

## Eligibility Requirements to become an SLCP-approved Verifier

Last updated 23 February 2026

Criteria	Specifics
Employment contract with an approved VB	Employee of a Verifier Body with “active” SLCP status – or – Part-time or subcontracted individual who works on a subcontracted/part-time basis <u>exclusively</u> for one active VB for the purpose of SLCP verifications
Work experience	Minimum of 3 years of conducting social and labor onsite audits/verifications, with robust proof of relevant experience (e.g., number of audit days etc.) Records of last 36 months auditing experience. See below APSCA CSCA requirement to apply an exception to the 3 year experience rule.
Education/qualification	<p>Post-Secondary Degree / Diploma</p> <p>Required:</p> <p>Independent* lead auditor training on at least one generally recognized social auditing system, e.g., SA8000, BSCI, WRAP, RBA or IETP</p> <p>Recommended:</p> <ul style="list-style-type: none"> <li>&gt; Lead auditor training on at least one management systems auditing standard: ISO 9001, ISO 14001, OHSAS 18001/ISO 45001</li> <li>&gt; Experience conducting management systems audits</li> <li>&gt; Other relevant social scheme auditor (e.g., Lead) approval / accreditation</li> <li>&gt; Company internal social auditor trainings</li> </ul> <p><i>*Independent generally means provided by external entity with no conflict of interest (i.e., no business interest in the outcome)</i></p>
Geographical location (In-country experience)	Robust proof of relevant experience with social and labor auditing in country/region being applied for (provide audit log).
Knowledge areas	<p>Thorough understanding of social and labor onsite verification processes, including project planning, communication, and ethics.</p> <p>Proficiency in English and local language(s) in the country where verifications will be conducted**</p> <p><i>**Preferred but not required. If candidate has sufficient experience with social and labor auditing in country/region, translators are</i></p>

	<p><i>permitted. The VOO has discretion to determine if experience is sufficient to allow for this approval.</i></p>
	<p>Knowledge of international and local norms, and national laws and regulations to social and labor issues, e.g., local labor laws, UN, and ILO conventions</p>
	<p>Knowledge of core management system requirements</p>
<p>APSCA</p>	<p>APSCA membership is mandatory to become an SLCP Verifier*</p> <ol style="list-style-type: none"> <li>1. Only applications from Certified Social Compliance Auditors (CSCA) and Associate Social Compliance Auditors (ASCA) in good standing will be evaluated by the VOO.</li> <li>2. All applicant ASCA auditors shall have at least 3 years of on-site audits/verifications experience. Applications of ASCA auditors with less than 3 years of social auditing/verifications experience will be denied by the VOO.</li> <li>3. CSCA applicants are not required to have 3 years of social audit experience, but in-country auditing experience for the applicable country of application is mandatory.</li> </ol> <p>*APSCA Membership alone does not guarantee approval. All other SLCP requirements, such as a 3-year track record in auditing social and labor conditions, are also considered by the VOO when approving Verifiers.</p>