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# SAAS Procedure 201A

## Accreditation Requirements

### For Use By Certification Bodies Performing SAAS Accredited SA8000:2014 Certification Audits

Addition to SAAS Procedure 201A:2015:

#### SAAS Procedure 201A Annex E

##### Application or Expansion of Geographical Areas: Special Considerations

SAAS accreditation of CBs for the delivery of SA8000 certification is NOT given on a global basis, but rather on a regional and country-by-country basis. See SAAS Procedure 201 Annex A - ISO17021-1:2015 – SAAS ACCREDITATION ADDITIONAL REQUIREMENTS for additional information regarding the granting and extending of the geographical scope of SAAS accreditation.

If a SAAS-accredited CB wishes to extend its accredited geographical scope of operation, it SHALL follow the procedure as outlined in Procedure 201A. Additionally, in the specific geographical locations outlined in this annex (where significant discrepancies between the definition or application of labor law and the SA8000 Standard are known to exist, and may deviate negatively from the Standard's intent), CB's shall apply additional requirements specified below.

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## Procedure 201A Annex E

### Application or Expansion of Geographical Areas: Special Considerations

#### Middle East and North African States

1. Introduction: The requirements below have been established to ensure that all parties having an interest in the certification process in Middle East and North African States (where one or more potentially significant discrepancies between the labor law and cultural regimes and the SA8000 Standard have been identified) are well-informed and prepared to meet SA8000 expectations.

Requirements identified below shall be followed in Middle East and North African States\* in conjunction with a request for an extension or application to accredited SA8000 certification scope Middle East (See SAAS Procedure 201A Annex A for general requirements and table of countries below for locations where these additional requirements apply).

*\*Note: Where similar risks exist in other geographical locations, it is recommended that Certification Bodies (CB's) apply similar principals to existing or new certification activities.*

2. Geographical Scope of Application
  - a. Middle East: The southwestern part of Asia, is known as the Middle East, covers an area about the size of the United States and Mexico. The **Middle East** countries are defined as: Bahrain, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Qatar, Saudi Arabia, Syria, Turkey, the United Arab Emirates (UAE), the West Bank and Gaza Strip, and Yemen.
  - b. North African States: The **North African States** are defined as: Morocco, Algeria, Tunisia, Libya, and Egypt.
3. Special Requirements: The CB shall ensure the SA8000 applicant or certified organization is able to meet the intent of the Standard without violating the law, paying special attention to:
  - a. Workers (e.g. migrants or casual workers) not covered under the national labor law.
  - b. Women and restrictions on:
    - i. employment in hazardous jobs;
    - ii. freedom to apply for a job;
    - iii. hours, place, or manner of work.
  - c. Workers who have non-traditional gender identities and/or those who engage in non-traditional, inter-racial or inter-ethnic relationships.
  - d. Citizenship requirements for specific jobs.
  - e. Restrictions on collective action.
  - f. Migrant workers and freedom of movement (job, housing, leaving the country)
  - g. Migrant workers and the restrictions imposed by Kafala or sponsorship systems.
4. Process Requirements (New Applications or Extensions-to-Scope): Certification bodies (CBs) shall consult with local legal and/or labor expertise, and use the knowledge gained to develop the necessary competency of all personnel whose work may impact SA8000 certification within the defined scope. The CB shall be able to demonstrate knowledge of all applicable labor laws and regulations and how any discrepancies shall be addressed when evaluating:
  - eligibility for SA8000 certification
  - conformance to requirements of the SA8000 Standard
    - a. Upon request, the CB shall provide SAAS with documented information detailing the research, analysis and conclusions made in consultation with the local expert. Such documented information shall demonstrate that the core principal of SA8000 Section II

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prevails (“When such laws, standards or other requirements to which the organisation subscribes and this Standard address the same issue, the provision most favourable to workers *shall* apply.”).

- b. As well as all customarily required competency requirements, each certification body shall ensure that auditors and others responsible for SA8000 decision-making related to Middle East and North African States are: fully aware of CB’s legal interpretations and commitment thereto and fully empowered (as appropriate) to:
    - i. decline SA8000 certification business where the risks of nonconformity are unacceptable;
    - ii. raise major nonconformity findings in the event of an organization’s failure to commit to and meet all SA8000 requirements;
    - iii. refuse to approve certification recommendations where there is reasonable doubt that all SA8000 requirements and principles have been met.
  - c. Following SAAS acceptance of a geographical scope extension for each country, CB shall contact SAAS to arrange a mutually convenient schedule for oversight of the first Stage 2 audit performed. Following initial certification, SAAS surveillance sampling shall be subject to routine risk management and certification volume requirements.
5. Process Requirements (Existing Certifications): CBs that already have certified clients in the Middle East and North Africa States identified above shall review these clients’ certifications and be able to demonstrate to SAAS auditors (by December 31, 2018) that these requirements have been retroactively fulfilled.