

<b>IQNet Ltd</b>	<b>IQNet Ltd Transition Policy to SA8000:2014 - Revision October 2015</b>  Politica IQNet Ltd privind tranzitia la SA8000:2014 – Revizia din Octombrie 2015	<b>I 016-SA.14</b>
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## 1 FOREWORD INTRODUCERE

On June 2014, SAI published the fourth edition of the International Standard SA8000 – SA8000:2014 *Social Accountability 8000*. The newly published standard superseded the previous versions of 2001, 2004 and 2008.  
*In Iunie 2014 SAI a publicat a patra editie a standardului international SA8000 – SA8000:2014 Responsabilitate Sociala 8000. Standardul nou publicat inlocuieste versiunile precedente din 2001, 2004 si 2008.*

SA8000 is an auditable standard, setting out the voluntary requirements to be met by employers in the workplace to empower and protect all personnel within and organization's control and influence who provide products or services for that organization; including personnel employed by the organization itself and by its suppliers, sub-contractors, sub-suppliers and home workers.  
*SA8000 este un standard auditabil, care stabileste cerintele voluntare ce trebuie sa fie indeplinite de catre angajatori la locul de munca pentru a impuțernici si a proteja tot personalul aflat sub controlul si influenta organizatiei, care ofera produse sau servicii pentru acea organizatie; incluzand personalul angajat de organizatie si furnizorii acesteia, subcontractorii, sub-furnizorii si lucratorii la domiciliu.*

The requirements specified by SA8000 for setting up and managing an effective social accountability management system are applicable to any organization, regardless of its type, size and nature of activities.  
*Cerintele specificate de SA8000 pentru a institui si a gestiona un sistem eficace de management al responsabilitatii sociale sunt aplicabile oricarei organizatii indiferent de tipul, de marimea sau de natura activitatilor acesteia.*

This transition policy was first published on February 2015 and was based on the requirements and timelines published, at that particular time, by the SA8000 accreditation body SAAS (Social Accountability Accreditation Services) – SAAS Notification 4, Issue 1, November 2014.  
*Aceasta politica de tranzitie a fost publicata initial in Februarie 2015 si s-a bazat pe cerintele si termenele publicate la acel moment specific de catre organismul de acreditare SAAS (Social Accountability Accreditation Services) - Notificarea 4 SAAS, emisa la 1 Noiembrie 2014.*

However, due to some delays in the publication of all requirements to support the effective transition to the new edition of the standard, the starting date for SA8000:2014 certifications and related transition process was not able to be maintained as communicated at 1 May 2015 and was postponed.  
*Totusi, din cauza intarzierilor in publicarea tuturor cerintelor care sa sprijine tranzitia efectiva la noua editie a standardului, data de incepere pentru certificarile SA8000:2014 si procesul de tranzitie aferent nu a putut fi mentinuta asa cum a fost comunicata, adica 1 Mai 2015 si a fost amanata.*

Between 25 August and 07 October 2015, SAAS has published a set of revised and comprehensive requirements and timelines applicable for the SA8000:2014 certification and transition process which include several process changes as compared to the original communication. These requirements were publicly conveyed through SAAS Notifications and revised Accreditation Procedures. These documents are publicly available for consultation on SAAS Website at <http://www.saasaccreditation.org/document-library>.  
*In perioada 25 August - 7 Octombrie 2015 SAAS a publicat un set de cerinte revizuite si termenele aplicabile pentru procesul de tranzitie care includ cateva schimbari de proces comparativ cu comunicatul original. Aceste cerinte au fost transmise public prin Notificarile SAAS si prin Procedurile de Acreditare revizuite. Aceste documente sunt disponibile public pentru consultare pe site-ul SAAS la <http://www.saasaccreditation.org/document-library>.*

Consequently, as all these requirements are mandatory for all SA8000 accredited certification bodies and SA8000 certified organizations, IQNet Ltd has amended the transition policy with the requirements hereafter stated.  
*Drept urmare, deoarece toate aceste cerinte sunt obligatorii pentru toate organismele de certificare acreditate SA8000 si toate organizatiile certificate SA8000, IQNet Ltd a modificat politica de tranzitie cu cerintele mentionate in continuare.*

## 2 PREPARATION FOR TRANSITION PREGATIREA PENTRU TRANZITIE

According to the requirements of the accreditation by SAAS (Social Accountability Accreditation services), the organizations certified by IQNet Ltd in compliance with SA8000 established a time frame from the issue of the standard to accomplish the transition from SA8000:2008 to SA8000:2014. The transition period shall start with 1 January 2016 and shall end at 30 June 2017.  
*In conformitate cu cerintele de acreditare ale SAAS (Social Accountability Accreditation Services), pentru organizatiile certificate de catre IQNet Ltd in conformitate cu SA8000 s-a stabilit o perioada de timp de la publicarea standardului pentru a indeplini tranzitia de la SA8000:2008 la SA8000:2014. Perioada de tranzitie va incepe la 1 Ianuarie 2016 si se va incheia la 30 Iunie 2017.*

<b>NEW CLIENTS (INITIAL CERTIFICATION) CLIENTI NOI (CERTIFICARE INITIALA)</b>	<b>APPLICATION OF SA8000:2014  APLICAREA SA8000:2014</b>
<b>WHEN? CAND?</b>	From 1 January 2016 – Can start <i>De la 1 Ianuarie 2016 - poate incepe</i>

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	<p>From 1 April 2016 – Mandatory based on SA8000:2014 <i>De la 1 Aprilie 2016 - Obligatoriu conform SA8000:2014</i></p> <p>No new certificates to SA8000:2008 will be granted after 1 April 2016 <i>Nu se vor mai emite certificate noi pentru SA8000:2008 dupa 1 Aprilie 2016</i></p>
<b>HOW? CUM?</b>	<p>On-site audit covering all SA8000:2014 requirements <i>Audit la fata locului cu verificarea tuturor cerintelor SA8000:2014</i></p>
<b>APPLICATION OF SAI SOCIAL FINGERPRINT APLICAREA EVALUARII CONFORM SAI SOCIAL FINGERPRINT</b>	<p>From 1 April 2016: SAI Social Fingerprint Self-assessment by the organization before Stage 1 <i>De la 1 Aprilie 2016: Auto-evaluarea conform SAI Social Fingerprint de catre organizatie inainte de Etapa 1</i></p> <p>Included in the audit, SAI Social Fingerprint Assessment by the audit team (Stage 1, Stage 2, Surveillance 2, Surveillance 4). After first certification cycle, the evaluation will occur once every 3 years, at the recertification audit. <i>Inclusa in audit, Evaluarea conform SAI Social Fingerprint de catre echipa de audit (la Etapa 1, Etapa 2, Supraveghere 2, Supraveghere 4). Dupa primul ciclu de certificare, evaluarea va fi efectuata la fiecare 3 ani, la auditul de recertificare.</i></p>
<b>EXISTING CLIENTS (ALREADY CERTIFIED, WITH A VALID CERTIFICATE) CLIENTI EXISTENTI (DEJA CERTIFICATI, CU CERTIFICAT VALID)</b>	<p><b>APPLICATION OF SA8000:2014</b></p> <p><b>APLICAREA SA8000:2014</b></p>
<b>WHEN? CAND?</b>	<p>From 1 January 2016 – 15 May 2017 - Transition can be completed during any recertification or surveillance audit <i>De la 1 Ianuarie 2016 pana la 15 Mai 2017 - Tranzitia poate fi realizata in cadrul unui audit de recertificare sau supraveghere</i></p>
<b>HOW? CUM?</b>	<p>Transition at Recertification Audit: On-site audit covering all SA8000:2014 requirements <i>Tranzitia la auditul de Recertificare: Audit la fata locului cu verificarea tuturor cerintelor SA8000:2014</i></p> <p>Transition at Surveillance Audit: On-site audit covering the requirements of SA8000:2014 with a focus on the significant changes of the revised standard (forced and compulsory labour, health and safety, management systems) and a brief review of the requirements with minor or no changes <i>Tranzitia la auditul de Supraveghere: Audit la fata locului cu verificarea tuturor cerintelor SA8000:2014, concentrandu-se pe schimbarile semnificative ale standardului revizuit (munca fortata si obligatorie, sanatate si securitate, sisteme de management) si o scurta analiza a cerintelor care au modificari minore sau a acelor fara modificari.</i></p> <p>Currently certified organizations shall conduct a gap analysis to understand the areas in their system that need to be revised. They will make available this gap analysis to the IQNet Ltd audit team for review during the transition audit. <i>Organizatiile certificate in prezent vor efectua o analiza a deficientelor pentru a intelege care sunt zonele din sistemul lor care necesita revizuire. Acestia vor pune la dispozitia echipei de audit a IQNet Ltd acesta analiza a deficientelor in timpul auditului de tranzitie.</i></p>
<b>APPLICATION OF SAI SOCIAL FINGERPRINT APLICAREA EVALUARII CONFORM SAI SOCIAL FINGERPRINT</b>	<p>Transition at Recertification audit: SAI Social Fingerprint Self-assessment by the organization before Recertification audit <i>Tranzitia la auditul de Recertificare: Auto-evaluarea conform SAI Social Fingerprint de catre organizatie inainte de auditul de Recertificare</i></p> <p>Included in the audit, SAI Social Fingerprint Assessment by the audit team (Recertification audit, Surveillance 2, Surveillance 4). After first cycle, the evaluation will occur once every 3 years, at the recertification audit. <i>Inclusa in audit, Evaluarea conform SAI Social Fingerprint de catre echipa de audit (la Auditul de Recertificare, Supraveghere 2, Supraveghere 4). Dupa primul ciclu de certificare, evaluarea va fi efectuata la fiecare 3 ani, la auditul de recertificare.</i></p> <p>Transition at Surveillance audit: SAI Social Fingerprint Self-assessment by the organization before Transition audit <i>Tranzitia la auditul de Supraveghere: Auto-evaluarea conform SAI Social Fingerprint de catre organizatie inainte de auditul de tranzitie.</i></p> <p>Included in the audit, SAI Social Fingerprint Assessment by the audit team (Transition audit, 2 surveillances). See Figure 1 attached. <i>Inclusa in audit, Evaluarea conform SAI Social Fingerprint de catre echipa de audit (Auditul de Tranzitie, 2 supravegheri). A se vedea figura 1, atasata.</i></p>

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For the organizations which are currently certified by IQNet Ltd according to SA8000:2008, the assessments for transition should be conducted during the regular surveillance or renewal audits conducted, **at the latest before 15 May 2017**. This will allow the correction and corrective action to any potential non-conformities and avoid a period without a valid certificate.

*Pentru organizatiile care sunt in prezent certificate de IQNet Ltd in conformitate cu SA8000:2008, evaluarile pentru tranzitie ar trebui sa fie realizate in timpul auditurilor de supraveghere obisnuite sau de reinnoire, efectuate **pana cel mai tarziu la 15 Mai 2017**. Acest lucru va permite corectia si actiunile corective pentru orice potentiale neconformitati si va conduce la evitarea unei perioade fara certificat valid.*

Where the assessment for transition cannot be completed during a regular audit scheduled, a special audit will need to be contracted by the certified organization, before **15 May 2017**, in order to avoid a period without a valid certificate.

*Daca evaluarea pentru tranzitie nu poate fi efectuata in timpul unui audit obisnuit programat inaintea datei de **15 Mai 2017**, va fi necesara contractarea unui audit special de catre organizatia certificata pentru a evita o perioada de timp fara certificat valid.*

Where the transition is successfully completed, the IQNet Ltd certificates issued shall have the same validity as the existing ones, referencing SA8000:2014.

*Atunci cand tranzitia a fost efectuata cu succes, certificatele IQNet emise vor avea aceeasi valabilitate ca si cele deja existente, cu referinta la SA8000:2014.*

### **3 PROCESS REQUIREMENTS CERINTE DE PROCES**

IQNet Ltd audit teams shall verify the effective implementation of the SA8000:2014 requirements. Before the initial certification or the assessment for the transition to the new reference standard, it is necessary that all the SA8000:2014 requirements are incorporated in the organization's policies, procedures and documents and implemented throughout the organization. The organizations shall provide adequate evidence to ensure that the requirements of SA8000:2014 are understood and implemented at all levels, including a complete internal audit and management review planned and conducted.

*Echipa de audit IQNet Ltd trebuie sa verifice implementarea eficienta a cerintelor SA8000:2014. Inainte de certificarea initiala sau de evaluarea pentru tranzitia la noul standard de referinta, este necesar ca toate cerintele SA8000:2014 sa fie incorporate in politicile organizatiei, proceduri si documente si trebuie sa fie implementate la nivelul intregii organizatii. Organizatiile trebuie sa furnizeze dovezi adecvate pentru a asigura ca cerintele SA8000:2014 sunt intelese si implementate la toate nivelele, inclusiv sa fie planificate si efectuate un audit intern complet si o analiza efectuata de management.*

According to the established transition period, no IQNet Ltd certificate against SA8000:2008 will be valid after **30 June 2017**.

*In conformitate cu perioada de tranzitie stabilita, niciun certificat IQNet Ltd emis in conformitate cu SA8000:2008 nu va mai fi valid dupa data de 30 Iunie 2017.*

IQNet Ltd is starting providing certification services based on SA8000:2014 from 1 January 2016 (provided no additional delays outside IQNet sphere of influence and control).

*IQNet Ltd incepe sa ofere servicii de certificare in conformitate cu SA8000:2014 din data de 1 Ianuarie 2016 (cu conditia sa nu existe alte intarzieri care nu depind de IQNet).*

All assessments based on SA8000:2014 shall involve the Social Fingerprint system (to be released) and rely on the requirements issued by SAAS in SAAS Procedure 200 version October 2015. Consequently related amendments to the contractual arrangements (e.g. audit durations, assessment criteria and process requirements) might be necessary. IQNet Ltd will make the requirements available in due time.

*Toate evaluarile conform SA8000:2014 trebuie sa includa sistemul Social Fingerprint (ce urmeaza a fi lansat) si se vor baza pe cerintele emise de SAAS in Procedura SAAS 200 versiunea din Octombrie 2015. In consecinta pot fi necesare modificari referitoare la termenii contractuali (de exemplu durata auditurilor, criteriile de evaluare si cerinte de proces). IQNet Ltd va pune la dispozitia dvs. aceste cerinte in timp util.*

The Social Fingerprint is an online tool developed by SAI in order to help organizations and certification bodies to measure and rate social performance, support the certification process and drive continual improvement. It will involve a combination between the organization self-assessment and auditors independent assessment based on the same criteria related to management system. More information can be found at <http://sa-intl.org/index.cfm?fuseaction=Page.ViewPage&pagelid=1711>.

*Social Fingerprint este un instrument online dezvoltat de catre SAI realizat pentru a ajuta organizatiile si organismele de certificare sa masoare si sa evalueze performanta sociala, sa sprijine procesul de certificare si sa conduca la imbunatatirea continua. Va implica o combinatie a auto-evaluarii realizata de organizatie si evaluarea independenta realizata de auditori bazata pe aceleasi criterii referitoare la sistemul de management. Mai multe informatii puteti gasi la <http://sa-intl.org/index.cfm?fuseaction=Page.ViewPage&pagelid=1711>.*

### **3 AVAILABLE RESOURCES RESURSE DISPONIBILE**

The new edition of SA8000:2014 is available from IQNet Ltd Website at <http://www.iqnet-certification.com/> (Products → Social Responsibility & Sustainability → SA8000 → Related Information) or on SAI Website at <http://sa-intl.org/> (SA8000 Standard → SA8000 Standard and Documents).

*Noua editie a SA8000:2014 este disponibila pe web-site-ul IQNet Ltd la <http://www.iqnet-certification.com/> Products → Social Responsibility & Sustainability → SA8000 → Related Information) sau pe site-ul SAI la <http://sa-intl.org/> (SA8000 Standard → SA8000 Standard and Documents).*

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Additionally the following resources are available in order to facilitate the understanding of the changes and effective implementation by the organization:

*In plus urmatoarele resurse sunt disponibile pentru a facilita intelegerea schimbarilor si implementarea eficace de catre organizatie:*

SA8000 Standard: Side By Side Comparison of SA8000:2014 and 2008 <i>Standardul SA8000: Comparatie parte cu aprte intre SA8000:2014 si 2008</i>	Highlighting the changes in the new standard revision as compared to the previous edition SA8000:2008 <i>Sublinierea modificarilor in noua revizie a standardului comparativ cu editia anterioara a SA8000:2008.</i>
SA8000: 2014 Drafters' Notes <i>SA8000 : 2014 Notele autorilor</i>	Explanatory document with regard to the changes operated to SA8000:2014 and their intent <i>Document explicativ cu privire la schimbarile operate in SA8000:2014 si a intentiei acestora</i>
SA8000: 2014 Performance Indicator Annex <i>SA8000:2014 Anexa Indicatori de Perfomanta</i>	Document containing the performance expectations that organizations claiming conformance with the normative requirements of SA8000 must meet, as a minimum <i>Document care contine asteptarile de performanta pe care organizatiile care doresc conformitatea cu cerintele normative ale SA8000 trebuie sa le indeplineasca, ca si conditie minimum necesara</i>

#### 4 MAIN CHANGES TO THE NEW SA8000 PRINCIPALELE MODIFICARI IN NOUL SA8000

The SA8000:2014 Drafter's Notes document issued by SAI provides background information and explanations on the changes made and summarize all substantive differences between the SA8000:2014 and SA8000:2008.

*Documentul Notele autorilor standardului SA8000:2014 elaborat de SAI furnizeaza informatii generale si explicatii privind modificarile efectuate si rezuma toate diferentele substantiale dintre SA8000:2014 si SA8000:2008.*

Some of the changes in the new SA8000:2014 include:

*Unele dintre modificarile din noul SA8000:2014 includ:*

<b>Clause 1 – Child labour</b> Articolul 1- Munca prestata de copii	No significant changes <i>Nu sunt schimbari semnificative</i>
<b>Clause 2 – Forced and compulsory labour</b> Articolul 2 – Munca fortata si obligatorie	<ul style="list-style-type: none"> <li>▪ New requirement: Payment of employment fees or costs by workers prohibited</li> </ul> <i>Noua cerinta: Plata taxelor sau costurilor de angajare de catre angajati este interzisa</i>
<b>Clause 3 – Health and safety</b> Articolul 3 – Sanatate si securitate	<ul style="list-style-type: none"> <li>▪ Reorganization and expansion of requirements for an improved process flow with emphasis on prevention <i>Reorganizarea si extinderea cerintelor pentru un flux imbunatatit al procesului cu accent pe preventie</i></li> <li>▪ Clause 3.2 includes also nursing mothers <i>Articolul 3.2 include si mamele care alapteaza</i></li> <li>▪ Clause 3.3 highlights the provision and use of personal protective equipment (PPE) after the health and safety hazard minimization or elimination <i>Articolul 3.3. subliniaza prevederile si utilizarea echipamentului personal de protectie (PPE) dupa minimizarea sau eliminarea riscului privind sanatatea si securitatea</i></li> <li>▪ New requirement 3.5 regarding the establishment of a Health and Safety Committee composed of a balanced group of management representatives and workers <i>Noua cerinta 3.5 referitoare la stabilirea unui Comitet de Sanatate si Securitate compus dintr-un grup echilibrat format din reprezentanti ai managementului si muncitori</i></li> <li>▪ Clause 3.6 is enhanced with the need to repeat the training when changes in technology and/or introduction of new machinery present new risks <i>Articolul 3.6 este imbunatatit cu nevoia de a repeta instruirea atunci cand schimbarile in tehnologie si/sau introducerea de noi echipamente prezinta riscuri noi</i></li> <li>▪ Clause 3.7 is expanded with the clarification that the organization is responsible for incidents occurred in residences and property as well as the workplace <i>Articolul 3.7 este extins cu clarificarea faptului ca organizatia este responsabila pentru incidente aparute atat la dormitoare si proprietate cat si la locul de munca</i></li> <li>▪ Clause 3.8 adds suitable spaces for meal breaks to the list of facilities to be provided to workers free of charge <i>Articolul 3.8 adauga spatiile adecvate pentru pauzele de masa la lista facilitatilor care trebuie sa fie puse la dispozitia muncitorilor fara nicio plata.</i></li> </ul>
<b>Clause 4 – Freedom of association and right to collective bargaining</b> Articol 4 – Libertatea de asociere si dreptul de negociere colectiva	No significant changes <i>Nicio schimbare semnificativa</i>
<b>Clause 5 – Discrimination</b> Articol 5 - Discriminare	Minor changes <i>Schimbari minore</i>
<b>Clause 6 – Disciplinary practices</b> Articol 6 – Practici disciplinare	No significant changes <i>Nicio schimbare semnificativa</i>
<b>Clause 7 – Working hours</b> Articol 7 – Program de lucru	No significant changes <i>Nicio schimbare semnificativa</i>
<b>Clause 8 – Remuneration</b> Articol 8 – Salariizare	Minor changes <i>Schimbari minore</i>

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**Clause 9 – Management system**  
Articol 9 – Sistem de management

- Reorganization and expansion of requirements in order to clarify requirements and increase understanding of effective management systems  
*Reorganizarea si extinderea cerintelor pentru a clarifica cerintele si pentru a creste intelegerea sistemelor de management eficiente*
- Clause 9.1 is expanded with the requirement of developing policies and procedures to implement SA8000 and to post the policy statement in residences and other property.  
*Articolul 9.1 este extins cu cerinta de dezvoltare a politicilor si procedurilor pentru implementarea SA8000 si de a afisa declaratia de politica in dormitoare si alte proprietati*
- New requirement 9.2 to create a Social Performance Team (SPT) comprised of management and SA8000 worker representative(s). The SPT shall be involved in the identification and assessment of risks, continual workplace monitoring and corrective and preventive actions  
*Noua cerinta 9.2 de a crea o Echipa de Performanta Sociala (EPS) compusa din management si reprezentant(i) SA8000 ai lucratorilor. EPS trebuie sa fie implicata in identificarea si evaluarea riscurilor, monitorizarea continua a locului de munca si actiuni preventive si corective.*
- New requirement 9.3 requires the SPT to conduct periodic written risk assessments and consult with external stakeholders, recommend actions to senior management that address these risks and work towards the prioritization of actions according to the severity of the identified risks.  
*Noua cerinta 9.3 stabileste ca ESP sa conduca periodic evaluari de risc scrise si sa se consulte cu partile interesate externe, sa recomande managementului superior actiuni care trateaza aceste riscuri si sa lucreze in privinta prioritizarii actiunilor in conformitate cu severitatea riscurilor identificate.*
- New requirement 9.4 emphasises the role of the SPT as responsible for monitoring actions taken to address risks, facilitating routine internal audits and holding periodic meetings to review progress and identify potential improvements needed.  
*Noua cerinta 9.4 accentueaza rolul EPS ca responsabil pentru monitorizarea actiunilor intreprinse pentru a trata riscurile, facilitarea auditurilor interne de rutina si realizarea de intalniri periodice pentru a analiza progresul si a identifica potentiale imbunatatiri necesare.*
- New requirement 9.5: Internal communication required.  
*Noua cerinta 9.5: Este necesara comunicare interna.*
- Requirement 9.6 emphasises the need of a written non-retaliatory grievance mechanism for all personnel and interested parties.  
*Cerinta 9.6 accentueaza necesitatea unui mecanism scris pentru solutionarea reclamațiilor, care sa nu conduca la represalii asupra personalului si partilor interesate.*
- Requirement 9.7 includes the need for the organization to fully cooperate with announced and unannounced audits and to engage with stakeholders  
*Cerinta 9.7 include necesitatea ca organizatia sa coopereze in totalitate pentru auditurile anuntate si neanuntate si sa implice partile interesate*
- Requirement 9.8 provides for the organization to establish policies and procedures to manage preventive actions, adequately resource their preventive and corrective actions and recognize the role of the SPT. It also introduces the need to retain records for SA8000 non-conformances, root causes and results of corrective and preventive actions.  
*Cerinta 9.8 specifica faptul ca organizatia trebuie sa stabileasca politici si proceduri pentru a gestiona actiuni preventive, resurse adecvate pentru actiunile lor corective si preventive si sa recunoasca rolul EPS. De asemenea introduce nevoia de a mentine inregistrari pentru neconformitatile SA8000, cauzele si rezultatele actiunilor preventive si corective.*
- Requirement 9.9 emphasises that the organization is required to develop a training plan from the risk assessment, which includes metric evaluation function and periodic evaluation for effectiveness.  
*Cerinta 9.9 accentueaza faptul ca organizatia trebuie sa dezvolte un plan de instruire privind de la evaluarea de risc, care sa includa functia metrica de evaluare si evaluarea periodica privind eficacitate.*
- Requirements 9.10 clarifies the responsibilities of the organization in managing its supply chain and introduces the concept of due diligence in managing supplier chain.  
*Cerintele 9.10 clarifica responsabilitatile organizatiei referitoare la gestionarea lantului propriu de furnizori si introduce conceptul de verificare in gestionarea lantului de furnizori.*

The IQNet Ltd Transition Policy to SA000:2014 was approved by the Board of Directors of IQNet Ltd.  
*Politica IQNet de tranzitie la SA800:2014 a fost aprobata de Consiliul Director al IQNet Ltd.*

**IQNet Ltd, Bern/Switzerland**  
IQNet Ltd, Berna/Elvetia



Pedro Castro Alves  
Managing Director

First issue, February 2015  
Prima editie, Februarie 2015  
Second issue, October 2015  
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Cronologia SA8000:2014

**Cycle Timeline to SA8000:2014**

Figure 1

**Legend**

SA: Self-Assessment  
IE: Independent Evaluation

Type	Stage 1	Stage 2	Surv. 1	Surv. 2	Surv. 3	Surv. 4	Surv. 5	Stage 2 (Recertification)	Surv. 1 through Surv. 5	Stage 2 (Recertification)
New	SA + IE	IE		IE		IE		SA + IE		SA + IE
Recertification		SA + IE		IE		IE		SA + IE		SA + IE
Transition occurs in Surveillance 1			SA + IE		IE		IE	SA + IE		SA + IE
Transition occurs in Surveillance 2				SA + IE		IE		SA + IE*	IE	SA + IE
Transition occurs in Surveillance 3					SA + IE		IE	SA + IE*	IE	SA + IE
Transition occurs in Surveillance 4*						SA + IE		SA + IE**	IE	IE
Transition occurs in Surveillance 5*							SA + IE	SA + IE**	IE	IE

\* Companies that transition during Surveillance 2 and Surveillance 3 will be certified if they meet the requirements of SA8000:2014, but still need to conduct an additional IE anytime during their second recertification cycle.

\*\* Companies that transition during Surveillance 4 and Surveillance 5 will be certified if they meet the requirements of SA8000:2014, but still need to conduct 2 additional IEs anytime during their second recertification cycle.

Source: SAAS Notification 4A, revision 3  
Sursa: Notificarea 4A SAAS, revizia 3

**Legenda:**

SA: Auto-evaluare  
IE: Evaluare independenta

\* Companiile care efectueaza tranzitia in cadrul Supravegherii 2 si Supravegherii 3 vor fi certificate daca indeplinesc cerintele SA8000:2014, dar trebuie sa efectueze IE pe parcursul celui de-al doilea ciclu de certificare.

\*\* Companiile care efectueaza tranzitia in cadrul Supravegherii 4 si Supravegherii 5 vor fi certificate daca indeplinesc cerintele SA8000:2014, dar trebuie sa efectueze 2 IE pe parcursul celui de-al doilea ciclu de certificare.