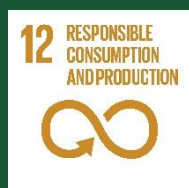


Core Sustainable Development Goals



Personal Care Products

Standard No: PCPv5.0-2022

Type 1 ecolabel standard in accordance with ISO 14024

Issued 6 June 2022 by GECA

(Good Environmental Choice Australia Ltd)



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Personal Care Products

DOCUMENT HISTORY

Status: **Current**

Version: **5.0**

Date Published: **6 June 2022**

Versions	Date Published	Summary of Changes
3.1	2007	
4.0	March 2013	Scope, Fitness for Purpose (Demonstrated Fitness), Material Requirements (Palm Oil, VOCs, Colorants, Fragrances, Preservatives and Biocides, Phosphorus, Sodium, Biodegradability), Environmental Claims (Food Safe, Organic, Natural), Hazardous Materials (Dangerous Goods, Banned Substances, Nanoparticles, Chemical UV Absorbers, Limited Substances, Bioaccumulative Substances, Hazardous Substances), Design for Environment (Product Information, Packaging, Waste Minimisation), Social and Legal Compliance.
4.1	May 2014	Amendment: Palm oil, palm kernel oil, packaging, product classification, banned substances and limited substances.
4.1i	July 2014	Update: Addition of explanatory note in Criterion 23. Correction in Criterion 20. Update of 'Definitions and Acronyms' section.
4.1ii	July 2017	Update: Alignment with GHS in relevant criteria; "Definitions and Acronyms"; Inclusion of notes in 'How to apply for GECA Certification' and 'Social and Legal Compliance' sections.

- Criterion 4 (Dangerous goods): The following was added to the criterion :
"Products that require dilution to non-hazardous concentrations before use, shall require adequate safety measures to minimise the risk of hazardous exposure of the concentrated product with the users or the environment. These may include the provision of clear instructions for hazard mitigation, an effective closed-loop dispensing system or other equipment to carry out the dilution."
and exclusion requirements for perfumes colognes, and toners has been clarified to include mandatory compliance to the inclusion of safety information.
- Criterion 5 (Banned substances): The following was added: "Oral hygiene products must not contain sodium lauryl sulphate (SLS)." Exception requirements have been clarified as to the necessary inclusion of justification for the substance to be present in the product to be fit for purpose.
- Criterion 8 (Banned Substances): The following chemical classes were added to the prohibited list: "2-Bromo-2-Nitropropane-1,3-Diol, Diazolidinyl Urea, Sodium Hydroxymethylglycinate, Dimethylol Glycol, Dimethylol Urea, DMDM-Hydantoin, Quaternium-15, Tetramethylolglycoluril, Selenium, microplastics, boric acid, borates or perborates, Atranol and chloratranol " "Relevant test reports" have been clarified to refer to mean AS 4351 or relevant OECD test methods.
- Criterion 9 (Limited substances): DoC 9.2: SDS for each ingredient has been added.
- Criterion for bioaccumulative substances has been removed and merged with aerobic and anaerobic biodegradability criteria.
- Criterion 12 (Fragrances): "DoC 12.2 Evidence of the manufacturer's membership to IFRA". has been added. Compliance requirements is extended to include IFRA Standards.
- Criterion 13 (Colourants): Compliance to local Australian Food Standard 1.3.1 has been amended to reference the updated Schedule 16 instead of the previous Schedule 1,3.
- Criterion 14 (Water Emissions): New criterion has been added.
- Criterion 17 (Aerobic Biodegradability): "Relevant OECD test" has been specified to refer to test no. 301 A-F OECD guidelines for testing of chemicals or other equivalent testing methods. Additional note has been added to clarify that "If verification cannot be provided for the requirements above, the product or ingredients shall comply with Criterion 18 (anaerobic biodegradability) and present no bioaccumulation potential. A substance is classified as potentially bioaccumulative if it has a log K_{ow} (log octanol/water partition coefficient) greater than 3.0."
- Criterion 18 (Anaerobic Biodegradability): "Relevant OECD test" has been specified to refer to OECD 311 or other equivalent testing methods. A note has been added to clarify that "If verification cannot be provided for the requirements above, the product or ingredients shall present no bioaccumulation potential. A substance is classified as potentially bioaccumulative if the log K_{ow} (log octanol/water partition coefficient) is greater than 3.0."
- Criterion 27 (Product information): Requirement for complete product listing has been clarified to be in accordance to European Union Commission Directive No. 648/2004 of the European Parliament and of the Council of 31 March 2004. An additional requirement for the inclusion of instructions for product users to refer to the SDS.
- Criterion 28 (Packaging): The packaging criterion has been revised in its entirety. Please refer to criterion for further details.

5.0

June 2022

- Criterion 32 (Packaging for transport) has been added.
- Criterion 34 (Chemical storage) has been added.
- Appendix A has been added to provide supporting information for Criterion 17 (Palm kernel oil).

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 and Lawful behaviour (e.g. pending or ongoing lawsuits), (b) the organisation does not have transparent reporting that is available/accessible on request or (c) the core mission of the organisation and/or product is in conflict with GECA's mission and/or is perceived by GECA to pose a risk to the GECA brand or reputation.

DEFINITIONS & ACRONYMS

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

ACO: Australian Certified Organic.

ADG code: Australian Dangerous Goods Code.

Aerobically biodegradable: A quality of a substance that is able to biodegrade in the presence of oxygen according to AS 4351.

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

Anaerobically degradable: A quality of a substance that is able to biodegrade in the absence of oxygen. An anaerobically biodegradable substance is identified if it, achieves at least 60 % degradation via ISO 11734 "Water quality - Evaluation of the "ultimate" anaerobic biodegradability of organic compounds in digested sludge - Method by measurement of the biogas production".

APEO: Alkylphenol ethoxylate. APEO and other alkylphenol derivatives.

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

AS: Australian Standard.

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.

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

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

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

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

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

COD: Chemical Oxygen Demand.

CSPKO: Certified Sustainable Palm Kernel Oil, Palm Kernel Oil sourced from plantations certified to meet criteria for sustainable management by e.g. RSPO.

CSPO: Certified Sustainable Palm Oil, Palm Oil sourced from plantations certified to meet criteria for sustainable management by e.g. RSPO.

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

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

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

DID List: Detergent Ingredient Database List, as published by the European Union Ecolabel. Available at: http://ec.europa.eu/environment/ecolabel/documents/did_list/didlist_part_a_en.pdf

EDTA: Ethylene diamine-tetra-acetic acid or ethylene dinitrilo-tetra-acetic acid, or any of its salts or primary derivatives.

EMS: Environmental Management System.

Endocrine disruptor: Substances which interfere with the endocrine system of the body, resulting in development, reproductive, neurological and immune health effects.

Enzyme: A substance, produced by an organism, which acts as a catalyst to specific biochemical reactions.

EPA: Environmental Protection Agency, or Environmental Protection Authority.

Ethanol: Alcohol compound with the molecular formula C₂H₆O. All references to ethanol in this standard refer to pure ethanol only; denatured ethanol (ethanol containing denaturing agents) must not be considered as ethanol in calculations.

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.

FSANZ: Food Standards Australia and New Zealand.

GECA: Good Environmental Choice Australia Ltd.

GECA Approved Assessor: An Assessor that has been accredited to assess against GECA's Scheme Rules.

GEN: Global Ecolabelling Network.

GHS: Global Harmonized System of Classification and Labeling of Chemicals

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

GECA mark: The Environmental Choice Australia Mark, the mark awarded to applicants complying with GECA ecolabelling standards after assessment by a GECA approved assurance provider.

Halogen: Any element in Group 17 on the periodic table (previously Group VIIA). Halogens include

fluorine, chlorine, bromine and iodine.

Heavy Metal: Elements including antimony (Sb), arsenic (As), cadmium (Cd), chromium (Cr), cobalt (Co), lead (Pb) mercury (Hg), and tin (Sn).

IARC: International Agency for Research on Cancer.

IFRA: International Fragrance Association.

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

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

ISO: International Organization for Standardization. See <http://www.iso.org>

MEA: Monoethanolamine, also known as ethanolamine.

Mutagenic: Any substance that causes mutations or genetic abnormalities. Criteria for classification of a substance as mutagenic are defined by the National Industry Chemical Notification and Assessment Scheme (NICNAS).

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

NASAA: National Association for Sustainable Agriculture Australia.

NTA: Nitrilotriacetic acid or any of its salts.

OECD: Organisation for Economic Co-operation and Development.

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

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

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

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

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

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

PREP: Packaging Recyclability Evaluation Portal

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

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

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

Risk Phrases: Risk phrases convey a general description of a hazard, and are depicted as an R followed by a two digit number. More information on risk phrases used in Australia can be found at www.hsis.safeworkaustralia.gov.au/.

RSPO: Roundtable on Sustainable Palm Oil.

SDS: Safety Data Sheet formally Material Safety Data Sheet – MSDS). Contains information relating to the composition, classification and risk assessment of the product. To qualify as suitable, the SDS and information therein must not be more than 5-years old.

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

Teratogenic: Any substance capable of causing heritable genetic damage, producing congenital deformations or causing birth defects. The criteria for classification of a substance as teratogenic are defined by the National Industry Chemical Notification and Assessment Scheme (NICNAS).

TGA: Therapeutic Goods Administration.

VOC: Volatile Organic Compounds; any organic compound (compound which contains carbon) with a vapour pressure greater than 0.01 kPa at 1 atm and 20°C. VOC content of products will be calculated according to the content of ingredients that fit this definition.

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

ABOUT GECA

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

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

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

AN OVERVIEW OF GECA'S STANDARDS

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

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

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

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

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

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

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

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

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

For further information please contact GECA

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STRUCTURE OF THE STANDARD

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

REQUESTING ADDITIONAL EVIDENCE

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

RELEVANCE WITH SUSTAINABLE DEVELOPMENT GOALS

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

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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

SUSTAINABLE DEVELOPMENT GOALS

All SDGs relevant to GECA's Personal Care Products 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

Core SDGs relevant to GECA's Personal Care Products standard

3 GOOD HEALTH AND WELL-BEING



CORE SDG: 3 GOOD HEALTH AND WELL-BEING

GECA Standard Criterion

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

SDG 3 Specific target 3.9

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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



CORE SDG: 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GECA Standard Criterion

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

SDG 12 Specific target 12.2

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

SDG 12 Specific target 12.4

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

SDG 12 Specific target 12.5

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

14 LIFE BELOW WATER



CORE SDG: 14 LIFE BELOW WATER

GECA Standard Criterion

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

SDG 14 Specific target 14.1

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

SDG 14 Specific target 14.3

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

15 LIFE ON LAND



CORE SDG: 15 LIFE ON LAND

GECA Standard Criterion

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

SDG 15 Specific target 15.1

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

SDG 15 Specific target 15.2

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

SDG 8 Specific target 15.5

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

BACKGROUND

Personal care products are an intimate part of our everyday routines; therefore, it is critically important to understand their impact on people and the planet. To determine whether a product is truly sustainable or not, you need to look at its entire lifecycle. That means from the sourcing of raw materials and the manufacturing process to use and finally, its ultimate disposal.

For example, personal care products may contain substances hazardous to human health, including those known to cause cancer, genetic mutations and reproductive damage. GECA's standard ensures that personal care products are safe for the end-user and the workers who manufactured them.

One of the key selling points for many personal care products is how they look and smell. However, fragrances may trigger allergic reactions, asthma, headaches and respiratory irritation. And colourants may contain compounds harmful to human health. Therefore, it's critical that they adhere to international codes of practice.

Palm oil and palm kernel oil are common ingredients in conventional personal care products. However, [irresponsible palm oil farming](#) can lead to deforestation, habitat loss for threatened species, poor air quality, and threats to the rights of local communities. Therefore, palm oil and palm kernel oil must be sustainably sourced.

The discharge of phosphorus compounds can damage freshwater and coastal ecosystems by introducing too many minerals and nutrients, leading to algal blooms. Therefore, products must not be manufactured using any phosphorus compounds under our standard.

Another critical environmental impact comes from microbeads. Microbeads are tiny pieces of plastic, often smaller than 1 millimetre, added to personal care products, including rinse-off cosmetics, for exfoliant or abrasive properties. Microbeads can be used in products such as facial scrubs, body washes and even toothpaste, where the tiny pieces of plastic end up down the sink and into our waterways. According to the [NSW EPA](#), "microbeads have the potential to cause harm in the environment and to human health due to their composition, ability to attract toxins and to transfer up the food chain." Despite a voluntary industry phase-out of plastic microbeads in 2016, these products are still available in the marketplace.

Personal care companies sometimes make misleading claims or state their products are 'natural', 'organic' or 'cruelty-free' without any proof. GECA requires robust evidence to substantiate any claims made.

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

- Preventing the use of harmful ingredients such as carcinogens, mutagens or reproductive toxins.
- Limiting emissions of volatile organic compounds.
- Placing restrictions on fragrances and irritants.
- Limiting substances harmful to aquatic environments, including phosphorus and microbeads.
- Supporting sustainably sourced palm oil and palm kernel oil.
- Encouraging recovery, reuse, recycling and responsible disposal of materials and packaging.
- 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

1.1 Scope schedule

Criterion 1: This standard is applicable to the following categories of personal care products:

- Liquid and Solid Soaps, including facial washes;
- Shaving Creams and Foams;
- Facial Toners;
- Exfoliants;
- Moisturisers, including facial creams;
- Deodorants, including non-aerosol sprays, sticks and roll-ons;
- Cosmetics;
- Nail Polish and Removers;
- Tanning Lotions;
- Perfumes and Cologne;
- Sunscreen;
- Insect Repellents;
- Oral Hygiene Products;
- Hair Shampoos and Conditioners; and
- Hair Treatments and Styling Products.

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

Exclusions and Notes

- The standard excludes personal care products that are not applied to persons.
- Aerosols, including products packaged in pressurised cans or cans requiring the use of propellants, are not accepted for certification. Pump or trigger sprays that are not pressurised and do not require the use of propellant are accepted under this standard.
- Single and multi-use wipes and cloths are not covered by this standard.
- Products to be used in a commercial sense (e.g. disinfectant or antimicrobial product for use in food preparation areas or medical facilities), and not in a personal care sense, are not covered by this standard.

Demonstration of Conformance

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

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

2. FITNESS FOR PURPOSE

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

Criterion 2: The product must demonstrate fitness for purpose or market acceptance, suitability, or quality. If reformulation takes place, the applicant must demonstrate that the new formulation also complies with this requirement.

Demonstration of Conformance

DoC 2.1: Independent assessment or test reports; or

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

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

HEALTH CRITERIA



3. HAZARDOUS MATERIALS

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

3.1 Dangerous Goods

Criterion 3: The product as used must not be classifiable as hazardous according to the GHS criteria. Ultra-concentrates may be classified as irritants. Products that require dilution to non-hazardous concentrations before use, shall require adequate safety measures to minimise the risk of hazardous exposure of the concentrated product with the users or the environment. These may include the provision of clear instructions for hazard mitigation, an effective closed-loop dispensing system or other equipment to carry out the dilution.

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

Perfume, colognes, and toners classified as flammable are excluded from this criterion provided compliance to Criterion 26 in this standard with no exceptions regarding safety information.

Demonstration of Conformance:

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

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

3.2 Banned Substances

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

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

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

Oral hygiene products must not contain sodium lauryl sulphate (SLS).

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

Preservatives and biocides, as defined by criterion 13, are excluded from this criterion up to a concentration of 1% by weight. Hydrogen peroxide is excluded from this criterion if the concentration in the final product is equal to or less than 5% by weight.

Exception:

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

- The product is not intended for facial, oral or intimate hygiene applications, or for use on infants
- There is justification for the substance to be present in the product (i.e., essential to the product being fit for purpose as described in Criterion 2)
- The overall product is not classified with any of these R-phrases.

Demonstration of Conformance

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

DoC 4.2: SDS for each ingredient.

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

Demonstration of Conformance

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

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

Demonstration of Conformance

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

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

- Aluminium and aluminium compounds;
- APEO and other alkylphenol derivatives (excluding phenoxyethanol);
- Aziridine or polyaziridines;
- Butoxyethanol;
- Formaldehyde or formaldehyde releasers:
 - 2-Bromo-2-Nitropropane-1,3-Diol

- Diazolidinyl Urea
- Sodium Hydroxymethylglycinate
- Dimethylol Glycol
- Dimethylol Urea
- DMDM-Hydantoin
- Quaternium-15
- Tetramethylolglycoluril
- Quaternary ammonium compounds that are not readily biodegradable, monoethanolamine (MEA) and triethanolamine (TEA);
- Halogens and halogenated compounds*, including reactive chlorine compounds (e.g., hypochlorites), organic chlorine carriers (e.g. triclosan), and benzalkonium chloride;
- Heavy metals** including antimony (Sb), arsenic (As), cadmium (Cd), chromium (Cr), cobalt (Co), lead (Pb) mercury (Hg), Selenium (Se) and tin (Sn);
- Optical brighteners;
- Parabens;
- Phthalates;
- The chelating agents EDTA, DTPA, NTA or phosphonates;
- Microplastics/ Microbeads (non-water soluble plastic particles of less than 5mm in size);
- Boric acid, borates or perborates;
- Atranol and Chloratranol;
- Xylene sulfonates or other linear alkyl benzene sulfonates.

Exclusions:

- *Sodium chloride is excluded from this criterion. Additionally, fluoride compounds for use in oral hygiene products are excluded from this criterion.
- **Trace amounts of heavy metals present as contaminants or impurities in raw materials or component substances are excluded from this criterion if the following requirements are met:
 - For products intended for eyes, lips, oral or intimate hygiene applications, or for use on infants: the total heavy metal concentration does not exceed 10ppm with the following individual limits: Lead: 1 ppm; Arsenic: 0.5 ppm; Cadmium: 0.1 ppm; Mercury: 0.2 ppm; Antimony: 0.5 ppm.
 - For all other products: the total heavy metal concentration does not exceed 25ppm with the following individual limits: Lead: 10 ppm; Arsenic: 2 ppm; Cadmium: 3 ppm; Mercury: 1 ppm; Antimony: 5 ppm.
- Contaminants/Impurities are defined in the 'Definitions and Acronyms' section.

Demonstration of Conformance

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

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

DoC 7.3: SDS for each ingredient, and test reports based on AS 4351 or relevant OECD test methods where applicable.

3.3 Limited Substances

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

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

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

Surfactants in concentration <25% are excluded from the requirements of this criterion if the 1% limit was based only on a R50 (H400) classification.

Demonstration of Conformance

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

DoC 8.2: SDS for each ingredient.

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

Demonstration of Conformance

DoC 9.1: Full ingredients list, stating chemical names and CAS numbers; and

DoC 9.2: SDS for each ingredient.

3.4 Volatile Organic Compounds

Criterion 10: The total amount of volatile organic compounds (VOCs) contained in the product must meet the requirements of Table 1, which is based on the functional requirements of each of the different product categories.

Table 1: VOC limits for personal care products

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

*Ethanol is excluded from the VOC calculation of perfume, colognes and toners.

Demonstration of Conformance

DoC 10.1: Calculation of VOC content based on ingredients list. The applicant must provide evidence to the GECA approved assessor to enable this calculation, including full formulation details showing the weight of each ingredient in g/L and the physical properties and chemical formula of each ingredient (or SDS for each ingredient). All ingredients qualifying as VOCs according to the definition in this standard will contribute to the VOC calculation, unless addressed above in the criterion.

3.5 Fragrances

Criterion 11: Fragrance must be produced and used in accordance with the International Fragrance Association (IFRA) [Code of Practice](#) and the [IFRA Standards](#), up to and including the 50th Amendment or later.

Demonstration of Conformance

DoC 11.1: The applicant must provide a declaration signed by the manufacturer(s) of all fragrances used which states that the fragrance was produced in accordance with the IFRA Code of Practice and IFRA Standards.

OR

DoC 11.2: Evidence of the manufacturer's membership to IFRA.

3.6 Colorants

Criterion 12: Colorants used must be included on the "List of Colouring Agents Allowed for use in Cosmetic Products" in Annex IV of the [European Union Commission Directive 76/768/EEC](#)

OR

Colours must be approved for use in foods under Australian Food Standard 1.3.1, schedule 16. This can be found at <https://www.legislation.gov.au/Series/F2015L00442>.

Demonstration of Conformance

DoC 12.1: Full list of all colorants used, identified by chemical name, CAS number, and where applicable CI (colour index) number or INS (International Numbering System for food additives) number.

3.7 Preservatives and Biocides

Criterion 13: Substances with no recognised function other than biocidal activity may be added for preservation purposes only. Materials added for preservation purposes will be used at the minimal concentration which provides the required function.

Preservatives must be listed and abide by the restrictions outlined in [the EU Commissions Directive 76/768/EEC](#).

Demonstration of Conformance

DoC 13.1: Full ingredients list; and

DoC 13.2: Documentation detailing preservation requirements of the product and concentrations of preservatives used

ENVIRONMENTAL CRITERIA



4. EMISSIONS

Emissions to the water and air due to manufacturing processes can lead to high levels of environmental pollution.

4.1 Water Emissions

Criterion 14: The manufacturer must have a documented system for monitoring volume and COD of liquid waste discharged and keep records of the results obtained. System and results must be at minimum as required by authority that regulates liquid discharge if there is one.

Demonstration of Conformance

DoC 14.1: Copy of documented system. If the applicant has an EMS in place, details of that system including monitoring and reporting.

DoC 14.2: Volume and COD results as per testing schedule outlined in documented system.

DoC 14.3: Copy of requirements of relevant authority.

5. MATERIAL REQUIREMENTS

The criteria in this section are intended to address impacts that may occur over the life cycle of a product and 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.

5.1 Palm Oil

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

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

Demonstration of Conformance

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

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

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

5.2 Palm Kernel Oil

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

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

Note: The list of commonly used oleochemicals and palm and palm kernel oils derivatives is provided in Appendix A and can be used as a guide.

Demonstration of Conformance

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

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

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

5.3 Aerobic Biodegradability

Criterion 17: All surfactants must be readily biodegradable in accordance with relevant OECD tests, or shown on the most recent [DID list \(Part A\)](#), as readily biodegradable (R).

In the case that numerous ingredients are not reported on the DID list, the product may be tested as a whole to a relevant OECD test (test no. 301 A–F OECD guidelines for testing of chemicals or other equivalent testing methods).

Note: If verification cannot be provided for the requirements above, the product or ingredients shall comply with Criterion 18 (anaerobic biodegradability) and present no bioaccumulation potential. A substance is classified as potentially bioaccumulative if it has a log K_{ow} (log octanol/water partition coefficient) greater than 3.0.

Demonstration of Conformance

DoC 17.1: Evidence of surfactant being readily biodegradable (R) in the most recent [DID list \(Part A\)](#)

OR

DoC 17.2: Test report based on relevant OECD test (specified above) for each surfactant or organic ingredient not included in the DID list,

OR

DoC 17.3: Test report based on relevant OECD test for the product as a whole,

OR

DoC 17.4: Test reports using relevant methods for bioaccumulation, such as OECD 107 or OECD 117 of either products or ingredients, indicating a log K_{ow} value of 3.0 or less.

5.4 Anaerobic Biodegradability

Criterion 18: All surfactants used in the product must be anaerobically biodegradable in accordance with ISO 11734, relevant OECD (e.g. OECD 311 or equivalent testing methods) or shown on the most recent [DID List](#), as anaerobically biodegradable (marked with Y).

If verification cannot be provided for the requirements above, the product or ingredients shall present no bioaccumulation potential. A substance is classified as potentially bioaccumulative if the log K_{ow} (log octanol/water partition coefficient) is greater than 3.0.

Demonstration of Conformance

DoC 18.1: Evidence of surfactant being anaerobically biodegradable (Y) in the most recent [DID list \(Part A\)](#)

DoC 18.2: Test report based on ISO 11734 or relevant OECD test for each surfactant not included in the DID list,

OR

DoC 18.3: Test reports using relevant methods for bioaccumulation, such as OECD 107 or OECD 117 of

either products or ingredients, indicating a log K_{ow} value of 3.0 or less.

5.5 Sodium

Criterion 19: Products must not contain more than 5% w/w sodium compounds, excluding water content.

Demonstration of Conformance

DoC 19.1: Full ingredients list for each product.

5.6 Phosphorus and phosphates

Criterion 20: The product must not be manufactured using any phosphorus compounds. Trace amounts of phosphorus must not exceed 0.05% w/w excluding water.

Demonstration of Conformance

DoC 20.1: Full ingredients list for each product; and

DoC 20.2: Declaration of the trace amount of phosphates contained in the product and supporting documentation such as a Total Phosphorus Test, dilution and calculations to determine the amount of phosphorus w/w.

6. 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 approved assessor.

6.1 Food Safe

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

Demonstration of Conformance

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

6.2 Organic

Please refer to the ‘definitions and acronyms’ section of this standard for further clarification of “organic” in the context of this criterion.

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

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

Demonstration of Conformance

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

DoC 22.2: For products which claim to contain organic ingredients, or similar, the applicant must provide documentation detailing the certification of these ingredients; and

DoC 22.3: Product label, showing identification of ingredients which are certified organic.

6.3 Natural

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

Demonstration of Conformance

DoC 23.1: Documentation showing absence of such claims.

6.4 Not Tested on Animals

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

Demonstration of Conformance

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

6.5 Therapeutic Claims

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

Demonstration of Conformance

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

6.6 Other Claims

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

Demonstration of Conformance

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

7. DESIGN FOR ENVIRONMENT

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

7.1 Product information

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

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

Information that must be included on the label includes:

- Instructions for correct use including doses or dilution rates for varying levels of soiling if applicable;
- All hazards associated with the product, its use, storage or disposal;
- Complete ingredients listing, according to Annex VII of the European Union Commission Directive [No. 648/2004](#) of the European Parliament and of the Council of 31 March 2004.
- An instruction for users to read the SDS.

Information that must be available to the public includes:

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

Demonstration of Conformance

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

DoC 27.2: A current Safety Data Sheet for each product; and

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

7.2 Packaging

Criterion 28: All packaging shall either be comprised of 100% recycled material, be readily recyclable, compostable, or contain no coatings, impregnated chemicals or otherwise that would prevent recycling or composting.

Packaging shall comply with at least one of the following requirements:

- Recycled plastic content:** Plastic constituting >20% by weight of the total primary and secondary packaging or the packaging material as a whole, shall be composed of 100% recycled materials;
- Recycled paper content:** Paper and cardboard packaging shall be either certified under a recognised forest certification scheme (e.g., FSC or PEFC) and be composed of 100% recycled material.
- Recyclability:** Each separable item constituting >20% by weight of the total primary and

secondary packaging, or the packaging material as a whole, shall be recyclable within Australia. This may be demonstrated using the Australian Packaging Covenant's [Packaging Recyclability Evaluation Portal \(PREP\)](#).

- d) **Compostability:** Each material constituting >20% by weight of the total primary and secondary packaging used, or the packaging material as a whole shall, meet AS4736-2006, AS5810-2010 or EN13432 compostability standards.

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

Exclusion: Refill packaging aimed to minimise material usage is excluded from this criterion.

Demonstration of Conformance

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

DoC 28.2: Evidence of recyclability or copy of PREP Assessment Report; and/or

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

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

Criterion 29: Packaging must not be halogenated.

Demonstration of Conformance

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

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

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

Demonstration of Conformance

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

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

Demonstration of Conformance

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

Criterion 32: Packaging must be minimised and enable efficient transport. The ratio of effective product volume to shipping volume must exceed 2:3.

Demonstration of Conformance

DoC 32.1: For each product, the effective volume of product transported (for concentrates, the diluted, in-use form is the effective volume) and the cubic volume occupied by the packaged product as relevant to transport.

7.3 Waste Minimisation

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

Criterion 33: The applicant must demonstrate that at least 97% of material inputs (ingredients) result in the product and that effective waste management/ material efficiency policies and procedures are developed and implemented, including:

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

Demonstration of Conformance

DoC 33.1: Documentation of all material inputs and outputs on an annual (12-month) basis. At a minimum, the calculation will be based on the weight of input ingredients *versus* the weight of resultant product; however, the most appropriate method will be determined by a GECA Approved Assessor. The calculation may include process information and waste recapture methods as necessary; and

DoC 33.2: Demonstrate progress on developing, implementing, and adhering to effective resource minimisation policies and procedures as detailed above. This may include documentation of programs which aim to reduce or reuse waste; dematerialise or use fewer raw materials (e.g., reduced paper usage); or conserve or use alternate sources of energy or purchase green power.

7.4 Chemical Storage

Improper storage of chemicals can lead to environmental harm via leaks, spills and emissions to water and air.

Criterion 34: The manufacturer must properly store chemicals including ingredients and the finished product, in a manner which minimises the risk of harm to the environment through leaks, spills and emissions to water or air.

Demonstration of Conformance

DoC 34.1: Chemical storage will be inspected at a site visit conducted by a GECA approved assurance provider; and

DoC 34.2: Copies of storage handling requirements and procedures for control and remediation of

chemical spills. This may be included in an EMS, whether it is ISO 14001 certified or not.

SOCIAL CRITERIA



8. 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.

8.1 Environmental Legislation

Criterion 35: The manufacturer of the product and applicant company are required by law to 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 2-years there must be evidence of corrective action.

Demonstration of Conformance

DoC 35.1: Signed declaration from an Executive Officer of the organisation stating compliance with applicable environmental legislation and government orders;

DoC 35.2: Signed declaration disclosing any breaches of environmental legislation or permits and the date of the breach. Applicant shall:

DoC 35.3: 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 35.1 and DoC 35.2). 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 35.4: 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.

8.2 Minimum entitlements including wages

Criterion 36: 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 36.1: Signed declaration from an Executive Officer of the organisation confirming compliance with all minimum entitlements including wages; and

DoC 36.2: 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 36.3: Text or template of a typical workplace agreement offered to employees of the company; and sample payslips; and

DoC 36.4: Evidence of corrective action following identification of a breach of legislation, if applicable.

8.3 Workplace Health and Safety

Criterion 37: 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 37.1: 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 37.2: Copy of the company Occupational / Workplace H&S policy and procedures;

DoC 37.3: 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 37.4: Evidence of corrective action following a breach of legislation, if applicable; and

DoC 37.5: WHS incidents register.

8.4 Equal Opportunity

Criterion 38: 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 38.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation;

DoC 38.2: Copy of relevant company policies and procedures;

DoC 38.3: Evidence of corrective action following a breach of legislation, if applicable; and

DoC 38.4: The assessor will verify that the company does not appear on the following list: [Non-compliant list | WGEA](#).

8.5 Lawful Conduct

Criterion 39: 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 39.1: Signed declaration from an Executive Officer of the organisation stating compliance with above legislation; and

DoC 39.2: Evidence of corrective action following a guilty verdict, if applicable.

8.6 Modern Slavery

Criterion 40: 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 40.1: 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 \(modernslaveryregister.gov.au\)](https://modernslaveryregister.gov.au).

8.7 Human Rights including Labour Rights

Criterion 41: 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 41.1: 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 41.2: The manufacturer/applicant shall provide a map of at least one tier of its supply chain; and

DoC 41.3: 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 41.4: Evidence of assessment of suppliers in relation to human rights and recommendations for improvements in their supply chain; and

DoC 41.5: Evidence of [ISO20400](https://www.iso.org/standard/68001.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.un.org/globalcompact/); or
- [SEDEX](https://www.seDEX.com/) membership ; or
- [GRI 400](https://www.gri.org/) Report (Global Report Initiative); and

If any evidence toward DoC 41.5: cannot be provided, the manufacturer/ applicant shall provide:

DoC 41.6: Evidence of commitment to achieve SA 8000 certification within one year; or

DoC 41.7: Evidence of becoming a signatory to the UN Global Compact within six months;

and

DoC 41.8: 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 B 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	Standard category scope	Brief description of the product(s) or product range and their purpose as relevant to the standard.	<input type="checkbox"/>	<input type="checkbox"/>
		Explanation of applicability of the product(s) to the scope of this standard.		
2. Fitness for Purpose				
Criterion 2	Demonstrated performance	Independent assessment or test reports; or	<input type="checkbox"/>	<input type="checkbox"/>
		Report from an independent organisation that demonstrates fitness for purpose, market acceptance, suitability or quality; or	<input type="checkbox"/>	
		Report from consumer-based product comparison testing program.	<input type="checkbox"/>	
HEALTH CRITERIA				
3. Hazardous Materials				
Criterion 3	Dangerous goods - product classification	An accurate and current SDS for each product; and	<input type="checkbox"/>	<input type="checkbox"/>
		If available, any documentation supporting the product’s classification as hazardous / non-hazardous or dangerous / not dangerous according to GHS or ADG criteria	<input type="checkbox"/>	
Criterion 4	Banned substances	Full ingredients list, stating chemical names and CAS numbers; and	<input type="checkbox"/>	<input type="checkbox"/>
		SDS for each ingredient.	<input type="checkbox"/>	

Criterion 5	Nanomaterials	Declaration signed by the manufacturer stating that no nanomaterials are used in the product formulation.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 6	UV absorbers	Declaration signed by the manufacturer stating that no chemical UV absorbers are used in the product formulation.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 7	Banned substances (continued)	Signed declaration from an Executive Officer of the applicant company	<input type="checkbox"/>	<input type="checkbox"/>
		Full ingredients list, stating chemical names and CAS numbers; and		
		SDS for each ingredient.	<input type="checkbox"/>	
Criterion 8	Limited substances	Full ingredients list, stating chemical names and CAS numbers; and	<input type="checkbox"/>	<input type="checkbox"/>
		SDS for each ingredient.	<input type="checkbox"/>	
Criterion 9	Sunscreen products	Full ingredients list, stating chemical names and CAS numbers; and	<input type="checkbox"/>	<input type="checkbox"/>
		SDS for the final product.		
Criterion 10	Volatile organic compounds	Ingredient concentration list in g/L for the calculation of VOC content.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 11	Fragrances	Declaration signed by the manufacturer(s) of all fragrances used which states that the fragrance was produced in accordance with the IFRA Code of Practice. This may be supported by evidence of the manufacturer's membership to IFRA.	<input type="checkbox"/>	<input type="checkbox"/>
		Signed declaration from an Executive Officer of the applicant company which confirms that the listed musk and nitro fragrances above are not used as ingredients	<input type="checkbox"/>	
		Full ingredients list, stating chemical names and CAS numbers with SDSs of ingredients.	<input type="checkbox"/>	
Criterion 12	Colourants	Full list of all colorants used, identified by chemical name, CAS number, and where applicable CI (colour index) number or INS (International Numbering System for food additives) number.	<input type="checkbox"/>	<input type="checkbox"/>

Criterion 13	Preservatives and biocides	Full ingredients list, and	<input type="checkbox"/>	<input type="checkbox"/>
		Documentation detailing preservation requirements of the product and concentrations of preservatives used.	<input type="checkbox"/>	
ENVIRONMENTAL CRITERIA				
4. Emissions				
Criterion 14	Water Emissions	Copy of documented system. If the applicant has an EMS in place, details of that system including monitoring and reporting.	<input type="checkbox"/>	<input type="checkbox"/>
		Volume and COD results as per testing schedule outlined in documented system.	<input type="checkbox"/>	
		Copy of requirements of relevant authority.	<input type="checkbox"/>	
5. Material Requirements				
Criterion 15	Palm oil	Chain of custody or supply chain evidence and RSPO certification sufficient to cover at least 20% of palm oil and palm oil derivatives used in the product; and	<input type="checkbox"/>	<input type="checkbox"/>
		GreenPalm certificates sufficient to cover the remaining volume of palm oil and palm oil derivatives used in each product; and	<input type="checkbox"/>	
		Signed declaration from an Executive Officer of the organisation committing to increasing the percentage of RSPO certified palm oil and palm oil derivatives by 10% <i>per annum</i> .	<input type="checkbox"/>	
Criterion 16	Palm kernel oil	Evidence of any RSPO certified Palm Kernel Oil used; or	<input type="checkbox"/>	<input type="checkbox"/>
		Membership certificates or signed declarations from suppliers showing all suppliers are RSPO members; or	<input type="checkbox"/>	
		GreenPalm certificates sufficient to cover the volume of non-certified palm kernel oil and palm kernel oil derivatives used in the product.	<input type="checkbox"/>	

Criterion 17	Aerobic biodegradability	Evidence of surfactant being readily biodegradable (R) in the most recent DID list (Part A), or	<input type="checkbox"/>	<input type="checkbox"/>
		Test report based on relevant OECD test for each surfactant or organic ingredient not included in the DID list, or	<input type="checkbox"/>	
		Test report based on relevant OECD test for the product as a whole.	<input type="checkbox"/>	
		Test reports using relevant methods for bioaccumulation, such as OECD 107 or OECD 117 of either products or ingredients, indicating a log K _{ow} value of 3.0 or less.	<input type="checkbox"/>	
Criterion 18	Anaerobic biodegradability	Evidence of surfactant being anaerobically biodegradable (Y) in the most recent DID list (Part A)	<input type="checkbox"/>	<input type="checkbox"/>
		Test report based on ISO 11734 or relevant OECD test for each surfactant not included in the DID list.	<input type="checkbox"/>	
		Test reports using relevant methods for bioaccumulation, such as OECD 107 or OECD 117 of either products or ingredients, indicating a log K _{ow} value of 3.0 or less.	<input type="checkbox"/>	
Criterion 19	Sodium	Full ingredients list for each product	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 20	Phosphorus and phosphates	Full ingredients list for each product; and	<input type="checkbox"/>	<input type="checkbox"/>
		Declaration of the trace amounts of phosphates contained in the product and supporting documentation such as a Total Phosphorus Test, dilution and calculations to determine the amount of phosphorus w/w.	<input type="checkbox"/>	
6. Environmental Claims				
Criterion 21	Food safe	Documentation showing approval by Food Standards Australia and New Zealand.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 22	Organic	For products which claim to be organic, or similar, the applicant must provide evidence of organic certification for ingredients making up at least 95% of the product; or	<input type="checkbox"/>	<input type="checkbox"/>

		For products which claim to contain organic ingredients, the applicant must ensure the label identifies which ingredients are organic and	<input type="checkbox"/>	<input type="checkbox"/>
		Provide product label showing identification of ingredients which are certified organic.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 23	Natural	Documents including test reports, third party certificates or other documents requested by GECA approved assessor demonstrating the accuracy of claim.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 24	Not tested on animals	Documentation showing approval by an appropriate, independent organization	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 25	Therapeutic claims	Documents showing approval by the Therapeutic Goods Administration	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 26	Other Claims	Test report showing results and test method used.	<input type="checkbox"/>	<input type="checkbox"/>
7. Design for environment				
Criterion 27	Product information	Copy of labels, care instructions and other information provided with the product; and	<input type="checkbox"/>	<input type="checkbox"/>
		A current safety data sheet for each product, and	<input type="checkbox"/>	
		Technical data sheets, web pages and any other information freely available to customers and / or the public.	<input type="checkbox"/>	
Criterion 28	Packaging	Details of materials used as packaging, including information on the input of recycled and virgin materials reported by weight if applicable.	<input type="checkbox"/>	<input type="checkbox"/>
		Copy of PREP Assessment Report; and/or	<input type="checkbox"/>	
		Evidence of certification under	<input type="checkbox"/>	

		relevant forest certification scheme; and/or		
		Details of re-use programs for transport materials within the applicant company.	<input type="checkbox"/>	
Criterion 29	Packaging must not be halogenated	Information regarding composition of packaging materials including chemical names, CAS numbers and / or SDS where applicable.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 30	Plastic identification code	Visual confirmation of each plastic component of the packaging.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 31	Packaging must not be pressurised or require the use of propellants	Signed declaration from an Executive Officer of the manufacturing company, stating that the packaging is not pressurised and does not require the use of propellants.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 32	Packaging minimisation	For each product, the effective volume of product transported (for concentrates, the diluted in-use form is the effective volume) and the cubic volume occupied by the packaged product as relevant to transport.	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 33	Waste minimisation	Documentation of all material inputs and outputs on an annual (12-month) basis.	<input type="checkbox"/>	<input type="checkbox"/>
		Demonstrate progress on developing, implementing and adhering to effective resource minimisation policies and procedures as detailed above.	<input type="checkbox"/>	
Criterion 34	Chemical storage	Chemical storage will be inspected at a site visit conducted by a GECA approved assurance provider; and	<input type="checkbox"/>	<input type="checkbox"/>
		Copies of storage handling requirements and procedures for control and remediation of chemical spills. This may be included in an EMS, whether it is ISO 14001 certified or not.	<input type="checkbox"/>	
SOCIAL CRITERIA				
8. Social and Legal Compliance				
Criterion 35	Environmental legislation	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	<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 36	Fair Pay (Minimum entitlements including wages)	Signed declaration confirming conformance to the criterion; and	<input type="checkbox"/>	<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 37	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"/>	<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 38	Equal opportunity	Signed declaration confirming conformance to the criterion and	<input type="checkbox"/>	<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 39	Lawful conduct	Signed declaration confirming conformance to the criterion and	<input type="checkbox"/>	<input type="checkbox"/>
		Evidence of corrective action (if applicable)	<input type="checkbox"/>	
Criterion 40	Modern slavery	Copy of the published Modern Slavery Statement from within the previous 12 months	<input type="checkbox"/>	<input type="checkbox"/>
Criterion 41	Human and labour rights	Evidence of commitments to human rights including labour rights	<input type="checkbox"/>	<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"/>	

APPENDIX B

LIST OF MOST COMMONLY USED PALM OIL AND PALM KERNEL OIL DERIVATIVES

(reference: EU Ecolabel for detergents and cleaning products, Version 1.2 – October 2018)

Type of derivative	Derivative produced from
Fatty acid	Palm kernel oil
Methyl esters	Palm oil
Fatty alcohols	Blend of palm oil and palm kernel oil*
Tertiary fatty amines	Palm kernel oil, reflecting their primary production from Fatty Alcohol C12- C14
Primary amines	Shall be considered in line with Fatty Acids and Methyl esters
Glycerine	Palm based glycerides (also available as non-palm based material)
Cocoamidopropyl betaine (fatty acid derivative)	Palm kernel oil
Sodium laureth sulfate	Palm kernel oil
Sodium laureth-1 sulfate	Palm kernel oil
Sodium laureth-2 sulfate	Palm kernel oil
Sodium laureth-3 sulfate	Palm kernel oil
Sodium stearate	Palm oil
Sodium palm kernelate	Palm kernel oil
Laureth-7	Palm kernel oil
Steareth-2	Palm kernel oil
Cocamide MEA (fatty acid derived	Palm kernel oil
Cocamide DEA (fatty acid derived	Palm kernel oil
Stearamidopropyldimethylamine	Palm oil
Cetyltrimethylammonium chloride	Palm kernel oil
Isopropylpalmitate	Palm oil
Isopropylmyristate	Palm kernel oil
Fatty acid	Palm kernel oil
Methyl esters	Palm oil
Fatty alcohols	Blend of palm oil and palm kernel oil*
Tertiary fatty amines	Palm kernel oil, reflecting their primary production from Fatty Alcohol C12- C14
Primary amines	Shall be considered in line with Fatty Acids and Methyl esters
Glycerine	Palm based glycerides (also available as non-palm based material)
Cocoamidopropyl betaine (fatty acid derivative)	Palm kernel oil
Sodium laureth sulfate	Palm kernel oil
Sodium laureth-1 sulfate	Palm kernel oil
Sodium laureth-2 sulfate	Palm kernel oil
Sodium laureth-3 sulfate	Palm kernel oil
Sodium stearate	Palm oil
Sodium palm kernelate	Palm kernel oil
Laureth-7	Palm kernel oil
Steareth-2	Palm kernel oil
Cocamide MEA (fatty acid derived	Palm kernel oil
Cocamide DEA (fatty acid derived	Palm kernel oil
Stearamidopropyldimethylamine	Palm oil
Cetyltrimethylammonium chloride	Palm kernel oil
Isopropylpalmitate	Palm oil

Isopropylmyristate	Palm kernel oil
Caprylic/capric triglyceride	Palm kernel oil
Fatty Isethionates (SCI)	Palm kernel oil
Alkylpolyglycoside (APG)	Palm kernel oil
Laurylamine oxide	Palm kernel oil

* Their raw material reference shall be palm oil

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Our vision is for a sustainable
future for people and planet

