



Insights from the PSCI Audit Findings 2025

Manufacturing Excellence in the Pharma Supply Chain



PSCI PHARMACEUTICAL
SUPPLY CHAIN
INITIATIVE

Building responsible supply chains

Welcome

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Introduction & Context

This sixth edition of the PSCI Audit Findings Analysis Report presents a review of supplier practices, reflecting PSCI's commitment to a responsible, resilient pharmaceutical and healthcare supply chain.

In 2024, pharmaceutical and healthcare companies ran thousands of audits of their suppliers' sites. Audits typically require between two to four days of focused, on-site effort from both the auditor and the supplier. PSCI Members work together to share these audits, in support of greater transparency and valuable efficiencies that benefit both members and suppliers. In 2024, the PSCI community uploaded more audits than ever to the PSCI platform; over **200**. This is great progress and we thank members for their efforts. These audits consisted of more than **2,000** findings made by expert auditors across five PSCI Principles topics: Governance & Management Systems (GMS), Ethics, Human Rights, Environment, and Health & Safety. The analysis summarized in this report provides an overview of suppliers' on-the-ground practices, spotlighting common challenges and suggesting where collaborative efforts will have the greatest impact.

Our analysis has three parts. First, a **deep dive** explores the most common and consequential topics within each Principle in 2024, supported by qualitative examples from auditor observations. Second, a **regional analysis** looks at patterns in China, India, the United States, Western Europe, and other regions represented in this year's uploads. Third, a new **five-year trend analysis (2020–2024)** shows how volumes, topics, and severity has evolved over time.

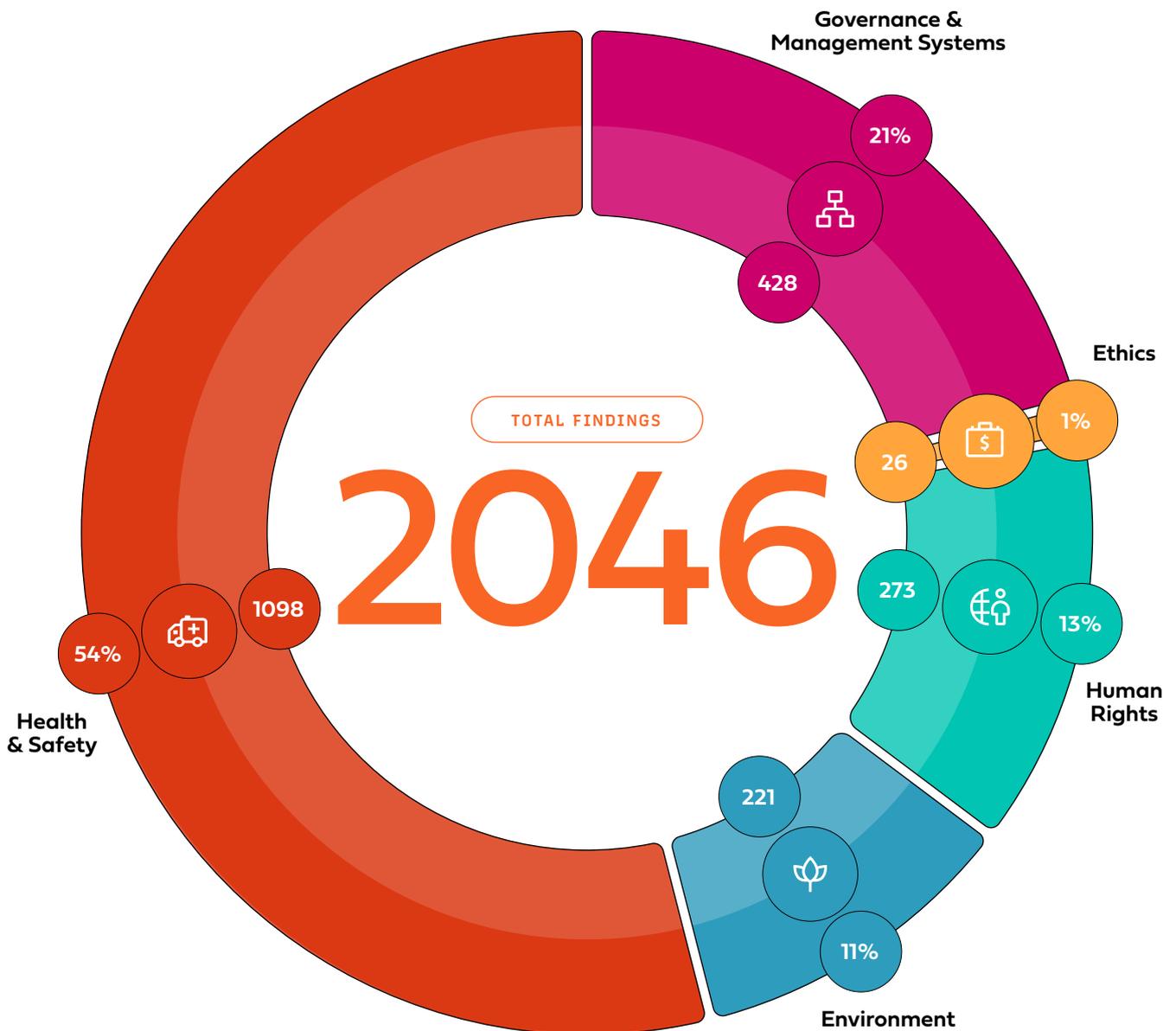
Several cross-cutting signals emerge. **Health & Safety** remains the largest source of findings by volume, reflecting consistent auditor focus on this business-critical and potentially life-threatening topic. **GMS** increased in relative prominence since 2023, overtaking **Environment** as a proportion of total findings, reflecting greater auditor focus on risk management, supplier due diligence against international standards, and incident investigation expectations. Meanwhile, **Human Rights** findings show sharper attention to contract worker treatment and alignment with international frameworks.

As always, interpreting these findings requires nuance. Changes in the number of findings or their severity (Minor, Major, Critical) may reflect changes in auditor capability, shifts in regulatory expectations, or evolving business risks — not only supplier performance¹. PSCI Members' shared goal is to translate audit evidence into **actionable insights**. These are used to prioritize the PSCI's provision of supplier capability building training, practical guidance, and collaboration with regional partners, ultimately supporting safer work, stronger rights, reduced environmental impact, and responsible business conduct across global supply chains.

¹ Put another way, increases in findings do not necessarily indicate worsening performance; they may reflect growing auditor expertise, evolving regulations, or other heightened expectations that shape audit focus.

Overview of findings

In 2024 we analyzed **2,046** findings from **228** PSCI-format audits² uploaded to the platform. More than half are related to Health & Safety, reflecting its importance and maturity as a topic. Compared with recent years, Governance & Management systems (GMS) rose as a share of total findings, reflecting a growing emphasis on risk management, supplier assessment, and incident investigation.

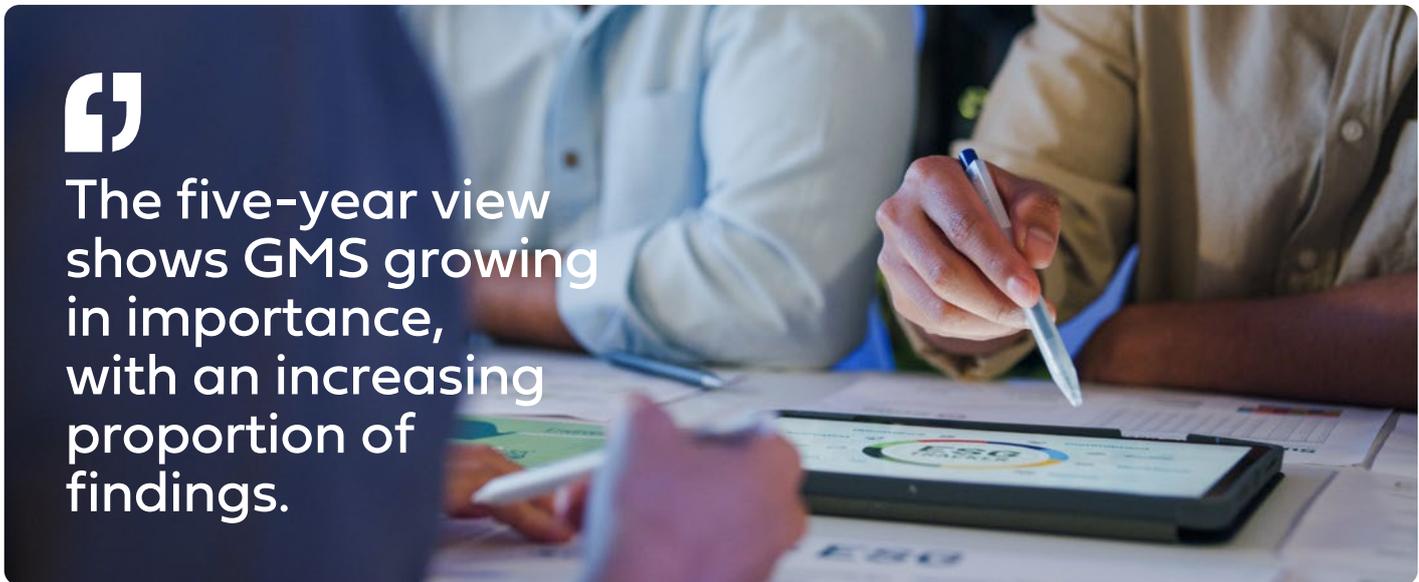
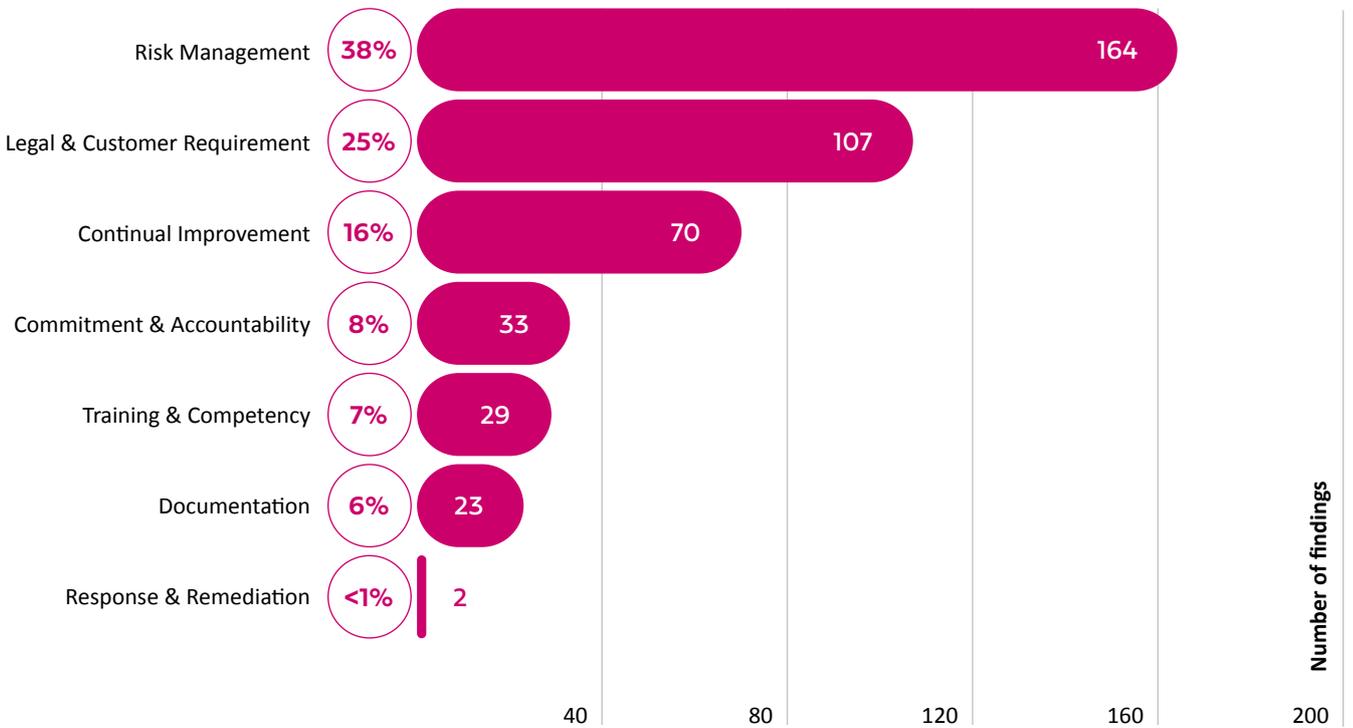


² Audits conducted according to the PSCI Audit Template. Other recognized formats include SMETA, BSCI, TFS amongst others. In 2024, 5 such audits were uploaded to the platform.

Governance & Management Systems

 **428 Findings** **21%**

The GMS Principle focuses on the enabling processes and behaviors which support the implementation of good practices across other Principles topics.



GMS accounted for 21% of findings with **Risk Management** being the largest group. Three themes dominate: **Business Continuity Planning (BCP)**, **Risk Assessment scope and methodology**, and **Change Management**. On BCP, some facilities' plans had limited scenario coverage, unclear recovery time objectives, or weak testing and review. A few lacked plans altogether. Where emergency response plans existed, they were not sufficiently comprehensive and actionable.

Illustrative 2024 examples

BCP

In some cases, suppliers were unable to evidence their plans, in others the scope or content fell below the expectations set out in the PSCI Audit Template. Typical deficiencies include lack of detail and untested mitigations.

Risk Assessment Methodology and Scope

Findings related to the breadth and method of risk assessments, often missing risks relating to business interruption, reputation, ethics and/or human rights, or relying on qualitative rather than systematic approaches.

Supplier Management & Assessment

Findings highlight incomplete supplier evaluation processes that do not address PSCI principles, gaps in comprehensiveness of supplier due diligence, and insufficient communication to suppliers on responsible business conduct.

Internal Audit & Assessment

Internal audits are found incomplete or missing certain document procedures required within the audit process. In addition, some sites lack formal management review procedures for internal assessments.

Five-year trend analysis, 2020–2024

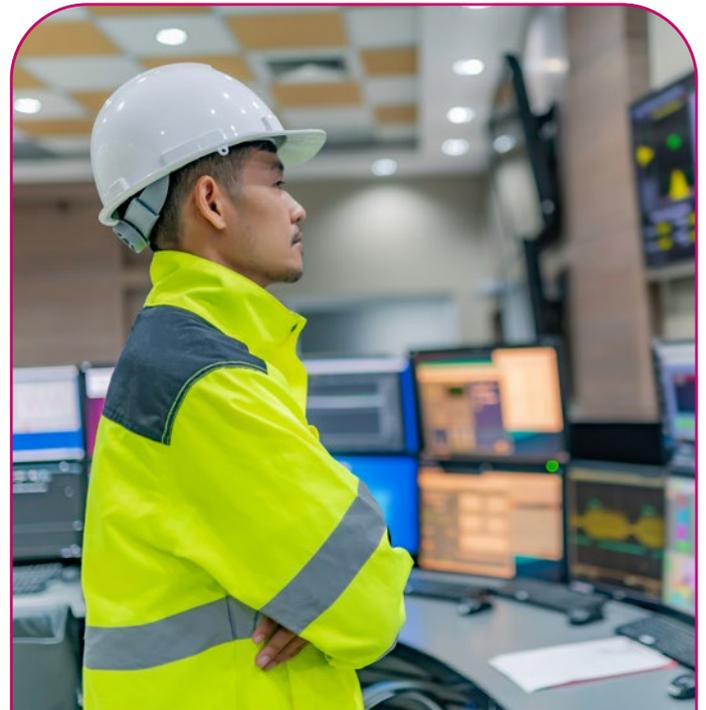
The five-year view shows **GMS** growing in importance, with an increasing proportion of findings. Within **Risk Management**, the focus shifted from “plan exists” to “effective communication and execution,” including customer notification procedures during crises.

Facility security also emerged as a newer — although still smaller — topic since 2022. In **Legal & Customer Requirements**, auditor expectations expanded from basic policy communication to due diligence aligned with international standards (e.g., sanctions screening, conflict-region sourcing).

Incident investigation and root cause analysis within **Continual Improvement** strengthened³, with increased findings reflecting raised expectations. Specific analytical methods (e.g. 5-Why, Fishbone) are now required by the audit protocol. Increasingly, facilities are expected to establish formal investigation teams or procedures.

Why this matters

Robust management systems are the backbone of responsible operations. Gaps in BCP, risk assessment, and change management increase the likelihood that events cascade into supply disruption or harm to people and the environment. Supplier sites with stronger systems also manage their own suppliers better, which ultimately reduces risk exposure across the value chain.



Practical actions for suppliers



- Establish **BCP governance** (roles, triggers, scenarios), define **recovery time objectives (RTOs)**, and run periodic **exercises** that cover realistic business-disruption and community-impact scenarios.
- Extend **risk assessments** beyond Health, Safety & Environment (HSE) to include labor, ethics, human rights, reputation, and business continuity, using traceable methodologies and evidence.
- Strengthen **Management of Change** to capture temporary changes and labor /ethics impacts, with approval, training, and post-implementation verification.
- Formalize **supplier due diligence** aligned with international standards, and track **incident investigations** using structured methods with corrective-action follow-through.

³ This category expanded from 1 out of 26 Continual Improvement findings in 2020 (4%) to 14 out of 68 findings in 2024 (21%).

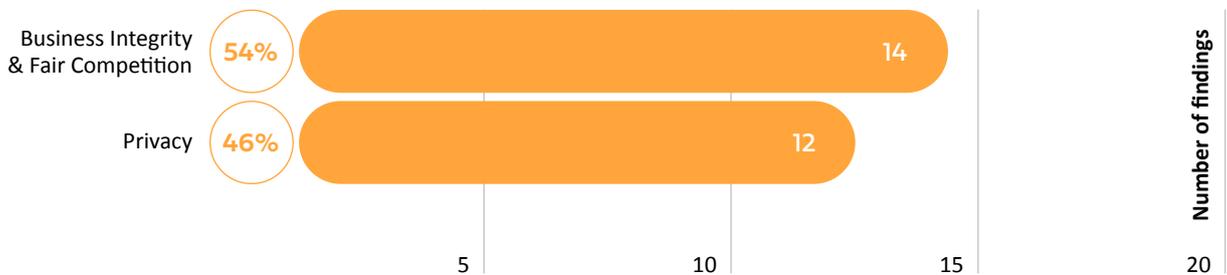
Ethics



26 Findings

1%

Ethics remains the smallest share of findings in 2024 (<1%). Findings continue to cluster around **ethics training, policy integration, and privacy or data protection**. The findings tend to indicate **incomplete system coverage** (e.g. code of conduct not fully embedded in procedures and down the chain in supplier engagement) and **documentation shortfalls** (e.g. inconsistent training records, missing refresher cadence).



Five-year trend analysis, 2020–2024

Across this period, no major structural shifts are evident within the Ethics topic; with the number of findings fluctuating at low levels year-to-year. That said, audit commentary indicates increasingly clear expectations for policies to extend beyond corporate statements to operational controls — for example, integrating fair competition and anti-corruption requirements into procurement routines and supplier-onboarding checks, and ensuring privacy controls reflect current regulatory landscapes.



Practical actions for suppliers



- Map ethical requirements into **procedures, training, and controls** (e.g. third-party management, conflicts of interest, marketing and promotional practices).
- Maintain **privacy registers**, with role-based access and periodic reviews to keep pace with legal change.
- Ensure **speak-up** mechanisms protect anonymity and non-retaliation, linking investigations to corrective actions and trend reviews.

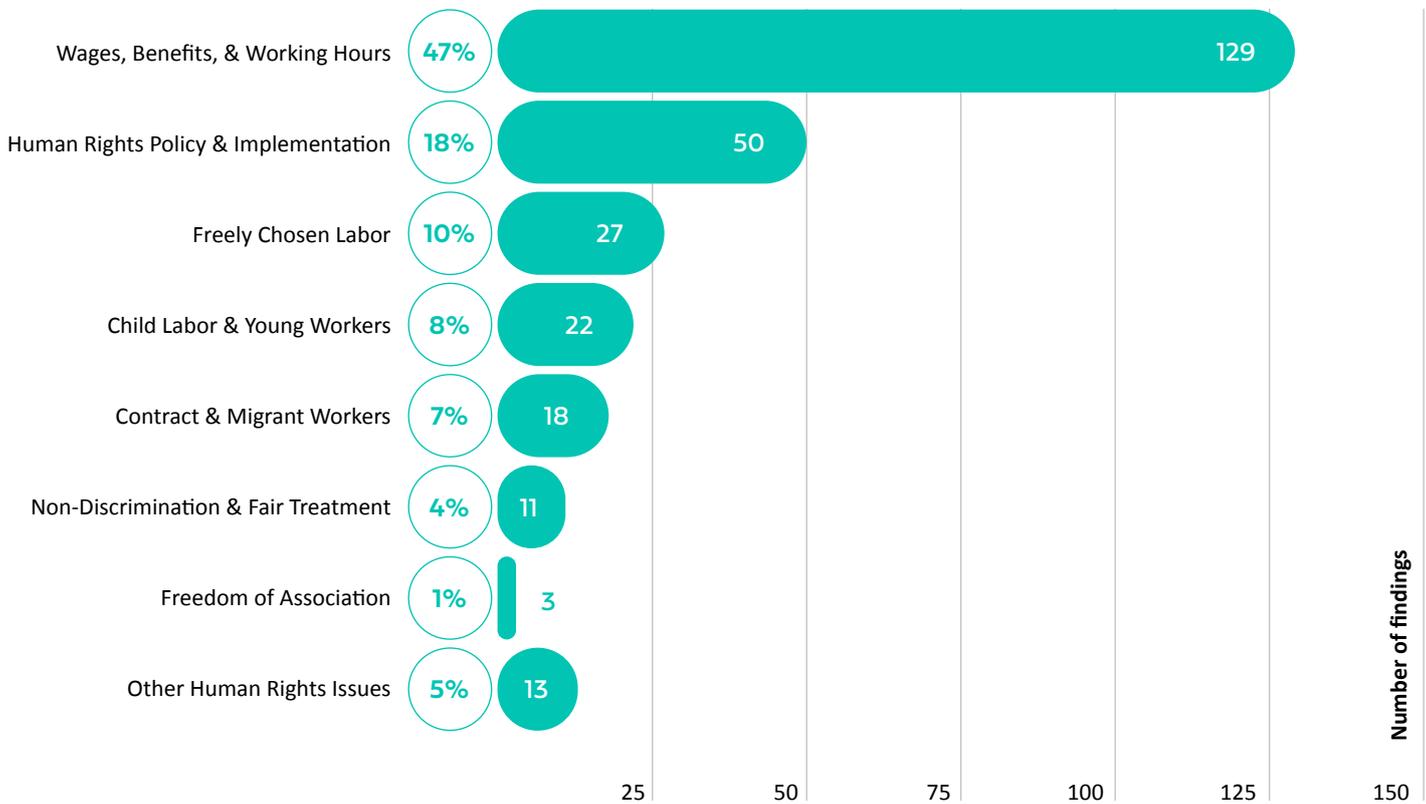


... audit commentary indicates increasingly clear expectations for policies to extend beyond corporate statements to operational controls.

Human Rights



In 2024, Human Rights accounted for 13% of total findings. The dominant theme was **Wages, Benefits & Working Hours**, with findings related to overtime limits, rest days, and timely payment processes. Auditors also flagged **policy and implementation gaps** (e.g. facility-level procedures not matching corporate commitments) and **contract and migrant worker protections** (incomplete contracts, onboarding transparency).



Contract worker treatment rose significantly as an area of concern [...] with multiple Critical findings in 2023–2024.

Severity and access to information

While the majority of issues were Minor or Major, the small number of Critical cases related to excessive working hours or restrictions on audit access. For example, auditors were not allowed to conduct worker interviews, preventing verification of hours, benefits, and conditions.

Illustrative 2024 examples

Working hours

Legal overtime / monthly limits and rest periods, attendance systems which support monitoring were absent.

Payment practices

Wages or overtime payments falling below legal compliance, delayed settlement for departing workers, punitive fines (e.g. for lateness), incomplete pay slips.

Human Rights Policy

Some sites lack comprehensive policies on human rights overall as well as specifically freedom of association, anti-human trafficking and labor broker recruitment fees.

Freely Chosen Labor

Some sites are unable to demonstrate their risk assessments for forced labor.

Five-year trend analysis, 2020–2024

Contract worker treatment rose significantly as an area of concern, including benefits and overtime compensation, with multiple Critical findings in 2023–2024. These signals increased focus on this important topic. Additionally, alignment with international standards (e.g. the OECD Guidelines⁴, UNGPs⁵) appeared more frequently after 2022, showing maturing expectations for due diligence and value-chain coverage. Conversely, human right risk-assessment gaps decreased, suggesting better adoption of baseline HR risk assessments across sites.



Supplier priorities for 2025



- Strengthen **time-and-attendance** systems; monitor overtime and rest day compliance with proactive alerts.
- Ensure **complete, transparent contracts** for all workers (including contractors), and **timely final payments** at termination.
- Expand **due diligence** to high-risk business partners and labor agencies, aligned to international standards.
- Formalize **non-discrimination** controls (policy scope, training, data review) and committee governance with records and elections.

⁴ OECD Guidelines for Multinational Enterprises on Responsible Business Conduct | OECD

⁵ Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework | OHCHR

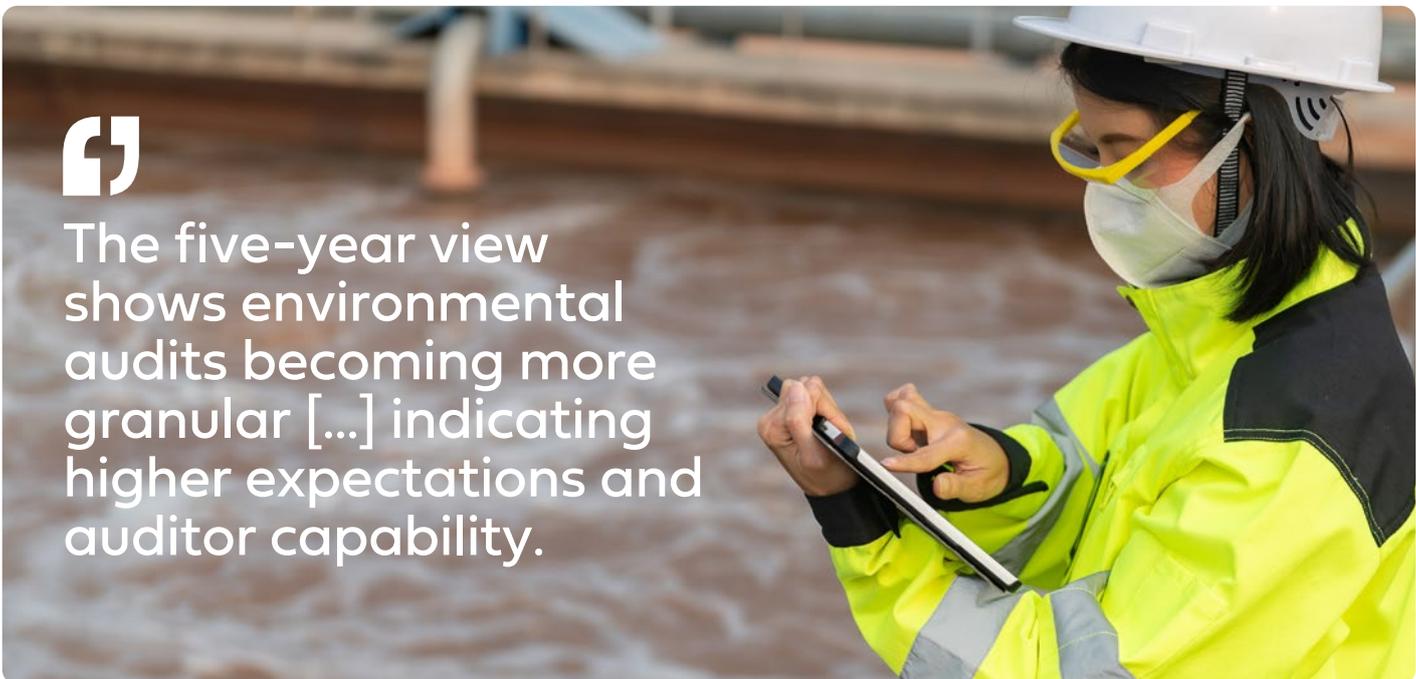
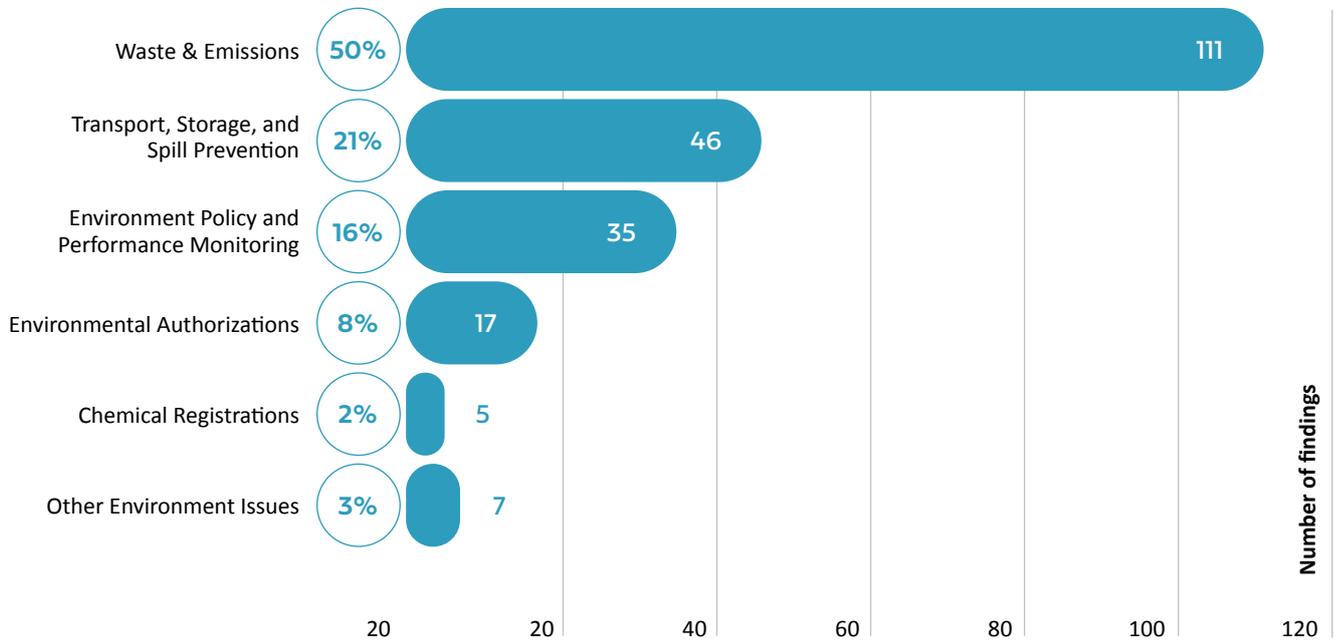
Environment



221 Findings

11%

In 2024, auditors reported **221 findings (11%)** under the Environment topic. The largest subtopic is **Waste & Emissions**, which spotlights the importance of Active Pharmaceutical Ingredient (API) management, hazardous waste handling, stormwater controls, and air emissions. **Transport, Storage & Spill Prevention** points to secondary containment and spill-readiness gaps.



Illustrative 2024 examples

Secondary Containment System

Findings reflect secondary containment gaps for both tank and bulk storage facilities, and laboratory and small containers. Specific issues include unloading area not meeting containment capacity requirements, high-performance liquid chromatography (HPLC) waste management risks, and insufficient protection for storage devices.

Pharmaceuticals in the Environment (PiE)

The findings reflect auditors' focus on this important topic, extending past generic wastewater treatment to API-specific risk assessment and measurement. Some sites had not yet implemented quantitative assessments, treatment effectiveness verification or integrated API management programs. Examples include missing or outdated risk assessment for API discharge or outdated Predicted No-Effect Concentration (PNEC) evaluations despite changes in discharge profiles.

Hazardous waste management

Some cases of prolonged storage beyond legal limits, poor labelling and inadequate segregation or containment leading to exposure to rain or soil. Alongside third-party vendor oversight deficiencies, such as disposal contractors' audits missing audits.

Stormwater management

Findings related to infrastructure and procedures, including missing collection systems, inadequate retention calculations, absent treatment for contaminated runoff, and procedure gaps (e.g. emergency stormwater measures during fire).

Environmental Objectives

Some sites lack KPIs for performance improvement, while others lack goals regarding decarbonization, or energy efficiency.

Five-year trend analysis, 2020–2024

The five-year view shows environmental audits becoming more granular: hazardous waste handling, environmental risk assessment for storage, and PiE-specific controls appear more often, indicating higher expectations and auditor capability. Meanwhile, Environment has declined as a proportion of overall findings since 2021–2022, partly because Governance & Management Systems topics rose. Still, HSE (Health, Safety & Environment topics combined) represent the majority of findings each year.



Supplier priorities for 2025

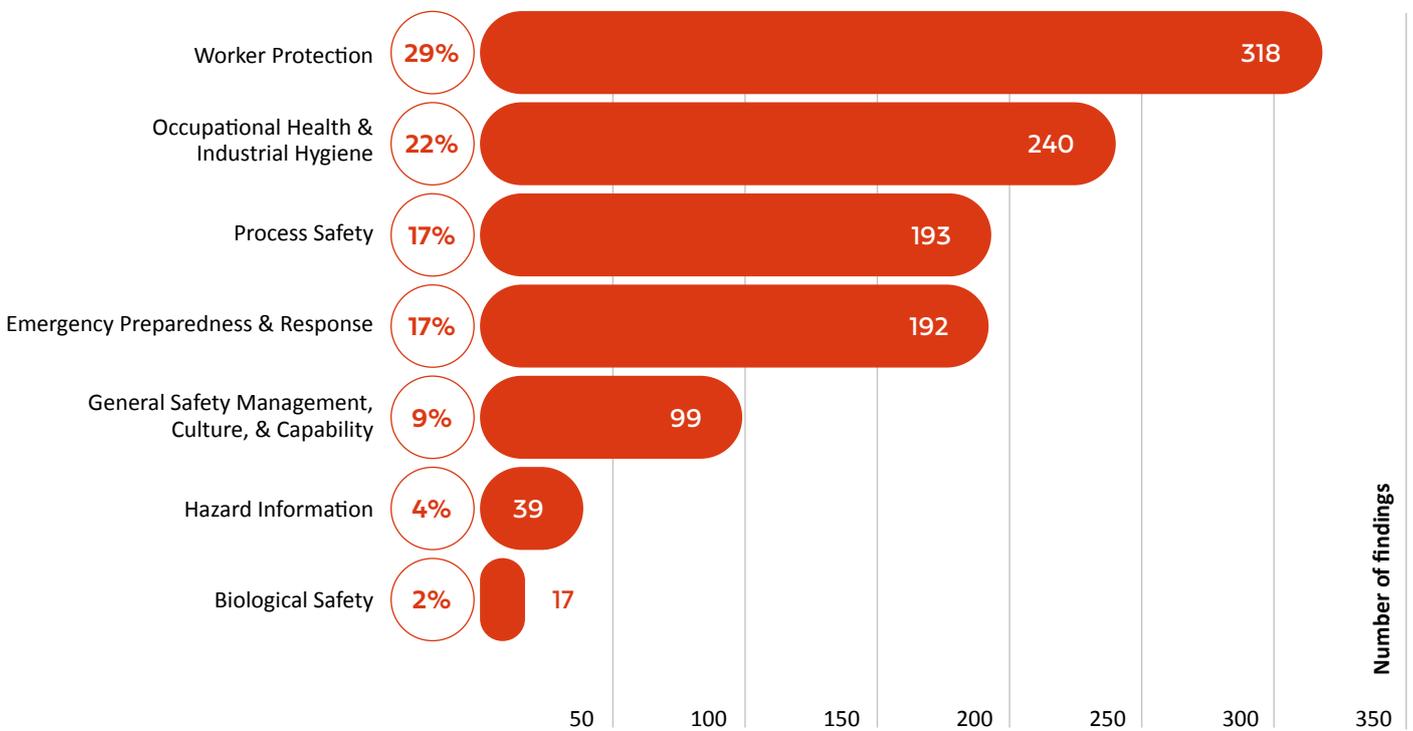


- Build robust **PiE** programs: quantify APIs in wastewater where appropriate, update **PNEC** assumptions and integrate controls into wastewater process design and monitoring.
- Upgrade **secondary containment** for tanks and bulk storage: confirm capacity and integrity, include loading/unloading bays and maintain inspection and testing records.
- Tighten **hazardous waste** programs including storage time limits, labelling, segregation, and third-party oversight via pre-qualification and periodic audits.
- Maintain **air emissions** compliance: ensure capture/abatement systems, monitor parameters at required frequency and correct promptly.
- Use **risk-based environmental assessments** for storage and handling, including soil monitoring where warranted; tie to spill prevention and emergency response.

Health & Safety

 **1098 Findings** **54%**

Health & Safety remains the largest topic area with 1,098 findings (54%). The most findings related to **Worker Protection, Occupational Health & Industrial Hygiene (OH & IH), Process Safety, and Emergency Preparedness & Response.**



Illustrative 2024 examples

Worker Protection

Findings related to electrical safety increased across regions, notably in relation to lock out, tag out (LOTO) systems and arc-flash assessments. Meanwhile, materials handling and warehouse safety featured issues like unsecured pallet racking, inadequate overhead storage practices, and pedestrian-vehicle segregation. Work-at-height findings highlighted fall protection and rescue planning.

Fire Protection Systems

Findings focused on fire detection and suppression systems (e.g. sprinklers, smoker detectors) in production and storage areas, as well as inspection and maintenance issues, such as blocked firefighting equipment and missing inspection records.

Exposure Monitoring & Control

Missing or incomplete API/chemical exposure assessment and dust monitoring/control programs. Other issues are on risk-based exposure control through the implementation of occupational exposure banding (OEB), with some suppliers not establishing appropriate control measures based on hazard levels.

Chemical and Gas Management

Findings point out vulnerabilities in storage and handling systems for flammable chemicals (e.g. lack of fire-rated cabinets), as well as risks from potential uncontrolled gas releases (e.g. gas storage and pipe placement issues).

Electrical safety

Missing or incomplete lock out, tag out (LOTO) for e.g. switch boxes or panels. Other issues include missing arc flash analysis and lack of protective measures (e.g. rubber mat) for electrical operations.

Explosion Risk Management

Most findings are related to zone classification and control, with incomplete ATmosphere EXplosible (ATEX) implementation. Another group of findings reveals gaps in combustible dust hazard assessment, such as minimum ignition energy (MIE) values not being documented.

OH & IH

Some sites lacked robust exposure monitoring strategies for APIs and hazardous substances. The systematic identification of chemicals with carcinogenic, mutagenic, and reproductive toxicity (CMR), along with relevant exposure assessments, was not always in place. Inconsistencies in respiratory protection programs and aspects such as fit testing were particularly highlighted.



Process Safety

Findings identified gaps in suppliers' ability to identify, assess, and control hazards involving combustible materials and chemicals. Electrical classification and explosion protection gaps persisted, alongside preventive maintenance and safety-critical device management.

Emergency Preparedness & Response

The largest groups of findings related to fire detection and/or suppression as well as egress (including a total of three critical findings), emergency team staffing across shifts, and training and/or drill completeness.

Occupational Health Programs

Findings reveal incomplete medical oversight like health examinations, gaps for identifying and managing carcinogenic, mutagenic, and reproductive (CMR) substances, and health risk assessment for vulnerable groups like pregnant female workers.

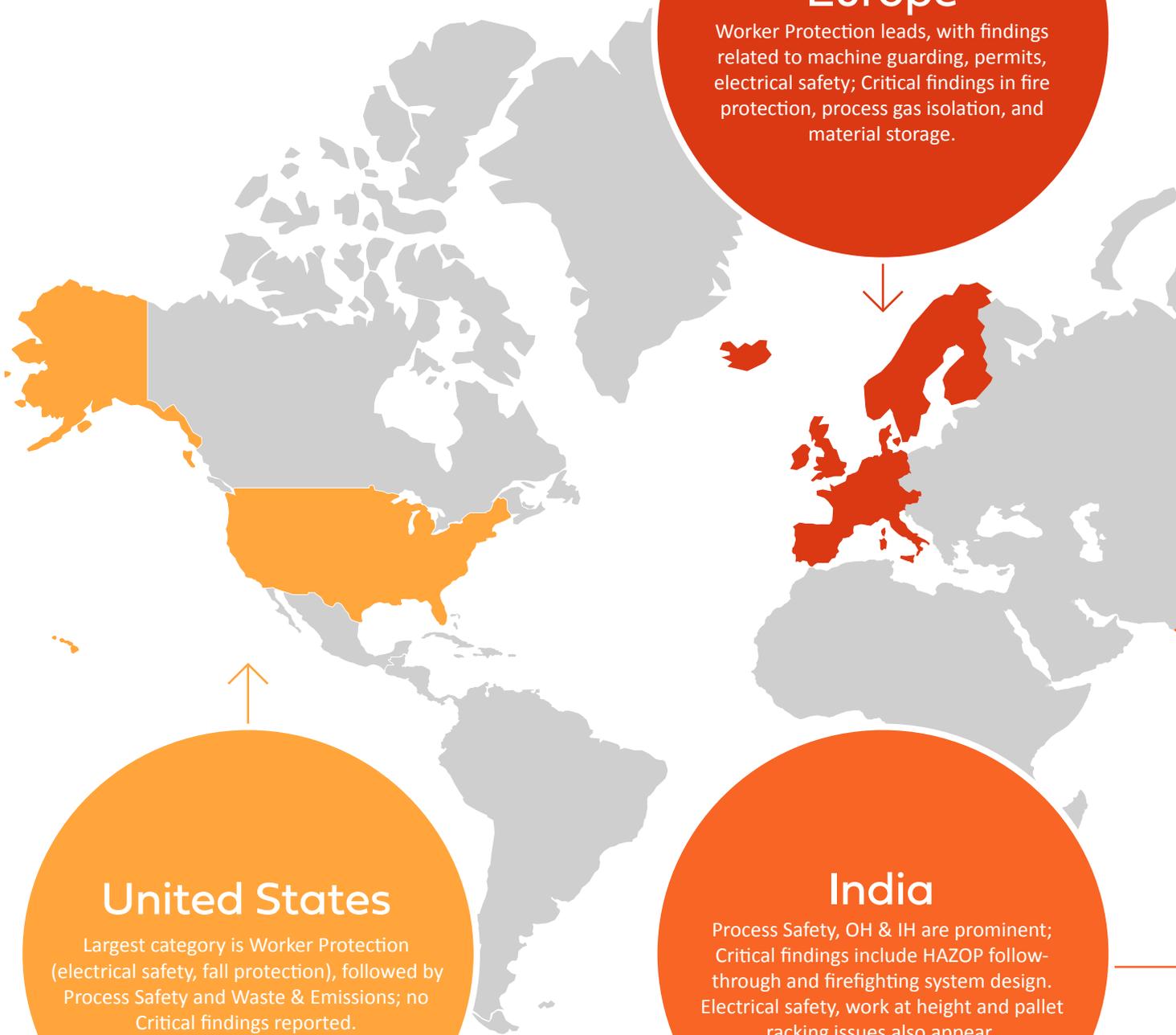
Five-year trend analysis, 2020–2024

Health & Safety (H&S) has consistently represented ~50% of findings annually. From 2022 onward, the number of Major findings per audit increased, suggesting more detailed investigations and higher expectations. Auditors' findings also increasingly demonstrate considerable specificity and detail, encompassing more technical requirements and systemic safety procedures. This demonstrates the in-depth knowledge of auditors as well as regulatory developments in many regions.

Beyond this general trend, specific topics such as LOTO, toxic CMR chemicals, and process hazard studies are receiving increasing attention. Findings related to Personal Protective Equipment (PPE) and Respiratory Protective Equipment (RPE) saw the greatest increase in severity classification, showing suppliers struggling to consistently meet audit expectations on this topic.

Health & Safety

Illustrative 2024 patterns by region



Western Europe

Worker Protection leads, with findings related to machine guarding, permits, electrical safety; Critical findings in fire protection, process gas isolation, and material storage.

United States

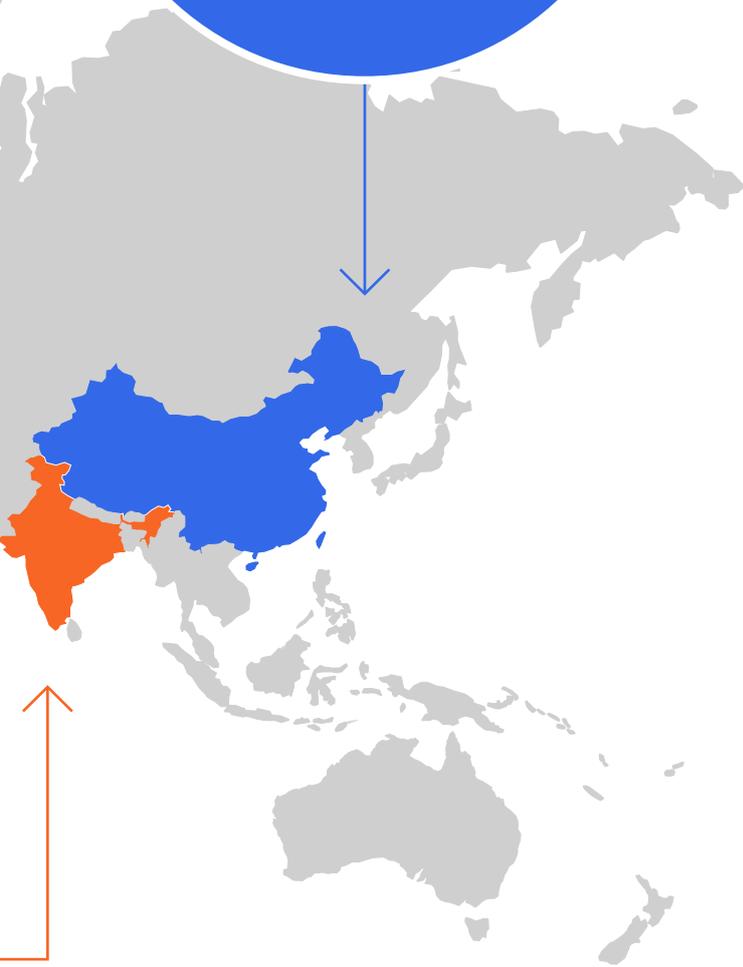
Largest category is Worker Protection (electrical safety, fall protection), followed by Process Safety and Waste & Emissions; no Critical findings reported.

India

Process Safety, OH & IH are prominent; Critical findings include HAZOP follow-through and firefighting system design. Electrical safety, work at height and pallet racking issues also appear.

China

Under the H&S topic which represents nearly half of findings, most common are OH & IH (exposure monitoring), Worker Protection (electrical safety, LOTO, fall protection) and Emergency Preparedness. Critical findings include excessive working hours, missing electrical safety programs and locked emergency exits.



Supplier priorities for 2025, overall



- Implement **electrical safety programs**: arc-flash studies, labelling, insulated tools, LOTO scope incl. contractors.
- Strengthen **permit-to-work** (hot work, confined space, work at height), including surveillance/post-work checks.
- Complete **Process Hazard Assessment (PHA)** with relevant assessment methodologies such as Layer of Protection Analysis (LOPA) and Safety Integrity Level (SIL) studies. Track recommendations to closure and verify effectiveness.
- Formalize **RPE programs** (fit testing, medical qualification, training, maintenance) and **exposure monitoring** strategies for APIs.
- Maintain **egress and fire protection systems**, ensure coverage in high-risk storage, with training and/or drills taking place across shifts.

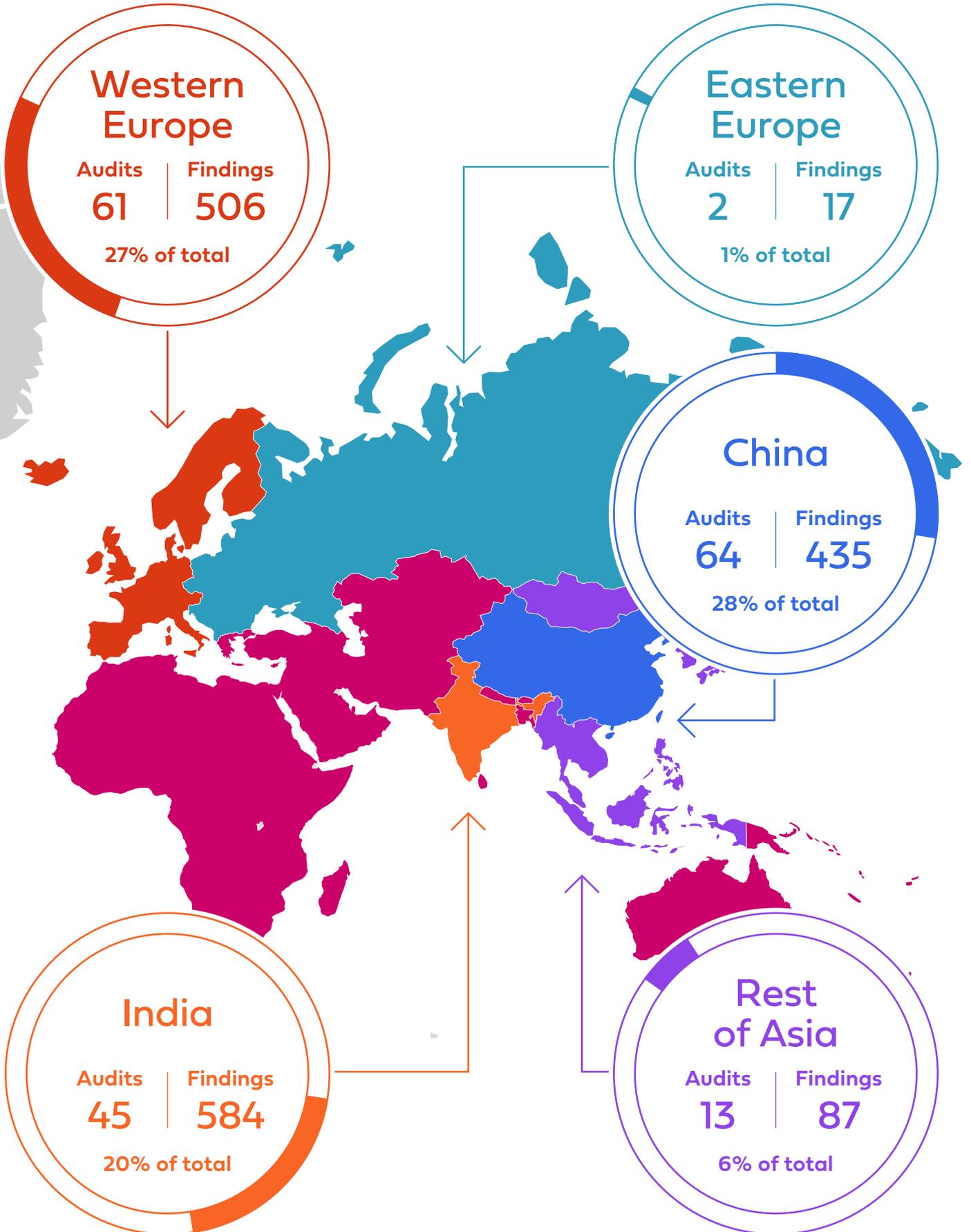
In 2024 we reviewed audits across eight regional groupings: China, India, United States, Western Europe, Eastern Europe, South America, Rest of Asia, and Rest of the World. Health & Safety findings dominate in all regions, but the mix and severity vary. Auditors in China found more OH & IH and working-hours issues. India's top issues include process safety topics, worker protection and OH & IH. The United States features worker protection and process safety with no Critical findings. Western Europe has a high share of worker protection but mostly of Minor severity. Smaller samples in Eastern Europe and South America limit our ability to infer statistically relevant trends, but signals from those geographies relate to emergency and fire protection gaps as well as audit access constraints.



Regional Analysis

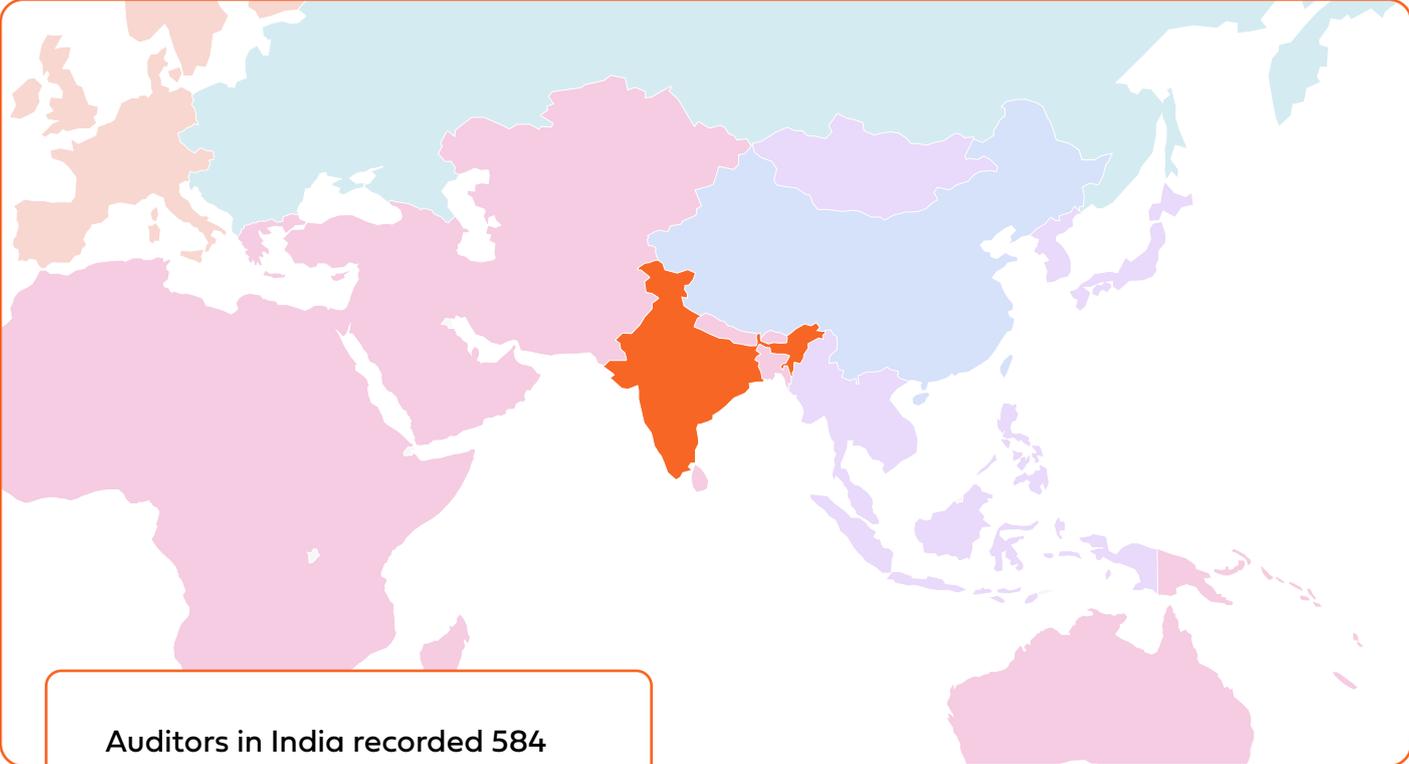
228 Audits | 2046 Findings





India

Audits	Findings
45	584

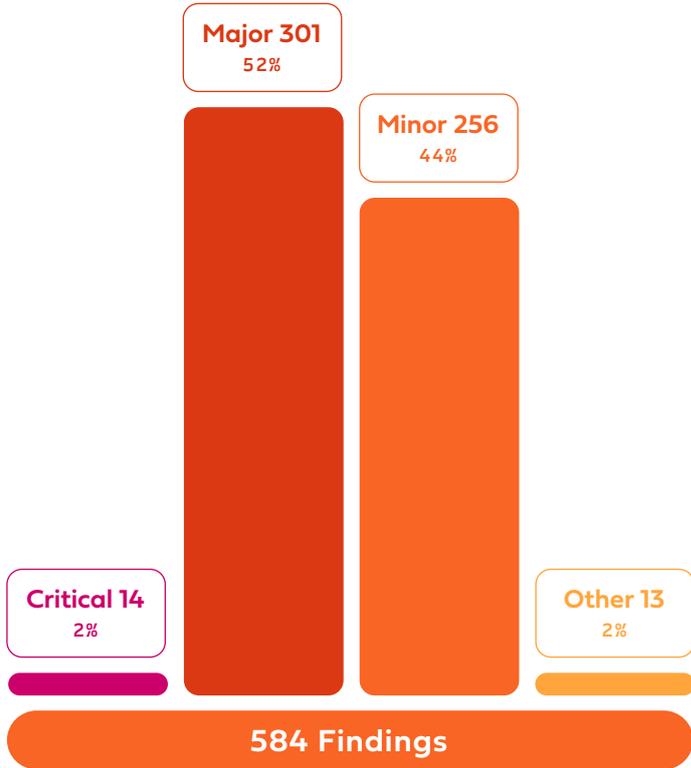


Auditors in India recorded 584 findings across 45 audits, with 14 Critical and 301 Major.

Health & Safety comprised 49% of issues, led by Process Safety (13%), OH & IH (12%), and Worker Protection (12%). Critical findings concentrated on Wages & Benefits (overtime, minimum wage compliance, pay slips and leave), Process Safety (HAZOP recommendations not tracked; missing relief valves), Emergency Preparedness (fire system design and water level), Stormwater management, and Contract/Migrant Workers (incomplete contracts).

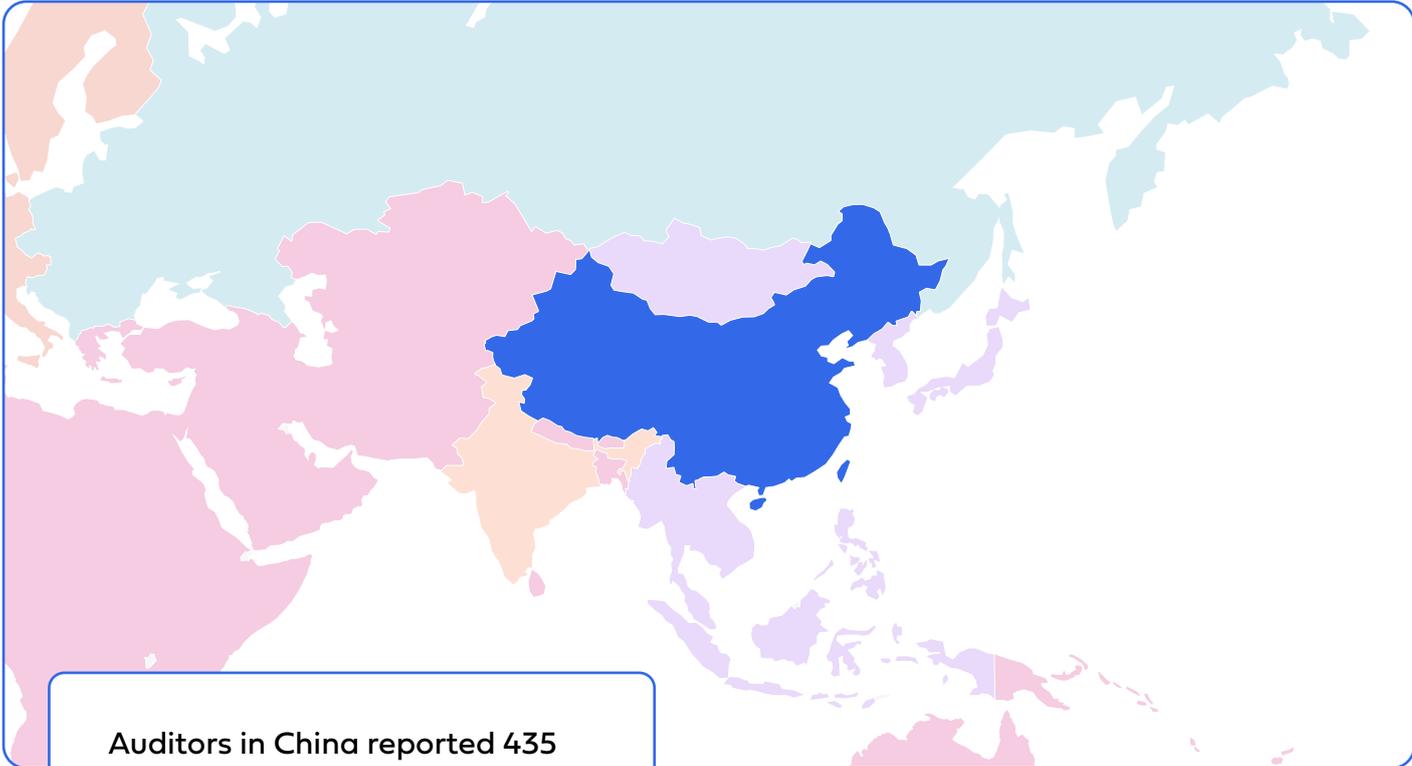
Focus areas for 2025 include completing Hazard and Operability Studies (HAZOP) and/or LOPA with action tracking, strengthening chemical management, formalizing exposure monitoring (including CMR), and tightening fire protection/egress in warehouses and API blocks.

India findings by type 2024



China

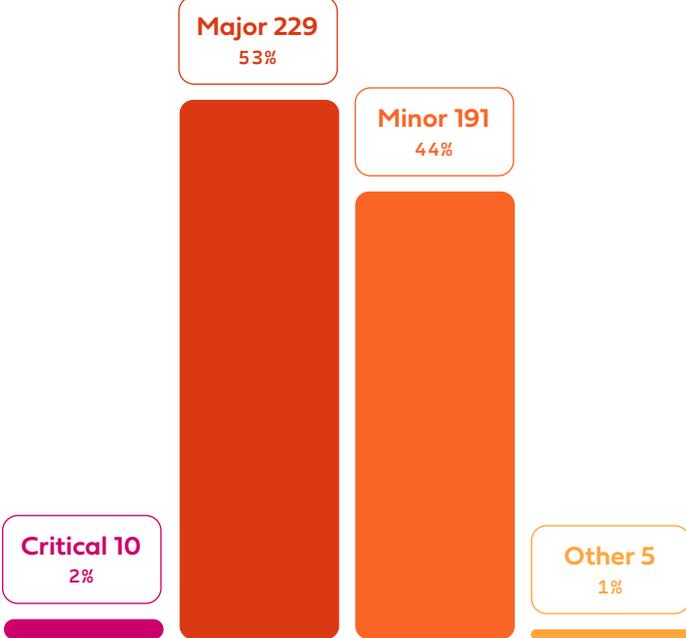
Audits	Findings
64	435



Auditors in China reported 435 findings across 64 audits, with 10 Critical (2%) and 229 Major (53%).

Health & Safety represented 49%; the most common topics included OH & IH (15%), Worker Protection (12%), and Emergency Preparedness (12%). as well as Worker Protection including electrical safety programs and fall protection. One Critical finding involved a locked emergency exit; another related to absence of process hazard assessment (PHA), sizing of pressure vessels and relief devices, and nitrogen protection. Human Rights findings were driven by Wages, Benefits & Working Hours (13%), including Critical findings on excessive working hours and benefit provisions. Priorities for suppliers in China include strengthening exposure monitoring/ controls, building out electrical safety/ LOTO and work-at-height protections, and standardizing BCP with clearer recovery objectives and testing.

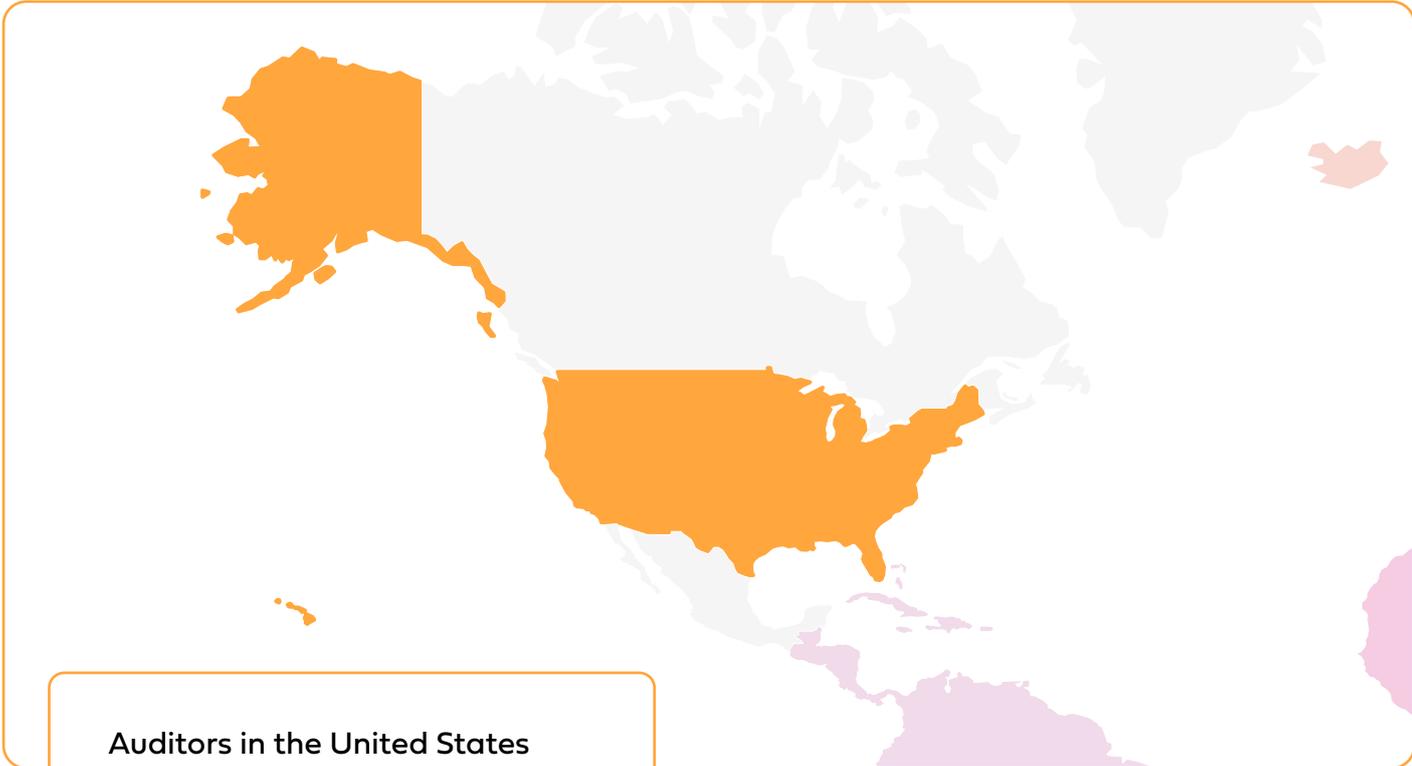
China findings by type 2024



435 Findings

United States

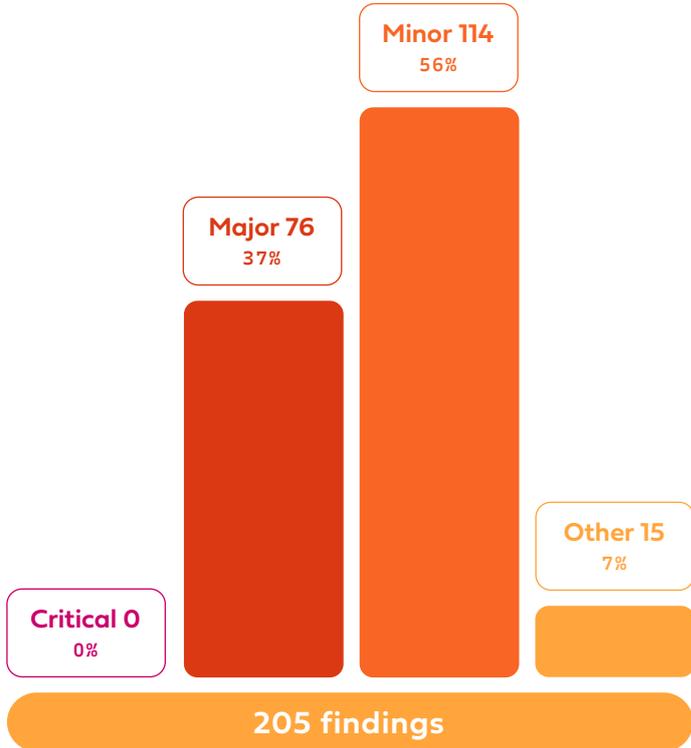
Audits	Findings
19	205



Auditors in the United States recorded 205 findings across 19 audits with no Critical findings; of these, 37% were Major and 56% were Minor.

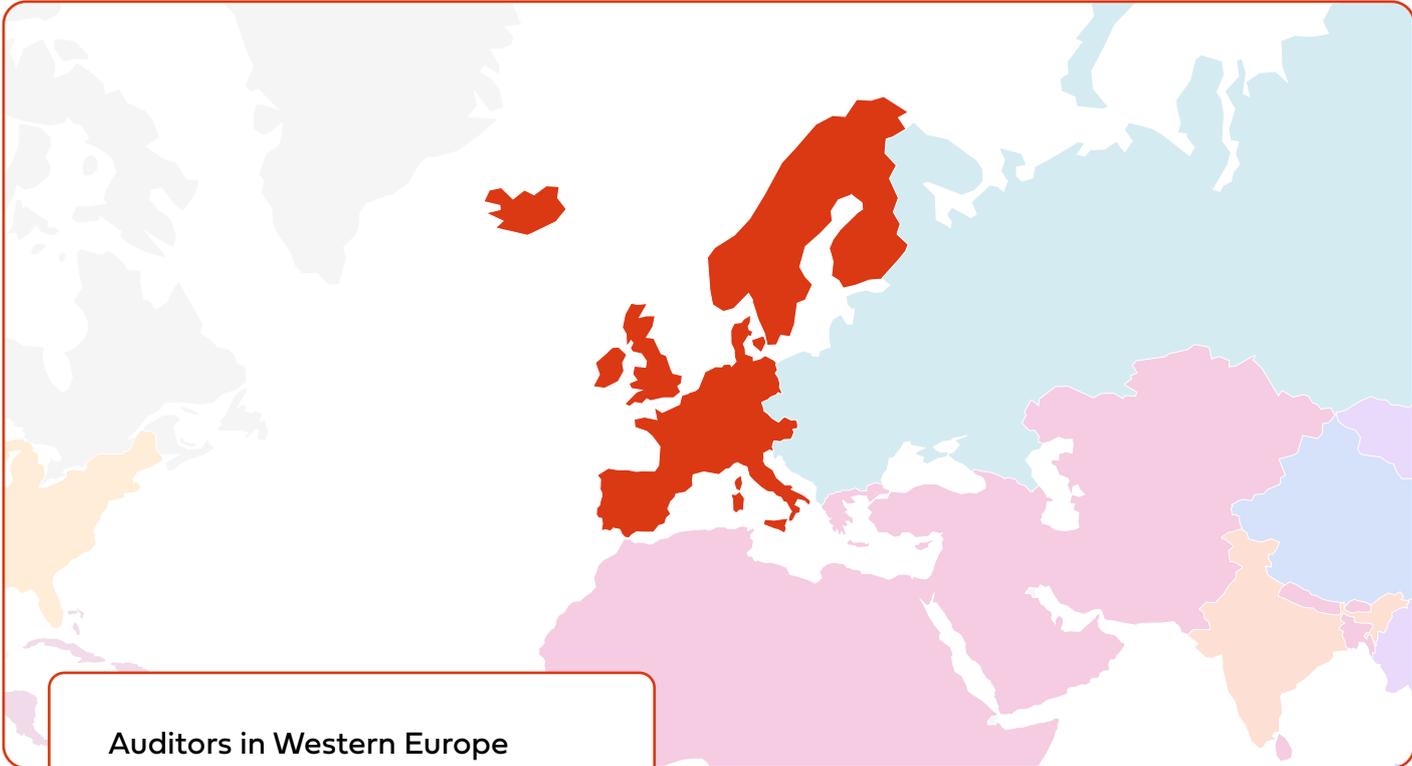
Health & Safety represented 61%, led by Worker Protection (20%) and Process Safety (12%). Worker Protection focused on electrical safety systems (arc-flash analysis, LOTO), fall protection for roof access and elevated work, confined space program completeness, and equipment and/or warehouse controls. Process Safety emphasized PHA/HAZOP completeness, chemical/gas management, and electrical classification. Waste & Emissions (11%) highlighted hazardous waste labelling and associated training, and wastewater management including permits. Actions for suppliers in the United States include refreshing electrical safety and fall-protection programs, completing PHA scope and documentation, and maintaining hazardous-waste compliance systems.

United States findings by type 2024



Western Europe

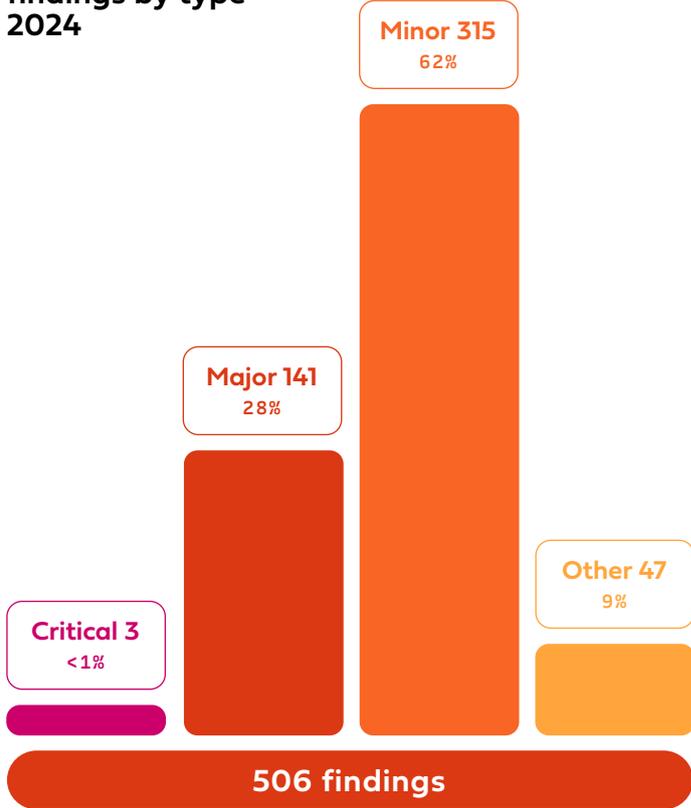
Audits	Findings
61	506



Auditors in Western Europe reported 506 findings across 61 audits; three Critical (1%), mostly Minor (62%).

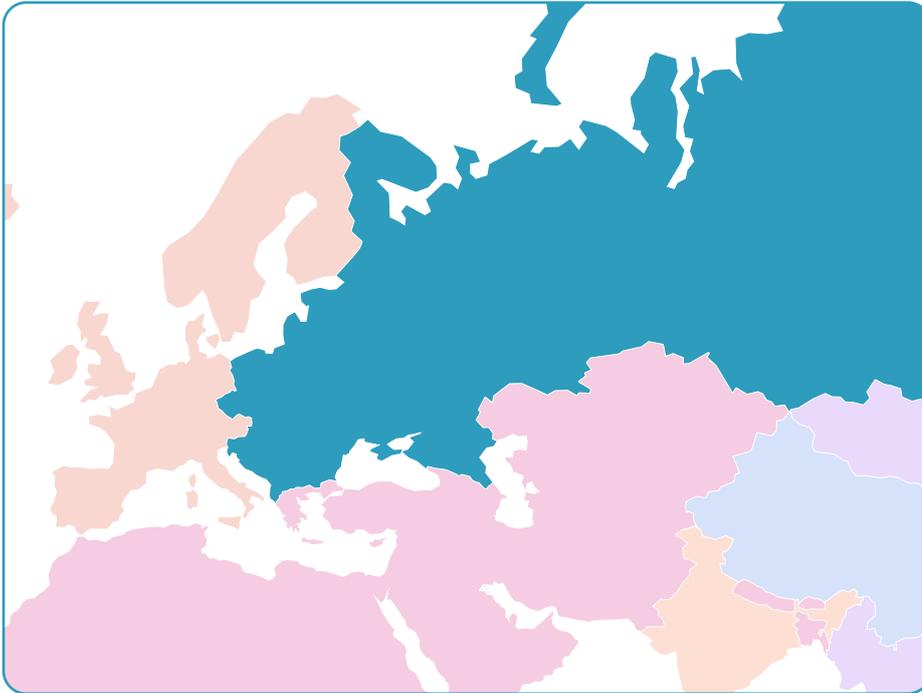
Health & Safety represented 56% of total findings, with Worker Protection (20%) the largest group: machine guarding and interlocks, permit-to-work completeness, pallet racking/chemical storage, and electrical safety. OH & IH (10%) highlighted exposure monitoring and RPE program maturity; Risk Management (9%) pointed to BCP and change-management gaps. Critical findings involved flammable liquid storage without fire protection/detection, boiler fuel pipe isolation, and incompatible materials stored together. Priorities include standardizing permit content and execution, reinforcing machine guarding and electrical safety, and maturing OH & IH controls and data.

Western Europe findings by type 2024



Eastern Europe

1% of total



Audits

2

Findings

17

17 findings, 0 Critical. H&S representing 77%, notably Worker Protection (electrical safety, permits) and OH & IH, along with fire protection.

South America

2% of total



Audits

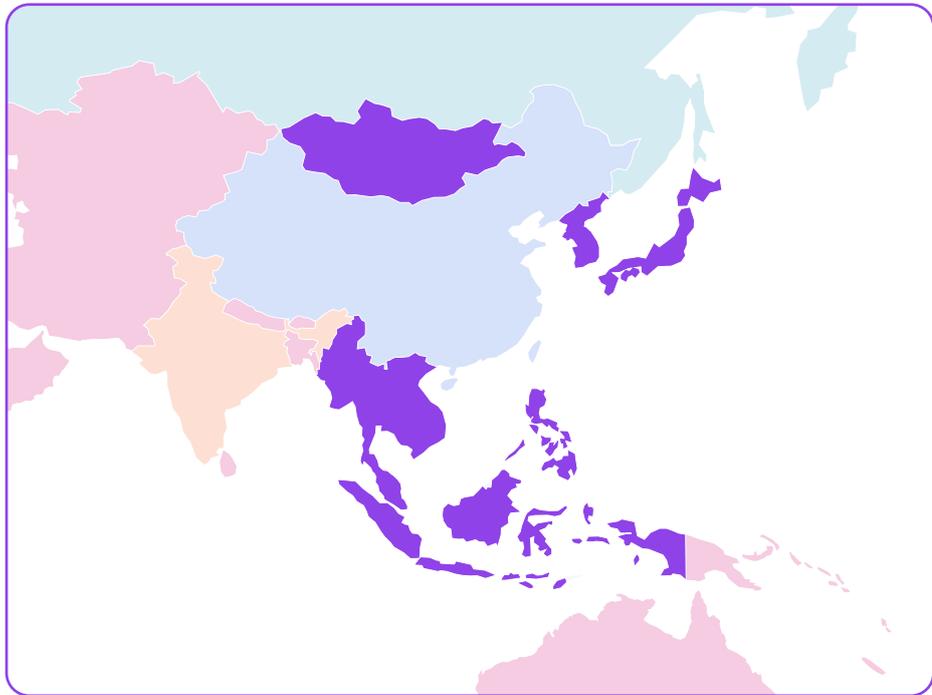
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Findings

59

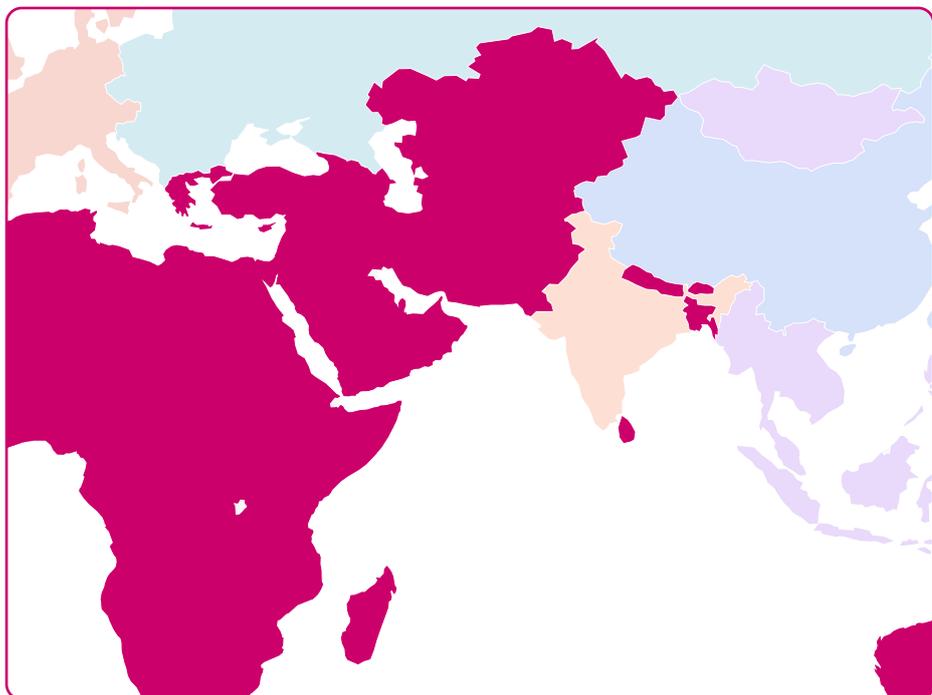
59 findings, 2 Critical (fire detection/alarms; audit access). H&S and in particular Worker Protection are priority topics.

Rest of Asia



87 findings, 3 Critical (electrical-safety, LOTO). The highest share in Worker Protection, then Process Safety and Risk Management.

Rest of the World



153 findings, no Critical. Worker Protection (electrical safety, chemical storage) and Emergency Preparedness are the most common, both falling under H&S.

5-year Trend Analysis

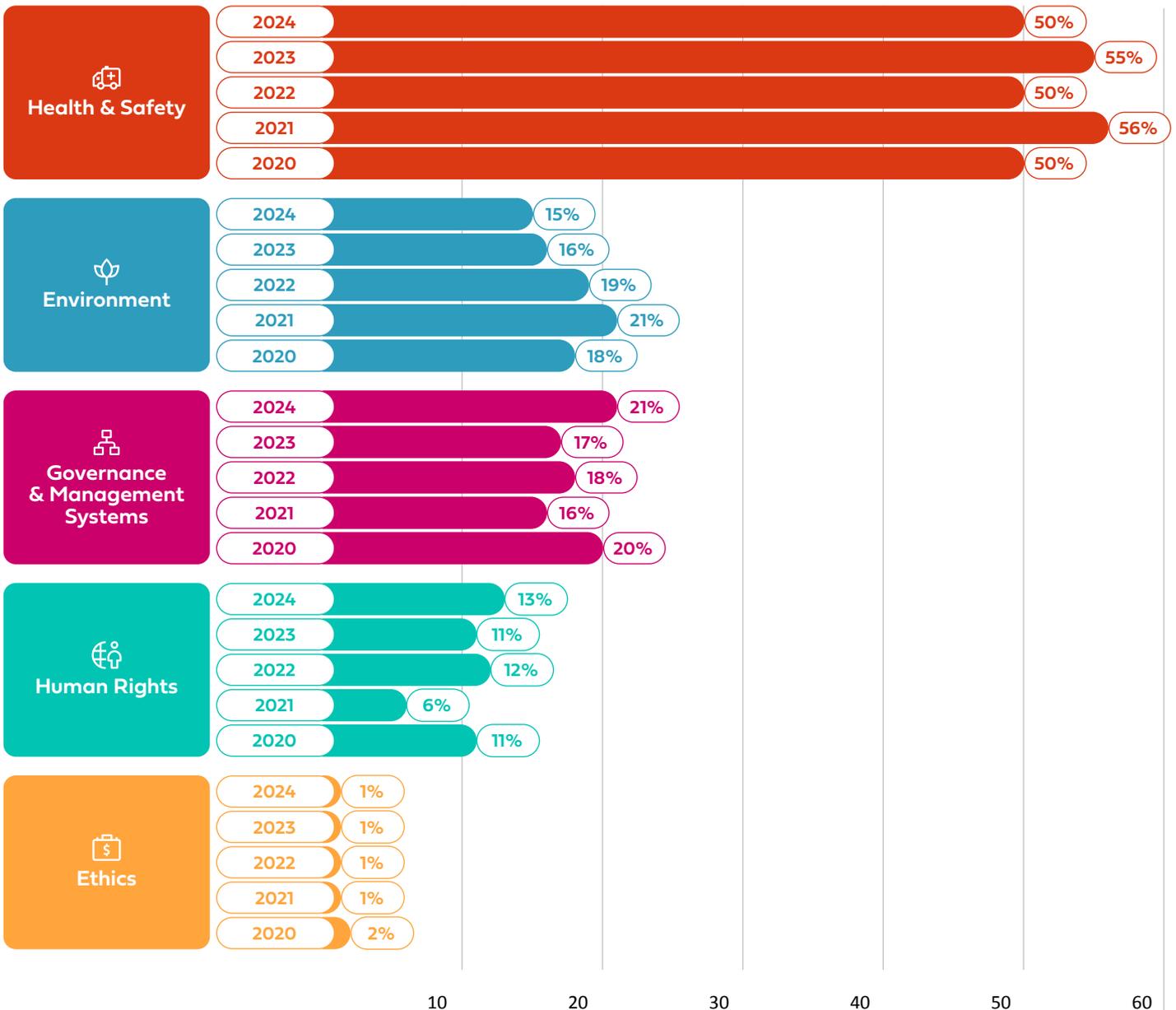
Scope and dataset

The trend analysis covers ~7,700 findings from 641 PSCI audits conducted 2020–2024 and uploaded by end-2024. It shows how topics and severity evolved, alongside shifts in audit types: full HSE and Labor & Ethics (L&E) combined versus HSE-only or L&E-only. Results reflect PSCI-format audits uploaded to the platform and exclude audits not uploaded or non-PSCI formats.

Volumes and mix by Principle

Health & Safety consistently represented the largest share of findings, averaging ~52% annually. **GMS** findings have been increasing since 2023, **surpassing Environment** by 6 percentage points in 2024. **Human Rights** findings proportionally increased in 2022 (aligned with more on-site audits enabling interviews) and again in 2024, which may reflect growing focus to human rights topics, driven by international standards and legislation.

Number of findings by year of audit



Audit topic composition

2024 marked a shift toward single-scope audits (HSE-only or Labor & Ethics (L&E)-only) and fewer comprehensive audits than prior years. This may reflect increasing levels of topic-level maturity within companies and corresponding specialization amongst auditors. Findings per audit remained consistent for both audit types.

	2020		2021		2022		2023		2024	
Full HSE, Labor & Ethics	40		68		87		82		63	
Full HSE	34		45		49		48		64	
Full Labor & Ethics	5		1		6		3		17	
Abbreviated HSE, Labor & Ethics	5		2		3		5		2	
Abbreviated HSE	0		2		4		2		4	
Total	84		118		149		140		150	
	Total findings	Findings per audit								
Health & Safety + Environment	698	8.84	995	8.50	1211	8.47	1239	9.04	1272	9.56
Human Rights + Ethics	135	2.70	91	1.28	238	2.48	203	2.26	278	3.39

Severity profile

The number and proportion of Major findings has increased since 2021. Critical and Minor remained relatively stable as a share of totals.

	2020		2021		2022		2023		2024	
	Total findings	Findings per audit								
Critical	13	0.15	27	0.23	15	0.10	16	0.11	17	0.11
Major	347	4.13	459	3.89	676	4.54	620	4.43	750	5.00
Minor	617	7.35	760	6.44	1033	6.93	952	6.80	1095	7.30
Other	58	0.69	53	0.45	44	0.30	160	1.14	108	0.72
Total	1,035	-	1,299	-	1,768	-	1,748	-	1,970	-

Detailed findings under each Principles topic

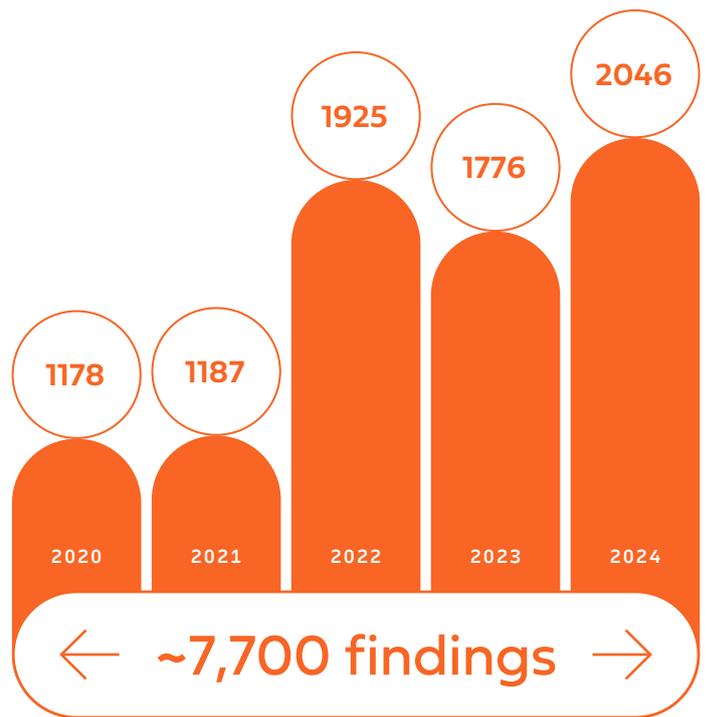
This analysis has been included under each of the topic sections earlier in this report. Please note that the trends likely reflect enhanced auditor tools and experience, evolving regulatory expectations, and maturing buyer requirements — not solely changes in supplier behavior. In other words, improvements in audit depth can temporarily increase finding volumes/severity while compliance systems catch up.

Understanding our Impact

The Audit Findings Analysis helps PSCI and its members target capability-building where it matters most.

By synthesizing 2,046 findings from 228 audits this year — and ~7,700 findings across five years — we can spot systemic challenges and act collaboratively. We work with member companies, suppliers, and regional partners to turn analysis into practical guidance, training, and peer learning that suppliers can implement quickly. Our focus is on measurable improvements: reductions in high-severity findings (especially in Health & Safety), stronger BCP maturity, better PiE management, and sustained progress on labor rights. The trend analysis enhances our ability to monitor momentum over time and to adapt our resources to emerging risks — supporting safer work, protected rights, and reduced environmental impact throughout the value chain.

PSCI publishes this analysis for the benefit of the industry as a whole, supporting advancement in practices through focusing efforts onto the top issues per topic area and region. PSCI Members also access a much more detailed version of the analysis, which feeds into our programming across the year.



Building Capability

PSCI translates findings into targeted resources and regional programs.

We aim to cover all topics but prioritize those with the greatest risk-reduction potential and of highest priority to our members — for example: business continuity planning, electrical safety, exposure monitoring and PiE controls. Delivery blends global guidance with regional conferences and partnerships in China and India, plus a virtual supplier conference and on-demand, interactive materials, so suppliers can progress regardless of geography. We encourage members and suppliers to integrate these learnings into their management-system reviews, supplier due-diligence programs, and improvement plans, tracking closure effectiveness and sharing what works across the community.



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