

Core Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Refrigerants

Standard No: Rv2.0ii-2015

Type 1 ecolabel standard in accordance with ISO 14024

Issued 21 Dec 2021 by GECA

(Good Environmental Choice Australia Ltd)



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Refrigerants

DOCUMENT HISTORY

Status: **Current**

Version: **2.0ii**

Date Published: **21 December 2021**

Versions	Date Published	Summary of Changes
1.0	July 2007	
2.0	February 2015	DoCs added; Criterion Global Warming Potential tightened and referenced; Environmental, Social and Legal compliance criteria updated.
2.0i	July 2017	Update: Inclusion of notes in 'how to apply for GECA Certification' and 'Social and Legal Compliance' sections.
2.0ii	December 2021	Changes in the reordering of the criteria into the four sections fit for purpose – health – environmental – social; reference to Sustainable Development Goals added; office address updated; change of some wording in 'Use of GECA standards', 'How to apply for GECA certification' and 'Background' sections; broken links fixed; social criteria updated including a new 'Modern Slavery' and 'Human Rights including Labour Rights' criterion; updated wording in line with current scheme rules, e.g. assessment instead of audit, assurance provider instead of CAB, exception instead of exemption.

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.

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.

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

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 approved 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.

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.

GECA: Good Environmental Choice Australia Ltd.

GECA approved assessor: An assessor that has been accredited to assess against GECA's scheme rules.

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

GWP: Global Warming Potential is defined as the cumulative radiative forcing – both direct and indirect – integrated over a specified period of time (100 years in this standard) from the emission of a unit mass of gas relative to the cumulative radiative forcing of carbon dioxide. CO₂ has a GWP of 1.0. The GWP values must be as used by the UN Intergovernmental Panel on Climate Change (IPCC) in its 4th Assessment Report (AR4).

ODP: Ozone Depletion Potential is defined in this standard as the comparative ozone depleting ability over a 100-year time frame of a compound in comparison to the ozone depleting ability of CFC-11, which is arbitrarily assigned an ODP of 1.0.

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

SDGs: Sustainable Development Goals. Adopted by all United Nations Member States in 2015, SDGs are a universal set of goals, targets and indicators that UN member states will be expected to use to frame their agendas and political policies over the next 15 years.

SDS: Safety Data Sheet. To qualify as suitable, the SDS and information therein must not be more than five years old.

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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The image is a graphic for GECA certification. It features the GECA Certified logo on the left, which consists of a green circular emblem with a leaf and the text "GOOD ENVIRONMENTAL CHOICE" and "AUSTRALIA", a red square with a white checkmark, and the word "GECA" with "CERTIFIED" below it. To the right of the logo, the text "One ecolabel says it all" is written in green, followed by "A better environmental, healthier and ethical choice." in red. Below this text are four green icons with white symbols: a globe for "ENVIRONMENT", a plus sign for "HEALTH", a hand for "SOCIAL & ETHICAL", and a checkmark for "FIT FOR PURPOSE".

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.

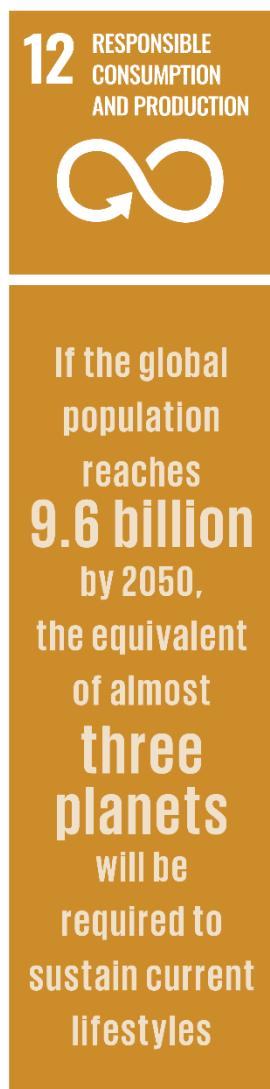
REQUESTING ADDITIONAL EVIDENCE

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.



SUSTAINABLE DEVELOPMENT GOALS

All SDGs relevant to GECA's Refrigerants standard



Core SDGs relevant to GECA's Refrigerants standard

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



CORE SDG: 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

GECA Standard Criterion

- All criteria contribute to sustainable refrigerant infrastructure

SDG 9 Specific target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



CORE SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GECA Standard Criterion

- Reduction of ozone depletion and global warming: criteria 3, 4

SDG 12 Specific target 12.2

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

13 CLIMATE ACTION



CORE SDG: 13 CLIMATE ACTION

GECA Standard Criterion

- Reduction of global warming potential: criterion 4

SDG 13 Specific target 13.2

Integrate climate change measures into national policies, strategies and planning.

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 refrigerants. The scope is intended to refrigerants 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 it is environmentally preferable.

Refrigerants are used for the purpose of air conditioning, refrigeration and cooling applications in a wide variety of commercial and domestic settings, as well as in heat pumps, or “reverse cycle” systems.

Refrigerants used in air conditioning and refrigeration have significantly contributed to global warming in addition to ozone depletion. Ozone depleting CFC and HCFC compounds found wide application as refrigerants before the significance of ozone depletion was discovered, and industry has slowly been forced to switch to non-ozone depleting substances. However, many of the HFC and other compounds used to replace the original CFC refrigerants also contribute significantly to the global warming problem.

FIT FOR PURPOSE CRITERIA

1. STANDARD CATEGORY SCOPE



Criterion 1: The scope of this standard is applicable to all categories of refrigerants including:

- Domestic and industrial air conditioning systems
- Domestic and industrial refrigerators
- Vehicle air conditioning systems

Demonstration of Conformance

DoC 1.1: A brief description of the product(s) or product range as they apply to the scope of this standard.

2. FITNESS FOR PURPOSE

To be certified, the product(s) shall 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 producer/manufacturer shall ensure that the product is fit for its intended purpose.

Criterion 2: The product must meet the performance requirements of the relevant Australian Standard (AS 1677*) or equivalent international standards.

Demonstration of Conformance

DoC 2.1: Test reports for all relevant quality and performance standards are met.

ENVIRONMENTAL CRITERIA



3. 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.

The following requirements apply using ODP and GWP values as defined by the Montreal Protocol and its appendices, as amended from time to time. If a refrigerant that is not defined under the protocol is used, it may be tested in accordance with the test methods accepted by the protocol.

3.1 Ozone Depletion Potential (ODP)

Criterion 3: The refrigerant must have an ozone depletion potential equal to zero.

Demonstration of Conformance

DoC 3.1: A list of refrigerants and their ozone depletion potential, and a declaration from the producer/supplier of the refrigerants that the requirement is fulfilled.

3.2 Global Warming Potential (GWP)

Criterion 4: The refrigerant must have a global warming potential of 10 or less (measured as CO₂ equivalent over a period of 100 years). The GWP values must be as used by the UN Intergovernmental Panel on Climate Change (IPCC) in their 4th Assessment Report (AR4).

Demonstration of Conformance

DoC 4.1: A list of refrigerants and their global warming potential, and a declaration from the producer/supplier of the refrigerants that the requirement is fulfilled.

4. PRODUCT INFORMATION AND PACKAGING

4.1 Product Information

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

Criterion 5: Suitable information must be supplied with the product or made available to the public. Information that must be shown on the label or accompanies the product includes:

- Instructions for installation, application/usage, safe handling and care of the product;
- Health hazard information including what to do in case of emergency;
- Precautions for use;
- Storage and disposal instructions for product and packaging including any take-back arrangement, if applicable.

Information that must be available to the public includes SDSs, technical data sheets or product data sheets.

Information will be considered publicly available if it is supplied with all products or available on the company website and the information provided to customers or the product label directs users to that website.

Demonstration of Conformance

DoC 5.1: Copy of labels, care instructions and other information provided with the product.

DoC 5.2: SDS or technical data sheets, web pages and any other information freely available to customers or the public.

4.2 Packaging

Packaging may present a significant contribution to the environmental load of a product at several points throughout the product life cycle, including material inputs and disposal.

Criterion 6: Packaging and delivery containers for refrigerants shall be commonly recyclable by end users or shall be subject to a product stewardship take-back arrangement with the manufacturer or agent.

Demonstration of Conformance

DoC 6.1: Evidence of recyclability of packaging/delivery containers; and/or

DoC 6.2: Copy of instructions outlining the take-back service including the costs, contact details of the take-back service, and relevant website documentation.

Criterion 7: Chlorinated or halogenated plastics must not be used in product packaging.

Demonstration of Conformance

DoC 7.1: Information regarding composition of packaging materials including chemical names, CAS numbers, technical data sheets or SDS where applicable.

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.

Criterion 8: Any environmental claims beyond the scope of this Standard that have been applied to a product must comply with ISO 14021, and the applicant must be able to verify these claims to GECA.

Any product making greenhouse gas related claims must comply with ISO 14064-3 “Specification with guidance for the validation and verification of greenhouse gas assertions” and be able to verify these claims to GECA.

For claims outside the scope of ISO 14021 or ISO 14064, clear statement of the test method and the conditions under which the product was tested is required, along with a clear explanation of the relevance of the test method to the environmental claim.

The applicant or manufacturer must not claim that the product is ‘odour free’, ‘low odour’, ‘no odour’ or similar if odour-masking agents are used.

Demonstration of Conformance

Doc 8.1: A copy of any relevant advertising material currently in use; and

Doc 8.2: Relevant documentation confirming the grounds of the claim and its compliance with this criterion.

SOCIAL CRITERIA



6. 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.

6.1 Environmental Legislation

Criterion 9: 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 9.1: Signed declaration from an Executive Officer of the organisation stating compliance with applicable environmental legislation and government orders;

DoC 9.2: Signed declaration disclosing any breaches of environmental legislation or permits and the date of the breach. Applicant shall:

DoC 9.3: 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 9.1 and DoC 9.2). 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 9.4: 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.

6.2 Minimum Entitlement including Wages

Criterion 10: 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 10.1: Signed declaration from an Executive Officer of the organisation confirming compliance with all minimum entitlements including wages; and

DoC 10.2: 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 10.3: Text or template of a typical workplace agreement offered to employees of the company; and sample payslips; and

DoC 10.4: Evidence of corrective action following identification of a breach of legislation, if applicable.

6.3 Workplace Health and Safety

Criterion 11: 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 11.1: 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 11.2: Copy of the company Occupational / Workplace H&S policy and procedures;

Doc 11.3: 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 11.4: Evidence of corrective action following a breach of legislation, if applicable; and

Doc 11.5: WHS incidents register.

6.4 Equal Opportunity

Criterion 12: 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 12.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation;

Doc 12.2: Copy of relevant company policies and procedures;

Doc 12.3: Evidence of corrective action following a breach of legislation, if applicable; and

Doc 12.4: The assessor will verify that the company does not appear on the following list: [Non-compliant list | WGEA](#)

6.5 Lawful Conduct

Criterion 13: 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 13.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation; and

Doc 13.2: Evidence of corrective action following a guilty verdict, if applicable.

6.6 Modern Slavery

Criterion 14: 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:

- a) Conventions 29 and 105 – Elimination of Forced and Compulsory Labour; and
- b) 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 14.1: 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:

- a) Employment records
- b) List of contractors
- c) Leave entitlements policy
- d) Any relevant Human Resources policy
- e) Payslips/ wage scales/ remuneration policy
- f) Minimum age of employment policy
- g) 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 \(modernslaveryregister.gov.au\)](#).

6.7 Human Rights including Labour Rights

Criterion 15: 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 15.1: 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 15.2: The manufacturer/applicant shall provide a map of at least one tier of its supply chain; and

DoC 15.3: 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 15.4: Evidence of assessment of suppliers in relation to human rights and recommendations for improvements in their supply chain; and

DoC 15.5: 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 15.5 cannot be provided, manufacturer/ applicant shall provide:

DoC 15.6: Evidence of commitment to achieve SA 8000 certification within one year; or

Doc 15.7: Evidence of becoming a signatory to the UN Global Compact within six months; and

Doc 15.8: 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	Range of products	A brief description of the product(s) or product range as they apply to the scope of this standard	<input type="checkbox"/>	
2. Fitness For Purpose				
Criterion 2	Applicable Australian standards or international equivalent	Test reports for all relevant quality and performance tests	<input type="checkbox"/>	
ENVIRONMENTAL CRITERIA				
4. Material Requirements				
Criterion 3	Ozone depletion potential	A list of refrigerants and their ozone depletion potential, and a declaration from the producer/supplier of the refrigerants that the requirement is fulfilled	<input type="checkbox"/>	
Criterion 4	Global warming potential	A list of refrigerants and their global warming potential, and a declaration from the producer/supplier of the refrigerants that the requirement is fulfilled	<input type="checkbox"/>	
4. Product Information and Packaging				
Criterion 5	Information supplied with product or publicly available	Copy of labels, and/or other information provided with the product	<input type="checkbox"/>	
		SDS or Technical data sheets, web pages and any other information freely available to customers or the public		

Criterion 6	Recyclability and/or take-back program for packaging	Evidence of recyclability of packaging/delivery containers; and/or	<input type="checkbox"/>	
		Copy of instructions outlining the take back service including the costs, contact details of the take-back service, and relevant website documentation	<input type="checkbox"/>	
Criterion 7	No halogenated plastics	Information regarding composition of packaging materials including chemical names, CAS numbers, technical data sheets or SDS where applicable	<input type="checkbox"/>	
7. Environmental Claims				
Criterion 8	Public claims made by applicant	Statement of conformance signed by EO, with report showing compliance to ISO 14021	<input type="checkbox"/>	
SOCIAL CRITERIA				
8. Social and Legal Compliance				
Criterion 9	Environmental legislation	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	
		Signed declaration disclosing any breaches of environmental legislation	<input type="checkbox"/>	
		Legal register listing applicable environmental legislation (including applicable Regulations under that legislation)	<input type="checkbox"/>	
		Evidence of corrective action (if applicable)	<input type="checkbox"/>	
Criterion 10	Minimum entitlement including wages	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	
		List of applicable awards, industrial and registered agreements and number of workers who are covered and not covered	<input type="checkbox"/>	
		Text or template of the typical workplace agreement offered to employees, and sample payslips	<input type="checkbox"/>	
		Evidence of corrective action	<input type="checkbox"/>	

Criterion 11	Workplace health and safety	Signed declaration stating compliance to workplace legislation and government orders, as well as declaration of any breaches of legislation	<input type="checkbox"/>	
		OHS/WHS policies and procedures; and	<input type="checkbox"/>	
		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	<input type="checkbox"/>	
		Evidence of corrective action (if applicable)	<input type="checkbox"/>	
		WHS Incidents register	<input type="checkbox"/>	
Criterion 12	Equal opportunity	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	
		Copy of relevant policies and procedures; and	<input type="checkbox"/>	
		Evidence of corrective action (if applicable)	<input type="checkbox"/>	
		The assessor will verify that the company does not appear on the WGEA non-compliant list	<input type="checkbox"/>	
Criterion 13	Lawful conduct	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	
		Evidence of corrective action (if applicable)	<input type="checkbox"/>	
Criterion 14	Modern slavery	Copy of the published Modern Slavery Statement from within the previous 12 months	<input type="checkbox"/>	
Criterion 15	Human rights including labour rights	Evidence of commitments to human rights including labour rights	<input type="checkbox"/>	
		Map of at least one tier of their supply chain; and	<input type="checkbox"/>	

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

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Our vision is for a sustainable
future for people and planet

GECA

