including internal and external, positive and negative factors (risks and opportunities) that impact the ability of the SMS in achieving its intended results and how this aligns with continual improvement of the SMS. What mechanisms are in place to stay up to date and meet relevant statutory, regulatory, and contractual requirements relating to social performance. Summarize the status of any governmental or regulatory inspection findings where relevant and include any significant changes to legislation which impact the SMS and whether the site has effectively adopted the changes.

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REPORT WRITING REQUIREMENTS

The ISO approach

In addition to the FSSC additional Scheme requirements and minimum audit report writing requirements outlined in Annex 2, the information and objective evidence provided by the FSSC 24000 lead auditor shall:

Clearly demonstrate that the organization has addressed the FSSC Scheme requirements and meets the ISO/IEC 17021-1:2015 and SSCI requirements.

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REPORT WRITING REQUIREMENTS

Based on the results of the desk review, the following gaps were identified:

✖ Worker names were included, which is not allowed.

✖ Simple yes/no answers do not reflect the objective evidence on the social performance of the organization.

✖ Wrong/inaccurate scope of certification statement.

✖ Lack of understanding in applying the cascading effect.

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AUDIT REPORT UPLOADS

- **Audit report includes upload functionality**
- **Important to complete the different fields correctly**

2 AUDIT DETAILS

CB Name and office location (if different from main CB)	Please enter text
Audit language	Please enter text
Audit objectives	Please enter text
Audit criteria(*)	Please enter text
Audit type(*)	Stage 2
Announced/Unannounced(*)	...t an option from the dropdown

Audit type

Stage 2
Surveillance
Transition
Recertification

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AUDIT REPORT UPLOADS

1   ORGANIZATION DETAILS

1.1   ORGANIZATION PROFILE

Registered legal name	Please enter text
Legal or official company registration number	Please enter text
Location	Please enter text
Contact person	Please enter text
General description of the audited organization	Yes
Seasonal activities (Y/N)	Please select YES or NO from the dropdown
Seasonal activities (If Yes, add description)	Please complete if YES was selected in previous question

1.2   HEAD/CORPORATE OFFICE (WHERE APPLICABLE)

Head/Corporate Office applicable	Please select YES or NO from the dropdown
Registered legal name	Please enter text
Location	Please enter text
Date of head/corporate office audit (*)	Please select a date from the calendar dropdown
Duration of head/corporate office audit in hours (*)	Please enter a numeric value only

1   ORGANIZATION DETAILS

1.1   ORGANIZATION PROFILE

Registered legal name	Please enter text
Legal or official company registration number	Please enter text
Location	Please enter text
Contact person	Please enter text
General description of the audited organization	Yes
Seasonal activities (Y/N)	Seasonal activities
Please select YES or NO from the dropdown
Seasonal activities (If Yes, add description)	Yes
No

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AUDIT REPORT UPLOADS

1 ORGANIZATION DETAILS

1.1 ORGANIZATION PROFILE

Registered legal name	Please enter text
Legal or official company registration number	Please enter text
Location	Please enter text
Contact person	Please enter text
General description of the audited organization	Yes
Seasonal activities (Y/N)	Please select YES or NO from the dropdown
Seasonal activities (If Yes, add description)	Please complete if YES was selected in previous question

1.2 HEAD/CORPORATE OFFICE (WHERE APPLICABLE)

Head/Corporate Office applicable	Please select YES or NO from the dropdown
Registered legal name	Please enter text
Location	Date of head/corporate office audit
Date of head/corporate office audit (*)	Please select a date from the calendar dropdown
Duration of head/corporate office audit in hours (*)	Please enter a numeric value
Number of sites	Please enter a numeric value
Description of Head/Corporate office functions	Please enter text

December 2022

Mo	Tu	We	Th	Fr	Sa	Su
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

Today

2.3 AUDIT TEAM

Name(*)	APSCA registration number(*)	Function(*)	Date(s)(*)		
Data			journal		minute
John Smith	CSCA 023	Lead Auditor	7/12/2022	6	0

1

2

AUDIT REPORT UPLOADS

3.2 AREAS OF CONCERN

Number (#)	Requirement reference (standard)	Clause number	Finding details
Checklist			Finding details
1	PAS 24000:2022	4.1	Area of Concern
Please enter a numerical value only	PAS 24000: Annex A	Please select the clause from the dropdown	Please enter text
Please enter a numerical value only	FSSC Additional Requirements	Please select the clause from the dropdown	Please enter text

3.3 NONCONFORMITIES

CRITICAL NONCONFORMITIES(*)

#	Requirement Reference (Standard)	Clause Number	NC statement (incl objective evidence)	Acceptance of correction, CAP, and evidence (auditor and date)
PAS 24000			NC statement	
1	PAS 24000:2022	4.1	Critical Nonconformity	4/10/2022 John Smith
Number	PAS 24000: Annex A	Please select a clause from the dropdown	Please enter text	Select a date from the calendar dropdown Enter Auditor first and last name
Number	FSSC Additional Requirements	Please select a clause from the dropdown	Please enter text	Select a date from the calendar dropdown Enter Auditor first and last name

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IMPORTANT LEARNINGS

DO NOT COPY AND PASTE!

Copying of fields in the first part of the report into other sections: there are data-fields in the report that are linked to certain control points in the Assurance Platform (AP), and when copied to another part of the report (including the checklist summary sections), it copies these control points across as well. This results in the import failing.

** Please remind auditors NOT to copy or add any fields, text boxes, or check boxes within the audit report.

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IMPORTANT LEARNINGS

- Audit team roles not correctly completed in the audit team table, e.g.
  - All audits are required to have at least the role "lead auditor" assigned in the audit team table;
  - Witness and/or witnessor roles not assigned, where relevant.

- Adding rows to the audit team table without using the + sign at the end of a row;

- Assigning multiple nonconformities against the same clause number;

- The clause number and the standard (e.g., PAS 24000; Annex) do not match.

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IMPORTANT LEARNINGS

- Typing outside of the text field box results in the import blocking, as no data appears to be available for upload.

- Not using the dropdown lists provided and instead typing the information manually

REMEMBER
Use the latest version of WORD
Any questions, please raise a ticket in the Helpdesk

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Q&A

THANK YOU

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