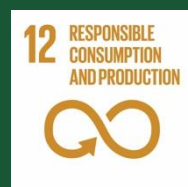


Core Sustainable Development Goals



Reusable Plastic Bags

Standard No: RPBv2.0i-2020

Type 1 ecolabel standard in accordance with ISO 14024

Issued 20 Dec 2021 by GECA

(Good Environmental Choice Australia Ltd)



CONTENTS

DOCUMENT HISTORY	4
HOW TO APPLY FOR GECA CERTIFICATION	5
DEFINITIONS & ACRONYMS.....	6
ABOUT GECA	7
AN OVERVIEW OF GECA’S STANDARDS	8
STRUCTURE OF THE STANDARD	10
REQUESTING ADDITIONAL EVIDENCE.....	10
RELEVANCE WITH SUSTAINABLE DEVELOPMENT GOALS	11
BACKGROUND	13
FIT FOR PURPOSE CRITERIA.....	14
1. STANDARD CATEGORY SCOPE	14
1.1 Fit for Purpose	14
HEALTH CRITERIA	15
2. HAZARDOUS MATERIALS	15
2.1 Banned Substances.....	15
2.2 Limited Substances	16
ENVIRONMENTAL CRITERIA	18
3. MATERIAL REQUIREMENTS	18
3.1 Recycled Content	18
3.2 Post-consumer Recycling and Product Stewardship	18
3.3 Impregnations or Coatings.....	18
3.4 Separability.....	19
3.5 Soil and Water Management	19
4. DESIGN FOR ENVIRONMENT	20
4.1 Environmental Information.....	20
4.2 Packaging Used in Transportation Requirements.....	20

4.3	Waste Management.....	21
5.	ENVIRONMENTAL CLAIMS.....	22
	SOCIAL CRITERIA	23
6.	SOCIAL AND LEGAL COMPLIANCE	23
6.1	Environmental Legislation.....	23
6.2	Minimum entitlement including wages	24
6.3	Workplace Health and Safety	24
6.4	Equal Opportunity	25
6.5	Lawful Conduct.....	25
6.6	Modern Slavery	26
6.7	Human Rights including Labour Rights.....	27
	EVIDENCE OF CONFORMANCE.....	29
	Demonstration of Conformance (DoC)	29
APPENDIX A	APPLICATION CHECKLIST	30

Reusable Plastic Bags

DOCUMENT HISTORY

Status: **Current**

Version: **2.0i**

Date Published: **20 December 2021**

Versions	Date Published	Summary of Changes
1.0	February 2018	New standard based on GECA standards Recycled Plastic Products (GECA 02-2007), Recycled Products (RPv1.0i-2015) and Blue Angel Products made from Recycled Plastics (RAL-UZ 30a March 2016)
2.0	April 2020	Revision (after 18 months): Clarification of definitions, removal of PLA plastics from transportation packaging, reference to waste hierarchy and Australian Recycling Label, also change of GECA address, change of text in "USE OF GECA, STANDARDS", change of text in "HOW to APPLY FOR GECA CERTIFICATION", change of DOCUMENT HISTORY, replacing OHSAS18001 by ISO45001:2018 in DoC 19.3, change of link to non-compliant organisations list regarding workplace gender equality DoC 20.4, change of exemption, audit, auditor and auditing body to exception, assessment, assessor and assurance provider, respectively according to new scheme rules, adding definitions of above terminologies, new social criteria 22 and 23 about modern slavery and human and labour rights, addition of SDGs.
2.0i	December 2021	Small updates in sections 'Use of GECA standards' and 'How to apply for GECA certification'; material requirements criteria reordered into environmental criteria; small updates to the social criteria.

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

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.

ASTM: American Society for Testing and Materials.

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 providers in order to demonstrate conformance of its products under assessment. For further information on Demonstration of Conformance requirements see *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 GECAs Scheme Rules.

Label means the Good Environmental Choice Australia Label.

Recycled content includes:

- **Post-consumer:** Material generated by households, or by commercial, industrial and institutional facilities in their role as end-users of the product, which has been discarded. This includes returns of material from the distribution chain through a product stewardship process.
- **Pre-consumer:** Material diverted from the waste stream during a manufacturing process. It is material that has been discarded prior to consumer use and may include defective product, sawdust, unused trimmings etc. It is collected from a manufacturing process to be used in another. Excluded is re-utilisation of materials such as rework, regrind or scrap generated in a process and capable of being reclaimed within the same process that generated it.
- **Reusable plastic bag:** A shopping bag that can be reused many times for the intended purpose of the bag, that is, as a carrier bag. It is an alternative to single-use paper or plastic bags. This does not include any bags marketed as single use. The handle and/or base may consist of materials other than plastic. The bag must be able to be used for its original purpose at the minimum required uses to have an environmental impact less than a single use bag. See: [Page 79 of The Danish Environmental Protection Agency's LCA of grocery carrier bags \(2018\), <https://www2.mst.dk/udgiv/publications/2018/02/978-87-93614-73-4.pdf>](https://www2.mst.dk/udgiv/publications/2018/02/978-87-93614-73-4.pdf).

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

+61 (2) 9699 2850 standards@geca.org.au www.geca.org.au
Level 32, 101 Miller Street North Sydney NSW Australia 2060

© Good Environmental Choice Australia Ltd 2021

All rights reserved. No part of this publication may be reproduced in any material form or transmitted to any other person without the prior written permission of Good Environmental Choice Australia except as permitted under the Copyright Act 1968 (as amended) or unless expressly permitted in writing by Good Environmental Choice Australia.



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.


12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SUSTAINABLE DEVELOPMENT GOALS

All SDGs relevant to GECA's Reusable Plastic Bags standard


3 GOOD HEALTH AND WELL-BEING




5 GENDER EQUALITY




6 CLEAN WATER AND SANITATION




8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



14 LIFE BELOW WATER



15 LIFE ON LAND



If the global population reaches **9.6 billion** by 2050, the equivalent of almost **three planets** will be required to sustain current lifestyles

Core SDGs relevant to GECA's Reusable Plastic Bags standard



CORE SDG: 6 CLEAN WATER AND SANITATION

GECA Standard Criterion

- Hazardous substances: criteria 2-5
- Water management: criterion 10

SDG 6 Specific target 6.3

By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally



CORE SDG: 10 REDUCED INEQUALITIES

GECA Standard Criterion

- Social and legal compliance: criteria 17-23

SDG 10 Specific target 10.2

Empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

SDG 10 Specific target 10.3

Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.

SDG 10 Specific target 10.4

Adopt policies especially fiscal, wage, and social protection policies and progressively achieve greater equality.



CORE SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GECA Standard Criterion

- Hazardous substances: criteria 2-5
- Waste management: criterion 15

SDG 12 Specific target 12.2

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

SDG 12 Specific target 12.4

Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks by 2020.

SDG 12 Specific target 12.5

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

BACKGROUND

At GECA, our vision is for a sustainable future for people and planet. However, we recognise that achieving this requires us to support positive and realistic continuous improvement while creating sustainable consumption and production solutions. The Reusable Plastic Bags standard was created as a starting point to empower manufacturers, retailers and consumers to transition away from single-use plastic bags toward options that are GOOD for people and planet.

Currently, vast numbers of Australian consumers use disposable bags for carrying their shopping, [with over 7 billion single-use plastic bags in circulation each year](#). Many of these plastic bags are made from petroleum and natural gas, which are non-renewable resources. Some are also made from coal and cellulose.

Plastic bags contribute to a wide range of severe environmental impacts, such as pollution of our waterways, littering our green spaces and depleting resources during their manufacture. Furthermore, single-use plastics have been accumulating in the environment with terrible consequences for wildlife and their habitats.

Marine animals are particularly vulnerable to being caught in plastic debris and can mistake light-weight bags for food sources such as jellyfish. For example, [one survey found](#) that 70% of dead loggerhead turtles in Moreton Bay, South-East Queensland, had eaten plastic. Plastic bags have also been known to [smother coral](#) and other seabed communities.

While more and more consumers are getting comfortable with bringing their non-plastic reusable bags from home when they go shopping, the reality is that **many people will still opt to buy reusable plastic bags in-store**. Unfortunately, [according to Planet Ark](#), over 200,000 single-use plastic checkout bags are dumped in landfills every hour.

This is where our Reusable Plastic Bags standard comes in. At GECA, we decided that if significant numbers of people were using reusable plastic bags, **it was vital that this option was made as sustainable and ethical as possible**. We want consumers to have the option of purchasing bags with a high quantity (minimum 80%) of recycled content that are also recyclable.

Reusable plastic bags are environmentally preferable to single-use bags because they reduce the demand for virgin plastic materials and reduce waste going to landfill, thus relieving these environmental burdens. In addition, by being reusable and recyclable, we also hope to reduce the impact on wildlife and their habitats.

From a lifecycle approach, bags certified under this standard are the best option for a reusable plastic bag and far better than single-use bags – when they are properly reused as much as possible and eventually recycled.

The standard sets requirements that aim to provide a benefit by:

- preventing the use of harmful ingredients such as carcinogens, mutagens or reproductive toxins
- requiring significant recycled content
- encouraging recovery, reuse, recycling and responsible disposal of materials and packaging
- preventing harmful emissions to water and soil
- ensuring workers and suppliers through the supply chain can expect fair pay, equal opportunity, and a safe working environment

FIT FOR PURPOSE CRITERIA

1. STANDARD CATEGORY SCOPE

This standard is applicable to reusable plastic bags and excludes biodegradable bags, compostable bags and those made of PLA plastics.

1.1 Fit 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.

Criterion 1: The product shall be fit for its intended purpose, including reusability and recyclability or product stewardship, and shall meet performance requirements of relevant Australian standards; or the product meets the applicable and accepted standard in its target market if it is to be exported. If there is no relevant Australian Standard, the product can demonstrate sufficient quality by providing testing reports from an independent organisation or case studies from installations demonstrating suitability and quality for the intended purpose of the product.

The bag thickness must be at least 35 µm (based on South Australian Plastic Shopping Bags (Waste Avoidance) Act 2008 to distinguish single-use from reusable plastic bags).

The bag must be fit for purpose to be reused for its original use a minimum number of times that ensures the impact in all life cycle categories is less than a single use bag. (See: Page 79 of The Danish Environmental Protection Agency's LCA of grocery carrier bags (2018), <https://www2.mst.dk/udgiv/publications/2018/02/978-87-93614-73-4.pdf>)

Demonstration of Conformance

DoC 1.1: Documentation identifying applicable standards or performance requirements met by the product supported by relevant test reports and results; and

DoC 1.2: Documentation showing that a QMS is in place which includes the production process and is certified; and

DoC 1.3: Complete product specification, including type of material used; content of each material including recycled and virgin content; grade/level of recycled material used; thickness, dimension and weight of plastic bag; and

DoC 1.4: Material specification of purchased recycled material; and

DoC 1.5: Certificate of purchased recycled material; and

DoC 1.6: Purchasing invoice of recycled material; required to provide on monthly basis for review; and

DoC 1.7: Mass balance record of recycled material; required to provide on monthly basis for review; and

DoC 1.8: Recycled material consumption record; required to provide on monthly basis for review.

HEALTH CRITERIA



2. HAZARDOUS MATERIALS

The criteria in this section are intended to address some of the main hazardous substances found across this product category which may be added to the final product or to product ingredients during manufacturing. The intention is to reduce the use of hazardous materials and to prevent pollutants entering the environment and to protect human health.

2.1 Banned Substances

Certain substances or compound classes have been identified as particularly harmful for human health and/or the environment.

Criterion 2: In order to promote the reduction of pollutant hazards in the manufacture, use, or disposal of products the following substances (and where appropriate, their compounds) must not be added to products or used during manufacture*:

- Compounds or ingredients that are or may decompose into substances that are classified as a known or suspected endocrine disruptor, carcinogen, mutagen or teratogen, including:
- any R45 (H350), R46 (H340), R48 (H372, H373), R49 (H350) substances,
- IARC group 1 or 2A substances,
- EU consolidated list of C/M/R category 1 or 2 substances
- Substances of Very High Concern listed on the REACH Candidate list (<http://echa.europa.eu/candidate-list-table>).
- The requirements of Annex XVII, Item 23 of the REACH Regulation regarding the ban on the use of cadmium compounds, as amended, shall be complied with.

Demonstration of Conformance:

DoC 2.1: SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture.

Note:

It is accepted that the above substances may have been used in previous lifecycles. These trace levels may not exceed 0.1% by weight.

*This only refers to the manufacturing process of the ecolabelled products but not to any manufacturing processes in previous lifecycles.

Criterion 3: The following compounds, their functional derivatives or in-situ precursors shall not be added to finished products, their component parts or be used for the manufacturing process:

- Aniline based amines;
- Aziridine or polyaziridines;
- Elemental halogens (e.g. fluorine, chlorine);

- Fluoropolymer additives or coatings;
- Methylene chloride or other halogenated organic compounds (e.g. solvents, binding agents);
- Phthalates that at the time of application are classified with risk phrases H360, H361;
- Polybrominated diphenyl ethers (PBDE), polybrominated biphenyls (PBB) or any other halogenated flame; retardants
- 1,3 butadiene.
- Carcinogenic substances of category 1A, 1B or 2 according to Table 3.1 of Annex VI of Regulation (EC) 1272/2008 or in TRGS 905
- Mutagenic substances of category 1A, 1B or 2 according to Table 3.1 of Annex VI of Regulation (EC) 1272/2008 or in TRGS 905
- Reprotoxic substances of category 1A, 1B or 2 according to Table 3.1 of Annex VI of Regulation (EC) 1272/2008 or in TRGS 905
- Persistent, bioaccumulative and toxic (PBT substances) or very persistent or very accumulative (vPvB substances) according to the criteria of Annex XIII to the REACH Regulation or of very high concern for other reasons and which have been included in the list (so-called List of Candidates) set up in accordance with REACH, Article 59, paragraph 1.

Moreover, no substances may be added that are labelled with the following R or H phrases in accordance with Table 3.2 of Annex VI to Regulation (EC) No 1272/2008 or meet the criteria for such classification:

- H 370 (R 39/23/24/25/26/27/28) Causes damage to organs
- H 371 (R 68/20/21/22) May cause damage to organs
- H 372 (R 48/25/24/23) Causes damage to organs
- H 373 (R 48/20/21/22) May cause damage to organs
- H 410 (R 50/53) Very toxic to aquatic life with long lasting effects

Demonstration of Conformance

DoC 3.1: SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture.

Note:

It is accepted that the above substances may have been used in previous lifecycles. These trace levels may not exceed 0.1% by weight.

*This only refers to the manufacturing process of the ecolabelled product(s) but not to any manufacturing processes in previous lifecycles.

2.2 Limited Substances

Criterion 4: The use of the following substances in the production of the product is limited to a total of 0.1% w/w:

- Respiratory and contact sensitizers classified with R42 (H334) or R43 (H317);
- Acutely toxic compounds R23 (H330, H331), R24 (H311), R25 (H301), R26 (H330), R27 (H310) or R28 (H300)

Demonstration of Conformance

DoC 4.1: SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture.

Criterion 5: The use of aquatic ecotoxic substances with long lasting effects classified with R51/53 (H411), R 52/53 (H412) or R53 (H413) is limited to a total of 1% w/w.

Demonstration of Conformance

DoC 5.1: SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture.

ENVIRONMENTAL CRITERIA



3. MATERIAL REQUIREMENTS

3.1 Recycled Content

Criterion 6: The quantity of recycled material must be significant in order to be recognised as being environmentally preferable to virgin materials. There are sometimes limitations to recycled content use due to strength and other requirements and the following level has been set as minimum requirement for certification. The percentage of post-consumer materials in the finished plastic bags should be at least 80% by weight.

Demonstration of Conformance

DoC 6.1: Declaration of conformance supported by relevant quality control and production documentation, including purchase receipts of recycled content.

3.2 Post-consumer Recycling and Product Stewardship

Criterion 7: Certified products must be recyclable at the end of their normal life. For materials that cannot be recycled in mainstream recycling schemes, manufacturers of certified products must have an existing product stewardship offer, such as RedCycle, or other market offering product take-back at end of life for the certified product range. Products that are taken back under such a program shall not be disposed of in landfill or by incineration.

The Waste Hierarchy should be employed when determining appropriate end of life considerations for reusable plastic bags, placing emphasis on avoidance, then reuse and finally appropriate methods of recycling. Closed loop solutions should also be encouraged. For example, the recovery of reusable bags at the end of their life to feed into the creation of Boomerang Bags.

Demonstration of Conformance

DoC 7.1: Demonstration of an acceptable product stewardship program must include documentation outlining the proposed material flows for products collected at end of life and internal documentation confirming the establishment and function of a take-back research program where final disposal arrangements are not currently in place; and/or

DoC 7.2: Evidence of recyclability or copy of PREP Assessment Report (<https://prep.org.au/main/content/home>).

3.3 Impregnations or Coatings

Criterion 8: The reusable plastic bags must not be impregnated, labelled, coated or otherwise treated in a manner which would prevent post-consumer recycling.

Demonstration of Conformance

DoC 8.1: Details of materials used including information on the input of recycled and virgin materials reported by weight if applicable; and

DoC 8.2: Evidence of recyclability or copy of PREP Assessment Report; and/or

DoC 8.3: Details of re-use programs for products and within the applicant company.

3.4 Separability

Criterion 9: Non-homogeneous certified products must be easily separable with common tools at the normal end of life to facilitate recycling of individual components. For example, a string handle or strengthened base of another material. Non-homogenous certified products must clearly display instructions for separation and recycling of components.

Demonstration of Conformance

DoC 9.1: For non-homogeneous products, written plan detailing the disassembly of the components and outlining recycling pathways for each component; and

DoC 9.2: Demonstration of suitable instructions for recycling on the bag or the Australian Recycling Label <https://recyclingnearyou.com.au/ar/>; and

DoC 9.3: Demonstration of FSC or PEFC certification for handles or base inserts made of cardboard or paper; and/or

DoC 9.4: Demonstration of GECA Textiles and Leather certification, Standard 100 OEKO-TEX certification or equivalent.

3.5 Soil and Water Management

Criterion 10: Soil and Water Management

If mixed plastic waste is used to manufacture finished products all products made thereof that will come in direct contact with soil and water must not have any adverse impact on the environment.

Demonstration of Conformance

DoC 10.1: Executive Declaration of compliance to this criterion; and/or

DoC 10.2: Relevant test reports undertaken by an independent testing body

4. DESIGN FOR ENVIRONMENT

4.1 Environmental Information

Criterion 11: Ensure that appropriate information describing disposal methods or product stewardship scheme for the product will be provided at the time of sale to encourage further recycling. This information should be printed directly on the bag.

Demonstration of Conformance

DoC 11.1: Examples of information printed on the bag; and

DoC 11.2: Visual inspection of sample bag with printed information

4.2 Packaging Used in Transportation Requirements

Any packaging used for reasons other than transportation must be justified by the manufacturer.

Criterion 12: Packaging for transportation 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 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
- Each separable item constituting >20% by weight of the total primary and secondary packaging, must be recyclable. This may be demonstrated using the Packaging Recyclability Evaluation Portal (PREP) which informs the use of the Australasian Recycling Label or other evidence of recyclability.

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 excepted from the above requirements if they are re-used by the applicant, or are recyclable in specialist recycling facilities.

Demonstration of Conformance

DoC 12.1: 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 12.2: Evidence of recyclability or copy of PREP Assessment Report; and/or

DoC 12.3: Evidence of certification under relevant forest certification scheme; and/or

DoC 12.4: Details of re-use programs for transport materials within the applicant company.

Criterion 13: Plastic 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.

Demonstration of Conformance

DoC 13.1: Visual inspection of each plastic component of the packaging.

Criterion 14: Packaging must not be pressurised.

Demonstration of Conformance

DoC 14.1: Signed declaration from an Executive Officer of the manufacturing company, stating that the packaging is not pressurised.

4.3 Waste Management

Waste management as part of the manufacturing process can be a key factor in reducing a manufacturer's environmental impact and operating costs.

Criterion 15: The manufacturer must have effective policies and procedures to minimise waste, including measures to recycle waste materials from the production process.

Demonstration of Conformance

DoC 15.1: A copy of relevant policies and procedures in use by the company, with relevant sections highlighted.

5. ENVIRONMENTAL CLAIMS

Criterion 16: 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 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 16.1: A copy of any relevant advertising material currently in use; and

DoC 16.2: Relevant documentation confirming the grounds of the claim and its compliance with this criterion; and

DoC 16.3: A signed declaration from the Chief Executive Officer or authorised representative of the relevant company (e.g. the supplier) stating that any environmental claims made by the company regarding the product in the future will be verified using ISO 14021 and / or GECA certification.

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 17: 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 17.1: Signed declaration from an Executive Officer of the organisation stating compliance with applicable environmental legislation and government orders;

DoC 17.2: Signed declaration disclosing any breaches of environmental legislation or permits and the date of the breach. Applicant shall:

DoC 17.3: 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 17.1 and DoC 17.2). 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 17.4: 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 18: 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 18.1: Signed declaration from an Executive Officer of the organisation confirming compliance with all minimum entitlements including wages; and

DoC 18.2: 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 18.3: Text or template of a typical workplace agreement offered to employees of the company; and sample payslips; and

DoC 18.4: Evidence of corrective action following identification of a breach of legislation, if applicable.

6.3 Workplace Health and Safety

Criterion 19: 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 19.1: 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 19.2: Copy of the company Occupational / Workplace H&S policy and procedures;

DoC 19.3: 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 19.4: Evidence of corrective action following a breach of legislation, if applicable; and

DoC 19.5: WHS incidents register

6.4 Equal Opportunity

Criterion 20: 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 20.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation;

DoC 20.2: Copy of relevant company policies and procedures;

DoC 20.3: Evidence of corrective action following a breach of legislation, if applicable; and

DoC 20.4: The assessor will verify that the company does not appear on the following list: [Non-compliant list | WGEA](#)

6.5 Lawful Conduct

Criterion 21: 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 21.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation; and

DoC 21.2: Evidence of corrective action following a guilty verdict, if applicable.

6.6 Modern Slavery

Criterion 22: 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 22.1: 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 \(modernslaveryregister.gov.au\)](https://modernslaveryregister.gov.au).

6.7 Human Rights including Labour Rights

Criterion 23: 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 23.1: 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 23.2: The manufacturer/applicant shall provide a map of at least one tier of its supply chain; and

DoC 23.3: 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 23.4: Evidence of assessment of suppliers in relation to human rights and recommendations for improvements in their supply chain; and

DoC 23.5: Evidence of [ISO20400](https://www.iso.org/standard/68554.html) implementation; or

- Evidence of valid [SA8000® Standard](https://www.sa8000.com/), or other equivalent certification; or
- Evidence of being a signatory to the [UN Global Compact](https://www.unglobalcompact.org/); or
- [SEDEX](https://www.seDEX.com/) membership ; or
- [GRI 400](https://www.gri.org/) Report (Global Report Initiative); and

If any of DoC 23.5 cannot be provided, manufacturer/ applicant shall provide:

DoC 23.6: Evidence of commitment to achieve SA 8000 certification within one year; or

DoC 23.7: Evidence of becoming a signatory to the UN Global Compact within six months;
and

DoC 23.8: 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/manufacture 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	The product shall be fit for its intended purpose, including reusability and recyclability or product stewardship	Documentation identifying applicable standards or performance requirements met by the product supported by relevant test reports and results	<input type="checkbox"/>	
		Documentation showing that a QMS is in place which includes the production process and is certified	<input type="checkbox"/>	
		Complete product specification, including type of material used; content of each material including recycled and virgin content; grade/level of recycled material used; thickness, dimension and weight of plastic bag	<input type="checkbox"/>	
		Material specification of purchased recycled material	<input type="checkbox"/>	
		Certificate of purchased recycled material; and	<input type="checkbox"/>	
		Certificate of purchased recycled material; required to provide on monthly basis for review; and	<input type="checkbox"/>	
		Mass balance record of recycled material; required to provide on monthly basis for review; and	<input type="checkbox"/>	
		Recycled material consumption record; required to provide on monthly basis for review.	<input type="checkbox"/>	

HEALTH CRITERIA				
2. Hazardous Materials				
Criterion 2	Banned substances – reduction of pollutant hazards	SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture	<input type="checkbox"/>	
Criterion 3	Banned substances – continued	SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture	<input type="checkbox"/>	
Criterion 4	Limited substances – part 1	SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture	<input type="checkbox"/>	
Criterion 5	Limited substances – part 2	SDS, chemical names and CAS numbers for each ingredient added to the product or used during manufacture	<input type="checkbox"/>	
ENVIRONMENTAL CRITERIA				
3. Material Requirements				
Criterion 6	Recycled content: the percentage of post-consumer materials in the finished plastic bags should be at least 80% by weight	Declaration of conformance supported by relevant quality control and production documentation	<input type="checkbox"/>	
Criterion 7	Recyclability and product stewardship	Demonstration of an acceptable product stewardship program must include documentation outlining the proposed material flows for products collected at end of life and internal documentation confirming the establishment and function of a take-back research program where final disposal arrangements are not currently in place; and/or	<input type="checkbox"/>	
		Evidence of recyclability or copy of PREP Assessment Report	<input type="checkbox"/>	
Criterion 8	Impregnations or coatings	Details of materials used including information on the input of recycled and virgin materials reported by weight if applicable	<input type="checkbox"/>	

		Evidence of recyclability or copy of PREP Assessment Report; and/or manufacture	<input type="checkbox"/>	
		Details of re-use programs for products and within the applicant company	<input type="checkbox"/>	
Criterion 9	Separability	For non-homogeneous products, written plan detailing the disassembly of the components and outlining recycling pathways for each component	<input type="checkbox"/>	
		Demonstration of suitable instructions for recycling on the bag or the Australian Recycling Label	<input type="checkbox"/>	
		Demonstration of FSC or PEFC certification for handles or base inserts made of cardboard or paper	<input type="checkbox"/>	
		Demonstration of GECA Textiles and Leather certification, Standard 100 OEKO-TEX certification or equivalent	<input type="checkbox"/>	
4. Soil and Water Management				
Criterion 10	Soil and water management	Executive Declaration of compliance to this criterion; and/or	<input type="checkbox"/>	
		Relevant test reports undertaken by an independent testing body	<input type="checkbox"/>	
5. Design for Environment				
Criterion 11	Environmental information	Examples of information provided at time of sale	<input type="checkbox"/>	
		Visual inspection of sample bag with printed information	<input type="checkbox"/>	
Criterion 12	Packaging for transportation	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	<input type="checkbox"/>	
		Evidence of recyclability or copy of PREP Assessment Report; and/or	<input type="checkbox"/>	

		Evidence of certification under relevant forest certification scheme; and/or	<input type="checkbox"/>	
		Details of re-use programs for transport materials within the applicant company	<input type="checkbox"/>	
Criterion 13	Plastic packaging	Visual inspection of each plastic component of the packaging	<input type="checkbox"/>	
Criterion 14	Packaging must not be pressurised	Signed declaration from an Executive Officer of the manufacturing company, stating that the packaging is not pressurised	<input type="checkbox"/>	
Criterion 15	Waste management	A copy of relevant policies and procedures in use by the company, with relevant sections highlighted	<input type="checkbox"/>	
6. Environmental Claims				
		A copy of any relevant advertising material currently in use	<input type="checkbox"/>	
		Relevant documentation confirming the grounds of the claim and its compliance with this criterion	<input type="checkbox"/>	
Criterion 16	Environmental claims must comply with ISO 14021	A signed declaration from the Chief Executive Officer or authorised representative of the relevant company (e.g. the supplier) stating that any environmental claims made by the company regarding the product in the future will be verified using ISO 14021 and / or GECA certification	<input type="checkbox"/>	
SOCIAL CRITERIA				
7. Social and Legal Compliance				
		Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	
Criterion 17	Environmental legislation	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 18	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 19	Work 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 20	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 21	Lawful conduct	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	
		Evidence of corrective action (if applicable)	<input type="checkbox"/>	
Criterion 22	Modern slavery	Copy of the published Modern Slavery Statement from within the previous 12 months	<input type="checkbox"/>	
Criterion 23	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"/>	

Our vision is for a sustainable
future for people and planet

