PSA

Document Title : Table C – Social auditor qualifications and competencies

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#1	First edit	April

Subject: Table C – Social auditor qualifications and competencies

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In addition to the requirements of table A, **social auditors** conducting audits of **social requirements** in ASC farm audits shall possess the following qualifications and competencies.

Qualification/Competency	Requirement
B38. Social auditing qualification	The individual shall have one or more of the following qualifications or equivalent: • Has completed an SA8000 four or five day auditor course that is formally approved by SAAS plus continuing professional development courses as required by SAAS and has successfully completed a 3-day SAAS approved course within 2 years of having taken the four or five day basic course. • Has completed the Verité five day "EICC Labor & Ethics Lead Auditor Course" or the "Lead Auditor Accreditation Training: Investigative Skills Workshop". • Is recognized as a lead auditor for FI (Fairtrade International) audits for Trade and Hired Labour Standards by FLOCERT. • Has completed the Worldwide Responsible Apparel Producers (WRAP) five day "Auditor/Lead Auditor Social System Training Course".

ASC Certification and Accreditation Requirements, Version 2.1 Multi-site certification requirements are effective from 1st December 2017

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B39. Social auditing **experience**	The individual shall have participated in at least two (2) audits in agriculture or aquaculture. The individual has participated in at least two audits for one or more of the following schemes: • Business Social Compliance Initiative (BSCI) • Electronic Industry Citizenship Coalition (EICC) Electronic Industry Code of Conduct • Ethical Trading Initiative (ETI) Base Code • Fair Trade USA • Fairtrade International (FI) • Goodweave (Rugmark) • International Council of Toy Industries (ICTI) – Code of Business Practice • Social Accountability International (SAI) SA 8000 • Worldwide Responsible Apparel Producers (WRAP) – Code of Conduct
B40. ASC Auditor Training	The individual shall have undertaken and successfully completed an ASC approved social auditor training course or courses in relation to specific standards, as required by the ASC. The individual shall undertake additional training on changes to legislation, specific standards, codes or conventions as appropriate.
B41. Competencies	The individual shall have knowledge of local labour and human rights legislation The individual shall have familiarity with local customs The individual shall speak and read the primary local language The individual shall be able to manage relationships with workers and managers

ASC Certification and Accreditation Requirements, Version 2.1 Multi-site certification requirements are effective from 1st December 2017