



Bundesministerium für
wirtschaftliche Zusammenarbeit
und Entwicklung

**GRÜNER
KNOPF**
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UNABHÄNGIG ZERTIFIZIERT.

GREEN BUTTON-Standard 1.0

Due Diligence and Product Requirements

Please Note: In case of ambiguity that may arise from this English translation, the original German-language version of this document shall be decisive. For further information, please contact info@gruener-knopf.de

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Published in Germany



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Introduction

The Green Button (Grüner Knopf) is a government-run certification label for sustainably manufactured textiles in line with social and environmental criteria, placed on the market by companies committed to the fulfilment of their due diligence obligations. The government stipulates the requirements and conditions for the Green Button. The Green Button is awarded on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

This document contains the requirements of the Green Button Standard, which must be fulfilled in order for products to be awarded with the Green Button. Together with the Regulations governing use of the Certification Mark Grüner Knopf (Grüner Knopf Regulations, (<https://www.gruener-knopf.de/kriterien.html>)) and the Certification Programme (English version pending), the Standard forms the pillars on which the Green Button certification process rests.

The Green Button was launched on September 9th, 2019 in the form of an introductory phase. Under the guidance of an independent expert advisory council, the Green Button is being developed further and undergoing a revision.

Presently, a total of 46 requirements must be fulfilled before a product may be labelled with the Green Button. The corporate due diligence requirements are based on international frameworks, in particular the United Nations (UN) Guiding Principles on Business and Human Rights and the sector-specific recommendations of the Organization for Economic Cooperation and Development ("OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector"). In the introductory phase, social and environmental requirements for the products are set for the production stages "Sewing and Cutting" (Manufacturing) and "Bleaching and Dyeing" (Textile wet processes). In the introductory phase, conformity with product requirements will be assessed through the verification of already established labels and standards.

The Green Button certification mark is supported by the registered Grüner Knopf Regulations, which makes reference to this Standard.

Any changes to the requirements outlined in this Standard are noted. This includes details regarding the current version with the date published and date from which it is applicable, as well as an overview of the respective changes.

Changes to Previous Versions:

| Version | Publication | Date Applicable | Changes |
|---------|-------------|-----------------|---------|
| | | | |



Scope of Application

This Standard contains the Green Button requirements for products ("product requirements"), which are placed on the market by companies committed to the fulfilment of their due diligence obligations ("due diligence requirements").

The product requirements can in principle be applicable to all textiles or products made of textile fabric. Excluded are products (partly) consisting of leather, such as toys and fabrics.

The product requirements include 17 requirements for the "Manufacturing" stage of production and nine requirements applicable to the "Textile Wet Processes" stage. Conformity is established through the verification of recognized labels. The requirements for companies with a responsible business conduct marketing these products as their own are defined in the due diligence requirements.

All companies with an appropriate corporate purpose that produce and/or distribute goods covered by the certification mark as their own goods are eligible for certification. This includes both manufacturers of such goods, which are named as such on the product, and retailers, which offer third-party products under their own brands as their own goods.

The certification does not make any statements about the quality or functionality of a product. The certification covers only the herein defined due diligence and product requirements.

References

The following documents serve as the basis for the application of this Standard:

- UN Guiding Principles on Human Rights and Business
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector
- ILO Labour Standards

When no date or document version is given, the latest version of the document in question (including any changes to it) applies.



1. Due Diligence Requirements

The due diligence requirements of the Green Button examine the management systems through which a company ensures the implementation of its corporate due diligence for human rights and the environment. Corporate due diligence describes the processes which a company must have implemented to identify, prevent and mitigate potential risks and actual harms to human rights and the environment within its own operations and in its supply chain. This approach is not limited to individual production sites, but rather takes into account the entire supply chain and business practices of the commissioning company.

The due diligence requirements are divided into five core elements, 20 requirements and 64 indicators, whereby the indicators are relevant in the auditing processes.

The certification body verifies the fulfilment of all indicators. Indicators can be evaluated as "fulfilled", "fulfilled with conditions" or "unfulfilled". If one or more indicators are evaluated as "unfulfilled", certification cannot be granted. If indicators are evaluated as "fulfilled with conditions", a fulfilment period must be defined which does not exceed the maximum period allotted (see indicators). Maximum periods can be different for small and large companies (see Glossary for definition of "small and large companies"). If an indicator contains a fulfilment period of 0 months, any deviations found during the audit must be closed before the certificate is issued, but no later than 3 weeks after the initial audit. For more details see the Green Button Certification Programme (English version pending).

Unless specified otherwise, the indicators are aimed at the management system of the entire supply chain. For some indicators, the scope of the supply chain for which the requirement is set is limited. This is made clear by the wording "Manufacturing" or "Manufacturing and an additional production stage". The indicator then refers to the required stage. Supply chain stages include: "Manufacturing", "Textile Wet Processes", "Spinning and Weaving", and "Fibre Production".

Core Element 1: Aligning corporate policy

The company has made a public commitment to assume responsibility for its business conduct with regard to the direct and indirect harms of its own operations on human rights and the environment in the supply chains and established corresponding processes. The requirement is divided into five criteria:



Criterion 1.1: *Topic Coverage*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 1.1.1. | The company has drafted a policy and, where applicable, other documents containing expectations regarding responsible business conduct for its own business activity and the business activity of its business partners in the supply chain. | 0 months | 0 months |
| 1.1.2. | The policy and, where applicable, other documents contain a commitment to ensure responsible purchasing practices or, in other words, a commitment to the prevention, mitigation and remediation of actual harms on human rights and the environment resulting from purchasing practices, doing so at the very least in accordance with the topic/risk areas stated in the OECD recommendations for the garment and footwear sector. | 0 months | 0 months |
| 1.1.3. | The policy and, where applicable, other documents refer to international human rights conventions and ILO core labour standards. | 0 months | 0 months |
| 1.1.4. | The policy and, where applicable, other documents stipulate the company's expectations regarding the use of subcontractors. | 6 months | 6 months |
| 1.1.5. | The policy and, where applicable, other documents include a commitment to take relevant vulnerable stakeholder groups into account. | 6 months | 6 months |

Criterion 1.2: *Embedding within the company*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|-------|--|--|--|
| 1.2.1 | The policy and, where applicable, other documents are adopted at the most senior level of the company. | 0 months | 0 months |



Criterion 1.3. *Responsibilities*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 1.3.1 | The most senior level of the company is responsible for implementing the due diligence obligations. | 0 months | 0 months |
| 1.3.2. | An employee, agent, team, committee or programme is commissioned by the most senior level of the company to implement the due diligence obligations. | 0 months | 0 months |

Criterion 1.4. *Availability*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|---|--|--|
| 1.4.1 | The policy and, where applicable, other documents are made publicly available. | 0 months | 0 months |
| 1.4.2. | The policy and, where applicable, other documents are communicated to all relevant employees. | 0 months | 0 months |
| 1.4.3. | The policy and, where applicable, other documents are communicated to all direct business partners. | 0 months | 6 months |

Criterion 1.5. *Update*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 1.5.1 | The policy and, where applicable, other documents are regularly reviewed and revised where applicable. New findings from the risk assessment are incorporated here at least every two years. | 0 months | 0 months |
| 1.5.2. | The creation and updating of the policy is based on relevant internal and/or external expertise. | 6 months | 6 months |



Core Element 2: Identifying and prioritising risks

Using a formalised process as the basis, the company identifies potential and actual harms in the company's own operations and in the supply chain and prioritises them accordingly. The requirement is divided into four criteria:

Criterion 2.1: *Identifying risks*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 2.1.1. | The company gathers information relevant to identifying risks. | 0 months | 0 months |
| 2.1.2. | Taking the gathered information into account, the company determines and assesses its risks for actual harm in supply chains that it has a stake in thanks to its own business and purchasing practice or business relationships. This is undertaken at the very least at the manufacturing level and one further upstream production stage. | 0 months | 0 months |
| 2.1.3. | This risk assessment (scoping exercise) takes into account country-specific risks. | 0 months | 0 months |
| 2.1.4. | This risk assessment (scoping exercise) takes into account risks that may be specific to the products. | 0 months | 0 months |
| 2.1.5. | The risk assessment (scoping exercise) is performed in a systematic manner. The underlying information was derived from internal and external sources and is updated on a regular basis. | 6 months | 6 months |
| 2.1.6. | This risk assessment (scoping exercise) takes into account sector and, where relevant, subsector risks identified by the OECD. If the risks specified in the OECD guidance do not apply to the company, this will be plausibly explained. | 6 months | 12 months |
| 2.1.7. | This risk assessment (scoping exercise) takes into account specific risks arising from the business model. | 6 months | 12 months |
| 2.1.8. | This risk assessment (scoping exercise) takes into account specific risks arising from the purchasing practice. | 6 months | 12 months |
| 2.1.9. | The company has prioritised its risks in accordance with the OECD recommendations. | 6 months | 12 months |



Criterion 2.2: *Identifying the actual harm*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period | Maximum Implementation Period |
|--------|---|-------------------------------|-------------------------------|
| | | Large Companies | Small Companies |
| 2.2.1. | Using the identified risks as the basis, the company determines its actual relevant harm. | 0 months | 0 months |

Criterion 2.3: *Consideration of external expertise, particularly from civil society*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period | Maximum Implementation Period |
|--------|---|-------------------------------|-------------------------------|
| | | Large Companies | Small Companies |
| 2.3.1. | The company has considered the relevant external expertise in determining and assessing its potential and actual harm. | 0 months | 12 months |
| 2.3.2. | The company has consulted potentially affected stakeholders and/or obtained input from relevant industry initiatives and representatives of civil society players in Germany as well as locally in order to determine and assess its potential and actual harm. | 6 months | 12 months |

Criterion 2.4: *Regular updates*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period | Maximum Implementation Period |
|--------|---|-------------------------------|-------------------------------|
| | | Large Companies | Small Companies |
| 2.4.1. | The company undertakes the risk assessment (scoping exercise) on a regular basis (doing so at least every two years). | 0 months | 0 months |
| 2.4.2. | The company determines its actual harm on a regular basis as well as on relevant occasions (doing so at least every two years). | 0 months | 0 months |



Core Element 3: Taking effective measures

The company has integrated the findings from the risk assessment (scoping exercise) into all relevant internal business departments and procedures, takes suitable measures at a company level and in the supply chain and verifies the effectiveness of these measures.

Criterion 3.1: *Implementation in the company*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 3.1.1. | The responsible personnel possess the required competencies to implement due diligence obligations on human rights and the environment. This is ensured by way of suitable measures. | 0 months | 0 months |
| 3.1.2. | The responsible personnel have sufficient resources available to fulfil their duties in the field of due diligence obligations. | 0 months | 0 months |
| 3.1.3. | Due diligence obligations are incorporated into decision-making processes at an organisational level. | 6 months | 6 months |
| 3.1.4. | Responsibilities for human rights and the environment are clearly defined at an operational level. | 6 months | 6 months |

Criterion 3.2: *Specifications for the supply chain*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 3.2.1. | The company has defined specifications containing minimum requirements for human rights and the environment for its business partners and producers. | 0 months | 0 months |
| 3.2.2. | The company communicates its specifications to the business partners and producers and is responsible for checking they are received and approved. | 0 months | 0 months |
| 3.2.3. | The company specifies incentives for producers in order to establish compliance with the requirements. | 6 months | 12 months |



Criterion 3.3: *Alignment of purchasing practice*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|---|--|--|
| 3.3.1. | In aligning its purchasing practice, the company takes the findings from the risk assessment (scoping exercise) and the identification of actual harm into account. | 0 months | 0 months |
| 3.3.2. | In order to align its purchasing practice, the company records the relevant internal procurement data on a regular basis and evaluates said data. | 6 months | 12 months |
| 3.3.3. | By implementing suitable measures, the company aims to ensure that harms resulting from the purchasing practice are avoided. | 6 months | 12 months |

Criterion 3.4: *Assessment of producers*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|---|--|--|
| 3.4.1. | When selecting new producers, the company conducts systematic assessments with regard to the way in which they deal with human rights and environmental risks. These assessments are incorporated into decisions regarding contracts. | 0 months | 0 months |
| 3.4.2. | The company conducts systematic assessments on its existing producers with regard to the way in which they deal with human rights and environmental risks. | 0 months | 0 months |
| 3.4.3. | The company or an independent third party conducts on-site visits to assess new and existing producers. | 0 months | 0 months |
| 3.4.4. | The company is aware of the potential and actual harms of its producers. | 6 months | 12 months |
| 3.4.5. | The company is aware of the measures that the producers implement to address their risks. The company conducts at least a plausibility check with regard to the risks and measures of its producers. | 6 months | 12 months |
| 3.4.6. | The company is aware of whether the producer has a grievance mechanism in place. | 6 months | 6 months |



Criterion 3.5: *Implementing measures*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 3.5.1. | The company conducts on a regular basis targeted measures in order to address its potential and actual harms. This is undertaken at the very least at the manufacturing level and one further upstream production stage. | 0 months | 0 months |
| 3.5.2. | The company holds working level training sessions with the relevant personnel at its headquarters. These are held at the very least for purchasing personal. | 6 months | 12 months |

Criterion 3.6: *Monitoring and review*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 3.6.1. | The company defines suitable indicators to implement and review the effectiveness of the implemented measures. | 6 months | 6 months |
| 3.6.2. | The company collects the relevant internal and external data to assess the indicators used to measure the effectiveness of the measures. | 6 months | 6 months |
| 3.6.3. | The company assesses the indicators and ensures the results are incorporated into internal processes. | 6 months | 6 months |

Criterion 3.7: *Collaboration with stakeholders*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 3.7.1. | The company is involved in sector and/or multi-stakeholder initiatives, which aim to improve social and ecological conditions. | 6 months | 6 months |



Core Element 4: Reporting in a transparent manner

The company reports publicly and systematically about the handling of identified risks and harms of its own operations. The requirement is divided into two criteria:

Criterion 4.1: *Public communication*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 4.1.1. | The company communicates publicly on its commitment to the fields of social and environmental issues, its supply chains and its management systems. | 0 months | 0 months |
| 4.1.2. | The company communicates systematically, at a minimum, on an annual basis. | 0 months | 0 months |
| 4.1.3. | Information is communicated in a way that is accurate, clear and user friendly with plain language. | 0 months | 0 months |
| 4.1.4. | The company communicates publicly on the measures it has taken in order to address actual harms in its own operations and in relation to producers. | 0 months | 0 months |
| 4.1.5. | The company communicates publicly on its prioritised risks. The company communicates at the very least, upon request to do so, the reasons for prioritising its risks. | 6 months | 6 months |
| 4.1.6. | The company communicates publicly on its grievance mechanism and, at the very least, on any grievances received on an aggregated basis. | 6 months | 12 months |
| 4.1.7. | The company communicates publicly on its exchanges with the relevant stakeholders, including in particular the (potentially) affected stakeholders. | 12 months | 18 months |



Criterion 4.2: *Communication with (potentially) affected stakeholders*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 4.2.1. | The company communicates with (potentially) affected stakeholders. Communication has to be appropriate for the addressees. | 12 months | 12 months |

Core Element 5: Taking grievances into account

The company provides suitable and effective complaint channels for affected parties (at the minimum workers) in the supply chain or participates in such channels. In cases where the company has caused or contributed to harms, it takes care to ensure adequate remediation. The requirement is divided into two criteria:

Criterion 5.1: *Grievance mechanism*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 5.1.1. | At the manufacturing level, the company must, at the very least, provide a grievance mechanism in high risk countries or for high risk producers, or participate in such a mechanism. | 0 months | 0 months |
| 5.1.2. | The company has a formally defined internal process to handle grievances. This contains at the very least a clear process for handling grievances, the nomination of contacts to process grievances and the definition of an adequate timetable. | 0 months | 6 months |
| 5.1.3. | The grievance mechanism used must be at the very least fair, accessible and transparent | 12 months | 18 months |



Criterion 5.2: *Remediation*, assessed using the indicators stipulated in the following table:

| No. | Indicator | Maximum Implementation Period Large Companies | Maximum Implementation Period Small Companies |
|--------|--|--|--|
| 5.2.1. | The company creates the organisational conditions so that remediation can be provided for the actual harms that it has evidently caused or contributed to. | 6 months | 12 months |
| 5.2.2. | The company works together with the stakeholders involved to come up with effective remedies for its actual harms identified under 2.2.1. This is undertaken at the very least with the producers and (potentially) affected parties/ stakeholders or their representatives. | 12 months | 18 months |
| 5.2.3. | The selected remedies are in proportion with the severity of the respective actual harms. | 12 months | 18 months |
| 5.2.4. | The company care to ensure the implementation of the remedies identified under 5.2.2. and 5.2.3. | 12 months | 18 months |

2. Product Requirements

Scheme owner authorized certification bodies assess conformity with product requirements according to ISO/IEC 17065 tz. 7.4.5 on the basis of company submissions of credible certification labels recognized by the Scheme owner. In order to be awarded the Green Button, a product must meet all specified social requirements for the “Manufacturing” production stage and all specified environmental requirements for the “Textile Wet Processes” production stage.

Presently, it is possible to provide evidence of conformity with regard to the product requirements exclusively on the basis of product certifications (“labels”) that are already obtained by companies. The standard and certification system of the certification label as well as its governance (i.e., system management, standard development, review of the standard, product labelling) must also meet the requirements of Criteria for the Recognition of Certification Labels (Annex A3). This ensures the credibility, claim and applicability of the label. The Scheme owner’s recognition of these labels adds value to the preparatory work done by the companies and particularly credible certification labels.

When the “Manufacturing” production stage takes place in the European Union, a recognized label for compliance with the environmental standards for “Textile Wet Processes” production stage must be presented. Proof of compliance with social standards can be provided by means of a company audit. In this case, the company must prove in which EU member states manufacturing takes place, which producers are involved in the process and that possible remaining risks in the fulfilment of social requirements within the EU are appropriately addressed. Proof of conformity with social requirements by the way of certification label is then no longer required.



The current list of recognized certification labels is published on the Green Button website (www.gruener-knopf.de). If you have any questions, please contact the Green Button Secretariat.

2.1 Social Criteria

The social criteria make reference to the following areas of focus:

- Workers' rights and remuneration
- Child and forced labour
- Health and safety of workers

Corresponding requirements must be included in the standards on the basis of which recognized credible certification labels are awarded.

2.1.1 Freedom of Association

In order to fulfil this criterion, any restriction to the freedom of association as defined in ILO Convention 87 must be prohibited.

The standard must contain a direct and binding requirement that there are no indicators of any such restriction, such as repressive measures against workers or an obstruction of trade union activity. If the right of freedom of association is restricted by law, the standard must encourage alternative means of freedom of association, such as the election of an employee representative.

2.1.2 Collective Bargaining

In order to fulfil this criterion, any restriction to the right to collective bargaining as defined in ILO Convention 98 must be prohibited.

The standard must contain a binding requirement that there are no indicators of any such restriction to the law, such as repressive measures against workers or an obstruction of corresponding activities. If the right is restricted by law, the standard must encourage alternative means of collective bargaining.

2.1.3 Non-Discrimination

In order to fulfil this criterion, discrimination as defined in ILO Conventions 100 and 111 must be prohibited.

The standard must contain a direct and binding requirement to identify discrimination, as well as for a process to handle identified cases of discrimination.

2.1.4 Employment Contracts

In order to fulfil this criterion, the standard must contain a direct and binding requirement that every employed person is guaranteed an employment contract, including in atypical employment.

This employment contract must be signed by both parties, documented and published in a language that the employed person can understand.



2.1.5 Hours of Work and Paid Overtime

In order to fulfil this criterion, the standard must contain a direct and binding requirement for limiting the hours of work and paid overtime as described in ILO Convention 1.

Where there are differences between the ILO standard and national law, the more stringent provision shall prevail.

2.1.6 Legal Minimum Wage

In order to fulfil this criterion, the standard must contain a direct and binding requirement to guarantee payment of the minimum wage.

Wages must either be in line with the legal or industry standard (if higher) and should be paid on time. Under no circumstances can the employer deduct the worker's wages, such as in the form of a fee levied in order to reduce the actual payment, or for wage protection purposes. The standard must define measures to verify the payment of minimum wages, such as payroll accounting.

2.1.7 Maternity Protection

In order to fulfil this criterion, the standard must contain a direct and binding requirement to observe national law in relation to maternity leave, health protection, employment protection, non-discrimination and benefits for pregnant women and mothers. Suitable verification methods must be defined.

2.1.8 Subcontractors

In order to fulfil this criterion, the standard must contain a direct and binding requirement that the same conditions and rights apply to the workers of subcontractors as they do to the formal employees. A suitable procedure to ensure this must be implemented.

2.1.9 Minimum Age

In order to fulfil this criterion, child labour as defined in ILO Convention 138 must be prohibited. The standard must contain a direct and binding requirement to identify child labour, as well as a process to handle identified cases of child labour.

2.1.10 Worst Forms of Child Labour

In order to fulfil this criterion, the worst forms of child labour as defined in ILO Conventions 182 and 190 must be prohibited.

The standard must contain a direct and binding requirement to identify the worst forms of child labour, as well as a process to handle identified forms of child labour.



2.1.11 Forced Labour

In order to fulfil this criterion, forced labour as defined in ILO 29 and ILO 105 must be prohibited.

The standard must contain a direct and binding requirement that there are no measures in place that are indicative of forced labour. Employees must not be prevented from terminating their employment, such as through the withholding of identity documents. There must not be any restrictions in the freedom of movement or signs of debt bondage.

2.1.12 Harassment, Disciplining and Abuse

In order to fulfil this criterion, the standard must contain a direct and binding requirement to prohibit the harassment and abuse of workers.

The standard must prohibit all forms of physical or verbal violence, intimidation, sexual harassment or abusive punishments.

2.1.13 Occupational Health and Safety

In order to fulfil this criterion, the standard must contain a direct and binding requirement for safeguarding occupational health and safety as defined in ILO Convention 155.

The specifications stated in Part IV should in particular be met, i.e. 1) workplaces, machinery and equipment are safe and without risk to health; 2) chemical, physical and biological substances and agents are without risk to health when the appropriate measures of protection are taken; 3) workers are provided with adequate protective clothing and protective equipment; 4) measures to deal with emergencies and accidents, including adequate first-aid arrangements, are ensured, and 5) workers are given appropriate training in occupational health and safety.

2.1.14 Workplace Environment

In order to fulfil this criterion, the standard must contain a direct and binding requirement to guarantee a suitable working environment.

The standard must include requirements for proper lighting and space, temperature, adequate ventilation and air circulation, noise level and ergonomics.

2.1.15 Hygienic Conditions (Potable Water and Sanitary Facilities)

In order to fulfil this criterion, the standard must contain a direct and binding requirement to ensure unrestricted access to clean water and sanitary facilities.

The standard must include both the availability of drinking water that is safe for human consumption for all workers, as well as the functional capability of adequate sanitary facilities.



2.1.16 Building Safety and Fire Protection

In order to fulfil this criterion, the standard must contain a direct and binding requirement to ensure building safety and fire protection.

The standard must include criteria on 1) electrical installations (such as insulation of cables); 2) fire protection measures (such as availability of accessible fire extinguishers); 3) the provision of accessible emergency exits and implementation of evacuation drills, and 4) the inspection of permits on fire and building safety, where required by law.

2.1.17 Business Legality

In order to fulfil this criterion, the standard must contain a direct and binding requirement to assess the business legality for the certificate owner.

All permits required by law (national, regional or local) must be checked.

2.2 Environmental Criteria

The environmental criteria make reference to the following areas of environmental sustainability:

- Emissions and wastewater
- Use of chemicals
- Materials used

Corresponding requirements must be included in the standards on the basis of which recognized credible certification labels are awarded.

2.2.1 Wastewater

In order to fulfil this criterion, the standard must contain a direct and binding requirement to observe limit value for basic wastewater parameters in accordance with national legislation.

The requirement must include all wet-processing sites. The following parameters of relevance for the direct discharge of wastewater in the textile sector apply: BOD, COD, pH, colour removal, temperature, phosphorus (total) and nitrogen (total). The “ZDHC Wastewater Guidelines” or equivalent should be used as comparative limit values.

2.2.2 Air Pollution

In order to fulfil this criterion, the standard must contain a direct and binding requirement to continuously monitor emissions into the atmosphere.

The criterion relates to air pollution (including greenhouse gas emissions) with regard to textile finishing.



2.2.3 Chemical Residues

In order to fulfil this criterion, the standard must contain a direct and binding requirement to define and test the limit values for certain substance groups.

The substance groups mostly addressed for testing requirements are: alkylphenols, alkylphenol ethoxylates, heavy metals, organotin compounds, azo dyes/ arylamines, chlorophenols, perfluorinated substances, phthalates, polyaromatic hydrocarbons and formaldehydes.

2.2.4 Chemicals Harmful to Human Health

In order to fulfil this criterion, the standard must contain a direct and binding requirement to perform an ecological risk assessment OR to consider H statements in the substance selection for MRSL.

The criterion relates to substances classified as health hazard statements according to the GHS. The following substance groups may be exempted from the criteria if further requirements on the usage conditions are determined: dyestuff for dyeing and non-pigmented printing, as well as auxiliaries including carriers, fastness enhancers, levelling agents, dispersing agents, surfactants, thickeners and binding agents.

2.2.5 Chemicals Harmful to the Environment

In order to fulfil this criterion, the standard must contain a direct and binding requirement to perform an ecological risk assessment OR to consider H statements in the substance selection for MRSL.

The criterion relates to substances classified as environmental hazard statements according to the GHS. The following substance groups may be exempted from the criteria if further requirements on the usage conditions are determined: dyestuff for dyeing and non-pigmented printing, as well as auxiliaries including carriers, fastness enhancers, levelling agents, dispersing agents, surfactants, thickeners and binding agents.

2.2.6 REACH - substances of very high concern

In order to fulfil this criterion, the standard must contain a direct and binding requirement to prohibit the use of substances of very high concern under REACH.

Specifically justified exceptions for a defined use may be excluded from this ban.

2.2.7 Bio-degradability of Substances

In order to fulfil this criterion, the standard must contain requirements for the bio-degradability of substances.

Bio-degradability may be claimed in special processes (such as sizing and spinning), for substance groups (textile auxiliaries such as surfactants, softeners and complexing agents) or through addressing bio-degradability in conjunction with aquatic toxicity. Accredited testing methods for bio-degradability are used, such as those stipulated by the OECD.



2.2.8 Use of Natural Fibres

In order to fulfil this criterion, the standard must contain a direct and binding requirement to randomly test for agrochemical residues and prohibit hazardous pesticides OR stipulate the use of natural fibres from organic farming.

The random testing and ban on hazardous pesticides refers at the very least to chemicals listed under the Stockholm and Rotterdam Conventions. The list of prohibited substances may also refer to category 1A and B substances, as defined by the WHO.

2.2.9 Use of Synthetic Fibres

In order to fulfil this criterion, the standard must contain a direct and binding requirement to draft specific requirements for the production of synthetic fibres (including man-made cellulose fibres) OR the sustainable sourcing of these fibres.

This criterion is relevant if the standard contains products made up of more than 10% synthetic fibres (including man-made cellulose fibres).

With regard to the production of synthetic fibres, the requirements aim to reduce environmental effects, doing so at the very least for the following fibres: man-made cellulose fibres (viscose, Lyocell, Modal), polyester fibres, polyacrylic fibres, elastane fibres and polypropylene fibres. The requirements for the sourcing of synthetic fibres (including man-made cellulose fibres) may aim to use recycled fibres or fibres made of recycled pre- or post-consumer waste. The sourcing of man-made cellulose fibres may be addressed by the requirement to only use cellulose from sustainable forestry, as defined by FAO.



Appendix A

A.1 Glossary

| Term | Definition |
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| Affected stakeholder | Persons or groups that are or could be directly or indirectly affected by the actions of a company (see also “Stakeholder”). |
| Assess | Examination of one or more characteristics subject to a conformity assessment by way of a procedure. |
| Authorized certification body | Certification body authorized by the Scheme owner (BMZ) to carry out Green Button certification. |
| Business partner | Legal entities that have a direct contractual relationship with the assessed company in relation to the goods to be produced. |
| Business practices | Any actions and decisions taken by a company to implement its strategies and to achieve its purpose and objectives. These may include activities relating to production, purchasing, distribution, and sales, etc. |
| Business relationship | A company's relationship with business partners, entities in its supply chain and other non-governmental or governmental entities directly linked to its business operations, products or services. |
| Certification | Confirmation by a third party relating to products, processes, systems or persons. |
| Core element | Categorization of due diligence requirements, based on the UN recommendations on elements of due diligence. |
| Corporate Policy | Collective term for all means used by a company to make commitments and expectations toward its own company and business partners with regard to the respect for human rights and protection of the environment public. |
| Corrective Action Plan | Time-bound, action-oriented and targeted plan to prevent or mitigate adverse impacts of a production operation. |
| Distributor | Organization that gives the order to produce textile end products on behalf of retailers and delivers them to the customer or company designated by the customer. Accordingly, distribution companies do not produce goods themselves and do not distribute them independently to end consumers (although they may be responsible for the product). |
| Due Diligence | The responsibility of a company to establish structures, processes and measures that enable the prevention, mitigation and, where appropriate, remediation of |



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| | adverse impacts on human rights and the environment by their own business activities, relationships and products. |
| External expertise | Relevant expertise in relation to due diligence in textile supply chains which does not stem from the company itself/is not available there and therefore tends to be classified as independent, specialist and more profound. |
| Grievance | Voicing of inadequacies or concerns raised by (potentially) affected stakeholders or their representatives regarding their rights, freedoms or other claims based on contractual terms, agreements, practices or a general understanding of fairness. Grievances are indications of social and environmental harms and risks that may become harms. Grievances can be communicated by the affected parties themselves, or through representatives such as organizations or delegates. The latter always applies in the case of environmental damage. |
| Grievance mechanism | An instrument and/or procedure that provides an opportunity for a person or a group to raise concerns (see “Grievance”) or their affectedness, which they perceive in relation to the social and environmental harms from business activities. |
| ILO Core Labour Standards | Fundamental labour rights formulated by the International Labour Organization (ILO), which are recognized as international minimum standards. The eight core labour standards include the following conventions: <ul style="list-style-type: none"> - Convention 29: Elimination of forced or compulsory labour - Convention 87: Freedom of association and protection of the right to organize - Convention 98: Right to organize and collective bargaining - Convention 100: Equal remuneration - Convention 105: Abolition of forced labour - Convention 111: Elimination of discrimination in respect of employment and occupation - Convention 138: Minimum age for admission to employment - Convention 182: Prohibition and immediate action for the elimination of the worst forms of child labour |
| Impacts (harms) | While being a neutral term, in the Green Button this refers to the adverse impacts (=harms) to human rights and the environment. Adverse (actual) impacts describe proven, concrete incidents in which people or the environment have been harmed. Potential adverse impacts (= risks, see entry) describe possible damage or abuses, regardless of whether they have already occurred. |
| Indicators | Audit-relevant specification of due diligence requirements. |



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| International Bill of Human Rights | <p>The International Bill of Human Rights includes:</p> <ul style="list-style-type: none"> - The Universal Declaration of Human Rights - International Covenant on Civil and Political Rights (and its optional protocols) - International Covenant on Economic, Social and Cultural Rights (and an optional protocol) <p>The International Bill of Human Rights and rights formulated therein also form the basis for companies to implement their human rights responsibilities. The Green Button requires companies to recognize them alongside the ILO core labour standards, at the minimum in its corporate policy.</p> |
| Large companies | <p>For the purposes of the Green Button, all companies that do not meet the definition of "small companies" are considered "large companies", i.e. those that have more than 50 employees and a turnover or balance sheet total of more than 10 million Euros.</p> |
| Manufacturing | <p>In the Green Button, this refers to the steps of cutting and sewing textile end products and is thus the last production stage before introduction to the retail trade.</p> |
| Producer (supplier) | <p>Production companies that manufacture textile end or intermediate products. Therefore, there does not necessarily have to be a contractual relationship between them.</p> |
| Proportionality | <p>This refers to the relationship between corporate due diligence and the capacity of a company, its sphere of influence and the severity of its harms on human rights and the environment.</p> <p>The responsibility of companies to respect human rights is incumbent on all companies, regardless of their size, the sector to which they belong, their operating environment, their ownership structure and governance structure. The means by which a company discharges its responsibility to respect human rights and the environment will be proportionate to its size, among other factors. Small companies generally have more informal procedures and management structures than larger companies and often possess fewer resources.</p> |
| regularly | <p>At planned, reasonable intervals. The determination of appropriate intervals depends on the respective issue at hand. The intervals must be frequent enough to detect changes and they must take risks into account. Annual intervals may be appropriate for some issues. However, where changes can occur quickly or where the risk is high, the intervals should be shorter.</p> |
| Remedy | <p>Providing remedy means that in the event of harms to human rights and the environment in and around production facilities, measures are taken to help affected stakeholders and compensate them to the greatest extent possible.</p> |



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| Risk assessment (scoping exercise) | Regulated procedure for analysing risks (see “Risks”). The purpose of risk identification is to determine/analyse how the company's actions and all related processes affect human rights and the environment. |
| Risk(s) | Risks (= potential adverse impacts, see “Harms”) describe possible damage or harm to people or the environment, regardless of whether they have already occurred. They do not directly relate to the financial or business risks of the company as such, but may be tied to them. |
| Small companies | Companies with fewer than 50 employees and a turnover or balance sheet total of less than 10 million Euros. |
| Stakeholder | An individual, group or organization that has an interest or stake in an organization. Stakeholders can influence or be influenced by an organization. Focus lies on the actually or potentially affected stakeholders. |
| (Sub-)Sector risks | <p>Risks that are widely recognized in the apparel and footwear sector worldwide, across product lines and regions. According to the OECD, these include the following risks:</p> <p>Human rights and labour risks</p> <ul style="list-style-type: none"> - Child labour - Forced labour - Discrimination - Occupational health and safety (e.g. worker related injury and ill health) - Violations of the right of workers to establish or join a trade union and to bargain collectively - Non-compliance with minimum wage laws - Wages do not meet basic needs of workers and their families <p>Environmental risks</p> <ul style="list-style-type: none"> - Hazardous chemicals - Water consumption - Water Pollution - Greenhouse gas emissions <p>Integrity risks</p> <ul style="list-style-type: none"> - Bribery and corruption <p>Sub-sector risks are those that occur more frequently in a specific sub-sector, such as athletics apparel, footwear, uniforms, etc.</p> |
| Subcontracting | Subcontracting is when a person or company performs a service or activity in the supply chain that is necessary for the completion of another company/individual's contract. |



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| systematically | A clearly defined procedure is followed, which is applied systematically and consistently. |
| Textile wet processes | Comprise the processes that refine fibres, yarns and fabrics, i.e. chemically treat, bleach and/or dye them. Processes referred to as wet processes include washing, bleaching, dyeing, printing and finishing. |
| Vulnerable (stakeholder) groups | Individuals who belong to certain groups or sections of the population that are or could in certain contexts or frequently be exposed to a particular risk of vulnerability or exclusion. |



A.2 List of Abbreviations

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| BMZ | German Federal Ministry for Economic Cooperation and Development |
| BOD | Biochemical Oxygen Demand |
| COD | Chemical oxygen demand |
| DAkks | German Accreditation Body (Deutsche Akkreditierungsstelle) |
| DDG | Due Diligence Guidance |
| DIN | German Institute for Standardisation (Deutsches Institut für Normung) |
| EU | European Union |
| FAO | Food and Agriculture Organization of the United Nations |
| GHS | Global Harmonised System of Classification and Labelling of Chemicals |
| GIZ | Deutsche Gesellschaft für Internationale Zusammenarbeit |
| GK | Green Button (Grüner Knopf) |
| IEC | International Electrotechnical Commission |
| ILO | International Labour Organization |
| ISO | International Organization for Standardization |
| LCA | Life-Cycle Assessment |
| MRSL | Manufacturing Restricted Substances List |
| NGO | Non-governmental Organization |
| OECD | Organization for Economic Co-operation and Development |
| REACH | Registration, Evaluation, Authorisation and Restriction of Chemicals |
| UN | United Nations |
| WHO | World Health Organization |
| ZDHC | Zero Discharge of Hazardous Chemicals |



A.3 Criteria for the Recognition of Certification Labels

Certification labels can be deemed as credible if they meet the following basic requirements specified in the table below. This means that

1. the owner (standard-setting organization) of the recognised label (scheme) meets certain requirements (Section A.3.1), and
2. the process of developing the standard meets certain requirements (Section A.3.2), and
3. a) certification body is used (according to ISO/IEC 17065 para. 7.4.5), or
b) a reliable audit procedure is used by an independent third party which meets certain requirements (Section A.3.3), and
4. the product labelling, if any, meets certain requirements (Section A.3.4).

The recognition of labels is carried out by the BMZ on the basis of a recommendation from the Green Button Secretariat. The Secretariat carries out an examination of relevant labels as well as of those labels for which an examination was requested by the respective owners. The audits are carried out in cooperation with the respective standard-setting organizations and the results of the audit are communicated to them.

After the introductory phase, and in the course of the further development of the Green Button and its accreditation, the requirements for (third-party) labels will be replaced. Instead, among other things, it is currently planned that labels will have undergone a programme audit according to no. 4.6.3 ISO/IEC 17011 at a national accreditation body for comprehensive recognition, and that it has been demonstrated within this framework that the requirements for the object of the evaluation and the testing and monitoring procedures are in conformity with those of the Green Button.



| Criteria | | | |
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| No. | Criteria Name | Requirement | Guidance |
| A. 3.1 Scheme Management | | | |
| 1 | Structure | The standard-setting organization makes its organisational structure available. | An overview of the different governance bodies that manage and govern the scheme (i.e. board, advisory board, board of trustees, etc.). This can be in the form of an organizational chart or narrative document. |
| 2 | Legal status | The standard-setting organisation is a legal entity or an organisation in partnership with legal entities or a government or intergovernmental body. | Information showing the legal status of the organization, often also listed in publicly available commercial registers (commonly also for non-commercial organisations). |
| 3 | Source of Finances | Quantitative information on the income sources or financing structure of the standard-setting organisation is available. | An overview of quantitative information on the income sources or financing structure of the scheme (e.g. potentially including type of funding (i.e. financial, assets, manpower, etc), name of funders, amount or %-distribution of income sources). This could be provided in the form of an annex to annual reports. |
| 4 | Independence of standard-setting organization from certificate holder | The standard-setting organisation is economically independent of the companies that can obtain the certificate (certificate holders). | A policy which governs the independence of the standard-setting organization or proof that the it is not economically dependent on one single certificate holder. In the introductory phase, self-declaration systems of the manufacturer may be accepted by the Scheme owner (BMZ) if a clear commitment to programme verification in accordance with clause 4.6.3 ISO/IEC 17011 is available from a national accreditation body. |



| A. <u>3.2 Standard Development</u> | | | |
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| 5 | Availability of standard | The standard is available free of charge. | <p>One of the following:</p> <ul style="list-style-type: none"> - The standard document is freely available for download on the standard-setting organization's website, incl. all criteria and accompanying documents to support consistent interpretation. All corresponding accompanying documents shall also be freely available. - An online statement that the standard is made available to any interested stakeholder on request free of charge |
| 6 | Standard-setting process | There is a publicly available description of the standard-setting procedures or a summary of how stakeholders engage. | <p>The standard-setting procedures are documented, outlining how stakeholders can engage in the process</p> <ul style="list-style-type: none"> - The documentation includes the bodies involved in the standard-setting process and their respective roles and decision-making functions - The standard-setting organization also ensures that interested stakeholders can access the documents relating to the standard-setting process |
| 7 | Public consultation of standard | Relevant stakeholders can participate in the standard-setting process. | <p>The consultation process must be structured in such a way that relevant stakeholders can participate. This can be ensured if</p> <ol style="list-style-type: none"> 1) All stakeholders can participate in an open procedure, or 2) in the case of member organisations, all members are involved, or 3) relevant actors are selected based on stakeholder mapping. |



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| 8 | Stakeholder feedback | The standard-setting organisation provides information on how the input received from consultations has been included in the final version of the standard. | Documentation of collected feedback from previous public consultations Statement on how the collected feedback was used for the setting or revision of the Standard |
| 9 | Key Issues | Important sustainability problems of the sector or product life cycle were defined in the standard-setting process. | One of the following: <ul style="list-style-type: none">- A list or summary of research studies and reports (e.g. governmental reports, university studies and publications, NGO reports) that legitimize the identified key issues- Existence of a standards committee with technical experts who identify the key issues, with the experts addressed by ISO or DIN- LCA studies that identify key areas of influence, including social and economic aspects In order for this criteria to be fulfilled, the provided information shall match the areas that the standard-setting organization addresses in the standard. There shall be evidence that the information is used for the standard-setting process. This can be for example in the form of a research chapter in one of the standard setting documents. |



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| 10 | Standard review | The standard is reviewed and, if necessary, revised at least every five years. | A statement that details the frequency of review and revision of the applicable standards, with a frequency of no more than five years. This information is most likely included in the standard-setting procedure. |
| 11 | Consistent interpretation | The standard-setting organisation ensures that guidance is in place to support consistent interpretation of the standard. | One of the following: <ul style="list-style-type: none"> - Standard document providing guidance on how to demonstrate compliance with each criterion or following the rules of e.g. ISO 14024 or - A separate guide to interpretation or - Standard document including an interpretation guide |
| A. 3.3 Review of the Standard | | | |
| 12 | Assessment methodology | The methodology used by certification bodies to assess compliance with the standard is documented. | A documented methodology describing requirements for certification bodies and the assessment procedures (e.g. audit procedures or testing and verification methods) (according to ISO/IEC 17067) |
| 13 | Certification body Complaints mechanism | The standard-setting organization requires certification bodies to have a documented complaints mechanism in place for compliance decisions. | The complaints resolution procedure defines (according to ISO/IEC 17065 pt. 7.13): <ul style="list-style-type: none"> - clear steps, timelines and responsibilities to resolve the complaint - in what form and to whom a complaint needs to be submitted |



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| 14 | Duration of certificate/ license | The duration of validity of the certificate or licence is defined. | <p>This requirement (in accordance with ISO/IEC 17065 clause 7.7.1) is defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual. If not defined in the certification requirements/methodologies, the standard-setting organization should have a guidance specifying the information to be included in certificates or licences.</p> <p>For membership-based initiatives, membership duration counts as equivalent, as long as the contract implies that standard rules must apply at all times.</p> |
| 15 | Accredited/authorized certification bodies | The standard-setting organisation maintains a list of all accredited/authorized certification bodies. | A system to list all certification bodies accepted by the standard-setting organisation or accredited by respective accreditation body is available, up-to-date and complete. This list could also be available on accepted accreditation body websites. |
| 16 | Type of conformity assessment | Conformity assessments are carried out by third parties ("third-party audits"). | <p>This requirement (according to ISO/IEC 17065) is defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual. Audits by independent third party providers (3rd party) must be distinguished from audits in the form of a self-assessment (1st party) and audits by a participating interest group, e.g. an industry association (2nd party). Some standard systems provide for different types of conformity checks (e.g. a self-assessment followed by an independent third-party verification). Therefore, the most independent type of testing (3rd party) is decisive, regardless of when the testing takes place.</p> |



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| 17 | Frequency of assessments | Certified factories are regularly subjected to a complete auditing process. | <p>Certified factories are subjected to a complete inspection process at least every 3 years.</p> <p>These requirements (according to ISO/IEC 17065 para 7.9.3) are defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual.</p> <p>This question relates to external audits. In a complete audit procedure, all requirements of the standard and the customer's entire system are audited and evaluated.</p> |
| 18 | Audit procedure | In the case of a full audit, a site visit (including office visit & document review) is carried out. | These requirements are defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual. |
| 19 | Decision-making independence | The persons who are responsible for compliance decision are different from those engaged in the auditing process. | These requirements (according to ISO/IEC 17065 clauses 4.2 & 7.5/7.6) are defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual. |
| 20 | Personnel competence | Auditors have appropriate qualifications and competences. | <p>These requirements (in accordance with clause 6.1 of ISO/IEC 17065) are defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual.</p> <p>The standard-setting organisation has guidelines that set out criteria for the qualification and competence of audit organisations or requires audit organisations to have them. (Check whether testing organisations have implemented this)</p> <p>When audits are carried out by auditing organisations, this refers specifically to the competencies of the auditors.</p> |



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| 21 | Corrective action | The standard-setting organization requires certification bodies to have a procedure for customers to take corrective action in the event of non-compliance, including provisions that specify when a certificate or license is suspended or revoked. | <p>This requirement (according to ISO/IEC 17065 para. 7.4.6/7.4.5, 7.11) is defined in certification requirements/methodologies, or in the contract/agreement between the standard-setting body and the accreditation body, or in a separate accreditation manual.</p> <p>The guidelines specify how to deal with different degrees of non-compliance and how these can be remedied to support compliance between audit organisations.</p> <p>The specifications also specify the conditions under which the certificate/licence may be suspended or revoked, in whole or in part, for all or part of the certificate/licence.</p> |
| A. 3.4 Claims and Labelling | | | |
| 22 | Dealing with claims | The standard-setting organisation makes documented requirements for the use of symbols, logos and claims available. | A policy document on how to use symbols, logos and claims |
| 23 | Clarity of the claim | Claims and labelling requirements ensure that the claims or logos clearly indicate to what they apply | A clear indication to what the claim/label applies, e.g. the complete product, a product component, packaging, service, for promotional use, etc. |



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