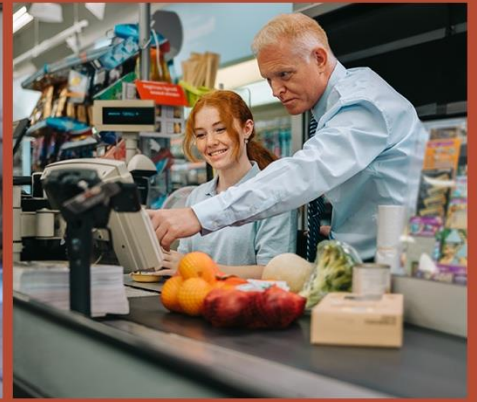


FSSC 24000 - SOCIAL MANAGEMENT SYSTEM SCHEME





CONTENT

- 01. Foundation FSSC
- 02. ISO Management System Approach
- 03. FSSC 24000
- 04. Benefits
- 05. Scheme Comparison
- 06. Structure of FSSC 24000
- 07. Roadmap

FOUNDATION FSSC

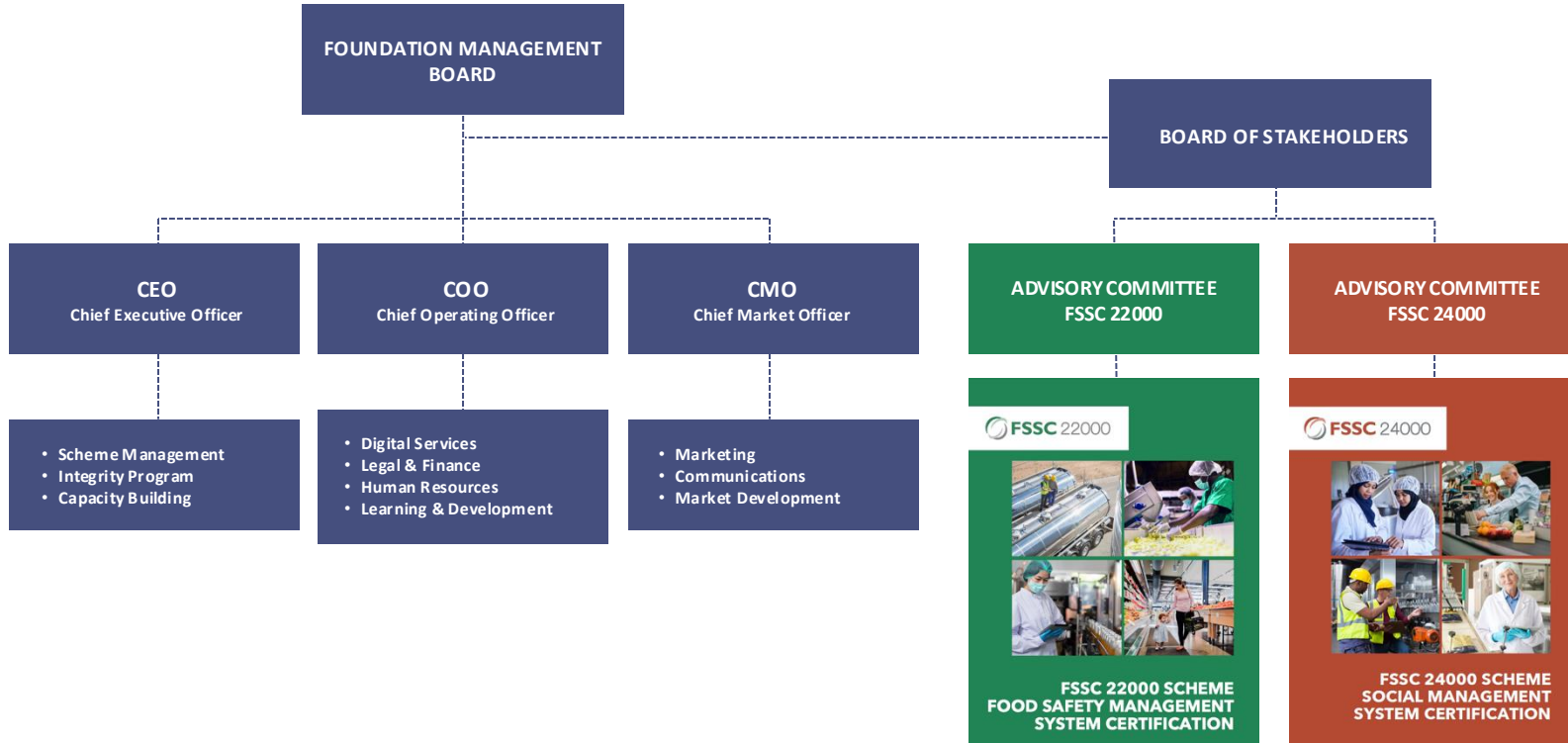
ABOUT FOUNDATION FSSC

- FSSC is a premium brand that provides trust and delivers impact to the consumer goods industry.
- Independent non-profit owner of the FSSC 22000 Scheme and the new FSSC 24000 Scheme which are both 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.

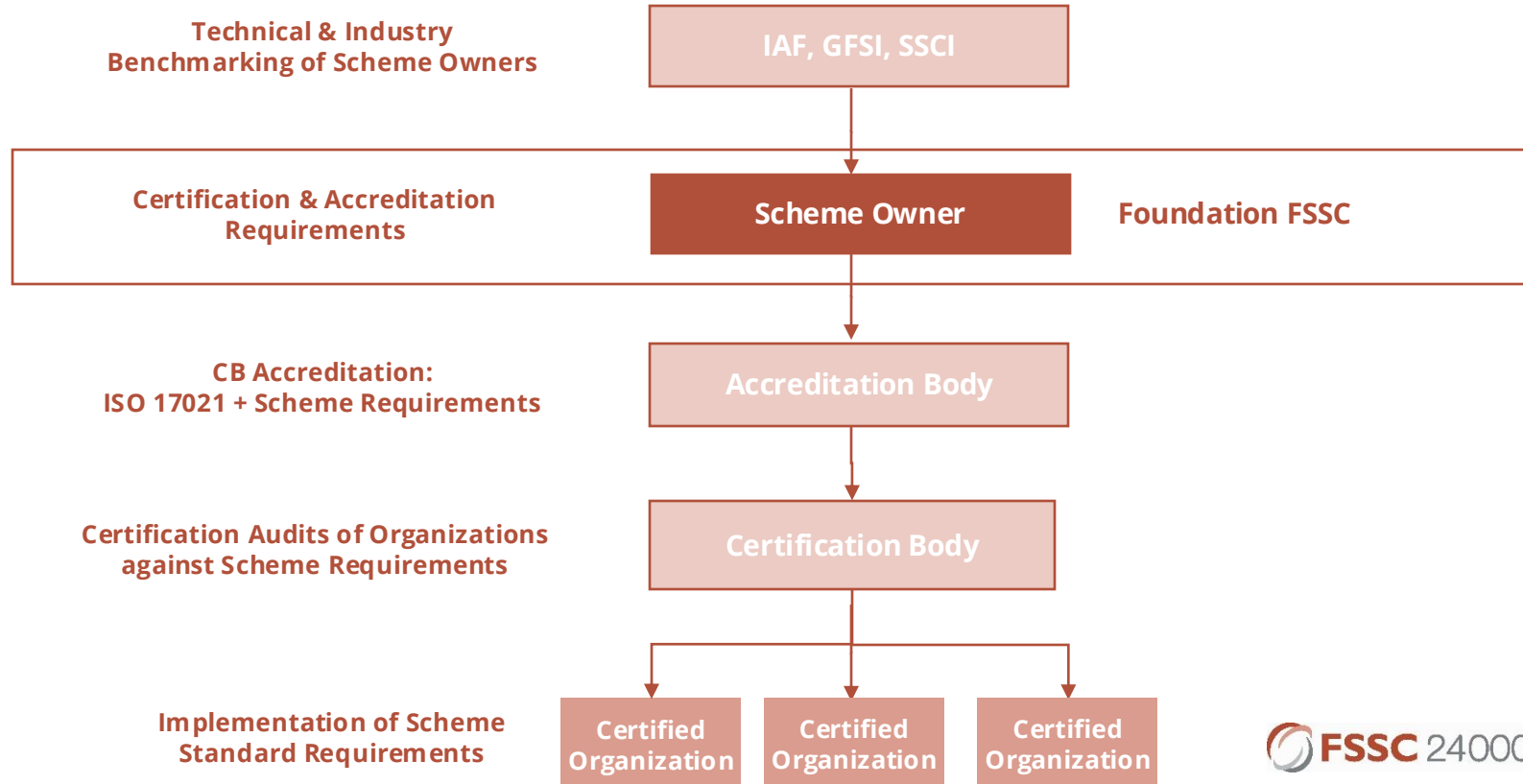
FSSC IDENTITY



FOUNDATION FSSC



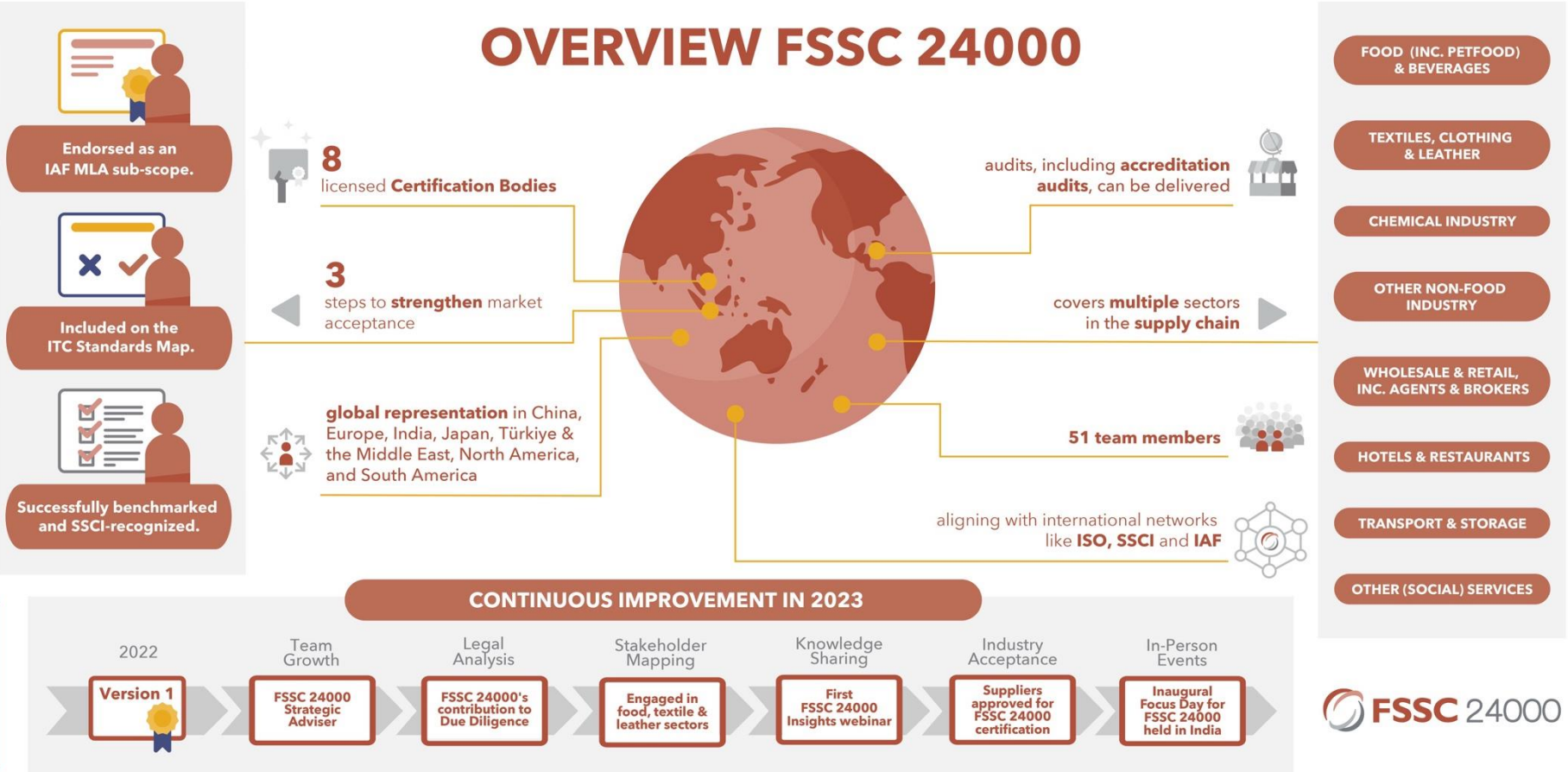
CERTIFICATION GOVERNANCE



GLOBAL REPRESENTATION



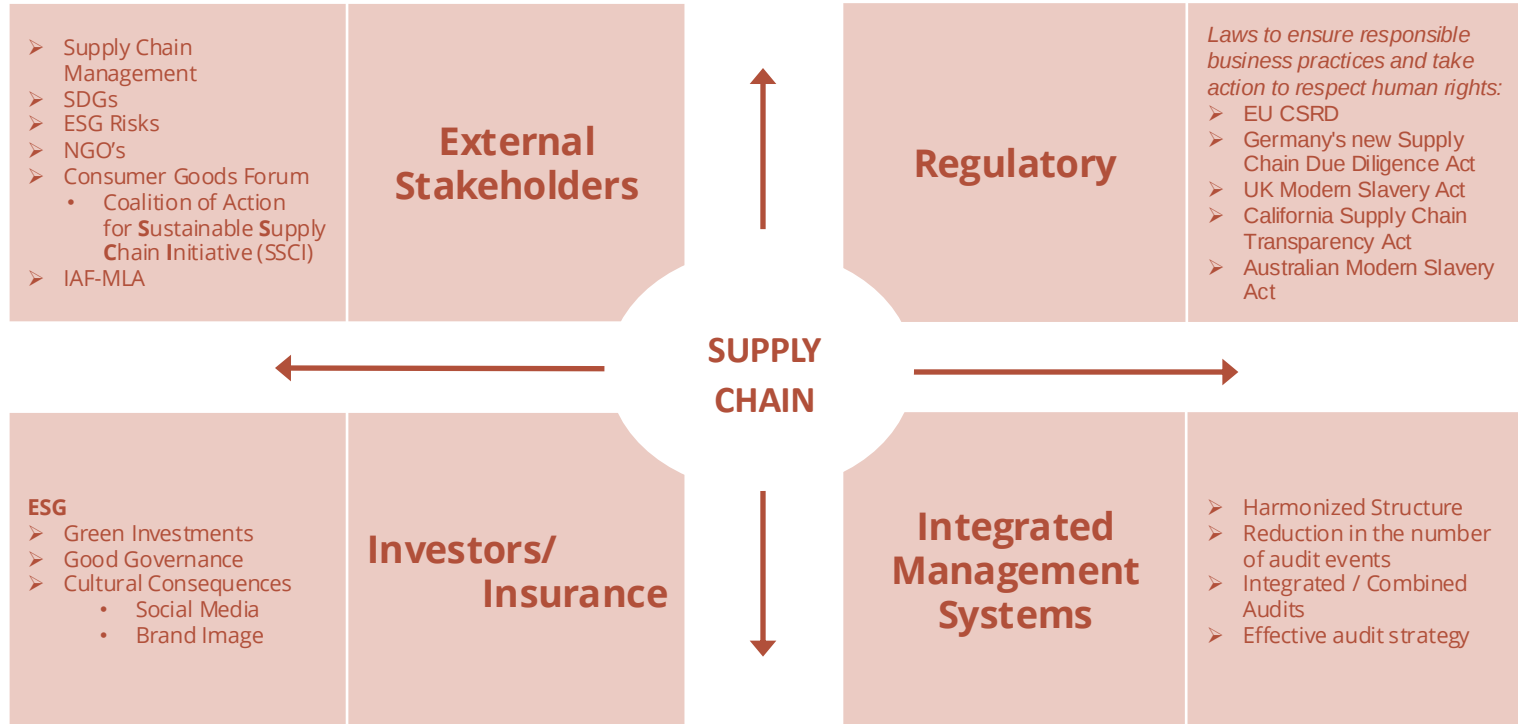
OVERVIEW FSSC 24000



ISO MANAGEMENT SYSTEM APPROACH

SOCIAL COMPLIANCE – MARKET DRIVERS

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



ISO MANAGEMENT SYSTEM APPROACH

- Both FSSC 22000 and FSSC 24000 are aligned to the ISO Management System approach and the ISO Harmonized Structure, which facilitates integration with other ISO management standards.
- Foundation FSSC is a proven expert in F&B with its premium brand FSSC 22000 Scheme for food safety certification. Organizations certified to the FSSC 22000 Scheme can integrate the same approach to meeting their social objectives and performance with FSSC 24000.



ISO HARMONIZED STRUCTURE



- ISO Management System standards help structure, focus, and drive continuous improvement in an organization – resulting in a high-impact management system.
- ISO management principles (according to the Harmonized Structure) ensure a robust and effective integrated management system.



MANAGEMENT SYSTEM APPROACH BENEFITS

- 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.

FSSC 24000

FEATURES

- Social Management System **(SMS) - ISO-aligned**;
- Voluntary Certification Scheme, developed in extensive and open consultation with global stakeholders;
- Aim: ensure organizations provide **safe and fair working conditions**, meet **business ethics** requirements, and apply **due diligence** in their supply chain management;
- Recognition to Certified Organizations through a public register;
- Governance and oversight of certification through the Foundation's Integrity Program = **TRUST**;
- Create **IMPACT** linked to the UN Sustainable Development Goals;
- SSCI benchmarked and recognized as an IAF MLA sub-scope.

SCOPE

- 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 (see IAF scope document IAF ID1 on next slide).
 - 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.

Sector			IAF Code ¹	Description of economic sector/activity
Processing & manufacturing	Food		3	Food products (including petfood) & beverages
	Non-food	Textiles, clothing, leather	4	Textile and textile products
			5	Leather and leather products
			12	Chemicals, chemical products, and fibers
		Chemical industry	13	Pharmaceuticals
			14	Rubber and plastic products
			6	Wood and wood products
			7	Pulp, paper, and paper products
			9	Printing companies
			15	Non-metallic mineral products
			16	Concrete, cement, lime, plaster etc.
			17	Basic metals and fabricated metal products
			18	Machinery and equipment
			19	Electrical and optical equipment
Other industry	29	Wholesale and retail trade (incl. agents and brokers and E-commerce)		
	30	Hotels and restaurants		
	31	Transport and storage		
	35	Other services -Employment activities -Cleaning services		
	39	Other social services -Waste management -Pest control services		

1) According IAF ID 1, Annex – Models for EMS and QMS Accreditation scopes

THE 3-YEAR CERTIFICATION CYCLE

Initial Audit (Stage 1 & 2)

Date of Certification

START

Second Surveillance Audit

YEAR 2

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.

YEAR 3

Recertification Audit

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

BENEFITS OF FSSC 24000

BENEFITS FOR ORGANIZATIONS (1/2)

FSSC 24000

ISO Management System Approach

PAS 24000: independent international standard according to the Harmonized Structure (HS):

- possible to integrate with other Management Systems, including combined audits,
- resulting in improved alignment throughout the organization and a reduction in the number of audit events.

Facilitates continuous improvement of the social performance of the organization

Risk Based Approach

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*

Accredited certificate with three-year validity and annual surveillance audits

Visibility through a *publicly* available register of Certified Organizations on FSSC website

BENEFITS FOR ORGANIZATIONS (2/2)

FSSC 24000

SSCI recognized and as a result globally accepted

Future: possibility for audit report and data sharing through Assurance Platform

Facilitates supply chain management through responsible social procurement and due diligence processes

Agility through leveraging additional requirements as needed

Allows for customization to add organization-specific requirements

Affordable annual certification fee due to non-profit character and membership not required

Free downloads of PAS 24000 and FSSC 24000 scheme documents

Guidance documents available for a successful implementation

Organizations used to work with ISO-based management systems are likely to experience a smooth implementation of the management principles of the scheme

Future: support program for SMEs

FSSC 24000 COMPARED TO OTHERS

BENCHMARK FSSC 24000 & OTHERS

	FSSC 24000	SA 8000	amfori BSCI	SMETA	BRCGS ETRS
Independent normative documents	Yes	No	No	No	No
ISO MS Approach	Yes	Yes	No	No	No
Integrate into IMS based on HS	Yes	No	No	No	No
ISO/IEC 17021-1:2015 accreditation	Yes	Yes	No	No	Yes
SSCI recognition	Yes	No	No	No	Yes
3 rd Party Certification vs. auditing only	Yes	Yes	Audit only	Audit only	Yes
Report validity incl. audit cycle	3 years, annual audit	3 years, annual audit + mandatory annual 2 hrs follow-up review	Max 2 years, (bi) annual audit	No expiry date, no mandatory follow-up	3 years, annual audit
Public register of certificates	Yes	Yes	No certificates	No certificates	Yes

BENCHMARK FSSC 24000 & OTHERS

	FSSC 24000	SA 8000	amfori BSCI	SMETA	BRCGS ETRS
Data Sharing	Future option for audit report and data sharing through Assurance Portal	No	Audit reports only (for RSP + linked members)	Reports for members and linked buyers, SEDEX Advance, members only	BRCGS Directory + BRCGS Participate Online Platform
Scheme/ standard owner membership required for the industry	No	No	Yes	Yes	No
APSCA membership mandatory for CBs	Yes	No	Yes	Yes	No
Basic auditor competence requirements	APSCA auditor registration + ISO 17021 + additional FSSC requirements	ISO 17021 + additional SAI requirements	APSCA auditor registration + additional amfori requirements	APSCA auditor registration + additional SMETA requirements	Flexible auditor requirements + ISO 17021 + additional BRCGS requirements

ITC STANDARD MAP

FSSC 24000 was included on the ITC Standards Map in 2024. It is the world's largest database of **sustainability standards**.

With the ITC Standards Map, you can:

- review 300+ standards by product, sector, area or focus, and more;
- compare standards side by side across 1650+ criteria;
- see where you are in the standard compliance process and assess your business for sustainability readiness;
- explore market trends for 14 sustainability standards across nine commodities and forestry.

<https://standardsmap.org/en/home>

STRUCTURE OF FSSC 24000

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

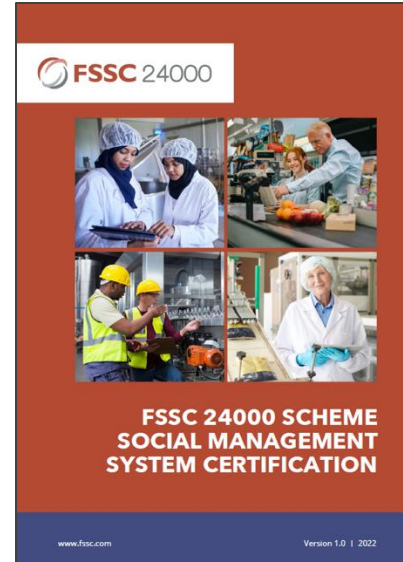
FSSC 24000 specific requirements ensure consistency and integrity, and provide governance and management of the scheme.

FSSC 24000 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 for free from the [FSSC website](https://www.fssc.com)

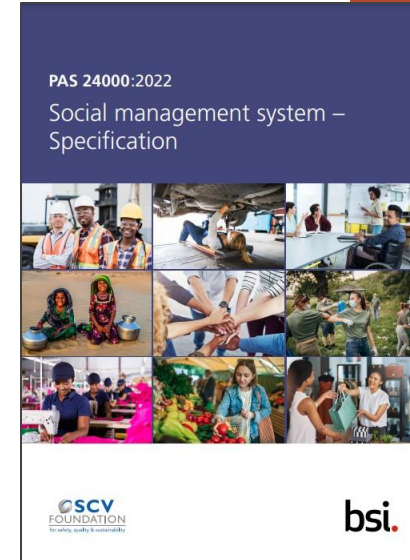


BOARD OF STAKEHOLDER DECISION LIST

- Contains mandatory decisions with implementation timelines applicable to FSSC 24000 Scheme.
- The decisions overrule or clarify existing Scheme rules with defined transition periods.
- The decision list is dynamic and can be adjusted by the BoS when necessary.
- The BoS is responsible for approval of the content and functioning of the FSSC 24000 scheme.
- Provide binding decisions and voluntary recommendations for the associated Certification Bodies and Accreditation Bodies.
- The latest BoS decision list is available on the FSSC website under Scheme Documents.

PAS 24000

- Requirements for a social management system (SMS):
 - Framework of policies, processes, and procedures used by an organization to ensure that it can fulfill all tasks required to achieve its social objectives so that its workers are:
 - ✓ treated fairly, and
 - ✓ provided with a safe working environment.
- Minimum requirements for a base level of social performance:
 - Labor relationships
 - Human rights
 - Health and safety
 - Work and business ethics
- BSI commitment to make PAS 24000 a standard of the ISO family in the future.
- Download for free from [the FSSC website](#)



FSSC 24000 GUIDANCE DOCUMENTS

Available to assist with implementing FSSC 24000:

- Assessment of Risks and Opportunities
- Child Labor
- Context of the Organization
- Forced/Compulsory Labor
- Operational Planning and Control
- Social Procurement and Human Rights Due Diligence

Download for free from [the FSSC website](#)

THANK
YOU



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