

FSSC INSIGHTS
presents

**FSSC 24000:
CONSULTANTS
BUILDING SUCCESS FOR
CERTIFICATION**

18 June 2025



PRACTICALITIES

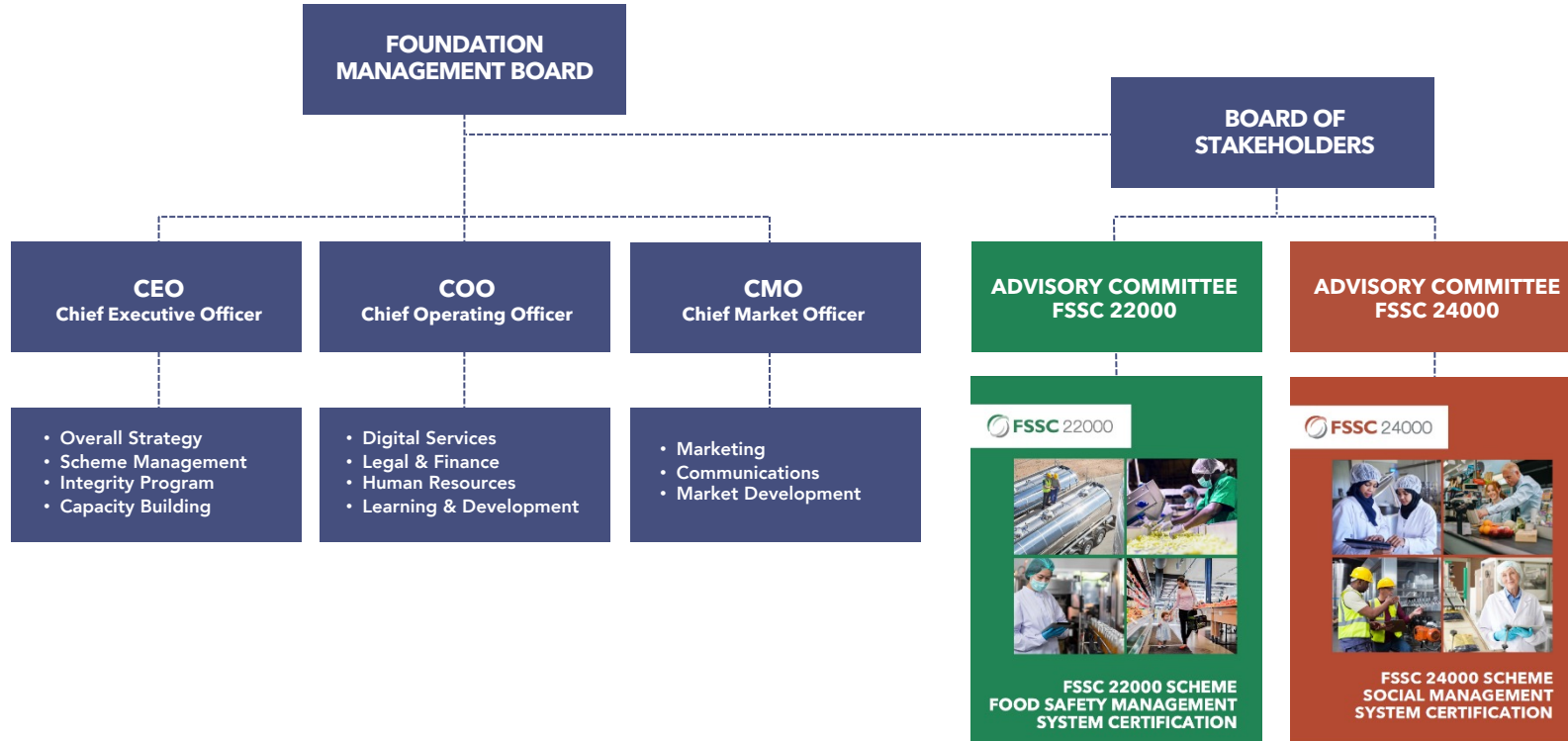
- You are all muted
- Please use the Q&A functionality for questions
- This webinar will be recorded
- Recording and presentations will be shared via e-mail



ABOUT FOUNDATION FSSC

- ✓ Foundation FSSC is the independent non-profit owner of the **FSSC 22000 & FSSC 24000** Schemes, delivering trust and impact beyond certification.
- ✓ We support the consumer goods industry in protecting its brands and achieving its targets through the implementation of an effective **ISO-based management system**.
- ✓ We are a lean and collaborative Foundation that aims to help organizations contribute to the global **SDGs** and thus **create a better world**.

FOUNDATION STRUCTURE



FSSC BRAND IDENTITY MODEL



WHY FSSC 24000 IS A UNIQUE SOLUTION FOR COMPANIES

HARD BENEFITS OF A MANAGEMENT SYSTEM APPROACH FOR SOCIAL AUDITS

Robustness of the management system approach.

Continuously meeting requirements.

Risk assessments tailored to actual company activities and inherent risks, not a "one size fits all" approach.

Company-wide involvement, in particular from top management.

A long-term sustainable management system involving operations and supply chains.

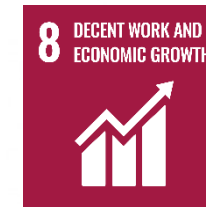
Management system activities automatically deliver measures and data reusable for reporting.

Lower exposure to social issues, especially along the supply chain.

Compliance with modern laws on social sustainability due diligence.

Generating trust, complying with regulations, and doing what is right.

DOING WHAT IS RIGHT



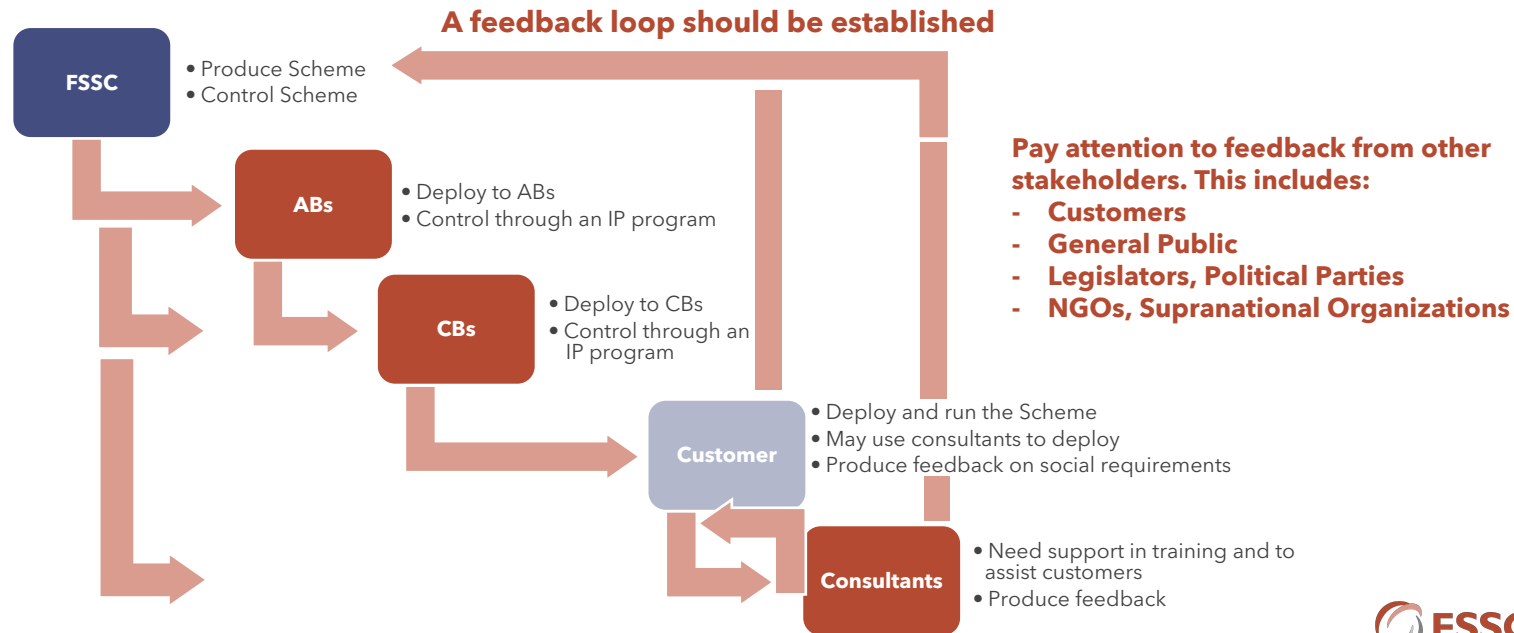
SOFT BENEFITS OF A MANAGEMENT SYSTEM APPROACH FOR SOCIAL AUDITS

- **Employees:** Identification with company objectives by employees, pride, and best retention.
- **Providers:** increased transparency, better control, and risk reductions in the supply chain. Contribution to reducing supply chain disruptions.
- **Customers:** Improved image and trust from customers. Increased sales.
- **Investors:** Increased positive perception by investors and therefore increased goodwill.
- **Society:** Demonstrable commitment and large contribution to SDGs and societal impact will also provide a better image and trust from the public.

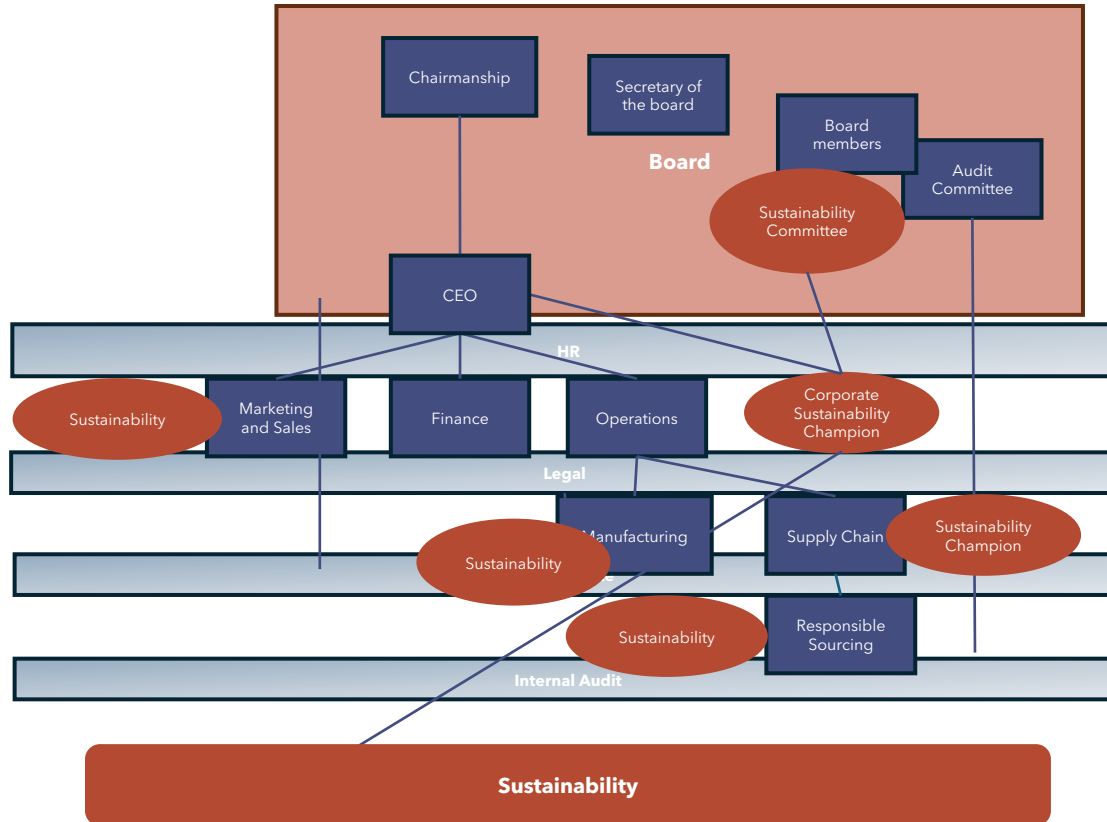
KEY SUCCESS FACTORS FOR CONSULTANTS TO CONSIDER FOR A SUCCESSFUL DEPLOYMENT

A DIFFERENT APPROACH

With Social Sustainability auditing and certification, a people-oriented, customer-centric approach is to be used. Stakeholders are many and diverse: we are addressing social issues.



ORGANIZATIONAL VIEW



KEY SUCCESS FACTORS (KSF): SKILLS

To deploy and ISO standard you need two different skill sets. Your organization may already have these skills available.

**Subject:**

Experience in sustainability and social topics, field experience.

**Method:**

Risk Management,
Project Management (PDCA),
Process Deployment,
Continuous Improvement,
Change Management.

KSF: CHANGING THE GOVERNANCE

1

Deploying a social management system implies modifying or setting a new distribution of responsibilities, often in a more consolidated form to cope with complexity.

2

These governance changes set a new permanent organization and a redistribution of responsibilities.

3

In most cases, the fact that social responsibilities are split across various teams and roles does not facilitate the decision-making process for creating the required organization.

KSF: CONDUCTING RISK ASSESSMENTS

ISO is risk-centric. Doing a correct risk assessment and ongoing risk management are core to the success of the requested due diligence and, ultimately, any PDCA cycle or ISO norms.



KSF: SELECTING THE RIGHT KPIs

- ✓ You should set the right KPIs to follow up on your actions and verify improvements. This will allow your company to verify its objectives.
- ✓ Leading KPIs should be developed to track the advancement of the actions identified to manage risks and follow up the PDCA cycle over the year.
- ✓ At the same time, lagging KPIs should cover your reporting needs, generating the data required for reporting from the beginning to the end of a cycle.

KSF: SATISFYING REPORTING NEEDS

Approximately half of the businesses that are required to report to the EU Corporate Sustainability Reporting Directive face the risk of non-compliance.



INDIA OPPORTUNITIES LANDSCAPE & CONSULTANTS' SWOT

MS. RAMA VENUGOPAL

18th June 2025

FSSC Insights Webinar – June 2025

FSSC 24000: Social Management System

India Opportunities
Landscape
- Consultant's
SWOT



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India's Economic Momentum

Strong Economic Growth: India is experiencing robust economic growth, poised for significant advancements across sectors.

Dynamic Opportunity Landscape: This growth, coupled with government initiatives and a young population, is fueling opportunities in emerging labor-intensive sectors.

Catalyst for Sectoral Advancement: The current economic dynamism is propelling major advancements throughout various sectors.

Few emerging, labor-intensive sectors

Renewable Energy, Electric Vehicles (EVs) and Mobility, Electronics, , Non-Leather Footwear, Healthcare and Pharmaceuticals, Medical Devices, E-commerce and Retail, and Tourism and Hospitality, Global Capability Centers



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Few traditional, labor-intensive sectors

Textiles, Apparel Sector, Plastics,
Footwear, Auto components, Engineering
Goods, Sports Goods, Agri/Food
Processing, Marine Products, Chemicals,
Furniture, Handicrafts, Gems and
Jewellery, etc.

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Evolving Regulatory Landscape

Proactive Regulatory Reforms: The Indian government is actively amending and introducing new regulations, standards, and certification programs.

Global Alignment: These changes aim to align India's compliance and reporting structures across various sectors with global trade requirements.

Broad Sectoral Impact: These reforms apply to both regulated and unregulated sectors, driven by the emergence of new businesses.

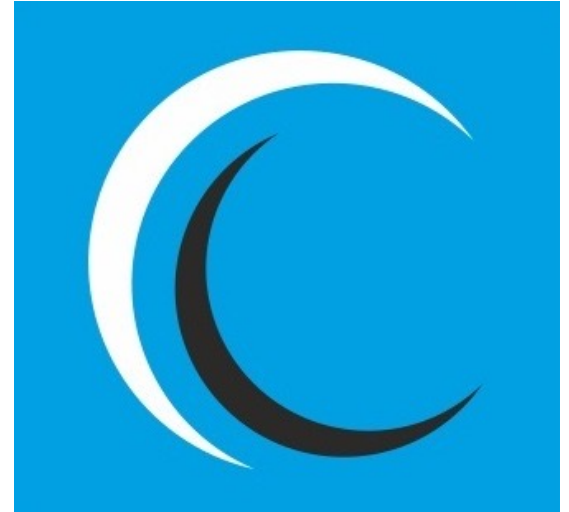
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Key Outcomes & Trends

Heightened Compliance Focus: There's an increasing emphasis on strengthening compliance reporting via corporate structures, particularly post-COVID.

Modernizing Labor Laws: Efforts are underway to simplify labor laws, enhance working conditions, and improve social security.

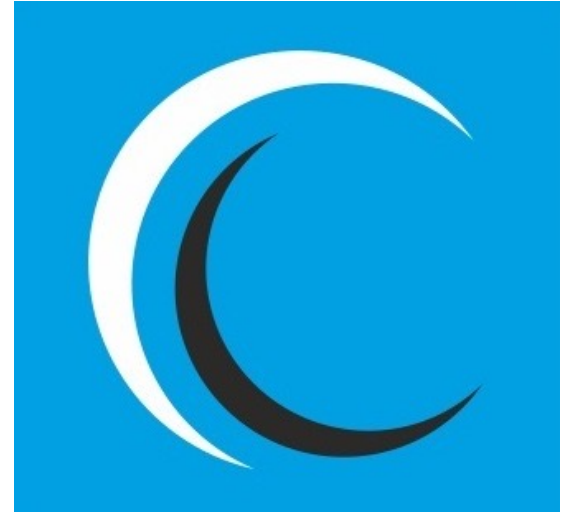
Transparent Digital Systems: This modernization includes implementing more transparent digital operational and reporting systems for all workers.



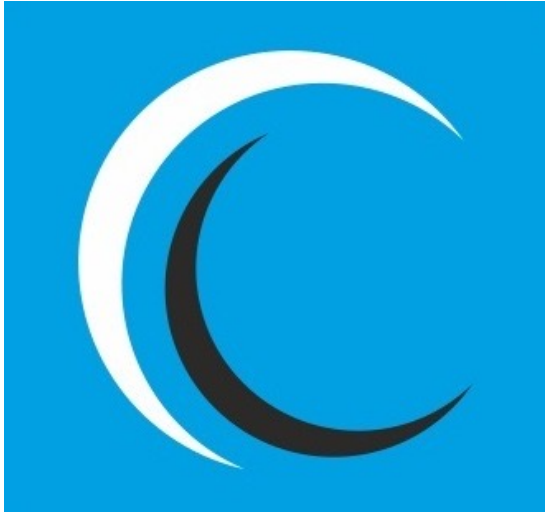
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Corporate / Business Reporting Focus is on :

- Improving Environmental Responsibility
- Introducing Social Responsibility
- Ethical Behaviour
- Responsible Business Conduct at market place for Business Entities



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Key Corporate Reporting Structures introduced in India under Regulations or as a Voluntary Code

New Labor Codes - ready for implementation in the year 2025

- The Code on Wages, 2019
- The Industrial Relations Code, 2020
- The Code on Social Security, 2020
- The Occupational Safety, Health and Working Conditions Code, 2020
- Blue Book (under development) from the Ministry of Labor, Govt of India, to guide businesses to implement Labour Codes

Corporate Reporting Framework – BRSR for a set of Listed Companies to report about ESG Practices by businesses

Supply Chain Due Diligence, a mandatory corporate reporting requirement

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(contd)



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- Responsible Business Conduct – Ministry of Corporate Affairs , India has established the National Guidelines on Responsible Business Conduct (NGRBC) framework, with a comprehensive set of principles and recommendations for businesses to adopt responsible and sustainable practices.
- Environmental Protection Regulations like – EPR (Extended Producers Responsibility)
- Consumer Protection Regulations on Combating Misleading Claims, Green Washing Practices
- States Governance and Sustainability Practices Index is being developed and released Niti Aayog, Govt of India, year on year

Opportunities Landscape for MS Consultants

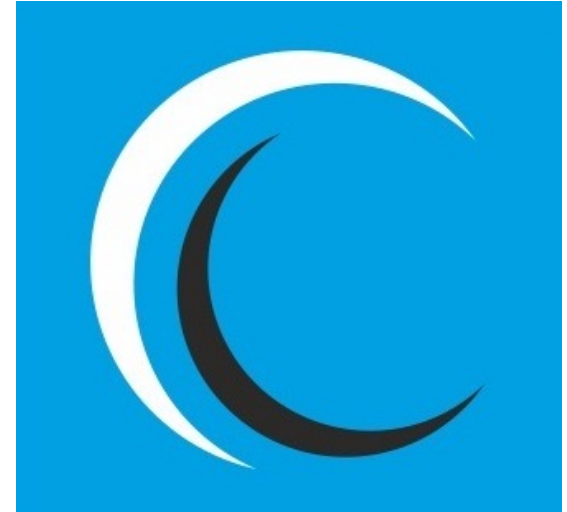
Strengths

Already well-versed with MS Std's, Structures, Implementation Guidance Practice

Already connected to multiple sectors through implementing MS Standards, verifying Compliances

Must have been familiar with Social Accountability, Social Responsibility, Environmental, Governance Audits

Must have had a clear understanding of existing Regulations across various sectors



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Weaknesses :

Lack of deep connection with the Regulations for MS Consultants.

Lack of connection with Corporate Reporting Structures, which are mandated in the country for Corporate Business Reporting, which covers multiple compliances related to People, Profit, Planet practices.

Not upskilling much on the latest Business Compliances, Regulations, Global Trade mandates under EXIM.

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Opportunities

Opportunity to LEARN, UNLEARN, RELEARN about multiple Standards on SDGs.

With multiple Regulatory and Voluntary Codes in the country for Business Entities to demonstrate their compliance with Environmental, Social, and Governance Standards.

SMS Std - FSSC 24000 is the standard that helps businesses to demonstrate their business compliance both under the Regulatory and Voluntary Code.

FSSC 24000 is more of a Compliance standard that calls for a serious commitment from businesses, as noncompliance may lead to Reputation challenges for businesses.

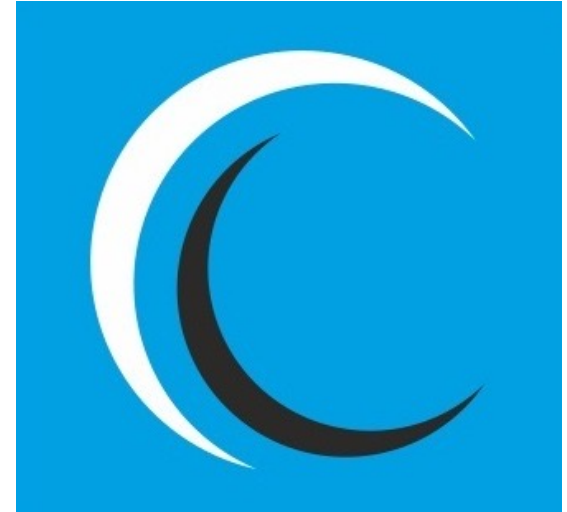


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Assurance

India has a well-defined “**Licensed Assurance System**” for “**Corporate Reporting**,” thus adding more credibility to the Assurance Process and global growth of businesses from India

With a more robust Consulting community to guide and support businesses, to meet the requirements of SMS Std (FSSC 24000), India can contribute more to Global Trade by ensuring that Businesses with Country of Origin as India are in compliance with Global Trade Mandates on Sustainability Standards



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THANK YOU

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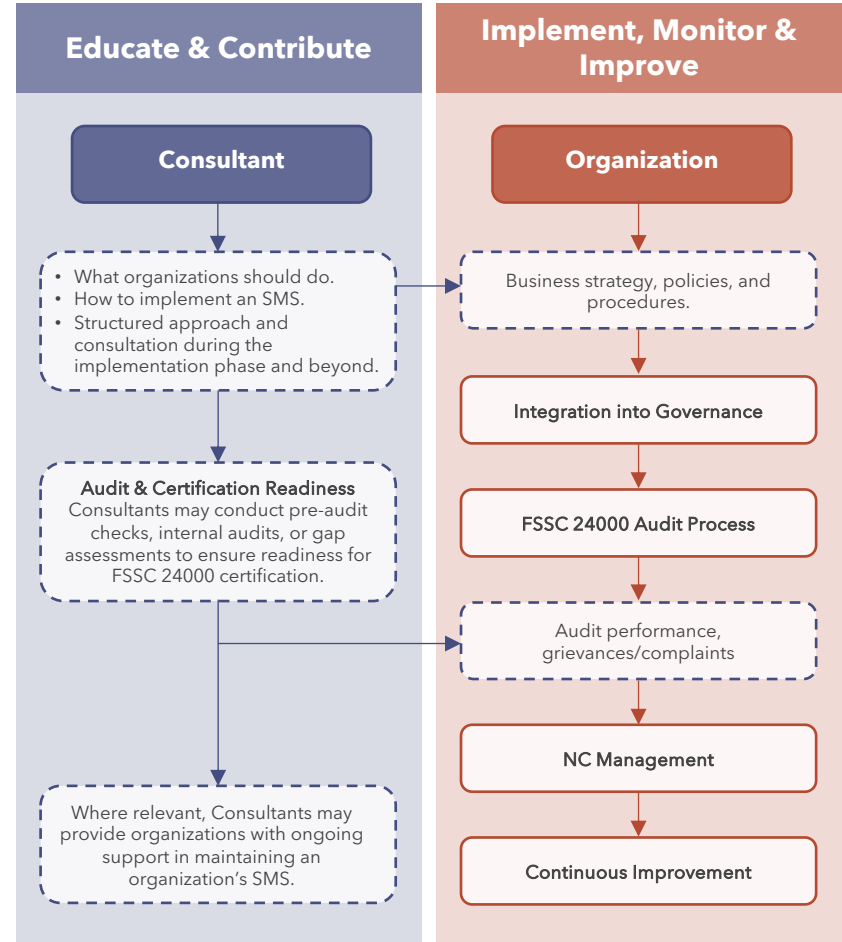


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THE ROLE OF CONSULTANTS FROM A TECHNICAL PERSPECTIVE

OVERVIEW

According to the Scheme requirements outlined in Part 2 – requirements for organizations to be audited, **the organizations shall develop, implement, and maintain** all relevant audit requirements for FSSC 24000 certification.



ADDITIONAL REQUIREMENTS

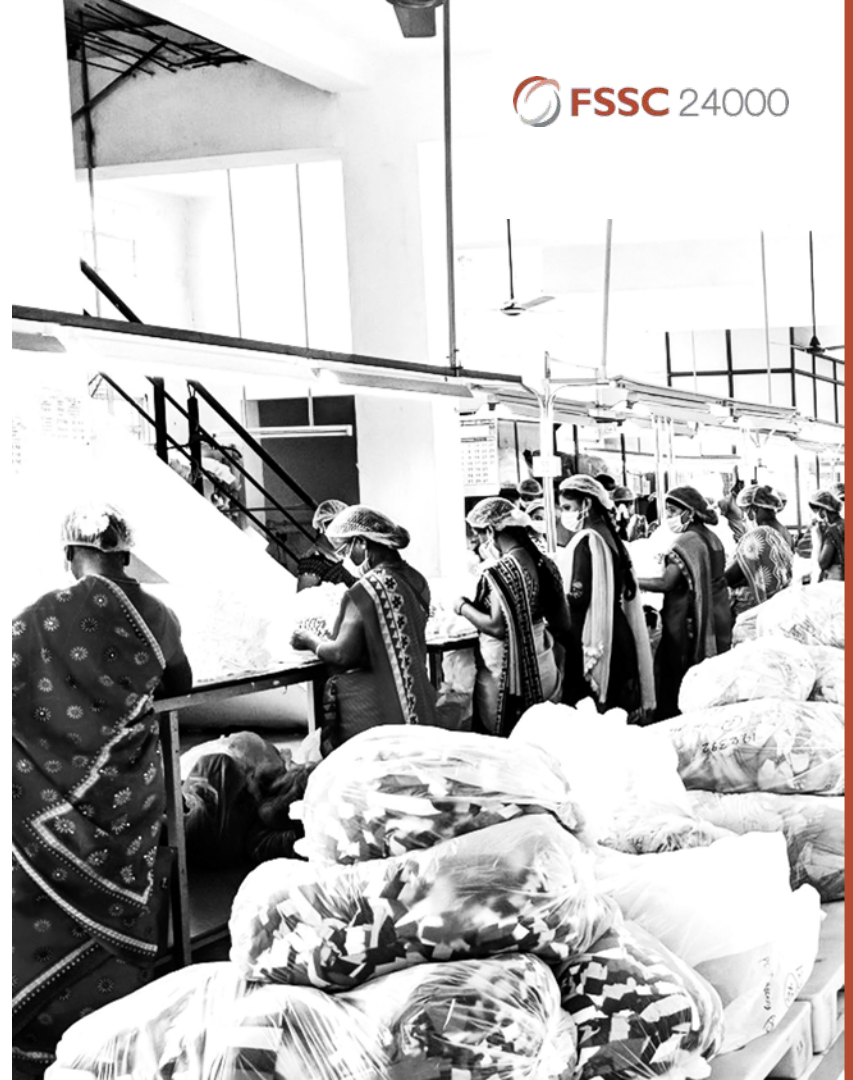
- The organizations are **solely responsible** for the effective implementation and maintenance of their SMS.
- Consultants can participate in FSSC 24000 audits, but are **not permitted to intervene in or influence** the audit process in any form.
- **Consultants are not authorized** to sign or approve decisions, resolutions, procedures, policies or other documents that constitute part of the SMS on behalf of the organization.
- The **organization is responsible for complying with deadlines** for submitting corrective actions and other communication requirements, between the organization and the Foundation.
- The organization shall have **full control and access** to its entire SMS documentation and is not subject to any access restrictions.



CONSULTANT'S ROLES & RESPONSIBILITIES

Consultants can play a major role in **helping** organizations to implement and maintain FSSC 24000 certification.

- 1 Expertise and Experience
- 2 Objective Evaluation
- 3 Support in Planning and Development
- 4 Training and Capacity Building
- 5 Facilitating Stakeholder Engagement and Social Dialogue
- 6 Monitoring, Evaluation, and Continuous Improvement



Q&A

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).



**FSSC 24000 SCHEME
SOCIAL MANAGEMENT
SYSTEM CERTIFICATION**

www.fssc.com

Version 1.0 | 2022



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
- Child Labor (Definition and Implementation Guideline)
- Forced / Compulsory Labor

NEWLY ADDED in 2025

- Grievance Mechanism / Complaint Management

CONSULTANTS RESOURCE LIBRARY

Are you a consultant who is:

- ✓ Familiar with ISO standards?
- ✓ Interested in the Social component of managing and mitigating the Environmental, Social, and Governance (ESG) risks for organizations?

Register for free via the FSSC website to access the FSSC 24000 Consultants Resource Library. Our Resource Library will keep you up to date and help you deliver the best service possible to your clients.

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.



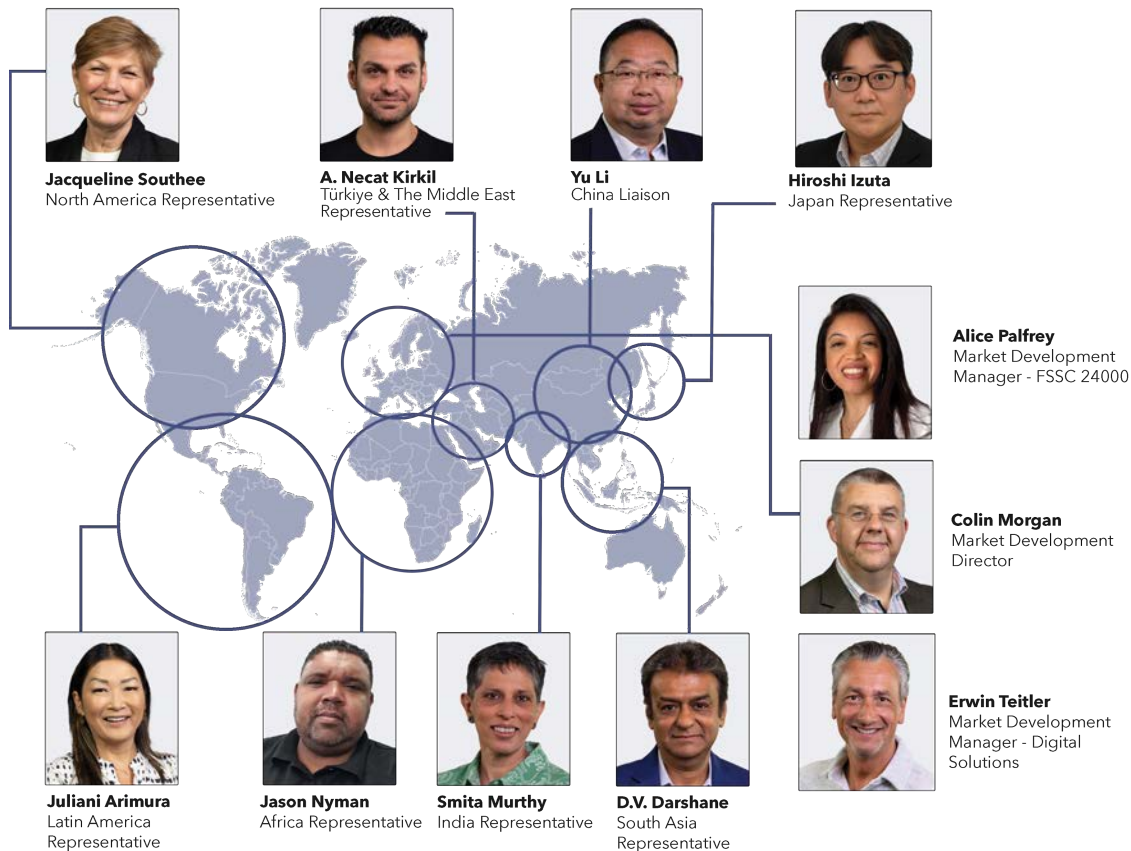
Conduct the initial or transition audit.

Refer to the 3-year Certification Cycle.



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

OUR MARKET REPRESENTATIVES



**THANK
YOU**



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Foundation FSSC



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