

SA8000[®]:2025

International Standard for Decent Work

Feedback Form Questions

1. **SA8000:2025 has been drafted to clarify that the extent of an organization's responsibility to respect human rights is broad, but not endless or solitary.**
 - a. Is it clear that organizations have a broad responsibility to respect human rights, which extends beyond their immediate operations to include non-employee personnel, business relationships, and systemic issues, and that it must consider this entire scope as an integrated process (not as separate areas of concern)?
 - 1 - Not clear
 - 2 - Partly clear
 - 3 - Mostly clear
 - 4 - Fully clear
 - 5 - Very clear
 - b. Is it clear that while the organization must consider its risks and impacts in this broad sense, what it actively works to address will be narrower, as determined by its context and the risks and impacts it prioritizes in consultation with workers and other stakeholders?
 - 1 - Not clear
 - 2 - Partly clear
 - 3 - Mostly clear
 - 4 - Fully clear
 - 5 - Very clear
 - c. Is it clear that organizations have a shared responsibility for addressing human rights risks and impacts with other actors, including business partners, governments, civil society and workers themselves, and that collaborative action with these actors may be necessary?
 - 1 - Not clear
 - 2 - Partly clear
 - 3 - Mostly clear
 - 4 - Fully clear
 - 5 - Very clear
 - d. What remains unclear or missing?

2. **SA8000:2025 has been drafted to emphasize the importance of involving and integrating workers and stakeholders in all aspects of an organization's management system.**
 - a. How effectively does the draft Standard achieve this goal?
 - 1 – Does not achieve its goal
 - 2 – Partially achieves goal
 - 3 – Mostly achieves goal
 - 4 – Fully achieves goal
 - 5 – Very effectively achieves goal
 - b. What remains unclear or missing?
3. **As always, SA8000:2025 has been drafted to represent an aspirational vision of decent work.**
 - a. In support of this vision, the standard will be assessed through a progressive scoring methodology (rather than simple 'yes/no' compliance). Remember that certification thresholds for this scoring will be developed later in 2025, after publication of the standard. What benefits or concerns do you see with shifting to a progressive scoring model?
 - b. As such, the draft Standard should not be viewed from the perspective of whether the criteria are currently achievable for a specific organization or type of organization, but as a comprehensive vision of decent work outcomes organizations should be working towards. Is the Standard appropriately aspirational?
 - 1 – Not aspirational enough
 - 2 – Somewhat aspirational
 - 3 – Appropriately aspirational
 - 4 – Slightly too aspirational
 - 5 – Much too aspirational
 - c. What remains unclear or missing?

4. Is SA8000:2025 aligned with other international standards, legal frameworks, codes of conduct, etc. that you are familiar with?
 - a. Rating:
 - 1 - not at all aligned
 - 2 - slightly aligned
 - 3 - moderately aligned
 - 4 - very aligned
 - 5 - extremely aligned
 - b. Explain:
5. How well does SA8000:2025 meet the needs and expectations of your program or organization?
 - a. Rating:
 - i. 1 - does not meet needs and expectations
 - ii. 2 - meets very few needs and expectations
 - iii. 3 - meets some needs and expectations
 - iv. 4 - meets most needs and expectations
 - v. 5 - meets all needs and expectations
 - b. Explain:
6. What issues or concerns related to work and workers are not adequately addressed?
7. What kinds of support or additional resources would you like to see SAI provide to help aid your understanding of SA8000:2025 and related programs?
8. Is there anything else you would like to add?