



PAS 24000: The New Frontier of Social Sustainability

The certification landscape in Italy is undergoing a profound transformation. While quality and the environment were once the main pillars, today the "S" for Social in the ESG acronym has become the new challenge for competitive companies.



CONTEXT

The Human-Centric Standard for Italian Organizations

La PAS 24000 is establishing itself as a reference standard for human-centric organization in Italy. While historical standards like ISO 9001 have decades-old databases, PAS 24000 reflects a trend of rapid and dynamic adoption.

Italy has historically led the world in SA8000 certifications, with over 2,500 active certificates. PAS 24000, despite starting from scratch in 2023, is experiencing double-digit growth month over month.



2.5K

Certificates SA8000

Italy world leader

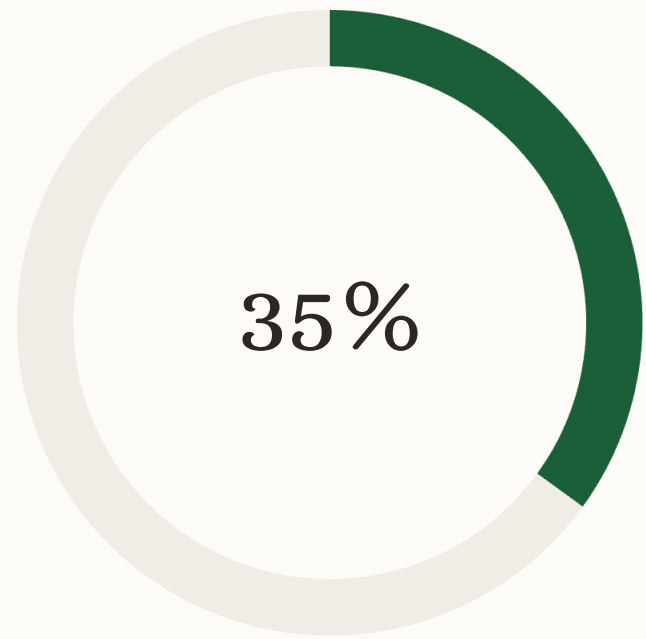
150%

Growth in Demand

In the last year

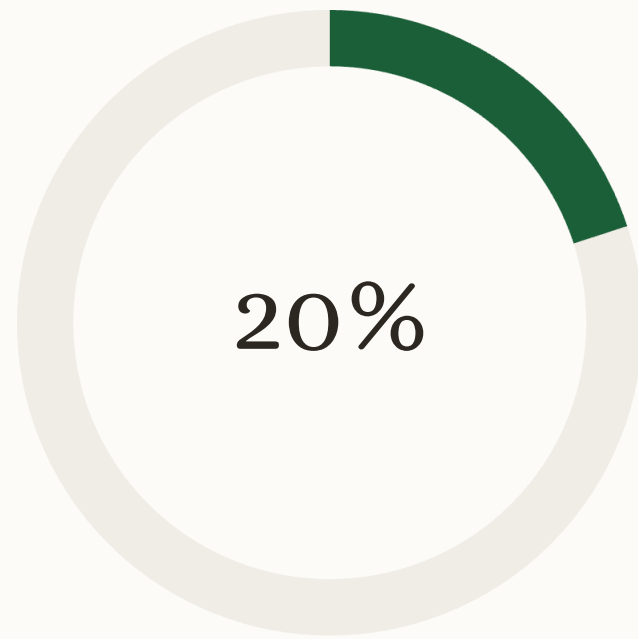
Driving Sectors and Geographic Distribution

The diffusion of PAS 24000 is not homogeneous but is concentrated where the "S" of ESG is most critical for business and competitiveness.



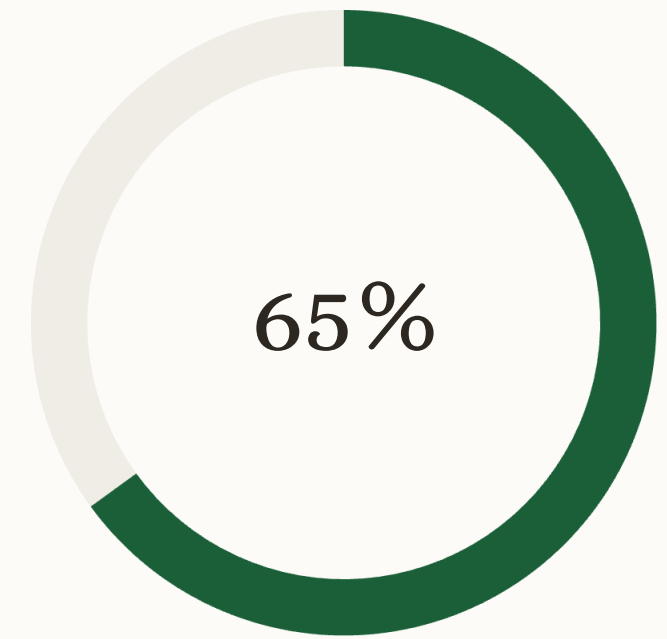
Services and Logistics

Need to ensure legality and rights in complex supply chains



Public Sector

Companies participating in tenders above the EU threshold



Northern and Central Italy

Initial concentration where supply chains are densest

The Engine of Future Growth: The CSRD



Corporate Sustainability Reporting Directive

The reason we'll see an explosion in numbers is linked to the CSRD. Large Italian companies—over 4,000—will be required to report their social impact.

To do this credibly, they will ask thousands of suppliers to become PAS 24000 certified to have certified data to include in their sustainability reports.

1

Reporting Obligation

4,000+ Italian companies involved

2

Request to Suppliers

Thousands of companies in the supply chain

3

PAS 24000 Certification

Certified and credible data

Why Get PAS 24000 Certified?

Certifying with an ACCREDIA Accredited Body means activating a series of strategic levers that directly impact your business and your company's competitiveness.



Governance and Model 231

It codifies corporate ethics, makes the organization resilient to management changes and strengthens the model against the risks of social and workplace crimes.



Employer Branding

Third-party, independent proof that inclusion, equality, and well-being are verified standards. The best calling card for attracting talent.



ESG credibility

It provides concrete KPIs for social sustainability, facilitates access to financing and improves the overall ESG rating.



Supply Chain

Passport to operate in prestigious international supply chains, guaranteeing ethical standards in every link of the chain

The Role of Accredia and the Certification Bodies

The Institutional Push

In Italy, the diffusion of PAS 24000 is closely linked to accreditation.

The number of Certification Bodies accredited or in the process of being extended for PAS 24000 is constantly increasing.

The recognition of PAS 24000 in official consultation documents, such as those related to the Procurement Code, has generated a significant spike in interest from companies.



- ❑ **Large Corporates as Pioneers:** Major brands were early adopters of the standard, paving the way for a network of hundreds of suppliers who are now adapting to PAS 24000.

Attention to People Becomes a Requirement of Excellence

1 — From Trend to Standard

The spread of PAS 24000 in Italy demonstrates that caring for people is no longer just a matter of "good heart", but a requirement of operational excellence

2 — Building Solidity

Those who choose to become certified today are not just responding to a trend, but are building a more solid, transparent and attractive company for all stakeholders.

3 — Values in Systems

ICDQ supports companies in this validation process, transforming values into management systems capable of generating real and measurable value.



Is Your Company Ready for the Social Leap?



Find Out How PAS 24000 Can Enhance Your Business

ICDQ is an ACCREDIA-accredited certification body for the assessment of management system conformity in accordance with PAS 24000. We support companies in the certification process, transforming corporate values into concrete management systems that generate real value.

Contact us

Email: info@icdq.it

Telephone: 0883.612196

[Request Information](#)

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