1997
- Council on Economic Priorities Accreditation Agency (CEPAA) incorporated in May as an affiliate organization of the Council on Economic Priorities (CEP). CEP was founded in 1969 by Alice Tepper Marlin to research corporate social responsibility throughout the globe. CEPAA specifically addresses the implementation of voluntary codes to support corporate social responsibility.
- SA8000 standard drafted; accreditation and certification protocols developed; Guidance Document undertaken; SA8000 field tested in U.S., Mexico, and Honduras.
- SA8000 standard published in October; Advisory Board meets.

1998
- CEPAA accredits first organizations to audit for compliance to SA8000.
- Guidance Document drafts distributed to more than 200 NGOs, trade unions and companies throughout the world.
- CEPAA conducts 3 pilot audits on agriculture to extend the scope of SA8000; to research, consult on and write a supplement to the SA8000 Guidance Document for agriculture.
- 1st accredited certification body.
- 1st SAI accredited auditor training course.
- 1st factory facility certified to SA8000.
- 8 facilities certified by year end.
- Guidance Document meetings and consultative workshop.
- International Accreditation Forum meeting in Guangzhou.

1999
- SA8000 Guidance Document issued.
- Signatory Membership program launched for companies with large supply networks.
- 1st Consultative Workshop held in Sao Paolo, Brazil in June.
- 1st accredited course provider.
- 30 facilities certified by year end.
- Business Principles for Countering Bribery Steering Committee convened by SAI and Transparency International (TI) with funding from Open Society Institute.

2000
- SA8000 Standard review begins.
- The United Nations Office of Project Services (UNOPS) becomes the newest Signatory member of the SA8000 Corporate Involvement Program.
- CEPAA changes its name to Social Accountability International (SAI) to reflect the global growth of the SA8000 standard.
- 1st SAI accredited auditor training course.
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2001
- Transparency International (TI) and Social Accountability International (SAI) issue draft “Business Principles for Countering Bribery” for public consultation.
- Deborah Leipziger, the former European Director for SAI publishes a new book: “SA8000 – The Definitive Guide to the New Standard.”
- Worker training program launched in partnership with the International Textile, Garment, and Leather Workers’ Federation (ITGWFW).
- SAI hosts a consultation roundtable on working hours in China.
- First revision of SA8000 standard issued in December; changes include expansion of scope of the standard to cover homeworkers and periodic overtime as part of a collective bargaining agreement.
- 76 facilities certified by year end.

Social Accountability International. The First 10 Years.
2002
- SAI Guidance Document under revision
- Supplier trainings convened in India, Peru, and Sri Lanka
- SAI presents Corporate Conscience Awards to Avon Products Inc. (USA), Prem Durai Exports (India), and Switcher SA (Switzerland) for the SA8000 Implementation Award; Shaklee (USA) for the Environmental Stewardship Award; Hewlett Packard (Brazil) and Tomra Systems (Norway) for the Innovative Partnership Award. The Overall Corporate Responsibility Performance Award given to Co-operative Bank
- Expanded SA8000 Corporate Involvement Program launched to help businesses and organizations assess SA8000 as the workplace standard in their facilities
- Signatory Member Avon, is ranked #10 on Business Ethics 100 Best Corporation Citizens List
- Social Accountability in Sustainable Agriculture (SASA) conducts pilot audits
- 162 facilities certified by year end
- Kenya Human Rights Council publishes book on Del Monte, Kenya - SA8000 complaint case study
- 26 meetings in different Indian cities convened by the Textiles Committee (Ministry of Textiles, Government of India), to support industry certification to SA8000, ISO14000 and ISO9000
- SAI signatory member Eileen Fisher issues its first Social Accountability Progress Report. Becomes the first US retailer to earn SA8000 certification
- Navy Exchange Service Command (NEXCOM) sets September 1 deadline for suppliers of private label and imported merchandise sold in military exchanges to comply with a new “Policy of Social Responsibility and Labor Standards. “SA8000 certification is one of three examples cited as preferred evidence of compliance
- Local governments in the Italian region of Umbria give preferential contracts to SA8000-certified firms
- SAI enters a contract with InTouch to launch pilot projects designed to place external accreditation procedures for all InterAction member agencies that undertake child sponsorship programs. Such agencies include Childreach/ Plan International, Children International, Christian Children’s Fund, Save the Children and World Vision.
- 310 facilities certified

2003
- SAI recognized by Scientific American magazine as a Policy Leader in Manufacturing in the 2004 “Scientific American 50”
- Worker-Manager Training launched in China; leads to the direct election of worker representatives in China, held in October
- SAI updates its Corporate Involvement Program to provide a broader range of benefits to corporate members
- SAI subcontractor in S.2.5 million grant from the US Agency for International Development (USAID), for a major multi-stakeholder alliance that aims to improve labor standards in apparel and textile factories throughout Central America. The initiative is called Continuous Improvement in the Central American Workplace (CIMCAW)
- SAI selected by the German Technical Cooperation (GTZ) to serve as the facilitator for a series of roundtables hosted by the GTZ and the Vietnam Business Links Initiative, focusing on health and safety training in footwear factories in Vietnam
- 572 facilities certified

2004
- SAI joins a collaborative effort called the Joint Initiative on Corporate Accountability and Workers Rights (Jo-In) to explore cooperation between the organizations and facilitate shared learning on voluntary codes of labor practice
- Certifications to Private Voluntary Organization (PVO) standards awarded by ITS and CSCC to five child sponsorship agencies in SAI-InterAction project
- San Matteo S.p.A. becomes the second winery to be SA8000 certified
- SAI and ITGLWF develop training curriculum for worker representatives in China
- 763 facilities certified by year end

2005
- SAI certified by the International Social and Environmental Accreditation and Labeling Alliance (ISEAL) as being compliant with the ISEAL Code of Good Practice for Setting Social and Environmental Standards
- SAI and fellow ISEAL member Forest Stewardship Council initiate and conduct a pilot project to address issues in chain of custody audits
- SAI launches the Factory of the Future program to help New York City apparel manufacturers link better management, productivity and social compliance to competitive production
- CIMCAW trainings conducted in Guatemala, Nicaragua, El Salvador, Honduras, and the Dominican Republic
- The number of SA8000-certified companies surpasses the 1000 mark; 1038 facilities certified as of June 2006, 1200 certified by the end of the year
- SAI President Alice Tepper Marlin receives the Ashoka Award for Social Entrepreneurship

2006
- The Medak District Collector’s office in India becomes the first governmental entity to receive SA8000 certification
- The Business Social Compliance Initiative (BSCI) revises its Code to better conform to the SA8000 standard
- SAI and Solaridad complete a trial spinning of certified organic and fair-trade cotton in China, as part of the Made-by Project
- Pakistani government launches national project to increase awareness and encourage adoption of SA8000
- Under a large grant from US Department of Labor, SAI launches Project Cultivar to improve labor standards in agriculture in Central America
LETTER FROM THE PRESIDENT AND CEO

I am delighted to celebrate the remarkably diverse group of people and institutions committed to dramatically improving workplaces worldwide who pioneered SAI’s first decade and will share our journey into our second one. Inside you will hear voices informed by experience and insight. They will share their knowledge and perspectives on what it really takes to provide decent work and a productive work environment, and about the benefits you can expect as a result. These are the voices of:

- Workers and managers of farms and factories implementing the SAS8000 standard and putting in place an advanced industrial relations system.
- Multi-stakeholder alliance partners working with SAI to embed a culture of compliance in their community, sector and nation.
- Italians and Chinese, Indians and Peruvians, North Americans and Europeans, in social dialogue.
- Trade unions and global retailers, forging sustainable solutions to seemingly intractable problems, on a scale that can make the crucial difference.
- SAI board members, guiding our policy and our administration.
- Supply chain compliance managers and progressive governments offering concrete incentives for earning certification to SA8000.
- Academics testing impact and exploring new approaches.
- SAI staff and trainers offering practical and effective tools and systems.

- Development agencies and government supporting high leverage, innovative public private partnerships
- Signatories and corporate program participants applying the SA8000 system to achieve the global scale necessary to make the dramatic changes consumers increasingly expect and demand. And beginning to ask tough questions about purchasing practices.

We invite your voice, sharing your questions, your experience, your knowledge, and your best practices.

We are all stakeholders, and together we face challenges at the complex intersection of human resource management, empowerment, supply chain management and workplace accountability. SAI’s conferences, stakeholder meetings, public comment processes, and training programs provide a forum for discussion on fundamental issues, new ways to improve and sustain responsible workplaces, and practical tools to assist you and your organization as you addresses these challenges.

Spring of 2008 will be our next strategic planning session. We welcome your questions, your advice, and your challenges. We resolve to listen, and will take new steps to advance worker rights and good human resource management. We hope you find our work and strategy both insightful and constructive. We hope too that you will join us, as a Signatory member, Corporate Program participant, NGO or individual supporter.

Best wishes,
Alice Tepper Marlin
President
Here we profile three SA8000 certified facilities to provide snapshots of the reach and range of certification around the world, the strides made by facilities as they work to SA8000, and the commitment and vision of their owners and managers.

**San Matteo S.p.A - Creazzo, Italy**

“A tour of the San Matteo winery, just outside Vicenza, Italy, is enough to convince a guest that wine and corporate social responsibility make a good pair. This view is strongly supported by Matteo Cielo, the company’s CSR representative and great-grandson of the company’s founder. As he describes every step of the production chain, from the raw grape product to the labeled bottles, he repeatedly cites San Matteo’s SA8000 certification. He proudly displays the company’s most successful product, a table wine packaged in a plastic (PET) container. Portable and inexpensive, it’s perfect for Italy, where table wine is often consumed at lunch as well as dinner. Cielo explains the company’s philosophy: “The wine itself is just part of the way we approach ‘quality’.” He points to the bottle’s shape, ideal for transportation, “this is quality. And so is this” – pointing to the easy twist-off cap. “Quality is the entire bottle, not just its content. Every facet of our production is part of our quality… People are the engine of the facility…the fuel of this engine is represented by the satisfaction of the workers, so the people are fundamental to produce good product and be sustainable for the future.”

San Matteo has a long tradition in the wine-making business. Matteo Cielo – great grandfather of the current Matteo Cielo – started the company in 1895. The Cielo family has embraced innovation and change throughout the company’s evolution into the dynamic, successful business that it is today. In 1996 San Matteo received its first certification, in ISO 9001, followed by SA8000 in 2004 and ISO 14001 in 2005. San Matteo has created an efficient infrastructure by combining the needs and opinions of its stakeholders. In the nine months it took to earn SA8000, the company installed new health and safety equipment and provided worker and manager training. Regular workers’ surveys keep management aware of employees’ opinions on everything from safety training to bathroom maintenance. At their suggestion, the company built a “Relaxation Room” on the warehouse premises so that workers could eat lunch together; after polling neighbors on potential noise disruption, machinery was moved outdoors to prevent disturbance. According to the surveys, workers’ satisfaction is growing every year.
Italy is a country deeply dedicated to CSR and SA8000, and this meticulous attention does not go unnoticed by customers and media. San Matteo has been the recipient of various awards, including the Azienda Sana (Healthy Business) Award in 2004, the National City Award for Social Responsibility from Rovigo in 2004, the Unioncamere Award for Human Resources in 2006, and the KPMG/GDOWeek Ethic Award in 2006. The company’s bottles line the shelves of large retailers such as Coop Italia and Carrefour in Italy and the rest of Europe.

This success in the CSR world has increased the Cielo family’s belief in the usefulness of social standards and multi-stakeholder integration. To this end, they are in the final stages of construction for a new company headquarters: the plan synthesizes the needs of San Matteo’s workers, neighbors, the local environment, available energy resources, and its various clients and affiliates. The new structure, which is luminous and well-ventilated, will feature guest rooms and an on-site shop to promote a higher level of customer involvement.

“I studied two months the English Standard of SA8000 before applying it, but the real thing is that the study of the Standard is never finished. Every day with the workers I search for new methods of doing work better to respect their work and their perspective.”

– Matteo Cielo
General Manager

| Year of SA8000 certification: | 2004 |
| Certification company:       | Det Norske Veritas |
| Product:                     | Cultivation of grapes and production of wine, refining, packaging, bottling and trade of wines |
| Total workforce:             | 25 permanent workers, 2 manager owners |
| Estimated annual production: | 20,000,000 liters |
| Size of facility:            | 5,000 square meters under roof; 100,000 square meters of vineyard |