Core Sustainable Development Goals

Personal Care Products

Standard No: PCPv4.1iii-2013

Type 1 ecolabel standard in accordance with ISO 14024

Issued 22 Dec 2021 by GECA

(Good Environmental Choice Australia Ltd)

GOOD ENVIRONMENTAL CHOICE AUSTRALIA

GECA

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Personal Care Products

DOCUMENT HISTORY

Status: **Current**

Version: **4.1iii**

Date Published: **22 December 2021**

Versions	Date Published	Summary of Changes
3.1	2007	
4.0	March 2013	Scope, Fitness for Purpose (Demonstrated Fitness), Material Requirements (Palm Oil, VOCs, Colorants, Fragrances, Preservatives and Biocides, Phosphorus, Sodium, Biodegradability), Environmental Claims (Food Safe, Organic, Natural), Hazardous Materials (Dangerous Goods, Banned Substances, Nanoparticles, Chemical UV Absorbers, Limited Substances, Bioaccumlative Substances, Hazardous Substances), Design for Environment (Product Information, Packaging, Waste Minimisation), Social and Legal Compliance.
4.1	May 2014	Amendment: Palm oil, palm kernel oil, packaging, product classification, banned substances and limited substances.
4.1i	July 2014	Update: Addition of explanatory note in Criterion 23. Correction in Criterion 20. Update of 'Definitions and Acronyms' section.
4.1ii	July 2017	Update: Alignment with GHS in relevant criteria; "Definitions and Acronyms"; Inclusion of notes in 'How to apply for GECA Certification' and 'Social and Legal Compliance' sections.
4.1iii	December 2021	Social criteria updated: Modern slavery criterion added, human and labour rights criterion revised; reference to Sustainable Development Goals included, criteria reordered into four sections: fit for purpose – health – environmental – social, office address updated, broken links updated; change of terminology: exemption -> exception, audit -> assessment, CAB -> assurance.

HOW TO APPLY FOR GECA CERTIFICATION

Organisations interested in GECA certification using the Good Environmental Choice Australia Ecolabel are encouraged to read carefully through the entire standard. A **checklist at the back of the standard** provides a helpful list of all criteria within the standard.

Please contact us via email enquiries@geca.org.au or complete the brief form located here on the GECA website to begin the application process. We will then forward an **information pack** and a link to complete an **obligation-free application form**. After receiving the completed application form, an approved GECA Assurance Provider will contact the applicant and give a clear overview of the steps needed to achieve certification and provide a quote for assessment.

Note: GECA reserves the right to refuse, suspend or postpone an application if (a) the organisation does not meet minimum compliance with Environmental Law, Labour Law, Fair Pay, Work, Health and Safety, Lawful behaviour (e.g. pending or ongoing lawsuits), (b) the organisation does not have transparent reporting that is available/accessible on request or (c) the core mission of the organisation and/or product is in conflict with GECA's mission and/or is perceived by GECA to pose a risk to the GECA brand or reputation.

DEFINITIONS & ACRONYMS

% w/w: Percent weight/weight, equivalent to percent by mass.

ACO: Australian Certified Organic.

ADG: Australian Dangerous Goods.

Aerobically biodegradable: A substance that is biodegradable according to AS 4351.

Aerosol: In the context of this standard, refers to products packaged in pressurised cans or cans requiring the use of propellants. Pump or trigger sprays that are not pressurised and do not require the use of propellant are not considered aerosols in this standard.

Anaerobically degradable: A substance that, when measured as directed in ISO 11734 “Water quality - Evaluation of the "ultimate" anaerobic biodegradability of organic compounds in digested sludge - Method by measurement of the biogas production”, achieves at least 60 % degradation.

APEO: Alkylphenol ethoxylate and other alkylphenol derivatives.

Aromatic substance: In the context of this standard, aromatic substances are chemicals which contain a planar unsaturated ring of atoms that is stabilized by an interaction of the bonds forming the ring. Such compounds are typified by benzene and its derivatives.

AS: Australian Standard.

ASTM: American Society for Testing and Materials.

Assessment: Process performed by the assessor to determine if the product conforms with the applicable GECA standard.

Assessment report: Full document composed by the assurance provider that states how the nominated product conforms or fails to conform to GECA standards. This report shall include appropriate and substantial evidence to justify conformance decision.

Assessor: The individual performing the assessment as an employee or contractor of the assurance provider.

Assurance provider: Person or organisation accredited by the Independent Appointment Panel performing the conformance assessment.

Bioaccumulative: A substance is classified as potentially bioaccumulative if the log Kow (log octanol/water partition coefficient) is equal to or greater than 3.

Biodegradable: Organic substances that decompose in the natural environment due to the action of living organisms.

CAS number: Chemical Abstract Service number. Unique CAS numbers are assigned to chemical compounds as a means of identification.

Carcinogenic: Capable of causing cancer. The International Agency for Research on Cancer is the internationally accepted body for the classification of carcinogenic substances. See http://www.iarc.fr.

CI number: Colour Index Number, as assigned by the Society of Dyers and Colourists and the American Association of Textile Chemists and Colourists.

COD: Chemical Oxygen Demand.

Dangerous goods: Any product classifiable as dangerous according to the GHS criteria or Code of Practice for Managing Risks of Hazardous Chemicals in the Workplace or Australian Dangerous Goods (ADG) Code, including classification as an Environmentally Hazardous Substance.

Dematerialisation: The reduction of material inputs to increase efficiency of resource use.

Demonstration of Conformance (DoC): Defines sources of evidence acceptable to GECA to demonstrate compliance with each criterion of the standard. An applicant manufacturer must provide documentation to the appointed assurance provider in order to demonstrate conformance of its products under assessment. For further information on Demonstration of Conformance requirements see APPENDIX A – Evidence of Conformance at the end of this standard.

DID list: Detergents Ingredient Database list, as published by the European Union Ecolabel.

EDTA: Ethylenediaminetetraacetic acid or ethylenedinitrilotetraacetic acid, or any of its salts or primary derivatives.

Ethanol: Alcohol compound with the molecular formula C_2H_6O. All references to ethanol in this standard refer to pure ethanol only; denatured ethanol (ethanol containing denaturing agents) must not be considered as ethanol in calculations.

EMS: Environmental Management System.

EPA: Environmental Protection Agency, or Environmental Protection Authority.

EPS: Expanded polystyrene.

Exception: An exception is granted when an applicant is given permission by the GECA CEO or Board to become certified despite not meeting a particular criterion in the standard as identified during the assessment process, usually with a mandatory transition period.

Fragrance or colouring: Organic substances that are added primarily for aesthetic reasons to give colour or smell. Fragrance can also be for the purpose of concealing smells from other ingredients or from the item to be cleaned.

GECA: Good Environmental Choice Australia Ltd.

GECA mark: The Good Environmental Choice Australia Mark, the mark awarded to applicants complying with GECA ecolabelling standards after assessment by a GECA appointed assessing body.

GHS: Global Harmonized System of Classification and Labelling of Chemicals.

GEN: Global Ecolabelling Network.

GreenPalm: A certificate trading programme which allows manufacturers to support the sustainable palm oil production.

Halogen: Any element in Group 17 on the periodic table (previously Group VIIA). Halogens include fluorine, chlorine, bromine and iodine.

IARC: International Agency for Research on Cancer.

IFRA: International Fragrance Association.

Impurities/contaminants: Residual products from primary production that can be found in the product/ingredient in concentrations below 0.010 % (100 ppm). Substances that are actively added to an ingredient or product for a particular purpose are not considered to be impurities, irrespective of quantity. Substances/products known to be liberated by an ingredient (e.g. formaldehyde and arylamine) are not considered to be impurities or contaminants.

INS number: International Numbering System for Food Additives Number, as assigned by the Codex Alimentarius of the World Health Organisation and the Food and Agriculture Organisation of the United Nations. Numbers of this system are analogous to those of the E Number system of the European Union.

ISO: International Organisation for Standardization**.**

MEA: Monoethanolamine, also known as ethanolamine.

Mutagenic: A substance that causes mutations or genetic abnormalities.

Nanomaterial: A natural, incidental or manufactured material containing particles, in an unbound state or as an aggregate or as an agglomerate and where, for 50 % or more of the particles in the number size distribution, one or more external dimensions is in the size range 1 nm-100 nm.

NASAA: National Association for Sustainable Agriculture Australia.

NTA: Nitrilotriacetic acid or any of its salts.

OECD: Organisation for Economic Co-operation and Development.

Organic (chemistry): Carbon compounds other than simple salts such as carbonates, carbon oxides, cyanides and carbides. Unless specified, this definition of organic is applicable to all parts of this standard.

Organic (farming method): Substances or ingredients that have been produced without the use of artificial fertiliser or synthetic chemicals.

Packaging: Materials used for the transport, containment or display of products.

- Primary packaging constitutes the packaging designed to come into direct contact with the product.
- Secondary packaging (or group packaging) groups a given number of primary packaging units together into a convenient unit at the point of sale. Secondary packaging typically has one of two roles: it can be a convenient means to replenish the shelves; or it can group primary packaging units into a package for purchase. It can be removed without affecting the product's properties, and generally defines the unit handled by the retailer.
- Tertiary packaging (or transport packaging) is designed to ensure damage-free handling and transport of a number of sales or grouped packages. The term "transport packaging" does not include road, rail, ship or air containers. Transport packaging is normally a shipping unit such as an outer case, a pallet, or a crate.

pH: Formally, pH is defined as the negative log function of the activity of the hydrogen ion in solution. In practice, it is a scale indicating how acidic or alkaline a solution is. A pH of 7 is neutral, higher pH values are progressively more alkaline and lower pH values are progressively more acidic. Each pH unit represents a ten-fold concentration change of the hydrogen ion.

Post-consumer material: Post-consumer material is generated by end-users (including households, businesses, industries and institutions) from products that can no longer be used for their intended purpose. Post-consumer material also includes the return of material from distribution chains.

Pre-consumer material: Pre-consumer (sometimes also referred to as post-industrial) material is recovered from the manufacturing process before it is sold to end consumers.

Producer/Manufacturer: For the purpose of this standard these terms comprise both manufacturers of a product as well as service suppliers. These may not necessarily be the companies that apply for GECA certification, since certification can also be awarded to retailers of a product. However, for some criteria it is required that the original manufacturer of the product conforms to particular requirements.

Recycled content: Denotes the proportion of a product that is generated from post-consumer and pre-consumer material.

Readily biodegradable: Substances which are readily biodegradable according to AS 4351 or relevant OECD method.

PREP: Packaging Recyclability Evaluation Portal.

RSPO: Round table on Sustainable Palm Oil.

Sensitizer: Any substance that induces a progressively amplified response following continuous or repeated doses of that substance, including substances designated risk phrases R42 and R43.

SDS: Safety Data Sheet (formally Material Safety Data Sheet – MSDS). Contains information relating to the composition, classification and risk assessment of the product. To qualify as suitable, the SDS and information therein must not be more the five years old.

SDGs (Sustainable Development Goals): The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 SDGs, which are a set of goals, targets and indicators.

Teratogenic: A substance capable of causing heritable genetic damage, producing congenital deformations or causing birth defects.

TGA: Therapeutic Goods Administration.

VOC: Volatile Organic Compounds; any organic compound (compound which contains carbon) with a boiling point below 250°C measured at 101.3 kPa. VOC content of products will be calculated according to the content of ingredients that fit this definition.

Note: All percentages described in this document are to be measured as per cent by mass.

ABOUT GECA

At GECA, we help organisations and individuals to *make*, *buy* and *do* better for people and planet. We are a purpose-driven not-for-profit that stands for **integrity**, **independence** and **impact**.

We offer a suite of services designed for anyone committed to continuous improvement in their sustainability, including Australia's only not-for-profit multi-sector ecolabelling program.

GECA has proudly been a Certified B Corp since November 2015. We are part of a global movement of organisations in over 50 countries across 130 industries trying to make the world a better place.

AN OVERVIEW OF GECA'S STANDARDS

Following ISO 14024: *Environmental labels and declarations - Type I environmental labelling - Principles and procedures* and ISEAL frameworks for global best practice in ecolabelling, we've developed our rigorous standards, which are independently assessed by GECA Approved Assurance Providers.

ISO 14024 is internationally recognised and has been adopted as a benchmark for life cycle-based ecolabels by GEN, the international federation of ecolabelling bodies. Our standards are relevant to critical Australian industries, and GECA is the only Australian GEN member.

ISO 14024 requires environmental labelling specifications to include criteria that are objective, reasonable and verifiable. The purpose of voluntary environmental labels and declarations is to communicate **verifiable and accurate** information for the numerous environmental and social aspects of goods and services. As required by the Trade Practices Act, the information cannot be misleading. Such transparent information encourages the demand for, and supply of, those products or services that cause less harm to people and planet, thereby stimulating the potential for market-driven continuous environmental and social improvement.

While following ISO 14024 for environmental, health and fit for purpose criteria, **GECA's standards go above and beyond**, including social impact criteria. At GECA, we know that nothing can be truly sustainable if it only looks at environmental impacts and ignores the treatment of people. GECA standards identify the **environmental**, **human health**, **fit for purpose** and **social impact** criteria that the top environmentally and socially performing products or services sold in the Australian marketplace can meet to be recognised by GECA as "environmentally and socially preferable".

All GECA standards are based on life cycle thinking, allowing organisations to understand their sustainability impacts and where they occur within their operation's life cycle, **from raw materials to end of life**. We have used these principles to set criteria to address relevant sustainability loads typical in a product category. As such, this standard may also offer guidance for organisations to reduce the harmful impacts of their products or services. Organisations may use the criteria in this standard as an optimisation tool to design and refine the processing, manufacturing, packaging and delivery of their products or services. Also, organisations may uncover other sustainability issues and potential measures within the product's or service's life cycle.

At GECA, we encourage both manufacturers and retailers to include and adapt improvements in their processes and product designs that will enable them to achieve even better sustainability results where technically possible. GECA welcomes feedback where this has occurred.

While all GECA ecolabelling standards are voluntary, nevertheless they contain criteria that address compliance with specific laws. Also, a GECA standard may recognise specific Australian standards. A prerequisite for certification under the GECA ecolabel is to satisfy the relevant Australian and international standards, where required by law. However, Australia's compulsory standards typically focus on fit for purpose criteria instead of assuring environmental and social preferability. **GECA's ecolabelling standards go beyond mandatory Australian standards** and define an environmental and social benchmark for specific product categories.

Where a product or service is certified under our standard, it may display the GECA ecolabel (the "Good Environmental Choice Australia Mark") to show that it has been independently assessed and demonstrates conformance with the environmental and social criteria detailed in this standard.

Products or services certified as conforming to our standards may gain a marketing advantage in government and business procurement programs, as well as greater market recognition in general because of their independently verified sustainability attributes. GECA certification demonstrates leadership and may help to future-proof supply chains and improve economic performance. By generating genuine benefits for people and planet, it is possible to gain increased customer loyalty.

For further information please contact GECA
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STRUCTURE OF THE STANDARD

Within each section of this standard, you will find criteria and Demonstrations of Conformance (DoCs). The criteria outline the requirements for the product and applicant company regarding its sustainability performance. The DoCs list the information required to verify compliance with the criteria. Selected sections also contain introductory text which outlines the purpose behind the criteria or the reason for its inclusion in the standard.

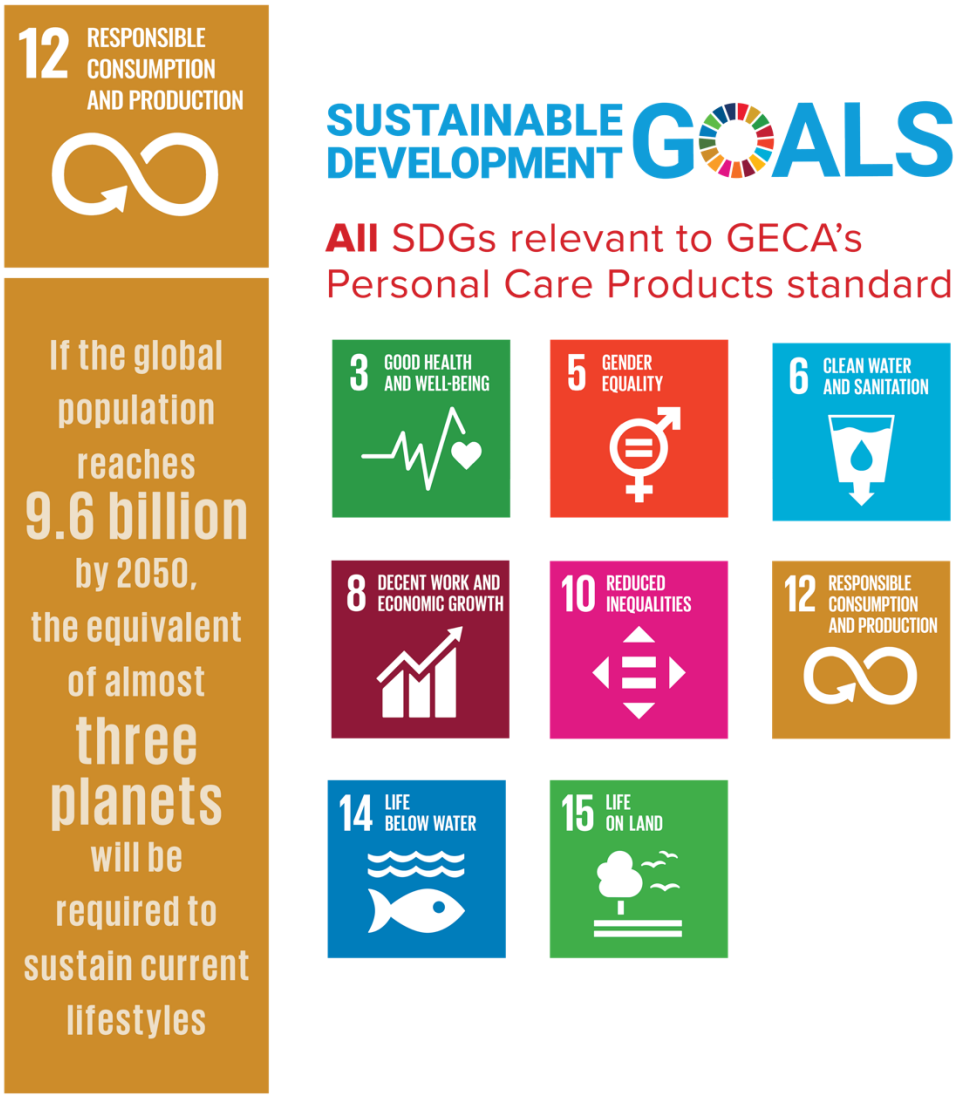
REQUESTING ADDITIONAL EVIDENCE

DoCs are listed for each criterion within this standard; however, a GECA Approved Assessor may request additional information to ensure conformance on a case-by-case basis. Therefore, the DoCs listed below should be considered a guide to the applicant organisation's minimum DoCs.

RELEVANCE WITH SUSTAINABLE DEVELOPMENT GOALS

Each of GECA's standards is linked to specific Sustainable Development Goals (SDGs) set by the United Nations. The 17 SDGs are an internationally agreed framework for urgent action to achieve the 2030 Agenda for Sustainable Development adopted by all UN member states in 2015, including Australia. The goals address global challenges, including global inequality, climate change, environmental degradation, peace and justice. Each standard criterion answers specific SDG targets.

Each criterion within this standard answers to a specific SDG target. These specific SDGs are shown below and are highlighted throughout each section of the standard, including the core SDGs related to this standard as further illustrated.



Core SDGs relevant to GECA's Personal Care Products standard

CORE SDG: 3 GOOD HEALTH AND WELL-BEING

GECA Standard Criterion

- Hazardous materials: criteria 3-14Workplace health and safety: criterion 32
- Workplace health and safety: criterion 35

SDG 3 Specific target 3.9

By 2030, substancially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

CORE SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GECA Standard Criterion

- Material requirements for palm (kernel) oil: criterion 15, 16
- Hazardous materials: criterion 3-14
- Waste minimisation: criterion 32

SDG 12 Specific target 12.2

By 2030, achieve the sustainable management and efficient use of natural resources.

SDG 12 Specific target 12.4

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

SDG 12 Specific target 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

CORE SDG: 14 LIFE BELOW WATER

GECA Standard Criterion

- Hazardous materials: criterion 3-14
- Ban of phosphorus: criterion 17
- Biodegradability: criterion 19

SDG 14 Specific target 14.1

By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.

SDG 14 Specific target 14.3

Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels.

CORE SDG: 15 LIFE ON LAND

GECA Standard Criterion

- Material requirements for palm (kernel) oil: criterion 15, 16
- Environmental legislation: criterion 33

SDG 15 Specific target 15.1

By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

SDG 15 Specific target 15.2

By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

SDG 8 Specific target 15.5

Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

BACKGROUND

A GECA product standard sets limits for the most material environmental loads attributable to goods and/or services throughout their life cycle. This particular standard seeks to set an environmental benchmark for Personal Care products. The scope is intended to cover Personal Care products sold in the Australian market. The criteria are used for environmental labelling, implemented by Good Environmental Choice Australia (GECA) as part of the Australian Ecolabelling program. This Standard is voluntary, and after verification, enables certified products to display an environmental label (ecolabel) as implemented by GECA to show the product is environmentally preferable.

FIT FOR PURPOSE CRITERIA

1. STANDARD CATEGORY SCOPE

Criterion 1: This standard applies to the following categories of products:

- Liquid and solid soaps, including facial washes
- Shaving creams and foams
- Facial toners
- Exfoliants
- Moisturisers, including facial creams
- Deodorants, including non-aerosol sprays, sticks and roll-ons
- Cosmetics
- Nail polish and removers
- Tanning lotions
- Perfumes and cologne
- Sunscreen
- Insect repellents
- Personal hand sanitisers
- Oral hygiene products
- Hair shampoos and conditioners; and
- Hair treatments and styling products

Other bathroom personal care products related to personal care, hygiene and appearance may also be included in this standard. Other types may be added to the scope at a later date.

Exclusions and Notes

The standard excludes personal care products that are not applied to persons.

Aerosols, including products packaged in pressurised cans or cans requiring the use of propellants, are not accepted for certification. Pump or trigger sprays that are not pressurised and do not require the use of propellant are accepted under this standard.

Single and multi-use wipes and cloths are not covered by this standard.

Products to be used in a commercial sense (e.g. disinfectant or antimicrobial product for use in food preparation areas or medical facilities), and not in a personal care sense, are not covered by this standard.

Demonstration of Conformance

DoC 1.1: Brief description of the product(s) or product range and their purpose as relevant to the standard.

DoC 1.2: Explanation of applicability of the product(s) to the scope of this standard.

2. FITNESS FOR PURPOSE

To be certified, the product(s) must be fit to perform its intended purpose or application. A minimum level of quality and durability is implicit before the GECA ecolabel can be displayed on the product. The applicant must ensure that the product is fit for its intended purpose.

2.1 Dimension Changes

Criterion 2: The product must demonstrate fitness for purpose or market acceptance or suitability or quality.

If reformulations take place, the applicant must demonstrate that the new formulation also complies with this requirement.

Demonstration of Conformance

DoC 2.1: Independent assessment or test reports, or

DoC 2.2: Report from an independent organisation that demonstrates fitness for purpose, market acceptance, suitability or quality, or

DoC 2.3: Report on consumer-based product comparison testing program. This may be conducted internally or externally. The panel must consist of at least ten panellists external to the organization with a neutral position. The efficacy of the product must be compared to and found to be equal or superior that of a comparable market leading product.

3. HAZARDOUS MATERIAL

Personal care products may contain substances that are hazardous to humans or the environment. Today's market expects environmental products to be non-toxic to human health through regular correct use. The criteria in this section are aimed at eliminating hazardous chemicals, thereby minimising risks to human health and the environment.

3.1 Dangerous Goods

Criterion 3: The product as used must not be classifiable as hazardous according to the GHS criteria. Ultra-concentrates may be classified as irritants.

The product as supplied and as used must not be classifiable as dangerous according to the GHS criteria or Code of Practice (CoP) for Managing Risks of Hazardous Chemicals in the Workplace or Australian Dangerous Goods (ADG) Code, including classification as an Environmentally Hazardous Substance. This includes substances with a potentially corrosive pH (below 2 and above 11.5) and substances carrying R34 or R35.

Perfume, colognes, toners and personal hand sanitisers are exempt from this criterion if the product is classified on basis of flammability.

Demonstration of Conformance

DoC 3.1: An accurate and current SDS for each product; and

DoC 3.2: If available, any documentation supporting the product's classification as hazardous/non-hazardous or dangerous/not dangerous according to the GHS or ADG criteria.

3.2 Banned Substances

Criterion 4: Certified products must not contain any ingredient that is classified as a known or suspected endocrine disruptor, mutagen or teratogen, or reported to exert effects on the respiratory tract, skin or digestive system.

The product must not contain any substances carrying any of the following classifications:

- R20 (H332), R21 (H312), R22 (H302), R23 (H331), R24 (H311), R25 (H301), R26 (H330), R27 (H310), R28 (H300), R33 (H372, H373), R34 (H314), R35 (H314), R36 (H319), R37 (H335), R38 (H315), R39 (H370), R40 (H351), R41 (H318), R42 (H334), R43 (H317), R45 (H350), R46 (H340), R48 (H372,H373), R49 (H350) R60 (H360), R61 (H360), R62 (H361), R63 (H361), R64 (H362), R65 (H304), R66 (AUH066), R67 (H336), R68 (H341,H371)
- EU C/M/R; IARC Group 1* and 2A

*Ethanol is classed by IARC as a Group 1 carcinogen in the context of alcoholic beverages. This ruling is not considered relevant to the product categories covered by this standard. Therefore, ethanol will not be considered carcinogenic based on this information.

Preservatives and biocides, as defined by Criterion 14:, are exempt from this criterion up to a concentration of 1 % by weight. Hydrogen peroxide is exempt from this criterion if the concentration in the final product is equal to or less than 5 % by weight.

Exceptions may be granted for a specific substance classified with R20 (H332), R21(H312), R22 (H302), R36 (H319), R37(H335), R38 (H315), R41 (H318), R66 (AUH066), R67 (H336) provided that:

- The product is not intended for facial, oral or intimate hygiene applications, or for use on infants.
- There is justification for the substance to be present in the product.
- The overall product is not classified with any of these R-phrases.

Demonstration of Conformance

DoC 4.1: Full ingredients list, stating chemical names and CAS numbers; and

DoC 4.2: SDS for each ingredient.

Criterion 5: Nanomaterials will not be added to the product.

Demonstration of Conformance

DoC 5.1: Declaration signed by the manufacturer stating that no nanomaterials are used in the product formulation.

Criterion 6: Chemical UV absorbers will not be added to the product.

Demonstration of Conformance

DoC 6.1: Declaration signed by the manufacturer stating that no chemical UV absorbers are used in the product formulation.

Criterion 7: The product, and its ingredients, must not contain the following substances**.**

- Aluminium and aluminium compounds
- APEO and other alkylphenol derivatives (excluding phenoxyethanol)
- Aziridine or polyaziridines
- Butoxyethanol
- Formaldehyde or formaldehyde donors
- Quaternary ammonium compounds that are not readily biodegradable, monoethanolamine MEA) and triethanolamine (TEA)
- Halogens and halogenated compounds*, including reactive chlorine compounds (e.g., ypochlorites), organic chlorine carriers (e.g. triclosan), and benzalkonium chloride
- Heavy metals** including antimony (Sb), arsenic (As), cadmium (Cd), chromium (Cr), cobalt (Co), lead (Pb) mercury (Hg), and tin (Sn)
- Optical brighteners

- Parabens
- Phthalates
- Selenium and selenium compounds
- The chelating agents EDTA, DTPA, NTA or phosphonates
- The following fragrances: Moskusxylene (81-15-2), Moskusambrette (83-66-9), Moskene (116-66-5), Moskustibetin (145-39-1), and Moskusketone (81-14-1)
- Xylene sulfonates or other linear alkyl benzene sulfonates

*Sodium chloride is exempt from this criterion. Additionally, fluoride compounds for use in oral hygiene products are exempt from this criterion.

**Trace amounts of heavy metals present as contaminants or impurities in raw materials or component substances are exempt from this criterion if the following requirements are met:

- For products intended for eyes, lips, oral or intimate hygiene applications, or for use on infants: the total heavy metal concentration does not exceed 10 ppm with the following individual limits: Lead: 1 ppm; Arsenic: 0.5 ppm; Cadmium: 0.1 ppm; Mercury: 0.2 ppm; Antimony: 0.5 ppm
- For all other products: the total heavy metal concentration does not exceed 25ppm with the following individual limits: Lead: 10 ppm; Arsenic: 2 ppm; Cadmium: 3 ppm; Mercury: 1 ppm; Antimony: 5 ppm

Contaminants/impurities are defined in the 'Definitions and Acronyms' section.

Demonstration of Conformance

DoC 7.1: Signed declaration from an Executive Officer of the applicant company which confirms that the listed chemicals are not used as ingredients and are not contained in the ingredients used.

DoC 7.2: Full ingredients list, stating chemical names and CAS numbers; and

DoC 7.3: SDS for each ingredient, and relevant test reports where applicable.

3.3 Limited Substances

Criterion 8: The product must not contain more than 1 % by weight of any substance that carries one or more of the following risk phrases: IARC Group 2B*.

*Titanium dioxide is excluded from this restriction when used as a pigment in cosmetics only (excluding sunscreens).

Additionally, products which are intended to be immediately rinsed off with water must not contain more than 1 % by weight of any substance that carries one or more of the following risk phrases: R50 (H400), R50/53 (H410), R51/53 (H411), R52/53 (H412), R53 (H413).

Exception: Surfactants in concentration <25% are exempt if the 1 % limit was based only on a R50 (H400) classification.

Demonstration of Conformance

DoC 8.1: Full ingredients list, stating chemical names and CAS numbers; and

DoC 8.2: SDS for each ingredient.

Criterion 9: Zinc oxide may only be used in sunscreen products, and at a maximum concentration of 23 % by weight.

Demonstration of Conformance

DoC 9.1: Full ingredients list, stating chemical names and CAS numbers; and Identifies flame retardants that are used; and

DoC 9.2: SDS for the final product.

3.4 Bioaccumulative Substances

Criterion 10: The product must not contain any substances which are deemed to be potentially bioaccumulative. A substance is classified as potentially bioaccumulative if the log Kow (log octanol/water partition coefficient) is equal to or greater than 3.

Demonstration of Conformance

DoC 10.1: Test reports using relevant methods, such as OECD 107 or OECD 117.

3.5 Volatile Organic Substances

Criterion 11: The total amount of volatile organic compounds (VOCs) contained in the product must meet the requirements of Table 1, which is based on the functional requirements of each of the different product categories.

Table 1: VOC limits for personal care products

Product Category	Maximum VOC content
Nail polish and nail polish removers	2 % weight, as used
Perfume, colognes, toners and personal hand sanitisers	5 %* weight, as used
Other liquid formulations (including mouthwash, deodorants, lotions, moisturisers, soaps, shampoos and conditioners)	10 % weight, as used
Other solid formulations (including toothpaste, deodorants, cosmetics and soaps)	1 % weight, as used

*Ethanol is exempt from the VOC calculation of perfume, colognes, toners, and personal hand sanitisers.

Demonstration of Conformance

DoC 11.1: Calculation of VOC content based on ingredients list. The applicant must provide evidence to

the GECA approved assessor to enable this calculation, including full formulation details showing the weight of each ingredient in g/L and the physical properties and chemical formula of each ingredient (or SDS for each ingredient). All ingredients qualifying as VOCs according to the definition in this standard will contribute to the VOC calculation unless addressed above in the criterion.

3.6 Fragrances

Criterion 12: Fragrance must be produced and used in accordance with the "Code of Practice" compiled by the International Fragrance Association (IFRA).

Demonstration of Conformance

DoC 12.1: The applicant must provide a declaration signed by the manufacturer(s) of all fragrances used which states that the fragrance was produced in accordance with the IFRA Code of Practice. This may be supported by evidence of the manufacturer's membership to IFRA.

3.7 Colourants

Criterion 13: Colourants used must be included on the "List of Colouring Agents Allowed for use in Cosmetic Products" in Annex IV of the European Union Commission Directive 76/768/EEC.

OR

Colours must be approved for use in foods under Australian Food Standard 1.3.1, schedule 1, 3 or 4. This can be found at http://www.comlaw.gov.au/Series/F2008B00614.

Demonstration of Conformance

DoC 13.1: Full list of all colourants used, identified by chemical name, CAS number, and where applicable CI (colour index) number or INS (International Numbering System for food additives) number.

3.8 Preservatives and Biocides

Criterion 14: Substances with no recognised function other than biocidal activity may be added for preservation purposes only. Materials added for preservation purposes will be used at the minimal concentration which provides the required function.

Preservatives must be listed and abide by the restrictions outlined in the EU Cosmetics Directive 76/768/EEC.

Demonstration of Conformance

DoC 14.1: Full ingredients list; and

DoC 14.2: Documentation detailing preservation requirements of the product and concentrations of preservatives used.

4. MATERIAL REQUIREMENTS

The criteria in this section are intended to address impacts that may occur over the life cycle of a product that can be avoided or mitigated during the design phase of product development.

Unless otherwise stated, the requirements in this section apply to each type of material contained in the finished product regardless of weight.

4.1 Palm Oil

Criterion 15: A minimum of 20 % of palm oil and palm oil derivatives used in the product must be Roundtable on Sustainable Palm Oil (RSPO) certified (identity preserved, segregated or mass balance) or equivalent, with the remainder required to be offset by 'Book and Claim' system such as GreenPalm, or equivalent. Additionally, applicants must commit to increasing the total percentage of RSPO certified palm oil and palm oil derivatives used in products by 10 % each year.

Exception: If only chemical derivatives of palm oil are used in the product, it is acceptable to demonstrate sustainability for these through book and claim systems such as GreenPalm in case RSPO certified palm oil derivatives are not available on the market.

Demonstration of Conformance

DoC 15.1: Chain of custody or supply chain evidence and RSPO certification sufficient to cover at least 20% of palm oil and palm oil derivatives used in the product; and

DoC 15.2: GreenPalm certificates sufficient to cover the remaining volume of palm oil and palm oil derivatives used in each product; and

DoC 15.3: Signed declaration from an Executive Officer of the organisation committing to increasing the percentage of RSPO certified palm oil and palm oil derivatives by 10 % *per annum*.

4.2 Palm Kernel Oil

Criterion 16: : The applicant/licensee must make a positive contribution to the production of sustainable and responsibly grown palm kernel oil by either:

- Purchasing, for use in the product, any amount of certified sustainable palm kernel oil (CSPKO) and/or palm kernel oil derivatives that contain or are manufactured using CSPKO; or
- Purchasing all palm kernel oil and palm kernel oil derivatives used in the product, from suppliers that are RSPO members; or
- Ensuring palm kernel oil used in the product is offset by the supplier or the applicant/licensee using a 'Book and Claim' system such as GreenPalm, or equivalent.

Demonstration of Conformance

DoC 16.1: Evidence of any RSPO certified Palm Kernel Oil used; or

DoC 16.2: Membership certificates or signed declarations from suppliers showing all suppliers are RSPO members; or

DoC 16.3: GreenPalm certificates sufficient to cover the volume of non-certified palm kernel oil and palm kernel oil derivatives used in the product.

Criteria 17, 18, 19 and 20 only apply to products which are in contact with the body for a short time before rinsing off with water and/or entering wastewater systems.

This includes liquid and solid soaps, shaving creams and foams, shampoos and conditioners, toothpastes and mouthwashes.

4.3 Phosphorus and Phosphates

Criterion 17: The product must not be manufactured using phosphorus, phosphorus compounds, phosphates or phosphate derived ingredients.

Trace amounts of phosphorus must not exceed 0.05 % w/w excluding water.

Demonstration of Conformance

DoC 17.1: Full ingredients list for each product; and

DoC 17.2: Declaration of the trace amount of phosphates contained in the product and supporting documentation such as a Total Phosphorus Test, factors influencing test results including dilution and calculations to find the amount of phosphorus w/w from these results.

4.4 Sodium

Criterion 18: Products must not contain more than 5 % w/w sodium, excluding water content.

Demonstration of Conformance

DoC 18.1: Full ingredients list for each product.

4.5 Biodegradability

Criterion 19: All surfactants and organic ingredients must be readily biodegradable according to AS 4351, relevant OECD tests, or shown on the most recent DID List (Part A).

In the case that numerous ingredients are not reported on the DID list, the product may be tested as a whole to AS 4351 or a relevant OECD test.

Demonstration of Conformance

DoC 19.1: Test report based on AS 4351 or relevant OECD test for each surfactant or organic ingredient not included in the DID list, or

DoC 19.2: Test report based on AS 4351 or relevant OECD test for the product as a whole.

Criterion 20: All surfactants used in the product must be anaerobically biodegradable according to ISO 11734 or shown on the most recent DID List (Part A).

Demonstration of Conformance

DoC 20.1: Test report based on ISO 11734 for each surfactant not included in the DID list.

5. ENVIRONMENTAL CLAIMS

Environmental claims are one of the tools utilised by consumers when attempting to make environmentally preferable choices and therefore it is essential that such claims are true and substantiated. All claims must be relevant to the product and verifiable to GECA or a GECA appointed assessor.

5.1 Food Safe

Criterion 21: Products that declare "food safe" claims, or similar, must be able to provide evidence of formal recognition of this claim by Food Standards Australia and New Zealand.

Demonstration of Conformance

DoC 21.1: Documentation showing approval by Food Standards Australia and New Zealand.

5.2 Organic

Refer to the 'definitions and acronyms' section of this standard for further understanding on the different meanings of organic in the context of this criterion.

Criterion 22: Products that declare "Organic", or similar, must contain at least 95 % ingredients certified as organic by Australian Certified Organic (ACO), Organic Growers of Australia, National Association for Sustainable Agriculture Australia (NASAA) Certified Organic or Demeter Certified Biodynamic.

Products that claim to contain "Organic Ingredients", or similar, shall only claim ingredients as organic if certified by one of the above bodies. Ingredients certified as organic by one of the above bodies shall be identified as so on the label of the product.

Demonstration of Conformance

DoC 22.1: For products which claim to be organic, or similar, the applicant must provide evidence of organic certification for ingredients making up at least 95 % of the product.

DoC 22.2: For products which claim to contain organic ingredients, the applicant must ensure the label identifies which ingredients are organic and provide evidence of organic certification for these ingredients.

5.3 Natural

Criterion 23: Products will not claim to be "Natural". Products may display claims such as 'contains plant-derived ingredients', if these claims can be verified, and the plant-derived substance is not mixed or substituted wholly or partly with a synthetic analogue at any time including periods of limited supply.

Demonstration of Conformance

DoC 23.1: Documentation showing absence of such claims.

5.4 Not Tested on Animals

Criterion 24: Products that declare they are "Not Tested on Animals" or similar must be able to provide evidence of formal recognition of this claim by an independent organization such as PETA or Choose Cruelty Free.

Demonstration of Conformance

DoC 24.1: Documentation showing approval by an appropriate, independent organization.

5.5 Therapeutic Claims

Criterion 25: Products that declare therapeutic claims or similar must be able to provide evidence of formal recognition of this claim by the Therapeutic Goods Administration.

Demonstration of Conformance

DoC 25.1: Documentation showing approval by the Therapeutic Goods Administration.

5.6 Other Claims

Criterion 26: Other environmental claims shall be verifiable by GECA citing, as a minimum, appropriate test results from an independent laboratory in accordance with an internationally recognised relevant test method.

Demonstration of Conformance

DoC 26.1: Test report showing results and test method used.

6. DESIGN FOR ENVIRONMENT

The criteria in this section are intended to address some of the major factors of a product that can be anticipated in sustainable design and are more easily incorporated during the design phase of product development.

6.1 Product Information

Product information allows customers to use the products in a responsible and sustainable manner.

Criterion 27: Suitable information must be supplied with the product or made available to the public.

a) Information that must be included on the label includes

- Instructions for correct use including dilution measures if applicable.
- All hazards associated with the product, its use, storage or disposal
- Complete ingredients listing, according to the Trade Practices (Consumer Product Information Standards) (Cosmetics) Regulation 1991, available at https://www.legislation.gov.au/Details/F2008C00244
- Use by date

b) Information that must be available to the public includes

- Safety data sheet (SDS)
- Technical data sheets or product information sheets
- Environmentally responsible use and disposal instructions including details of product stewardship arrangements

Where the product is not physically present at the point of purchase (eg. when purchased online), the full ingredients list must be made available.

Demonstration of Conformance

DoC 27.1: Copy of labels, care instructions and other information provided with the product.

DoC 27.2: A current material safety data sheet for each product, and

DoC 27.3: Technical data sheets, web pages and any other information freely available to customers and/or the public.

6.2 Packaging

Criterion 28: Packaging must comply with at least one of the following:

- Each material constituting >20 % by weight of the total primary and secondary packaging used, must contain at least 50% recycled content by weight;
- Each material constituting >20 % by weight of the total primary and secondary packaging used, must be derived from plant-based materials (e.g. PLA plastics);

- Each material constituting >20 % by weight of the total primary and secondary packaging used, must be compostable to a relevant ASTM or ISO standard;
- Each material constituting >20 % by weight of the total primary and secondary packaging used, must be biodegradable to a relevant ASTM or ISO standard such as ASTM D5511; or
- Packaging (primary and secondary) must be assessed using the Australian Packaging Covenant's Packaging Recyclability Evaluation Portal (PREP). Each separable item constituting >20% by weight of the total primary and secondary packaging, must be classified as Recyclable under the Item Assessment Result of the PREP Assessment Report.

Paper and cardboard packaging must be either certified under recognised forest certification scheme (e.g. FSC or PEFC) or contain at least 30% recycled content by weight.

Material used for the transport of products (tertiary packaging) and whose disposal is not the responsibility of the end consumer may be exempt from the above requirements if they are re-used by the applicant, or are recyclable in specialist recycling facilities.

Refill packaging aimed to minimise material usage is exempt from this criterion.

Demonstration of Conformance

DoC 28.1: Details of materials used in the product and their manufacture, including information on the input of recycled and virgin materials reported by weight if applicable. The recycled content can be averaged over a 12-month period to find the amount or range of recycled content; and /or

DoC 28.2: Copy of PREP Assessment Report; and/or

DoC 28.3: Evidence of certification under relevant forest certification scheme; and/or

DoC 28.4: Details of re-use programs for transport materials within the applicant company.

Criterion 29: Packaging must not be halogenated.

Demonstration of Conformance

DoC 29.1: Information regarding composition of packaging materials including chemical names, CAS numbers and/or SDS where applicable.

Criterion 30: All plastic bottles and other major or primary packaging must be marked with a plastics identification code. It is not mandatory for small components including caps and pump-spray nozzles to be marked.

Packaging made from PLA plastic must be labelled with the following instructions for disposal: "This packaging is made of PLA plastic. Please dispose of in a municipal organic waste stream."

Demonstration of Conformance

DoC 30.1: Visual inspection of each plastic component of the packaging.

Criterion 31: Packaging must not be pressurised or require the use of propellants.

Demonstration of Conformance

DoC 31.1: Signed declaration from an Executive Officer of the manufacturing company, stating that the packaging is not pressurised and does not require the use of propellants.

6.3 Waste Minimisation

Reducing total waste reduces the generation of hazardous waste, encourages reduced consumption of resources through dematerialisation and increases production efficiency.

Criterion 32: The applicant must demonstrate that at least 97% of material inputs (ingredients) result in product and that effective waste management / material efficiency policies and procedures are developed and implemented, including:

- Waste minimisation policies and procedures to reduce the amount of waste generated;
- Waste recovery procedures to capture and reuse as much waste as is practical;
- Efficient use of resources through dematerialisation; and
- Energy conservation policies to reduce energy consumption.

Demonstration of Conformance

DoC 32.1: Documentation of all material inputs and outputs on an annual (12-month) basis. At a minimum the calculation will be based on the weight of input ingredients *versus* the weight of resultant product; however, the most appropriate method will be determined by a GECA appointed assessor. The calculation may include process information and waste recapture methods as necessary; and

DoC 32.2: Demonstrate progress on developing, implementing and adhering to effective resource minimisation policies and procedures as detailed above. This may include documentation of programs which aim to reduce or reuse waste; dematerialise or use fewer raw materials (e.g. reduced paper usage); or conserve or use alternate sources of energy or purchase green power.

7. SOCIAL AND LEGAL COMPLIANCE

This section addresses compliance with the legal and social attributes of the producer and the applicant company; it also engages with the supply chain to ensure human and labour rights are upheld. These criteria are common to all GECA standards. The social aspect partially addresses the third dimension of sustainability - society. This concept was first understood by producers under the name "Corporate Social Responsibility" (CSR). In this standard, social criteria include laws for equal opportunity, safety and protection of workers, and compliance with human and labour rights. GECA certification cannot be given to any company that illegally exploits workers or their families.

Note: In cases where there is a conflict between GECA requirements in this section and relevant legislation or regulations introduced by governments and agencies, national legislation overrides state legislation and state legislation overrides regulations and standards issued by GECA. Where the GECA requirements go further than the applicable legislation, the producer and/or applicant company shall comply with applicable law while trying as far as possible to act in accordance with the spirit of the GECA requirements.

7.1 Environmental Legislation

Criterion 33: The producer of the product and applicant company shall as per law comply with relevant environmental legislation and government orders at the Local, State, and Commonwealth levels (if these have been issued). Where a producer is from an overseas jurisdiction, it is that jurisdiction's environmental regulations that apply. Where the producer has been found guilty of a breach of any environmental legislation or permit(s) within the last two years, there must be evidence of corrective action.

Demonstration of Conformance

DoC 33.1: Signed declaration from an Executive Officer of the organisation stating compliance with applicable environmental legislation and government orders;

DoC 33.2: Signed declaration disclosing any breaches of environmental legislation or permits and the date of the breach. Applicant shall:

DoC 33.3: Provide a Legal Register listing applicable environmental legislation (including applicable Regulations under that legislation) in, or as an attachment to the above two declarations (DoC 33.1 and DoC 33.2). The Legal Register shall:

- For each applicable Act and Regulation listed, state whether the manufacturer and applicant company comply; or have a certified ISO 14001, Eco-Management and Audit Scheme (EMAS) or equivalent environmental management system in place; and
- List relevant permits granted by the EPA or an equivalent national, state or local body;

DoC 33.4: Evidence of corrective action following identification of a breach of environmental legislation, if applicable.

Note:

In this criterion, 'Regulation' means an entire regulatory instrument (for example, the Environmentally Hazardous Chemicals Regulation 2008) and not the individual sections, provisions or clauses of a regulatory instrument.

7.2 Minimum Entitlement including Wages

Criterion 34: All employees and contractors must receive at least the applicable minimum wage including penalty rates, allowances and superannuation and be provided with all other minimum entitlements including in relation to hours, leave and termination. All employees shall be covered by a Federal or State award, a certified industrial agreement or registered agreement as determined by the Australian Government Workplace Authority or a State or Territory Workplace Relations Agency, or an agreement that complies with Fair Work Act 2009 section 61 – National Employment Standards. A manufacturer/applicant company shall demonstrate compliance to the following requirements as taken from the ILO Convention: Convention 100 – Equal Remuneration Convention.

Where a producer is from an overseas jurisdiction, it is that jurisdiction's equivalent regulations that apply.

Where a producer/applicant company or a third party has identified a breach of applicable legislation, including underpayment of wages within the last two years, there shall be evidence of corrective action.

Demonstration of Conformance

DoC 34.1: Signed declaration from an Executive Officer of the organisation confirming compliance with all minimum entitlements including wages; and

DoC 34.2: List of applicable awards, certified industrial agreements or registered agreements and the number of workers to which they apply, and number of workers not covered by such; and

DoC 34.3: Text or template of a typical workplace agreement offered to employees of the company; and sample payslips; and

DoC 34.4: Evidence of corrective action following identification of a breach of legislation, if applicable.

7.3 Workplace Health and Safety

Criterion 35: A manufacturer/ applicant company shall demonstrate compliance to the following requirements as taken from the ILO Conventions:

a) Convention 155 – Occupational Safety and Health and its accompanying Recommendation No. 164;

b) Convention 161 – Occupational Health Services and its accompanying Recommendation No. 171

And general compliance with applicable State or Territory Legislation concerning Occupational, Health and Safety (OHS) / Work Health and Safety (WHS) and/or the Commonwealth Safety, Rehabilitation and Compensation Act 1988, where applicable. Where a manufacturer is from an overseas jurisdiction, it is that jurisdiction's equivalent regulations that apply. Where a producer/applicant company has been found guilty of a breach of relevant legislation within the last 2 years, there shall be evidence of corrective action.

Demonstration of Conformance

DoC 35.1: Signed declaration from an Executive Officer of the organisation stating compliance to workplace legislation and government orders, as well as declaration of any breaches of legislation and the date of the breach. Applicants shall list all applicable legislation in, or as an attachment to, this declaration;

DoC 35.2: Copy of the company Occupational / Workplace H&S policy and procedures;

DoC 35.3: Copy of employee induction records, training records, meeting records and risk assessments; or current ISO 45001:2018 (or former OHSAS 18001), AS/NZS 4801 or equivalent certification; or third-party certification stating compliance to Work Health and Safety Act 2011 and the Work Health and Safety Regulation 2011 or equivalent jurisdiction specific legislation; and

DoC 35.4: Evidence of corrective action following a breach of legislation, if applicable; and

DoC 35.5: WHS incidents register

7.4 Equal Opportunity

Criterion 36: The manufacturer/applicant company shall demonstrate general compliance with the requirements of the Racial Discrimination Act 1975, Sex Discrimination Act 1984, Disability Discrimination Act 1992, Equal Opportunity for Women in the Workplace Act 1999, and complementary State Legislation. The manufacturer cannot be in the list of 'named' or non-compliant employers under the Workplace Gender Equality Act 2012. Where a manufacturer /applicant company is from an overseas jurisdiction, it is that jurisdiction's equivalent regulations that apply. Where a manufacturer has been found guilty of a breach of relevant legislation within the last two years, there shall be evidence of corrective action.

Demonstration of Conformance

DoC 36.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation;

DoC 36.2: Copy of relevant company policies and procedures;

DoC 36.3: Evidence of corrective action following a breach of legislation, if applicable; and

DoC 36.4: The assessor will verify that the company does not appear on the following list: Non-compliant list | WGEA

7.5 Lawful Conduct

Criterion 37: The manufacturer/applicant company shall not have been convicted of any breach of criminal law, any breach of the Competition and Consumer Act 2010 or the Corporations Act 2001, including prosecution or de-listing by the Australian Stock Exchange (ASX or international equivalent). Where a manufacturer is from an overseas jurisdiction, it is that jurisdiction's equivalent regulations that apply. Where a producer has been found guilty of a breach of relevant legislation within the last two years, there must be evidence of corrective action.

Demonstration of Conformance

DoC 37.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation; and

DoC 37.2: Evidence of corrective action following a guilty verdict, if applicable.

7.6 Modern Slavery

Criterion 38: The applicant company shall promote the elimination of Modern Slavery through collaboration with their supply chain, in accordance with the Australian Commonwealth Modern Slavery Act 2018 or NSW Modern Slavery Act 2018 and the following requirements as taken from the ILO Conventions:

- Conventions 29 and 105 – Elimination of Forced and Compulsory Labour; and
- Convention 182 – Worst Forms of Child Labour

Where an applicant has found instances of modern slavery in their business operations and or supply chains in the past two years, there shall be evidence of corrective action.

This criterion shall be valid for applicant companies of any size and is not restricted to any annual revenue threshold.

Demonstration of Conformance

DoC 38.1: A copy of the published Modern Slavery Statement from within the previous 12 months. The Modern Slavery Statement shall comply with the seven mandatory criteria of the Act as below:

a) Identify the reporting entity

b) Describe reporting entity's structure, operations and supply chains

c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls

d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

e) Describe how the reporting entity assesses the effectiveness of these actions

f) Describe the process of consultation with any entities the reporting entity owns or controls

g) In addition to the modern slavery report, some supporting documents may be asked to be cited at the main site of manufacturing during the on-site assessment:

If a copy of the Modern Slavery Statement is unable to be presented, a rationale will be required. Also in cases where supportive documentation is unavailable at the time of certification, a grace period of three years or one certification period may be granted (no more than one certification period will be given).

The documents may include but not limited to the following documentation to support the modern slavery report:

h) Employment records

i) List of contractors

j) Leave entitlements policy

k) Any relevant Human Resources policy

l) Payslips/ wage scales/ remuneration policy

m) Minimum age of employment policy

n) Any other relevant information

Where an organisation has not previously reported on the Australian Commonwealth Modern Slavery Act 2018 or NSW Modern Slavery Act 2018 and does not meet the reporting threshold of the NSW or Commonwealth legislation, the organisation shall publish a Modern Slavery Statement within three years of certification on a voluntary basis. A grace period of up to one cycle of certification may be granted depending on the company's reporting period.

For more information about modern slavery and the *Modern Slavery Act 2018*., please see News and Resources (modernslaveryregister.gov.au).

7.7 Human Rights including Labour Rights

Criterion 39: The manufacturer/applicant company shall respect internationally recognised human rights, including labour rights, including the rights set out in:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- ILO Declaration on Fundamental Principles and Rights at Work

In particular, this includes the following aspects and ILO conventions: No child/forced/bonded labour (ILO 29 and 105), Minimum age convention (ILO 138), Worst forms of child labour (ILO182), Health and safety procedures and training (155, 161 and 171), Right of freedom of association (ILO 87 and 98), Non-discrimination (ILO 100 and 111), Discipline/harassment and grievance procedures, Fair working hours and compensation, Anti-corruption and bribery.

The applicant company shall also take steps to ensure human rights are respected in its supply chain. Where an applicant has been found to breach this criterion in the past two years, there must be evidence of corrective action.

Demonstration of Conformance

DoC 39.1: The manufacturer/applicant company shall provide evidence of its commitments to human rights including labour rights (e.g. policies, published reports containing disclosure in relation to human rights (e.g. sustainability report) commitments to international initiatives such as the UN Global Compact); and

DoC 39.2: The manufacturer/applicant shall provide a map of at least one tier of its supply chain; and

DoC 39.3: Evidence of implementation of a Supplier 'Code of Conduct'; Code of conduct to include Human and Labour Rights, Health and Safety of workers; and

DoC 39.4: Evidence of assessment of suppliers in relation to human rights and recommendations for improvements in their supply chain; and

DoC 39.5: Evidence of ISO20400 implementation; or

- Evidence of valid SA8000® Standard , or other equivalent certification; or
- Evidence of being a signatory to the UN Global Compact; or
- SEDEX membership ; or
- GRI 400 Report (Global Report Initiative); and

If any of DoC 39.5 cannot be provided, manufacturer/ applicant shall provide:

DoC 39.6: Evidence of commitment to achieve SA 8000 certification within one year; or

DoC 39.7: Evidence of becoming a signatory to the UN Global Compact within six months;

and

DoC 39.8: Evidence of corrective action, if applicable.

GECA acknowledges that this is an emerging area of compliance and conformance. Therefore, alternative certifications, standards, ethical membership organisations or compliance reporting may be recognised as demonstration of conformance where an exception is granted by the GECA Board.

EVIDENCE OF CONFORMANCE

Demonstration of Conformance (DoC)

This section lists the sources of evidence to be considered during an assessment to establish conformance against GECA's standards. This list is provided to guide the applicant through the standard's requirements and facilitate the preparation of an application.The DoC requirements are specified along with each criterion in the standard define specific sources of evidence acceptable to GECA. In cases where criteria offer several DoC requirements, it is the sole decision of the appointed assurance provider to choose the appropriate option throughout the preliminary stage of the assessment. If none of the recommended DoC requirements stipulated for a particular criterion in the standard is applicable for a product under assessment, then the appointed assurance provider may choose an alternative but equivalent source of evidence. In cases where alternative sources of evidence have been accepted for the verification of the product, the assurance provider will inform GECA by providing a report on the details as far as appropriate. GECA will use this information to continuously improve the DoC requirements stipulated by that standard.

All laboratory testing and analysis shall be carried out by a NATA accredited laboratory. For tests carried out overseas, all analysis shall be carried out by a reputable lab accredited by an ILAC .

The applicant/manufacturer shall have processes in place to ensure on-going compliance with the criteria in this standard; for example in relation to hazardous substances, having a process in place for completing a checklist (signed and dated by the authorised person) that lists all the substances and requirements in that section prior to using in/with the GECA product/s. The process may be carried out by relevant supplier/s of relevant material/s if there is no in-house capacity within the organisation being assessed to carry out this process. Documented information about any communication in regards to this process (i.e. between applicant and suppliers) shall be maintained.

The DoC requirements are summarised in Appendix A to assist applicants in preparing documentation for the verification process with a GECA designated assessor.

APPENDIX A

APPLICATION CHECKLIST

The application checklist guides the applicant through the application and verification process. An applicant may collect all information required for the verification of the product and attach the relevant documents to their application. The table below summarises the DoC requirements for each criterion in the standard.

Criterion No.	Criterion Content	**Demonstration of Conformance** See standard body for details	Evidence Attached	Complies Y/N or NA
FIT FOR PURPOSE CRITERIA				
1. Standard Category Scope				
Criterion 1	Soaps, shaving creams and foams, facial toners, exfoliants, moisturisers, deodorants, cosmetics, nail polish and removers, tanning lotions, perfumes, sunscreen, insect repellent, personal hand sanitizers, oral hygiene products, hair shampoos and conditioner, hair treatment and styling products	Brief description of the product (range)	☐	
2. Fitness for purpose				
Criterion 2	Dimension changes	Independent assessment or test results; or report which demonstrates fitness; or report on consumer-based product comparison testing	☐	
HEALTH CRITERIA				
3. Hazardous Material				
Criterion 3	Dangerous goods – product classification	SDS for each product	☐	
		Documentation supporting classification dangerous/non-dangerous according to GHS or ADG	☐	
Criterion 4	Compounds banned - Endocrine disruptors, carcinogens, mutagens, teratogens, or compounds with effects on the respiratory tract, skin or digestive system	Full ingredients list for each product	☐	
		SDS for each ingredient	☐	

Criterion 5	No nanomaterials	Declaration signed by the manufacturer	☐	
Criterion 6	No chemical UV absorbers	Declaration signed by the manufacturer	☐	
Criterion 7	Harmful substances	Statement of conformance signed by Executive Officer	☐	
		Full ingredients list	☐	
		SDS for each ingredient and relevant test reports where applicable	☐	
Criterion 8	Limited substances	Full ingredients list SDS for each ingredient	☐	
		Full ingredients list	☐	
Criterion 9	Zinc oxide restrictions	Full ingredients list	☐	
		SDS for each ingredient	☐	
Criterion 10	Bioaccumulative substances	Relevant test reports	☐	
Criterion 11	VOC content	Evidence of full formulation details showing weight of each VOC ingredient in g/l	☐	
Criterion 12	Fragrances – compliance with IFRA	Declaration signed by manufacturer stating compliance	☐	
Criterion 13	Colourants – compliance with EU Directive 76/768/EEC or approved for use in foods under Australian Food Standard	Full list of colourants used	☐	
Criterion 14	Preservatives and biocides – preservatives must be listed and abide by the restrictions outlined in the EU Cosmetics Directive 76/768/EEC	Full ingredients list; and documentation detailing preservation requirements and concentration of preservatives used	☐	
ENVIRONMENTAL CRITERIA				
4. Material Requirements				
Criterion 15	RSPO certified	RSPO certification for at least 20 % of palm oil and derivatives used	☐	
		GreenPalm or equivalent certificates to cover remaining volume	☐	

		Declaration to increase percentage of RSPO certified palm oil and derivatives by 10 % per annum.	☐	
Criterion 16	Contribution to sustainable and responsible production	RSPO certification; or	☐	
		Membership certificates or signed declarations from suppliers showing all suppliers are RSPO members; or	☐	
		GreenPalm or equivalent certificates to cover volume of non-certified palm kernel oil used	☐	
Criterion 17	Phosphorus and phosphates	Full ingredients list	☐	
		Declaration of trace amounts of Phosphates and supporting documentation	☐	
Criterion 18	Sodium limits (5 % w/w)	Full ingredients list	☐	
Criterion 19	Biodegradability	Test reports using AS 4351 or OECD requirements where applicable, or shown on the most recent DID List (Part A)	☐	
Criterion 20	Surfactant anaerobic biodegradability	Test reports using ISO 11734 where applicable	☐	
5. Environmental Claims				
Criterion 21	Food safe claims	Approval by FSANZ	☐	
Criterion 22	Organic claims	Evidence of organic certification	☐	
Criterion 23	Natural Claims	Documentation showing absence of such claims	☐	
Criterion 24	Not tested on animals	Documentation showing approval by an appropriate, independent organization	☐	
Criterion 25	Therapeutic claims	Documentation showing approval by TGA	☐	
Criterion 26	Other claims	Test reports and method used	☐	
6. Design for Environment				
Criterion 27	Information available to public	Copy of labels and instructions	☐	
		SDS for each product	☐	
		Information available to public	☐	

Criterion 28	Packaging requirements	Details of materials used in product	☐	
		Test reports under relevant method, Copy of PREP Assessment Report, and/or evidence of certification under relevant forest certification scheme	☐	
		Details of re-use programs for transport materials or specialist recycling programs	☐	
Criterion 29	Halogenation	Information regarding packaging materials	☐	
Criterion 30	Plastic ID codes	Visual inspection of packaging	☐	
Criterion 31	Pressurised packaging	Statement of conformance signed by Executive Officer	☐	
Criterion 32	Waste minimisation policies	Documentation of material flows	☐	
		Reports on waste minimisation strategies	☐	
SOCIAL CRITERIA				
9. Social and Legal Compliance				
Criterion 33	Environmental legislation	Signed declaration confirming conformance to the criterion; and	☐	
		Signed declaration disclosing any breaches of environmental legislation	☐	
		Legal register listing applicable environmental legislation (including applicable Regulations under that legislation)	☐	
		Evidence of corrective action (if applicable)	☐	
Criterion 34	Minimum entitlement including wages	Signed declaration confirming conformance to the criterion; and	☐	
		List of applicable awards, industrial and registered agreements and number of workers who are covered and not covered	☐	
		Text or template of the typical workplace agreement offered to employees, and sample payslips	☐	

		Evidence of corrective action	☐	
Criterion 35	Workplace health and safety	Signed declaration stating compliance to workplace legislation and government orders, as well as declaration of any breaches of legislation	☐	
		OHS/WHS policies and procedures; and	☐	
		Copy of employee induction records, training records, meeting records and risk assessments; or current ISO 45001:2018 (or former OHSAS 18001), AS/NZS 4801 or equivalent certification; or third-party certification stating compliance to Work Health and Safety Act 2011 and the Work Health and Safety Regulation 2011 or equivalent jurisdiction specific legislation; and	☐	
		Evidence of corrective action (if applicable)	☐	
		WHS Incidents register	☐	
Criterion 36	Equal opportunity	Signed declaration confirming conformance to the criterion; and	☐	
		Copy of relevant policies and procedures; and	☐	
		Evidence of corrective action (if applicable)	☐	
		The assessor will verify that the company does not appear on the WGEA non-compliant list	☐	
Criterion 37	Lawful conduct	Signed declaration confirming conformance to the criterion; and	☐	
		Evidence of corrective action (if applicable)	☐	
Criterion 38	Modern slavery	Copy of the published Modern Slavery Statement from within the previous 12 months	☐	
Criterion 39	Human rights including labour rights	Evidence of commitments to human rights including labour rights	☐	

		Map of at least one tier of their supply chain; and	☐	
		Evidence of implementation of a Supplier Code of Conduct; and	☐	
		Evidence of assessment of suppliers in relation to human rights and recommendations for improvements in their supply chain	☐	
		Evidence of ISO20400 implementation; or	☐	
		Evidence of valid SA8000® Standard certification or other equivalent certification; or	☐	
		Evidence of being a signatory to the UN Global Compact	☐	
		SEDEX Membership, or	☐	
		GRI 400 Report; and	☐	
		Evidence of commitment to achieve SA8000® Standard certification within one year	☐	
		Evidence of becoming a signatory to the UN Global Compact within six months; and	☐	
		Evidence of corrective action (if applicable)	☐	

Our vision is for a sustainable future for people and planet

GECA