

Note on amfori BSCI

BSCI meaning that Business Social Compliance Initiative is the certificate which denotes the European buyers' platform to certify that the auditee is maintaining the compliance on Social ground.

This certificate is done on behalf of the amfori, which is the biggest & **leading** business **association**, which means that 2400+ members are at the heart of amfori.

Their name, amfori, is inspired by 'amphorae', meaning that **containers used in ancient times to ship goods around the world.**

They symbolise the beginning of open global trade, which has brought economic growth, job creation and prosperity.

Founded in 1977, amfori has evolved into a **leading business association for sustainable trade**, supporting companies across the globe to operate successful and responsible businesses, by improving the Environmental, Social and Governance performance of their supply chains.

So, we call this certificate as amfori BSCI. amfori has some **other branches** as well like amfori BEPI, which we will **discuss in separate video clip later.**

To get this certificate we must understand the principles or the performance areas as they call: there are 13 performance areas. These are:

- 1) Social Management System and Cascade effect.
- 2) Workers Involvement and Protection.
- 3) The rights of freedom of Association and Collective Bargaining.
- 4) No discrimination.
- 5) Fair remuneration.
- 6) Decent working Hours.
- 7) Occupational Health and Safety.
- 8) No child labor.
- 9) Special protection for Young Workers.
- 10) No Precarious Employment.
- 11) No bonded labor.
- 12) Protection of the Environment.
- 13) Ethical Business behavior.

Rating per performance area: Values per question are added up and translated into a fulminant percentage per performance area.

Rating per performance area	Fulfilment Percentage
A	86% to 100%
B	71% to 85%
C	51% to 70%
D	30% to 50%
E	0% to 29%

Overall rating: Depending on the different combinations of ratings per performance area, the auditee will receive a final audit result.

Rating	A combination of ratings per performance area where	Consequence
A Outstanding	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No performance areas rated C, D or E 	The auditee has the level of maturity to maintain its improvement process <u>without the need for a follow up audit.</u>
	These are three examples:	
	A A A A A A A A A A A A A A	
	A A A A A A A A A A B B B B	
	A A A A A A A B B B B B B B	
B Good	<ul style="list-style-type: none"> Maximum 3 performance areas rated C No performance area rated D or E 	The auditee has the level of maturity to maintain its improvement process <u>without the need for a follow-up audit.</u>
	These are three examples:	
	A A A A A A B B B B B B B B	
	A A A A A B B B B B B B C C	
	B B B B b B B B B B C C C	
C Acceptable	<ul style="list-style-type: none"> Maximum 2 performance areas rated D No performance areas rated E 	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a <u>Remediation Plan within 60 days.</u>
	These are three examples	
	A A A A A A A A A C C C C C	
	A A A A B B B B C C C C D D	
	C C C C C C C C C C D D	
D Insufficient	<ul style="list-style-type: none"> Maximum 6 performance areas rated E 	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee <u>develops a remediation plan within 60 days.</u>
	These are three examples:	
	A A A A A A A A A A D D D D	
	A A A B B B C C C D D D E E	
	E E E E E E E E E E E E E E	
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 performance areas rated E 	BSCI participants shall closely oversee the auditee's progress as the producer <u>may represent a higher risk than other business partners.</u>
	A A A A A A E E E E E E E E	
	A A B B C C E E E E E E E E	
	E E E E E E E E E E E E E E	
Zero Tolerance	A zero Tolerance issue was identified	Immediate actions are required. The BSCI Zero Tolerance protocol is to be followed.

Audit Validity:

Rating A or B:

BSCI full audits are valid for 2 years, unless follow-up audits are to be conducted. This is the case for producers that receive an overall rating A or B, producers rated A and B are eligible to receive a Random Unannounced Check in the period between the two full audits.

Rating C, D or E:

When an auditee receives an overall rating of C, D or E after a full audit, this audit is valid until the follow-up audit is conducted.

The follow-up audit shall be conducted on the date defined in the Remediation Plan but it can only take place up to a maximum of 12 months after the last audit:

- If the result of the follow up audit shows improvements (A or B rating) then the audit is valid until the full audit is due
- If the result of the follow up audit is C, D or E, the audit is valid until the next follow up audit is due provided that the period between two full audits never exceeds 2 years.

Prepared by:

Md. Sharfaraz Ahmed

Founder-SMART Consortium