



GLOBAL ORGANIC TEXTILE STANDARD
ECOLOGY & SOCIAL RESPONSIBILITY

MANUAL FOR THE IMPLEMENTATION OF GOTS

BASED ON THE GLOBAL ORGANIC TEXTILE STANDARD
(GOTS)

VERSION 7.0
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INTRODUCTION

This document provides interpretations and clarifications for specific criteria of the Global Organic Textile Standard (GOTS) and related official reference documents (e.g. Conditions for the Use of GOTS Signs) approved by the Standards Committee (SC) of the Global Standard gGmbH where the current wording of the specific criteria could lead to (or already led to) inconsistent, inappropriate or even incorrect interpretation. It may further contain requirements for the application of the GOTS and the implementation of the related quality assurance system for Approved Certifiers.

This manual is to be seen as a flexible quality assurance tool of the SC to give advice and clarification to the GOTS *Approved Certifiers* and users of the GOTS where felt necessary as it can be updated short-term, however, it does not deal with revision questions of the current Standard version or even set any revised criteria.

The interpretations, corrections, and further clarifications as provided with this document are binding for all GOTS *Approved Certifiers* and users of the GOTS. Any products already assessed and certified on the basis of other interpretations which were also plausible with regard to the current wording of the GOTS retain their assessed/certified status.

The general implementation deadline to comply with a new version of the Standard, this manual or another official reference document published by the Global Standard gGmbH is 12 months after its release unless other/specific advice is given.

Note:

In this Manual, the relevant Section of GOTS is quoted to which the interpretations and further clarifications refer to. Partial wording taken from GOTS is referred to/quoted as "*lorem ipsum*". In all cases, the wording from the Standard is to be considered definitive.

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OFFICIAL INTERPRETATIONS FOR SPECIFIC CRITERIA OF GOTS, VERSION 7.0

1. PRINCIPLES

1.2. SCOPE AND STRUCTURE

"The final products may include, but are not limited to fibre products, yarns, fabrics, garments, fashion textile accessories (carried or worn), textile toys, home textiles, mattresses, bedding products as well as textile personal care products and food contact textiles."

Interpretation:

- In principle, any product that can be considered a textile fibre product is covered under the scope of GOTS.
- GOTS does not cover:
 - Textile fibre products containing electronic components
 - Products made from non-fibre materials such as leather, skin or hide
- A textile fibre product can only be certified and labelled 'organic' or 'made with organic' as a whole. Products that are certifiable to GOTS as a whole (like textile bags, earbuds, mattresses, etc.) cannot be considered for certification as a combined product. It is not possible to certify and label only a part or component of such a product.
- **Combined Products:** consumer products that are normally not classified as textile fibre products but containing textile fibre components, such as prams with textile fabrics, bassinets, car seats or furniture with textile fabric upholstery, may also be certified and labelled appropriately, ensuring no ambiguity about which component of the entire product is certified, for example, '*Combined Product: (name of component) certified to GOTS*'.
- Products/components that do not carry specific mention or requirements elsewhere within GOTS may be considered as Combined Products. It is the certifier's responsibility to examine the remaining components regarding their overall compatibility with GOTS philosophy and to approve suitable labelling of such a product.

"GOTS criteria or the local legal requirements, whichever is higher, shall always be followed."

Interpretation:

GOTS sets criteria that are stringent yet practical and are relevant in major textile markets. Local or national legal requirements vary across the world. If the local laws provide higher protection to the environment or people, they shall be followed. Similarly, where local laws provide lower protection as compared to GOTS criteria, GOTS criteria would take precedence for the Certified Entities. This is applicable to all aspects of GOTS criteria, including environment, social, building safety, the legality of business, and so on.

"GOTS requires Certified Entities to implement six steps due diligence process (as defined in GOTS Section 3.15 Responsible Business Conduct, Social Compliance, and Due Diligence Management Systems) concerning issues covered by GOTS Social Criteria, GOTS Environmental Criteria and Ethical Business Behaviour."

Guidance:

- Due diligence is the process Certified Entities should carry out to identify, prevent, mitigate and account for how they address actual and potential adverse impacts on human rights, the environment, and ethical business behaviour in their own operations, their supply chain and other business relationships.
- Due diligence management systems shall be implemented based on OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, OECD Due Diligence Guidance for Responsible Business Conduct, and the OECD Guidelines for Multinational Enterprises.
- Certified Entity is not expected to have a stand-alone management system for each GOTS Criteria. For example, a Certified Entity may adopt a comprehensive Policy on Responsible Business Conduct that may incorporate Environmental, Social and Ethical Business Behaviour Criteria. Alternatively, Certified Entity may implement stand-alone policies separately covering Social Criteria, Environmental Criteria and Ethical Business Behaviour.
- Certified Entity shall implement a management system that allows to identify, prevent, mitigate and account for how it addresses its actual and potential adverse impacts.
- Due diligence is conducted against the OECD Guidelines regarding specific adverse impacts (i.e. harm).
- A Certified Entity is expected to conduct due diligence on its own activities and on its suppliers across its supply chain and other business relationships.
- Due diligence is an ongoing exercise, recognising that risks of harm may change over time as the enterprise's operations and operating context evolve.

Interpretation:

- Adverse impacts can be considered harmful impacts on matters covered by the GOTS Social and Environmental Criteria, Ethical Business Behaviour (e.g. child labour, discrimination, hazardous chemicals, etc.).
- Risk refers to the risk of harm to individuals, other organisations and communities in relation to human rights, labour rights and the environment.
- For specific guidance on the essential characteristics of Due Diligence, see pages 16-19 of the OECD Due Diligence Guidance for Responsible Business Conduct.

Reference:

OECD (2017), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector
OECD (2018), OECD Due Diligence Guidance for Responsible Business Conduct
OECD (2011), OECD Guidelines for Multinational Enterprises, OECD Publishing.

“The Standard sets requirements on working and social conditions that are equivalent to those of leading social sustainability standards.”

Interpretation:

Considering that the core function of this Standard is verifying and certifying the processing of certified organic fibres, where a particularly high level of assurance of labour conditions is needed, applying a compatible specialised social standard or scheme is recommended.

1.3. SCOPE CERTIFICATE

“Processors, manufacturers, traders and retailers that have demonstrated their ability to comply with the relevant GOTS criteria in the corresponding certification procedure to an Approved Certifier receive a GOTS Scope Certificate issued in accordance with the 'Policy and Template for issuing Scope Certificates (SCs)'. Accordingly, they are considered Certified Entities. Scope Certificates list the products/product categories that the Certified Entities can offer in compliance with the Standard as well as the processing, manufacturing, and trading activities that are qualified under the scope of certification. Subcontractors and their relevant processing and manufacturing steps become listed on the Scope Certificate of the Certified Entity assigning the certification.”

Interpretation:

Detailed mandatory instructions with regard to policy, layout, format and text for issuing SCs are provided in the 'Policy for the Issuance of Scope Certificates' document that is available on the GOTS website. *Approved Certifiers* are responsible for issuing SCs for *Certified Entities*, with corresponding information such as product categories that *Certified Entities* can offer in compliance with GOTS as well as processing steps and activities that are qualified for GOTS certification. The entire list of GOTS certified suppliers is accessible on the GOTS website.

Reference: www.global-standard.org

1.4. TRANSACTION CERTIFICATE

“TCs are issued by GOTS Approved Certifiers after verification when certified goods move along the supply chain ...”

Guidance:

- TCs shall be requested by Certified Entity through the concerned Approved Certifier whenever needed.

Further Guidance:

- An uncertified retailer may request TCs from its GOTS certified suppliers to ensure that the whole volume of shipment purchased is indeed GOTS certified. TC shall be issued by the Approved Certifier of the supplier.
- TCs can be issued to a (un)certified retailer as long as the products carry GOTS Signs.

1.5. GOTS SIGNS AND LABELLING CONDITIONS

*“A reference to the Approved Certifier who certified the GOTS Goods
The license number of the Certified Entity “*

Guidance:

- A reference to the Approved Certifier can be the certifier's name, short form and/or its logo
- The license number of the *Certified Entity* is the number provided by the *Approved Certifier* and stated on the Scope Certificate

“Labelling of GOTS Goods sold in retail is mandatory.”

Guidance:

- Labelling of final consumer-ready GOTS Goods to be sold in retail to an end-consumer is mandatory. Consumer-facing final products which are produced according to GOTS criteria but do not carry GOTS Signs cannot be referred to as GOTS Goods.
- An (un)certified retailer can receive Transaction Certificates from their certified supplier only for

those products which carry GOTS Signs.

- Sellers of GOTS Goods are expected to ensure that they request TCs only for correctly labelled GOTS Goods via their respective Approved Certifiers.
- Labelling of GOTS Goods shall follow the latest version of 'Conditions for the Use of GOTS Signs'.

2. ECOLOGICAL AND TECHNICAL CRITERIA

2.1. REQUIREMENTS FOR ORGANIC FIBRE PRODUCTION

"Approved are natural fibres that are certified 'organic' or 'organic - in conversion' according to any standard approved in the IFOAM Family of Standards for the relevant scope of the production (crop or animal production), such as Regulation (EC) 834/2007, USDA's National Organic Program (NOP), APEDA National Programme for Organic Production (NPOP), China Organic Standard GB/ T19630. The certification body shall have a valid and recognised accreditation for the standard it certifies against. Recognised accreditations are ISO 17065 accreditation, NOP accreditation, IFOAM accreditation."

References:

[USDA NOP \(USA Organic Regulation\)](#)

[List of NOP accredited certifiers](#)

[APEDA NPOP](#)

[EU 2018/848 \(EU Organic Regulation\)](#)

[EC 889/2008](#) (providing implementation rules for EC 834/2007 regarding organic production, labelling and control)

[EC 1235/2008](#) (providing implementation rules for EC 834/2007 regarding imports of organic products from third countries)

[List of standards approved in the IFOAM Family of Standards](#)

[List of IFOAM accredited certifiers](#)

Further clarifications:

Organic fibre certification, according to JAS, is not possible. (-> per definition of JAS)

Certification of 'in-conversion' (resp. 'in-transition') status is not possible according to USDA NOP. (-> per definition of NOP)

The USDA policy memorandum "Labeling of Textiles That Contain Organic Ingredients" clarifies that textile products that are produced in accordance with GOTS may be sold as organic in the U.S. A valid requirement in this context is that all of the fibres identified as organic in these textiles shall be produced and certified to the USDA NOP regulations.

Legal requirements (e.g. with regard to organic fibre certification) may also apply in other countries and shall be respected.

Reference:

[USDA policy memorandum "Labelling of Textiles That Contain Organic Ingredients"](#)

Guidance:

ISO 20921:2019 - (Textiles - Determination of stable nitrogen isotope ratio), Annex A (identification procedure of organic raw cotton fibre by using stable nitrogen isotope ratio) may be used as an indicator to determine if cotton fibres have been cultivated using compost fertilisers.



2.2.1. PRODUCTS SOLD, LABELLED OR REPRESENTED AS "ORGANIC" OR "ORGANIC IN-CONVERSION"

&

2.2.2. PRODUCTS SOLD, LABELLED OR REPRESENTED AS "MADE WITH (X%) ORGANIC MATERIALS" OR "MADE WITH (X%) ORGANIC IN-CONVERSION MATERIALS"

"The percentage figures refer to the weight of the fibre content of the products under standard conditions."

Interpretation:

Standard atmospheric conditions for testing are as specified in ISO 139 Textiles - Standard Atmospheres for Conditioning and Testing: 65% relative humidity \pm 4% and 20°C \pm 2°C

"...and/or of animal welfare principles (i.e. mulesing) ..."

Further guidance:

GOTS supports and recommends the implementation and use of animal welfare standards in animal fibre production.

2.3.1. PROHIBITED AND RESTRICTED INPUTS

"...The following table lists chemical inputs that may (potentially) be used in conventional textile processing but that are explicitly banned or restricted for environmental and/or toxicological reasons in all processing stages of GOTS Goods. It is not to be seen as a comprehensive and inclusive list of all chemical inputs that are prohibited or restricted under GOTS. Prohibition or restriction of substance groups or individual substances that are not explicitly listed in this Section may further result from Section 2.3.2 'Requirements Related to Hazards and Toxicity' or from other criteria of this Standard..."

Interpretation:

- Most of the chemical inputs listed in this Section as prohibited are banned under GOTS as they do not meet the hazards and toxicity related requirements in Section 2.3.2. The reasons for explicitly listing them in this Section are due to their relevance in the textile sector and/or the public attention to these substances.
- Listed chemicals are prohibited regardless of application as a pure substance or as part of preparation. Preparations are prohibited if one or more of the prohibited substances of this Section are intentionally added/present as a functional component at any level. Any unavoidable contaminations and impurities of such substances shall not exceed the limits given in the table following this interpretation. In case any chemical (and/or group) is not explicitly mentioned in these interpretations or lists or tables, the respective Globally Harmonised System of Classification and Labelling of Chemicals (GHS) criterion is to be taken as a decisive requirement.
- Chemical inputs that knowingly release any of the prohibited substances in the list during the normal application or usage conditions are prohibited.
- For functional nanoparticles as well as GMO containing or derived inputs, the applicable norms/directives do not provide for a duty of declaration in the SDS. Any unavoidable contaminations and impurities of these substances shall not exceed 0.1%.
- Recombinant DNA (DNA cloning, sequencing, editing, engineering) are considered a genetic modification, therefore, inputs produced by such methods are prohibited

- Inputs are also prohibited if there is validation that their designated use in textiles leads to any exceeding residue limits of the parameters listed in Section 2.4.16.

References:

[Regulation EC 552/2009](#)

[European Chemicals Agency \(ECHA\), candidate list](#)

Guidance:

- While the Standard prohibits and/or restricts the use of a number of chemical inputs, it is also recognised by the Standards Committee of GOTS that certain unintended by-products/contaminants may be found in chemical inputs arising from the synthesis route/manufacturing complexities of such inputs. GOTS, therefore, recommends the following maximum contamination limits for chemicals. It is expressly understood that this list and limits contained therein are dynamic and will be reviewed periodically at each revision of GOTS or if found necessary due to changes in regulations/research/commercial requirements.
- The limits mentioned in the table below are meant only for unintended by-products or contaminants and should not be considered as a dilution of GOTS requirements for Chemical Inputs, as detailed in Section 2.3 of GOTS Version 7.0.
- For many of these parameters, standard test methods may not be available. In such cases, modified test methods should be used for the detection and quantification of contaminants. As per GOTS requirements, tests should be carried out by suitably qualified laboratories with adequate testing experience in the field of textile chemical inputs for these parameters.

See also further interpretation guidelines for certain chemical groups.

Sr.	Substance group	Contamination Detection Level
1	Aromatic and/or halogenated solvents	
	1,1-Dichloroethane (75-34-3)	1 mg/kg
	1,2 dichloroethane (107-06-2)	5 mg/kg
	Methylene chloride (75-09-2)	5 mg/kg
	Trichloroethylene (79-01-6)	40 mg/kg
	Tetrachloroethylene (127-18-4)	5 mg/kg
	Tetrachlorotoluene (5216-25-1)	5 mg/kg
	Trichlorotoluene / Benzotrachloride (98-07-7)	5 mg/kg
	Benzylchloride / Chloromethyl benzene (100-44-7)	5 mg/kg Dyes – 100 mg/kg
	Benzene (71-43-2)	50 mg/kg
	Aromatic solvents such as xylene, o-Cresol, p-Cresol, m-Cresol	500 mg/kg
	NMP (872-50-4)	
	Dimethylformamide (DMF) (68-12-2)	50 mg/kg
	Dimethylacetamide (DMAC) (127-19-5)	50 mg/kg
	Toluene (Toluol)(108-88-3)	10 mg/kg
N-methyl-2-pyrrolidone (872-50-4)	50 mg/kg	
2	Flame Retardants	
	Tri-o-cresyl phosphate (78-30-8)	Individually 50 mg/kg
	Trixylyl phosphate (TXP) (25155-23-1)	
	Trimethyl Phosphate (512-56-1)	
	Tris(2 chloroethyl)phosphate (TCEP) (115-96-8)	Individually 250 mg/kg
	Decabromodiphenyl ether (DecaBDE) (1163-19-5)	
	Tris(2,3, dibromopropyl) phosphate (TRIS) (126-72-7)	
	Pentabromodiphenyl ether (PentaBDE) (32534-81-9)	
	Octabromodiphenyl ether (OctaBDE) (32536-52-0)	
	Bis(2,3 dibromopropyl)phosphate (BIS) (5412-25-9)	
	Tris(1 aziridinyl)phosphine oxide (TEPA) (545-55-1)	
	Polybromobiphenyls (PBB) (67774-32-7, 59536-65-1)	
	Tetrabromobisphenol A (TBBPA) (79-94-7)	
	Hexabromocyclodecane (HBCD) (25637-99-4)	
	2,2 bis(bromomethyl) 1,3 propanediol (BBMP) (3296-90-0)	
Hexabromocyclododecane (HBCDD) (3194-55-6)		
2-Ethylhexyl-2,3,4,5-tetrabromobenzoate (TBB) (183658-27-7)		
Bis(2-ethylhexyl)-3,4,5,6-tetrabromophthala		



	te (TBPH) (26040-51-7)	
	Isopropylated triphenyl phosphate (IPTPP) (68937-41-7)	
	Tris(1-chloro-2-propyl) phosphate (TCPP) (13674-84-5)	
	Tris(1,3-dichloro-2-propyl) phosphate (TDCPP) (13674-87-8)	
	Triphenyl phosphate (TPP) (115-86-6)	
	Bis(chloromethyl) propane-1,3-diyltetrakis (2-chloroethyl) bisphosphate (V6) (38051-10-4)	
	Antimony (7440-36-0)	
	Antimony trioxide (1309-64-4)	
	Boric Acid (10043-35-3, 11113-50-1)	
	Decabromodiphenyl (DecaBB) (13654-09-6)	
	Dibromobiphenyls (DiBB) (multiple)	
	Dibromopropylether (21850-44-2)	
	Heptabromodiphenyl ether (HeptaBDE) (68928-80-3)	
	Hexabromodiphenyl ether (HexaBDE) (36483-60-0)	
	Monobromobiphenyls (MonoBB) (Multiple)	
	Monobromobiphenyl ethers (MonoBDEs) (Multiple)	
	Nonabromobiphenyls (NonaBB) (Multiple)	
	Nonabromodiphenyl ether (NonaBDE) (63936-56-1)	
	Octabromobiphenyls (OctaBB) (Multiple)	
	Polybromobiphenyls (Polybrominated biphenyls) / Polybromobiphenyle (Polybromierte Biphenyle) (PBBs) (59536-65-1)	
	Tetrabromodiphenyl ether (TetraBDE) (40088-47-9)	
	Tribromodiphenyl ethers (TriBDEs) (Multiple)	
	Triethylenephosphoramidate (TEPA) (545-55-1)	
	Biboron trioxide (1303-86-2)	
	Disodium octaborate (12008-41-2)	
	Disodium tetraborate, anhydrous (1303-96-4, 1303-43-4)	
	Tetraboron disodium heptaoxide, hydrate (12267-73-1)	
	1H,1H,2H,2H-Perfluorooctylacrylate (6:2 FTA) (17527-29-6)	
	1H,1H,2H,2H-Perfluorodecylacrylate (8:2 FTA) (27905-45-9)	
	1H,1H,2H,2H-Perfluorododecylacrylate (10:2 FTA) (17741-60-5)	
	Chlorinated Benzenes and Toluenes	
	1,2-dichlorobenzene (95-50-1)	500 mg/kg
	All isomers of tri-, tetra- chlorotoluenes	10 mg/kg
3	Other isomers of mono-,di-,tri-,tetra-,penta- and hexa- chlorobenzene and mono-,di-, and penta, chlorotoluene	Sum: 200 mg/kg
	Chlorophenols (including their salts and esters)	
	Tetrachlorophenols (TeCP)	Sum: 20 mg/kg
4	Pentachlorophenol (PCP)	
	Monochlorophenol and isomers	Sum: 50 mg/kg
	Dichlorophenol and isomers	
	Trichlorophenols and isomers	
	Complexing agents and surfactants	
	Nonylphenol (NP), mixed isomers (104-40-5, 11066-49-2, 25154-52-3, 84852-15-3)	250 mg/kg
	Octylphenol (OP), mixed isomers (140-66-9, 1806-26-4, 27193-28-8)	
5	Octylphenol ethoxylates (OPEO) (9002-93-1, 9036-19-5, 68987-9-06)	500 mg/kg
	&Nonylphenol ethoxylates (NPEO) (9016-45-9, 26027-38-3, 37205-87-1, 68412-54-4, 127087-87-0)	
	EDTA, DTPA, NTA	500 mg/kg
	LAS, α -MES	500 mg/kg
6	Endocrine disruptors	Prohibited
7	Formaldehyde and other short-chain aldehydes (such as Glyoxal)	150 mg/kg
8	Heavy Metals	Refer to the definition of "Heavy Metal Free" in Section 7 of GOTS
	Inputs (e.g. azo dyes and pigments) releasing carcinogenic arylamine compounds (MAK III, category 1,2,3,4)	
9	Banned Amines	150 mg/kg
	Navy Blue Colourant	250 mg/kg
	Carcinogenic or Sensitising / Allergenic (Disperse) Dyes	250 mg/kg
10	Inputs with halogen containing compounds (exceptions for sections 2.4.6 & 2.4.7)	1% AOX
	Organotin Compounds	
11	Dibutyltin (DBT) (Multiple)	20 mg/kg
	Mono, di and tri derivatives of methyltin (Multiple)	5 mg/kg
	Mono, other di and tri derivatives of butyltin (Multiple)	5 mg/kg
	Mono, di and tri derivatives of phenyltin (Multiple)	5 mg/kg
	Mono, di and tri derivatives of octyltin (Multiple)	5 mg/kg



	Monomethyltin compounds (MMT) (Multiple)	5 mg/kg
	Dipropyltin compounds (DPT) (Multiple)	5 mg/kg
	Dibutyltin dichloride (DBTC) (Multiple)	5 mg/kg
	Tripropyltin compounds (TPT) (Multiple)	5mg/kg
	Tetraethyltin compounds (TeET) (Multiple)	5 mg/kg
	Tetrabutyltin compounds (TeBT) (Multiple)	5 mg/kg
	Tetraoctyltin compounds (TeOT) (Multiple)	5 mg/kg
	Tricyclohexyltin (TCyHT) (Multiple)	5 mg/kg
	Tricyclohexyltin hydroxide (1321-70-5)	5 mg/kg
Bis(tributyltin)trioxide (TBTO) (56-35-9)	5 mg/kg	
12	Phthalates	
	Diethylhexyl phthalate (DEHP) (117-81-7)	
	Bis(2-methoxyethyl) phthalate (DMEP) (117-82-8)	
	Di-n-octyl phthalate (DNOP) (117-84-0)	
	Diisodecyl phthalate (DIDP) (26761-40-0)	
	Diisononyl phthalate (DINP) (28553-12-0)	
	Di-n-hexyl phthalate (DnHP) (84-75-3)	
	Dibutyl phthalate (DBP) (84-74-2)	
	Benzylbutyl phthalate (BBP) (85-68-7)	
	Di-n-nonylphthalate (DNP) (84-76-4)	
	Diethyl phthalate (DEP) (84-66-2)	
	Di-n-propyl phthalate (DPrP) (131-16-8)	
	Di-isobutyl phthalate (DIBP) (84-69-5)	
	Di cyclohexylphthalate (DCHP) (84-61-7)	
	Di-iso-octyl phthalate (DIOP)(27554-26-3)	
	Di-C ₇₋₁₁ branched and linear alkylphthalates (DHNUP) (68515-42-4)	
Di-C _{6,8} branched alkylphthalates (DIHP) (71888-89-6)		
Di-iso-pentyl phthalate (DIPP) (605-50-5)		
Di-n-pentyl phthalate (DnPP) (131-18-0)		
	Sum: 250 mg/kg	
13	PAH	Sum: 200 mg/kg
	Benzo[a]pyrene (BaP) (50-32-8)	20 mg/kg
	Anthracene (120-12-7)	
	Pyrene (129-00-0)	
	Ben-zo[g,h,i]perylene (191-24-2)	
	Benzo(e)pyrene (192-97-2)	
	Indeno[1,2,3-cd]pyrene (193-39-5)	
	Benzo(j)fluoranthene (205-82-3)	
	Benzo[b]fluoranthene (205-99-2)	
	Fluoranthene (206-44-0)	
	Benzo[k]fluoranthene (207-08-9)	
	Acenaphthylene (208-96-8)	
	Chrysene (218-01-9)	
	Dibenz[a,h]anthracene (53-70-3)	
	Benzo[a]anthracene (56-55-3)	
	Acenaphthene (83-32-9)	
	Phenanthrene 85-01-8)	
Fluorene (86-73-7)		
Naphthalene (91-20-3)		
	Sum: 200 mg/kg	
14	Per- and polyfluoroalkyl substances (PFAS)	
	Perfluorooctane sulfonate (PFOS) and related substances Perfluorooctanoic acid (PFOA) and related substances	Sum: 2 mg/kg 2 mg/kg
15	Chlorinated Paraffins	
	Short Chain Chlorinated Paraffins (SCCP) (C10 C13) Medium-Chain Chlorinated Paraffins (MCCPs) (C14-17)	50 mg/kg 500 mg/kg
16	Glycol Derivatives	
	Bis(2-methoxyethyl)-ether (111-96-6)	50 mg/kg
	2-ethoxyethanol (110-80-5)	50 mg/kg
	2-ethoxyethyl acetate (111-15-9)	50 mg/kg
	Ethylene glycol dimethyl ether (110-71-4)	50 mg/kg
	2-methoxyethanol (109-86-4)	50 mg/kg
	2-methoxyethylacetate (110-49-6)	50 mg/kg
	2-methoxypropylacetate (70657-70-4)	50 mg/kg
Triethylene glycol dimethyl ether (112-49-2)	50 mg/kg	
2-Methoxy-1-propanol (1589-47-5)	50 mg/kg	

Substance group	Criteria
Endocrine disruptors	Prohibited

Specification:

As a specific requirement, any substance is prohibited:

- If listed in the candidate list in annex 1 of the EU report towards the establishment of a priority list of substances for further evaluation of their role in endocrine disruption in:
 - Category 1: substances for which evidence of endocrine disrupting activity in at least one species using intact animals is available or
 - Category 2: substances for which at least some in vitro evidence of biological activity related to endocrine disruption is available or
- If other scientific evidence is available that identifies the substance as an endocrine disruptor as per the definition provided in Section 7 of GOTS.

The EU Commission is currently working on a new concept for the assessment of substances because of their endocrine-disrupting properties, and the EU Joint Research Centre on a corresponding database of substances. As soon as these documents are published, this specification will be reviewed and may be updated accordingly.

Reference:

Annex 1 of the EU report towards the establishment of a priority list of substances for further evaluation of their role in endocrine disruption:

http://ec.europa.eu/environment/archives/docum/pdf/bkh_annex_01.pdf

Further Guidance for Inputs (e.g. azo dyes and pigments) releasing carcinogenic arylamine compounds (MAK III, category 1,2,3,4):
Azo dye compounds MAK III, category 1 (with CAS no):

4-Aminobiphenyl (92-67-1)	2-Naphthylamine (91-59-8)
Benzidine (92-87-5)	o-Toluidine (95-53-4)
4-Chloro-o-toluidine (95-69-2)	

Azo dye compounds MAK III, category 2 (with CAS no):

o-Aminoazotoluene (97-56-3)	4,4'-Methylene-bis-(2-chloroaniline) (101-14-4)
2-Amino-4-nitrotoluene (99-55-8)	4,4'-Oxydianiline (101-80-4)
p-Chloroaniline (106-47-8)	4,4'-Thiodianiline (139-65-1)
2,4-Diaminoanisole (615-05-4)	2,4-Toluyldiamine (95-80-7)
4,4'-Diaminobiphenylmethane (101-77-9)	2,4,5-Trimethylaniline (137-17-7)
3,3'-Dichlorobenzidine (91-94-1)	o-Anisidine (90-04-0)
3,3'-Dimethoxybenzidine (119-90-4)	2,4-Xylidine (95-68-1)
3,3'-Dimethylbenzidine (119-93-7)	2,6-Xylidine (87-62-7)
3,3'-Dimethyl-4,4'-diaminobiphenylmethane (838-88-0)	4-Aminoazobenzene (60-09-3)
p-Cresidine (120-71-8)	

Azo dye compounds MAK III, category 3 (with CAS no):

5-Chloro-2-methylaniline (95-79-4)	p-phenylenediamine (106-50-3)
N,N-Dimethylaniline (121-69-7)	

Azo dye compounds MAK III, category 4 (with CAS no):

Aniline (62-53-3)	
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Prohibited azo pigments that may release carcinogenic amine compounds (*or generate the same in a chemical follow-up reaction) include:

C.I. Pigment Red 8	C.I. Pigment Red 22	C.I. Pigment Red 23*	C.I. Pigment Red 38
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Reference:

C.I. Numbers as mentioned in [The Colour Index™](#) published online by the Society of Dyers and Colourists and American Association of Textile Chemists and Colorists.

Further Guidance for Carcinogenic Dyes:

Basic Green 4(Melachite Green)	Basic Green 4 (Melachite Green Oxalate)	Basic Green 4 (Melachite Green Chloride)	C.I. Basic Violet 14
Disperse Orange 11	Disperse Red 151	Disperse Yellow 7	Disperse Yellow 56
Direct Black 38	Direct Blue 6	Basic Violet 3	Disperse Blue 1



C.I. Acid Red 26	C.I. Direct Red 28	C.I. Basic Red 9	C.I. Acid Violet 49
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Substance group	Criteria
Inputs with halogen containing compounds	Prohibited are <i>inputs</i> that contain > 1% <i>permanent AOX</i>

Interpretation:

- Inputs with a total content of organic halogens >1% can only be approved if it is plausible that the permanent AOX content is < 1%.
- For the definition of “permanent AOX” refer to Section 7 in GOTS

Substance group	Criteria
In-can preservatives in chemical inputs	<p>Prohibited are: <i>In-can preservatives which do not meet the requirements of Sections 2.3.1 and 2.3.2</i></p> <p>Exceptions allowed are: <i>Biocidal active substance(s) that comply with European biocidal products regulation (BPR 528/2012) and are listed on the Union list of BPR for product type PT06 (preservatives for products during storage): https://echa.europa.eu/en/information-on-chemicals/biocidal-active-substances</i></p>

Interpretation:

- Use of in-can preservatives is allowed in *preparations* when the *preparation* itself satisfies requirements of toxicity.
- In-can preservatives can be declared by the chemical input formulator/trader to their Certification Body during the chemical input approval process.
- If an in-can preservative fails to meet any other requirement of GOTS prior to the input approval, the Certification Body shall notify GOTS for a common decision.

2.3.2. REQUIREMENTS RELATED TO HAZARDS AND TOXICITY

“Inputs that are classified with specific hazard statements (risk phrases) related to health hazards ...”

Interpretation:

- Preparations* are prohibited if any of the contained *substances*, which are classified with any hazard statement listed in this Section are intentionally added/present as a functional component at any level.
- Further, a *preparation* is prohibited if any of the contained *substances*, which are classified with any hazard statement listed in this Section, is present above the concentration limit, above which the *substance* needs to be declared in the SDS (prepared according to one of the equivalent norms/directives as listed in Section 2.3.3.). In each case of doubt about the classifications and applicable concentration limits, the GHS provisions are decisive.
Preparations that knowingly release such substances at normal application or usage conditions are prohibited.
- Preparations* are also prohibited if there is validation that their designated use leads to any exceeding residue limits in textiles of the parameters listed in Section 2.4.16.

References:

[Globally Harmonized System of Classification and Labelling of Chemicals \(GHS\)](#) as published by the United Nations, 3rd revision 2009 (tables containing hazard statements with H-codes as well as corresponding hazard classes and categories are provided in annex 3)

[Regulation EC 1272/2008](#)

Further relevant Directives for classification and assessment of *preparations*:

[Directive 2006/8/EC](#)

[Classification & Labelling Inventory for substances registered or notified in the EU](#)

“¹⁾ Performing new animal tests to determine unknown LD₅₀ values in the course of the GOTS assessment procedure for inputs (refer to Section 2.3.3) is prohibited. Instead, alternative methods (e.g. Acute Toxicity Estimates (ATE); conclusions on an analogy from similar products; validated structure-activity relationships; the calculation from available data of substances contained; expert judgment; in vitro tests) shall be used to determine unknown values.

“³⁾ Performing new fish and daphnia tests to determine unknown LC₅₀ / EC₅₀ values in the course of the GOTS assessment procedure for inputs is prohibited. Instead, alternative methods such as Acute Toxicity Estimates (ATE); validated structure-activity relationships; conclusion on an analogy from similar products; the calculation from available data of substances contained; fish egg test (embryo toxicity test (FET)); in vitro test; IC50 algae; OECD 201 [72hr] shall be used to determine unknown values.”

Interpretation:

In case new animal/fish tests for input would have been carried out in a legally binding registration procedure (such as REACH), it shall be demonstrated that these tests were mandatory, and no alternative method would have been accepted. In other ways and in all other cases of new animal/fish tests performed, the corresponding input shall not be approved for GOTS.

2.3.3. ASSESSMENT OF CHEMICAL INPUTS

“All chemical inputs intended to be used to process GOTS Goods shall undergo an approval procedure by a GOTS Approved Certifier prior to their usage. Preparations shall have been evaluated and their trade names shall be listed on the GOTS Positive List by a GOTS Approved Certifier who is authorised by the Global Standard gGmbH for this specific accreditation scope, namely, “Approval Of Textile Chemical Inputs on the GOTS Positive List (Scope 4)”.

Interpretation:

- “Applicable recognised norms or directives” according to which an SDS of a chemical input (substance or preparation) shall be prepared in this context are:
 - ANSI Z400.1/Z129.1:2010
 - ISO 11014-1
 - EC 2020/878
 - EC 2015/830
 - GHS (Globally Harmonised System of Classification and Labelling of Chemicals)
 - JIS Z 7253:2012
- In specific, valid reasons for the inclusion of further sources of information in the assessment include:
 - SDS does not represent a legally binding basis in the country/region where the input is marketed
 - Input potentially contains restricted or prohibited substances for which a declaration in

the SDS is not binding (e.g. AOX, endocrine disruptors, GMO (derived) material or enzyme, nanoparticles)

- SDS does not contain certain ecological or toxicological information required to assess compliance with related GOTS criteria
- Tests/methods used to determine certain ecological or toxicological values are not specified or do not correspond to those listed in the GOTS criteria
- Spot checking on the accuracy of certain ecological or toxicological information provided on the SDS
- Surveillance of impurities
- For the details of the chemical assessment procedure, “Approval of Textile Chemical Inputs on the GOTS Positive List (Scope 4)” is accessible on the GOTS website: <http://www.global-standard.org/certification/how-to-get-chemical-inputs-approved.html>
- Certifiers who are active in Scope 4 shall make their lists of approved chemical inputs available to all Approved Certifiers of GOTS. The lists are to be taken as an applicable tool for input assessment in the GOTS certification scheme by all Approved Certification Bodies.
- Certifiers responsible for the approval of chemical products shall ensure that all approval decisions are made on the basis of valid SDS, based on knowledge of all relevant endpoints for each constituent of formulations. Relevant endpoints are, for example, values used for the formulation of Hazard Statements and/or their GHS equivalents for an individual constituent.
- In case of conflicting decisions (product approved by one that is declined by another certifier), certifiers are requested to achieve consistent assessment by sharing their proofs of assessment. If this fails in the last instance, the responsible person for Standards Development & Quality Assurance / Standards Committee of the Global Standard gGmbH decides after screening the provided technical information on the chemicals in question.
- The approval status of a chemical input, in other words, the validity of an LoA, shall last for 3 years or until a new version of GOTS comes into force, whichever is earlier. Based on the risk assessment of the Scope 4 auditor, the validity period may be shorter than 3 years. However, the Additives Registration Fee shall be paid once for the validity period of the current Standard version
- Basic chemicals (such as salt, alkali, acid, etc.) used do not need to be released on Letters of Approval.

2.3.4. PRODUCT STEWARDSHIP OF CHEMICAL INPUTS

“Chemical formulators and their subcontractors (if any) shall implement appropriate and effective product stewardship practices. Adequate systems for product testing and quality assurance shall be in place.”

Interpretation:

- Product Stewardship practices may include but are not limited to a documented plan defining minimum key tasks for personnel involved and a general flow of the chemical inputs in terms of product development, raw material, process control of various stages of production, control of intermediates, packaging, storage & distribution, marketing and sales, use & end-of-life cycle.
- As a minimum, chemical formulators shall implement the following quality assurance practices:
 - Risk assessment of raw materials and intermediates for consistency and presence of hazardous substances.
 - Testing plan for raw materials with defined intervals, test methods and approval criteria.
 - Risk assessment of preparations for consistency and presence of unavoidable contaminants.
 - Testing plan for formulations and preparations with defined intervals and approval criteria.
 - Process control during formulation for consistent quality and hazardous substances.
 - Quality assurance practices in formulation of preparations.
 - Staff training for risk assessment.
 - Adequate evaluation of preparations for the release of hazardous substances during intended use.
 - Application of formulations and preparation on textile substrate under controlled conditions set by formulators, verifying conformance with Section 2.4.16.

Implementation:

The requirements in this section shall be implemented at subcontractors' premises by 01 March 2025.

2.3.5. ENVIRONMENTAL MANAGEMENT, OCCUPATIONAL HEALTH AND SAFETY FOR CHEMICAL SUPPLIER/FORMULATORS

“Chemical formulators and their subcontractors (if any) shall undergo an on-site audit for environmental management system and safety at their production premises. The on-site audit shall be performed for the 1st year and every 3rd year of the granted Letters of Approval (LoA) or before a new version of GOTS comes into force, whichever is earlier.”

Guidance:

- Where verifiable results (audit reports) from the following internationally recognised compliance schemes are available for the inspected chemical formulator, these audit results should be screened and considered to the widest extent possible for this Section (2.3.5.) only.
 - Eco Passport by Oeko-Tex®
 - bluesign
 - Certificate of ZDHC Level 3 Product Conformance, issued by Sustainable Textile Solutions (STS), an arm of BluWin Limited

References:

[Eco Passport by Oeko-Tex®](#)

[bluesign](#)

[BluWin](#)

Implementation

The requirements of this Section shall be implemented by 01 March 2025, and subcontractors (if any) shall be first inspected through GOTS Approved CBs (Scope 4) by 01 July 2025.

“GOTS criteria in the following sections shall be included in the audit of formulators and their

subcontractors (if any) and shall be applicable to the entire site for the whole year.

- Section 2.4.11
- Section 2.4.12, (see Implementation Manual for COD requirements)
- Section 3.6”

Guidance:

(Referring to the requirements set in Section 2.4.12)

Wastewater COD values in the case of a chemical formulator shall be below 250 ppm or shall meet legal requirements, whichever is lower.

2.4.2. SPINNING

“Any paraffin product used shall be fully refined with a limited value for residual oil of 0.5%.”

“Synthetic fibres which are to be dissolved at a later processing stage, are not allowed to be used.”

Interpretation:

- Paraffin is directly applied onto fibres/yarns during production therefore, it shall be considered as chemical input.
- Prohibited are synthetic fibres (like polyvinyl alcohol (PVA)) which are used for spinning or an intermediate processing stage and dissolved using water or chemicals at a following processing step.
- Use of PVA (polyvinyl alcohol) as a backing material for embroidery is prohibited

2.4.3. SIZING AND WEAVING/KNITTING

Guidance:

- Use of PVA (polyvinyl alcohol) as a backing material for embroidery is prohibited

2.4.5. PRE-TREATMENT AND OTHER WET PROCESSING STAGES

Parameter	Criteria
Boiling, kieren, washing	Washing detergents shall not contain phosphates.

Guidance:

Analysis of the presence of phosphate cannot be obtained via an analysis of phosphorous using ICP/MS or similar. Analysis of phosphate should be a direct and conclusive test. Knowledge of the formulation of the chemical input or an appropriate test method such as Ion Chromatography adapted from ISO 10304-1 can be considered.

2.4.6. DYEING

&

2.4.7. PRINTING

Parameter	Criteria
Selection of dyes and auxiliaries	“Prohibited are (disperse) dyes classified as sensitising/ allergenic”

Guidance:

Specification (disperse dyes classified as sensitizing / allergenic):

The following disperse dyes are prohibited (because of their sensitising potential):



C.I. Disperse Blue 1	C.I. Disperse Orange 1	C.I. Disperse Violet 93
C.I. Disperse Blue 3	C.I. Disperse Orange 3	C.I. Disperse Yellow 1
C.I. Disperse Blue 7	C.I. Disperse Orange 37	C.I. Disperse Yellow 3
C.I. Disperse Blue 26	C.I. Disperse Orange 76	C.I. Disperse Yellow 9
C.I. Disperse Blue 35	C.I. Disperse Orange 149	C.I. Disperse Yellow 23
C.I. Disperse Blue 102	C.I. Disperse Red 1	C.I. Disperse Yellow 39
C.I. Disperse Blue 106	C.I. Disperse Red 11	C.I. Disperse Yellow 49
C.I. Disperse Blue 124	C.I. Disperse Red 17	C.I. Disperse Violet 1
C.I. Disperse Blue 291	C.I. Disperse Brown 1	C.I. Disperse Orange 59
C.I. Disperse Yellow 54		

Reference:

C.I. Numbers as mentioned in [The Colour Index™](#) published online by the Society of Dyers and Colourists and the American Association of Textile Chemists and Colorists.

Parameter	Criteria
Selection of dyes and auxiliaries	<i>... The use of natural dyes and auxiliaries that are derived from a threatened species listed on the Red List of the IUCN is prohibited.</i>

Reference: [Red List of the IUCN](#)

Parameter	Criteria
Selection of dyes and auxiliaries	<i>... Prohibited are colourants classified as carcinogenic or suspected carcinogenic (H350 / H351).</i>

Reference:

[IARC monographs](#)

[ECHA Restriction reports](#)

[Annex VI \(Harmonized Classification\) of the CLP regulation](#)

2.4.9. GENERAL REQUIREMENT FOR MACHINE OILS

“Machine oils which may come in contact with GOTS Goods during processing/manufacturing stages, along the GOTS supply chain shall be heavy metal-free. Such machine oils may undergo a voluntary assessment for approval and can be listed in the GOTS Positive List.”

Guidance

As a common practice, machine oils are utilized for the maintenance of textile machinery and not applied to textiles directly. Therefore, they are not to be perceived as a chemical input for textile processing, however, during textile processing, if used, machine oils may come in contact with textiles. Considering the risk involved, wherever relevant, those machine oils shall be heavy-metal free.

2.4.10. REQUIREMENTS FOR ADDITIONAL FIBRE MATERIALS AND ACCESSORIES

2.4.10.1. Requirements For Additional Fibre Materials

“Fibre materials accepted for the remaining uncertified balance of the product’s material composition (max. 5% according to Section 2.2.1. and max. 30% according to Section 2.2.2.)”

Interpretation:

- Conventional cotton is not permitted as an additional fibre material at any level, which means that all cotton fibres that can be used in a GOTS Good shall be either organic or organic in-conversion.
- Conventionally grown cotton fibre, even if it is non-GMO or recycled, is not permitted as additional fibre.
- Mechanically recycled organic cotton fibre which comes from GOTS Certified Entities as pre-consumer waste, can be mixed with virgin organic and virgin organic in-conversion cotton in a product. This is allowed since mechanical recycling would not cause any intrinsic difference in fibre's organic status.
- Mohair, a fibre derived from the angora goat, is permitted as an additional fibre, provided it satisfies conditions given in Sections 2.4.10.1 and 2.4.17
- Virgin polyester is not permitted as an additional fibre material. All polyester fibres blended in a GOTS Good, under Section 2.2.1 and 2.2.2, shall be (thermo-mechanically or chemically) recycled from pre-or post-consumer waste
- Animal fibres that are certified to a standard that includes animal welfare principles are encouraged to be used as additional fibre materials
- Wool fibres used in GOTS Goods that come under Sections 2.1, 2.2 and 2.4.10.1 of GOTS shall come from mulesing-free sources. Current adequate proof for a non-mulesed verification of wool by Approved Certifiers shall include:
 - Wool fibre that is coming from a region where mulesing is prohibited or not practised IFOAM Family of Standards accredited organic certification in this region strictly excludes mulesing
 - If any of the above conditions is not fulfilled, then an additional certification is required to provide adequate proof for the non-mulesed status of the wool. Those schemes may include (but are not limited to) Responsible Wool Standard (RWS) by Textile Exchange, ZQ Merino, New Merino etc.

Further Guidance:

- Adequate verification proof for the use of regenerated fibres from certified organic raw materials is certification of the fibre supplier/manufacturer and the fibre material to the Organic Content Standard (OCS from Textile Exchange).
- Recognised certification programs verifying compliance with sustainable forestry management principles are Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification Schemes (PEFC) and Rainforest Alliance.
- Adequate verification proof for the use of recycled synthetic fibres is certification of the fibre supplier/manufacturer and the fibre material to the Recycled Claim Standard (RCS from Textile Exchange), the Global Recycle Standard (GRS from Textile Exchange), Recycled Content Standard (from Scientific Certification Systems).
- Samples for **possible material compositions** according to GOTS 6.0 include:
 - 70% organic cotton, 30% lyocell from organic sources
 - 70% organic cotton, 25% recycled polyamide, 5% polyurethane
- Samples for **material compositions no longer possible** according to GOTS 6.0 include:
 - 70% organic cotton, 30% rayon from organic bamboo
 - Socks made of 70% organic cotton, 25% (virgin) polyamide, 5 % polyurethane

References:

[Content Claim Standard \(CCS, Textile Exchange\)](#)

[Organic Content Standard \(OCS, Textile Exchange\)](#)
[Global Recycle Standard \(GRS, Textile Exchange\)](#)
[Recycled Claim Standard \(RCS, Textile Exchange\)](#)
[Recycled Content Standard \(Scientific Certification Systems\)](#)
[Forest Stewardship Council \(FSC\)](#)
[Programme for the Endorsement of Forest Certification Schemes \(PEFC\)](#)
[Responsible Wool Standard \(RWS, Textile Exchange\)](#)
[Rainforest Alliance](#)

2.4.10.2. Requirements For Accessories

“Material in general: valid for appliqué, borders, buckles, buttons and press-studs, cords, edgings, elastic bands and yarns, embroidery yarns, fasteners and closing systems, adhesive tapes, hatbands, laces, linings, inlays, interface, labels (heat-transfer, adhesive, care, GOTS), interlinings, pockets, seam bindings, sewing threads, shoulder pads, padding for undergarments, trims, zippers, soles in footwear and any other not explicitly listed accessories”

Interpretation:

- If tapes or labels used by a Certified Entity come with a pre-applied adhesive should be considered accessories and shall meet the criteria as per Section 2.4.17.
- If an adhesive (such as glue) is received in liquid/gel/semi-solid form to be used by the Certified Entity (e.g., for mattresses, pasting embellishments, etc.) the adhesive shall be assessed and approved by a Scope 4 GOTS Approved Certifier prior to its use.

“Latex foam used in mattresses shall be made from certified organic or organic in-conversion latex or from latex certified according to a program that verifies compliance with sustainable forestry management principles”

Interpretation:

- Adequate verification proof for organic latex can be the Global Organic Latex Standard (GOLS).
- Recognised certification programs verifying compliance with sustainable forestry management principles are Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification Schemes (PEFC) and Rainforest Alliance.

Reference: [Global Organic Latex Standard \(GOLS\)](#)

2.4.11. ENVIRONMENTAL AND CHEMICAL MANAGEMENT

“In addition to GOTS criteria, all companies shall assure compliance with the applicable national and local legal environmental requirements applicable to their processing/manufacturing stages (including those referring to emissions to air, wastewater discharge as well as disposal of waste and sludge).”

Interpretation:

- If local legal requirements are stricter than GOTS criteria, local laws shall be followed and vice-versa.
- Certified Entities shall conduct a regular, preferably annual, environmental risk assessment audit aiming to identify potential environmental impacts and risks that are applicable to their processing stages, then accordingly classify and prioritize the identified risks.
- As the following step, Certified Entities shall set measures to mitigate those identified risks and impacts
- Certified Entities shall have a chemical management plan at the site which would also include

safe chemical storage, labelling, use of protective equipment for anyone that handles chemicals.

- Certified Entities should identify and use substitutes for chemicals on the MRSL based on scientific data and internationally accepted methodology for assessing hazards. They may also use existing credible substitution lists for any chemicals they need to use for production.

Further reference: [OECD Environmental Risk Assessment Toolkit](#)

“Responsible person(s) for the environment and chemical management related duties”

Interpretation:

Person(s) responsible for environmental policy and chemical management duties shall be competent, appropriately trained and shall have adequate resources made available to them so as to discharge duties.

“...the available data and procedures need to include:

- b) data on energy and water resources and their consumption per kg of textile output
- c) target goals and procedures to reduce energy and water consumption per kg of textile output”

Further Guidance:

- GOTS Monitor Water/ Energy (GOTS WE Tool) is a tool specifically developed to support GOTS certified facilities. It covers both requirements, as it determines actual performance and specific consumption values. Furthermore, the tool provides realistic, factory-specific benchmark values that can be used both as improvement targets and milestones to monitor their progress. It is free to use for GOTS certified facilities during the license validity period. Certified entities can download a copy from the GOTS website. The latest Version 2.0 was released in November 2018. GOTS Monitor (Water/ Energy)
- When collecting data on water resources and consumption, it is important to keep a record of the amount of how much fresh water and recycled water is consumed per year at the facility. Certified facilities located in water-stressed areas are required to have water management plans, including the development and implementation of water efficiency plans and/or reducing process dependence on freshwater by re-using and recycling.

Reference:

OECD (2015), Stakeholder Engagement for Inclusive Water Governance, OECD Studies on Water, OECD Publishing, Paris.

OECD (2015), “Securing Water, Sustaining Growth”, Report of the GWP/OECD Task Force on Water Security and Sustainable Growth, Organisation for Economic Co-operation and Development, Paris

“...Certified Entities are required to collect information on sources of greenhouse gas emissions (GHG) within their own operations and identify means for reduction for each source...”

Guidance:

For a list of fluorinated greenhouse gases refer to [Regulation \(EU\) No 517/2014](#)

Further Guidance:

- GOTS supports all initiatives that are aimed at arresting and reversing Climate Change, an integral part of the United Nations’ Sustainable Development Goals (SDGs). It is incumbent on GOTS Certified Entities to take steps towards meeting these goals, and as a preliminary first

step, it is required that Certified Entities identify sources of GHG emissions within their own operations. These may include activities owned or controlled by the enterprise that releases emissions straight to the atmosphere (i.e. direct emissions), or the enterprise's consumption of purchased electricity, heat, steam and cooling (i.e. indirect energy emissions).

- Certified Entities are required to reduce identified GHG emissions to the extent possible over time. They may take a risk-based approach to address their GHG emissions by focusing their resources where GHG emissions are greatest (for example, fossil fuel based activities). While GOTS currently does not set time or emission limits within its supply chain, it encourages all Certified Entities to evaluate their operations and work towards such goals. A future perspective of Certified Entities should be to extend this evaluation beyond their own operation and also consider GHG emissions released at further levels, such as product related emissions and supply chain emissions.

References:

Additional information to reduce GHG emissions: OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, Table 13, p.173.

Additional information on GHGs: <https://www.epa.gov/ghgemissions>

Suggested reading: <https://ourworldindata.org/co2-and-other-greenhouse-gas-emissions>

2.4.12. WASTEWATER MANAGEMENT

"Wastewater from all wet processing units shall be treated in an internal and/or external functional Effluent Treatment Plant (ETP) before discharged to the environment. ETP shall be effective, operational and maintained all the time."

Interpretation:

The question of whether an ETP is functional or not mainly depends on the inputs used in wet processing. For a unit only performing dyeing with natural dyes and auxiliaries, a simple biological treatment system may be appropriate, whereas, for an industrial unit working with chemical dyes and auxiliaries, at least a two-stage treatment plant is requested. Units using auxiliaries that are approved because of their adequate eliminability (e.g. acc. to OECD 302B) shall in addition, have a functioning treatment of the sludge. Maintenance of ETP is especially crucial to eliminate risks such as leakage to the soil and aquifers etc.

"The applicable national and local legal requirements for wastewater treatment including limit values with regard to pH, temperature, TOC, BOD, COD, colour removal, residues of (chemical) pollutants and discharge routes shall be fulfilled."

Interpretation:

- Within the GOTS certification procedures, compliance with the national and local legal requirements shall be checked on the basis of the corresponding official environmental permit and through appropriate verification means. In specific, verification shall assure that:
 - The quality of discharged wastewater continuously complies with all requirements and limits defined in the environmental permit.
 - If the wastewater is treated (partly) in an external plant, the wet processor has a valid delivery contract with the operator of the external treatment plant while
 - The contract indicates the parameters and the related limits which shall be respected before discharging the wastewater to the receiving treatment plant
 - The operator of the external plant is legally authorised for this operation and

continuously complies with the national and local legal requirements and limits

- The quantity of wastewater to be treated does not exceed the capacity of the on-site treatment plant and/or the maximum quantity indicated in the delivery contract
- The indicated quantity to be treated matches the actual processing water quantity used and discharged

“Minimum criteria shall comply with the local/national law if GOTS requirements are lower.”

Interpretation:
If the local/national legal requirements are stricter than GOTS criteria, local laws shall be followed and vice-versa.

“Wastewater discharges to the environment shall not exceed 20 g COD/kg of processed textile (output). For scouring greasy wool, an exceptional limit of 45 g COD/kg applies.”

Interpretation:

- Criteria in this Section relate to compliance requirements for the entire facility.
- The requirement shall be measured downstream of an internal, on-site, wastewater treatment plant and/or an external, off-site, e.g., municipal, wastewater treatment plant receiving wastewater from these wet processing sites.
- The applicable test method for COD determination is ISO 6060.
- The applicable calculation method in this context is as follows:

$$(C \div 1000) \times (V \times 1000) \div (W \times 1000) = \dots \text{ g COD/kg}$$

Where;
C (mg/l) is COD concentration in water discharged to the environment after treatment
V (m³) is the volume of water discharged in the calculation period
W (ton) is the weight of textile output in tonnage in the calculation period
- COD requirements for GOTS are measured in g/kg of processed output. Typical COD test reports contain COD values in g/l of effluent/discharge. Inspectors will need to calculate the COD in g/kg of processed output based on the calculation given above in these cases.

Reference:
[ISO 6060 Water quality - Determination of the chemical oxygen demand](#)

“Wastewater analyses shall be performed and documented periodically at normal operating capacity.”

Guidance:

- Treated wastewater shall include the following test parameters and limits:
 - AOX with a limit of 5 mg/l
 - *Heavy Metal* residues as per the following table

Heavy Metal	CAS No.	Limit (mg/l)
Lead	7439-92-1	100
Mercury	7439-97-6	10
Cadmium	7440-43-9	100
Chromium VI	18540-29-9	50
Total Chromium	7440-47-3	200
Arsenic	7440-38-2	50
Copper	7440-50-8	1000
Nickel	7440-02-0	200

Antimony	7440-36-0	100
Cobalt	7440-48-4	50
Zinc	7440-66-6	5000
Manganese	7439-96-5	5000

Further Guidance:

While GOTS requires that all applicable national and local legal environmental requirements be followed for discharged wastewater, GOTS encourages licensees to act beyond the mandatory requirements stated in GOTS Version 7.0 and voluntarily implement global best practices for their processing units. ZDHC Wastewater Guidelines (Zero Discharge of Hazardous Chemicals) can be consulted when it comes to wastewater discharge.

Reference: [ZDHC Wastewater Guidelines](#)

2.4.13. STORAGE, PACKAGING AND TRANSPORT

2.4.13.1. B2B Trade of GOTS Goods

“...In cases where pesticides/biocides are mandated for use due to national or regional rules or law, they may be used in Storerooms / Transport, but they have to comply with the applicable international or national organic production standard...”

Guidance:

Should national or regional laws mandate the use of such pesticides/biocides during storage or transport that do not comply with organic production standards, they may be allowed for use with the express requirement that every precaution shall be taken in order to prevent any contamination of these with the certified organic product(s) being stored/transported.

2.4.13.2. B2C Trade (Retail) of GOTS Goods

“Single-use virgin plastic hangers are prohibited in retail packaging of GOTS Goods. Recycled plastic hangers may be used.”

Interpretation:

- As there is currently no widespread and globally applicable certification system for recycled plastic hangers, for the time being, a certification is not mandatory to prove the use of recycled plastic for hangers (from *pre- or post-consumer waste*).
- As a minimum, a ‘declaration’ issued by the producer/trader of the single-use plastic hanger that it is made from 100% recycled materials from *pre- or post-consumer waste* shall be adequate.
- Examples of certified recycled material are GRS/RCS Standard. Further relevant certification programs/verification proofs may be recognised.

“Any paper or cardboard used in packaging material for the retail trade of GOTS Goods (incl. labelling items such as hangtags, swing tags) shall be recycled from pre- or post-consumer waste or certified according to a program that verifies compliance with sustainable forestry management principles.”

Interpretation:

- As there is currently no widespread and globally applicable certification system for recycled paper/cardboard, for the time being, a certification is currently not mandatory to prove the use of recycled paper/cardboard (from *pre- or post-consumer waste*).
- As a minimum, a ‘declaration’ issued by the producer/trader of the paper/cardboard that it is 100% recycled from *pre- or post-consumer waste* shall be available. Examples of certified

recycled material are GRS/RCS Standard.

- Recognised certification programs verifying compliance with sustainable forestry management principles are Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification Schemes (PEFC) and Rainforest Alliance.
- Further relevant certification programs/verification proofs may be recognised as equivalent in future. In such case, the decision will be published by the Global Standard gGmbH (through an updated issue of this manual or first on the corresponding website <http://www.global-standard.org/the-standard/manual-for-implementation.html>).

” Textile fibre materials used for packaging or for strings of hangtags shall meet one of the following criteria:

- *Accepted additional fibres, see Section 2.4.10.1 (without limitation on fibre percentages), which meet the residue limit values in Section 2.4.17.”*

Interpretation:

- Additional fibres in Section 2.4.10.1 can be used for textile packaging materials or strings for the hangtags without restriction on fiber percentage. For example:
 - 100% lyocell fibre and 100% recycled polyester can be used.
 - Virgin polyester or conventional cotton or acrylic fibres cannot be used.

2.4.14. RECORD KEEPING AND INTERNAL QUALITY ASSURANCE

“Certified Entities purchasing organic fibres shall receive and maintain Transaction Certificates issued by an Approved Certifier and certified in accordance with the criteria of Section 2.1 for the whole quantity purchased.

Certified Entities purchasing GOTS Goods shall receive and maintain TCs, issued by an Approved Certifier for the whole quantity of GOTS Goods purchased, in accordance with the current policy and template for the issuing of TCs.”

Interpretation:

- Transaction Certificates (TCs) for organic or for organic in-conversion fibres should reflect the interpretation and clarifications as provided in Section 2.1 of GOTS in this document. TCs for GOTS Goods issued on the basis of an organic production standard or another processing standard cannot be accepted in the GOTS supply chain.
- Detailed mandatory instructions regarding policy requirements, layout, format and information for issuing GOTS Transaction Certificates (TCs) in the GOTS processing/trading chain are provided in the 'Policy for the Issuance of Transaction Certificates". The Policy and accompanying documents/templates are available on the GOTS website
- The maximum period that a single Transaction Certificate may cover is 90 calendar days from the date of the first shipment to the date of the last shipment.
- Multiple shipments are possible under certain conditions as described in the current TC Policy

Reference:

[https://global-standard.org/images/resource-library/documents/certificate-policies-and-templates/Policy for the Issuance of Transaction Certificates v 3.0.pdf](https://global-standard.org/images/resource-library/documents/certificate-policies-and-templates/Policy%20for%20the%20Issuance%20of%20Transaction%20Certificates%20v%203.0.pdf)

[https://global-standard.org/images/resource-library/documents/certificate-policies-and-templates/Template for Transaction Certificate v 3.0.pdf](https://global-standard.org/images/resource-library/documents/certificate-policies-and-templates/Template%20for%20Transaction%20Certificate%20v%203.0.pdf)

“Certified Entities purchasing organic fibres shall receive and maintain Scope Certificates and/or



Transaction Certificates (where applicable) of the producer and trader(s) (if applicable) for the Organic Production Standard for the whole quantity purchased.”

Interpretation:

For the purposes of traceability and operation of the Centralised Database System (under development), information about the first certified organic fibre input is required to be collected and maintained by the Certified Entity. Data would need to be maintained in a suitable document, such as a spreadsheet, in a prescribed format. The format is being developed in harmonisation with Textile Exchange and will contain details of the Scope Certificate(s) of fibre producer(s) / producer group(s) along with the quantity of purchased fibre(s).

“Certified Entities shall collect, collate and share non-commercial information related to impact measurement if and as required by GOTS...”

Interpretation:

There will be no mandatory requirement for commercially sensitive data such as financial, business, or technical information to be shared by Certified Entities. Information requested will only be related to measuring public-facing impact. Examples of such information are the number and break-up of employees, energy sources, water sources etc.

2.4.15. TECHNICAL QUALITY PARAMETERS FOR GOTS GOODS

Interpretation:

The following table provides alternate acceptable test methods to the methods as provided for in GOTS. The criteria (fastness resp. dimensional change levels) are the same as for the respective main test method:

Parameters	Main test method	Alternate acceptable test methods
Rubbing fastness	ISO 105 X12	AATCC 8, DIN 54021, JIS L0849
Perspiration fastness, alkaline and acidic	ISO 105 E04	AATCC 15, DIN 54020, JIS L0848
Light fastness	ISO 105 B02	AATCC 16 option 3, DIN 54004, JIS L0843
Dimensional change	ISO 6330	AATCC 135 (fabrics) and 150 (garments), DIN 53920, JIS L1018
Saliva Fastness	BVL B 82.92.3	DIN 53160-1
Washing fastness when washed at 40 °C	ISO 105 C06 A1M	AATCC 61 option 3A (at 140 °F), DIN EN 20105-C03, JIS L0844

Further Guidance:

- Wherever possible, GOTS Goods should support decreasing environmental impacts at the use phase. Therefore,
 - GOTS Goods care labels, wherever applicable, shall carry environmentally friendly washing instructions, such as wash at room temperature, use of liquid detergent, no use of bleach, line or flat dry, low or no iron, no dry cleaning, etc.
 - It is recommended that sellers of GOTS Goods inform end-users about end-of-life options.

2.4.16. LIMIT VALUES FOR RESIDUES IN GOTS GOODS

&

2.4.17. LIMIT VALUES FOR RESIDUES IN ADDITIONAL FIBRE MATERIALS AND ACCESSORIES

Interpretation:

- In order to demonstrate compliance of (semi/finished) products with the test parameters in Section 2.4.17 only;
 - Standard 100 by Oeko-Tex®, Class 1 certificates or an equivalent, are considered adequate proof for additional fibres or accessories used in *textiles for babies and textile personal care products*.
 - Standard 100 by Oeko-Tex®, Class 2 certificates or an equivalent, are considered adequate proof for additional fibres or accessories used for all other *GOTS Goods*.

Reference: [STANDARD 100 by OEKO-TEX®](#)

Parameter	Criteria	Test method
...
Pesticides, sum parameter		
All natural fibres (except shorn wool), certified organic	< 0.1 mg/kg	§ 64 LFGB L 00.00-34 (GC/MS); § 64 LFGB L 00.00-114 (LC/MS/MS)
Shorn wool, cert. organic	< 0.5 mg/kg	

All natural fibres (except shorn wool)	< 0.5 mg/kg	§ 64 LFGB L 00.00-34 (GC/MS); § 64 LFGB L 00.00-114 (LC/MS/MS)
Shorn wool	< 1.0 mg/kg	

Interpretation:

Pesticides relevant for testing in vegetable and animal fibres are listed below:

Name of pesticide	CAS No.	Applicable for testing in	
		Vegetable fib.	Animal fib.
2,3,5,6-Tetrachlorophenol	935-95-5	x	
2,4,6-Trichlorophenol	88-06-2	x	
2,4,5-Trichlorophenoxyacetic acid (2,4,5-T)	93-76-5	x	
2,4-Dichlorophenoxyacetic acid (2,4-D)	94-75-7	x	
Acetameprid	135410-20-7	x	
Aldrin	309-00-2	x	x
Atrazine	1912-24-9	x	
Azinphos	2642-71-9	x	
Azinphos-methyl	86-50-0	x	
Alpha- and beta-Endosulfan	959-98-8 33213-65-9	x	x
Bifenthrin	82657-04-3	x	
Bendiocarb	22781-23-3	x	
Bioresmethrin	28434-01-7		x
Bromophos-ethyl	4824-78-6	x	x
Buprofezin	69327-76-0	x	



Captafol	2425-06-1	x	
Carbaryl	63-25-2	x	x
Carbosulfan	55285-14-8	x	
Clethodim	99129-21-2	x	
Chlordane	57-74-9		x
Chlordimeform	6164-98-3	x	
Chlorpyrifos-ethyl	2921-88-2	x	x
Chlorpyrifos-methyl	5598-13-0	x	x
Chlorfenapyr	122453-73-0	x	
Chlorfenvinphos	470-90-6	x	x
Chlorfluazuron	71422-67-8	x	
Coumaphos	56-72-4	x	x
Cyfluthrin	68359-37-5	x	x
Cyhalothrin	91465-08-6	x	x
Cyclanilide	113136-77-9	x	
Cypermethrin	52315-07-8	X	x
DDD (op- and pp-)	53-19-0, 72-54-8	x	x
DDE (op- and pp-)	3424-82-6, 72-55-9	x	x
DDT, o,p-	789-02-6	x	x
DDT, p,p-	50-29-3	x	x
DEF/ 2,4 Dichlorodiphenyldichloroethane	78-48-8	x	
Deltamethrin	52918-63-5	x	x
Diafenthiuron	80060-09-9	x	
Diazinon	333-41-5	x	x
Dichlofenthion	97-17-6		x
Dichlorprop	120-36-2	x	
Dichlorvos	62-73-7	x	x
Dicrotophos I	141-66-2	x	
Dieldrin	60-57-1	x	x
Diflubenzuron	35367-38-5		x
Dimethoate	60-51-5	x	x
Dinoseb and salts	88-85-7	x	
Diuron	330-54-1	x	
Empenthrin	54406-48-3		x
Endosulfansulfate	1031-07-8	x	x
Endrin	72-20-8	x	x
Esfenvalerate	66230-04-4	x	x
Ethion	563-12-2	x	x
Fenclorophos	299-84-3	x	x
Fenitrothion	122-14-5	x	x
Fenthion	55-38-9		x
Fenpropathrin	39515-41-8	x	
Fenvalerate	51630-58-1	x	x
Fipronil	120068-37-3	x	
Flumethrin	69770-45-2		x
Glyphosate	1071-83-6	x	
Heptachlor	76-44-8		x
Heptachlor epoxide	1024-57-3		x
Hexachlorobenzen (HCB)	118-74-1		x
Hexachlorocyclohexane - a-Lindane	319-84-6		x
Hexachlorocyclohexane - b-Lindane	319-85-7		x
Hexachlorocyclohexane - d-Lindane	319-86-8		x
Imidacloprid	138261-41-3	x	
Lindane	58-89-9	x	x

Lufenuron	103055-07-8	x	
Malathion	121-75-5	x	x
MCPA	94-74-6	x	
MCPB	94-81-5	x	
Mecoprop	93-65-2	x	
Metolachlor	51218-45-2	x	
Methomyl	16752-77-5	x	
Mevinphos	7786-34-7	x	
Methamidophos	10265-92-6	x	
Methoxychlor	72-43-5	x	x
Mirex	2385-85-5	x	
Monocrotophos	6923-22-4	x	
Parathion-ethyl	56-38-2	x	x
Parathion-methyl	298-00-0	x	x
Pendimethalin	40487-42-1	x	
PCP/ Pentachlorophenol	87-86-5	x	x
Permethrin	52645-53-1	x	x
Perthane	72-56-0	x	
Phosmet	732-11-6	x	
Phoxim / Baythion	14816-18-3	x	
Pirimiphos-ethyl	23505-41-1	x	x
Pirimiphos-methyl	29232-93-7		x
Profenophos	41198-08-7	x	
Prometryn	7287-19-6	x	
Pymetrozine	123312-89-0	x	
Propetamphos	31218-83-4		x
Pyrethrum	8003-34-7	x	x
Quinalphos	13593-03-8		x
Quintozine	82-68-8	x	
Teflubenzuron	83121-18-0	x	
Thiamethoxam	153719-23-4	x	
Tetrachlorvinphos	22350-76-1		x
Toxaphene	8001-35-2	x	
Telodrin	297-78-9	x	
Strobane	8001-50-1	x	
Transfluthrin	118712-89-3		x
Trifluralin	1582-09-8	x	
Triflumuron	64628-44-0		x
Thiodicarb	59669-26-0	x	
Thidiazuron	51707-55-2	x	
Tolclofos-methyl	57018-04-9	x	
Trifloxysulfuron-sodium	199119-58-9	x	

3. SOCIAL CRITERIA

3.2. HUMAN RIGHTS SHALL BE RESPECTED

“3.2.1 Certified Entities shall respect Human Rights.”

Interpretation:

In all cases and irrespective of the country or specific context of the Certified Entity's operations, reference should be made to the internationally recognised human rights expressed in the International Bill of Human Rights.

- The International Bill of Human Rights consists of:
 - the Universal Declaration of Human Rights,
 - the International Covenant on Economic, Social and Cultural Rights, and
 - the International Covenant on Civil and Political Rights and its two Optional Protocols.

The Certified Entity shall commit to upholding the United Nations' Guiding Principles on Business and Human Rights.

Reference:

[UN General Assembly, Universal Declaration of Human Rights, 10 December 1948](#)

[UN General Assembly, International Covenant on Economic, Social and Cultural Rights, 16 December 1966](#)

[UN General Assembly, International Covenant on Civil and Political Rights, 16 December 1966](#)

[UN. 2011. Guiding principles on business and human rights: implementing the United Nations "Protect, Respect and Remedy" framework.](#)

Certified Entity shall follow relevant OECD guidance, including the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.

Reference:

[OECD \(2011\), OECD Guidelines for Multinational Enterprises, OECD Publishing](#)
[OECD\(2018\), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, OECD Publishing, Paris](#)

Certified Entities shall respect and comply with the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO) and other relevant ILO Conventions. To ensure proper implementation of GOTS Social Criteria, the corresponding ILO Conventions shall be observed and implemented:

[Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation \(ILO\).](#)

Forced Labour:

[C029 - Forced Labour Convention, 1930 \(No. 29\)](#)

[C105 - Abolition of Forced Labour Convention, 1957 \(No. 105\)](#)

Child labour:

[C138 - Minimum Age Convention, 1973 \(No. 138\)](#)

[C182 - Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)

[R190 - Worst Forms of Child Labour Recommendation, 1999 \(No. 190\)](#)

Freedom of association and the right to collective bargaining are respected:

[C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)

[C098 - Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)

[C135 - Workers' Representatives Convention, 1971 \(No. 135\)](#)

[C154 - Collective Bargaining Convention, 1981 \(No. 154\)](#)

Discrimination and Harassment:

[C100 - Equal Remuneration Convention, 1951 \(No. 100\)](#)

[C111 - Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)

[C183 - Maternity Protection Convention, 2000 \(No. 183\)](#)

[C190 - Violence and Harassment Convention, 2019 \(No. 190\)](#)

Gender Equality:

[C111 - Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)

[C100 - Equal Remuneration Convention, 1951 \(No. 100\)](#)

[C156 - Workers with Family Responsibilities Convention, 1981 \(No. 156\)](#)

[C183 - Maternity Protection Convention, 2000 \(No. 183\)](#)

Occupational Health and Safety (OHS):

[C155 - Occupational Safety and Health Convention, 1981 \(No. 155\)](#)

Remuneration and Assessment of Living Wage Gap:

[C095 - Protection of Wages Convention, 1949 \(No. 95\)](#)

[C131 - Minimum Wage Fixing Convention, 1970 \(No. 131\)](#)

Working time:

[C001 - Hours of Work \(Industry\) Convention, 1919 \(No. 1\)](#)

[C014 - Weekly Rest \(Industry\) Convention, 1921 \(No. 14\)](#)

[C030 - Hours of Work \(Commerce and Offices\) Convention, 1930 \(No. 30\)](#)

[C106 - Weekly Rest \(Commerce and Offices\) Convention, 1957 \(No. 106\)](#)

No precarious employment is provided:

[C158 - Termination of Employment Convention, 1982 \(No. 158\)](#)

[C175 - Part-Time Work Convention, 1994 \(No. 175\)](#)

[C177 - Home Work Convention, 1996 \(No. 177\)](#)

[C181 - Private Employment Agencies Convention, 1997 \(No. 181\)](#)

Migrant Workers:

[C097 - Migration for Employment Convention \(Revised\), 1949 \(No. 97\)](#)

[C143 - Migrant Workers \(Supplementary Provisions\) Convention, 1975 \(No. 143\)](#)

Reference: The conventions mentioned above are published on the official [ILO website](#).

“3.2.2. Certified Entity shall respect the human rights of individuals belonging to specific groups or populations that require particular attention, including indigenous peoples; women; national or ethnic, religious and linguistic minorities; children; persons with disabilities; and migrant workers and their families.”

Interpretation:

In this connection, United Nations instruments have elaborated further on the rights of indigenous peoples; women; national or ethnic, religious and linguistic minorities; children; persons with disabilities; and migrant workers and their families.

References:

Indigenous peoples:

[UN Declaration on the Rights of Indigenous People, 2007](#)

Women:

[UN Convention on the Elimination of All Forms of Discrimination Against Women, 1979](#)

National or ethnic, religious and linguistic minorities:

[UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities, 1992](#)

Children:

[Convention on the Rights of the Child, 1989](#)

Persons with disabilities:

[Convention on the Rights of Persons with Disabilities, 2007](#)

Migrant workers and their families:

[International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990](#)

3.3. FORCED LABOUR

“3.3.1. Forced labour shall not be used.”

Guidance:

Certified Entities shall implement a management system that prevents the use of any forms of forced labour and participation in acts of human trafficking in line with ILO Conventions No. 29 and No. 105.

Interpretation:

According to the ILO Forced Labour Convention, 1930 (No. 29), forced or compulsory labour is: “all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.”

Reference:

[C029 - Forced Labour Convention, 1930 \(No. 29\)](#)

[C105 - Abolition of Forced Labour Convention, 1957 \(No. 105\)](#)

3.4. CHILD LABOUR

“3.4.1 Child labour, regardless of gender, shall not be used.”

Guidance:

Certified Entity shall implement a management system that prevents the employment of children under the age of 15, prevents the worst forms of child labour, and prevents the exposure of employees under the age of 18 to hazardous work in line with ILO Conventions No. 138 and No. 182.

- “Child labour” is a work that deprives children of their childhood, potential, and dignity, which is harmful to physical and mental development.
- The Certified Entity shall make a public commitment to respect internationally recognised human rights, including the right to be free from child labour.
- Certified Entity shall include such a commitment in its RBC Policy or adopt a separate policy for these purposes.
- Certified Entity shall not tolerate child labour in its operations and its suppliers. This commitment applies to the whole supply chain, including the raw material production stage.
- Certified Entity shall conform to the provisions of the relevant ILO conventions C138 and C182, or national/local laws, whichever affords greater protection.

Minimum age

The minimum age shall not be less than the age of completion of compulsory schooling and, in any

case, shall not be less than 15 years and, in some countries, 14 years (Article 2 of the ILO C-138).

Age verification:

Certified Entities should verify the age of their employees and should consider the following age verification techniques as reliable:

- medical examination before employment;
- multiple written documents and affidavits;
- culturally sensitive interviews with employees and applicants who appear to be too young;
- end of compulsory schooling certificate for that above minimum age;
- school enrolment certificate for those in light work.

Reference:

[Checkpoints for Companies – Eliminating and Preventing Child Labour](#)

[C138 - Minimum Age Convention, 1973 \(No. 138\)](#)

[C182 - Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)

[The ILO provides the list of countries that ratified the C-138 and indicates the minimum age for employment.](#)

Remediation:

If a child below minimum age appears to be employed in the Certified Entity, in that case, the Certified Entity has to take all appropriate measures to remove the child from the workplace and to ensure that this child gets appropriate remedy.

Certified Entity is encouraged to monitor that the former child labourer is adequately protected, has not returned to work, or has been placed in a more precarious situation.

Certified Entity is encouraged to engage with credible community initiatives to help children transition from work to school.

Reference:

[Checkpoints for Companies – Eliminating and Preventing Child Labour](#)

[OECD \(2017\), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, pp. 105-116.](#)

3.5. DISCRIMINATION AND HARASSMENT

“3.5.1 Discrimination in recruitment and employment practices is prohibited. Decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline, and termination shall be based solely on the ability to perform the job rather than based on personal characteristics or beliefs, such as race, national origin, caste, social background, gender, religion, age, disability, marital status, parental status, association membership, sexual orientation or political opinion.”

Interpretation:

The Certified Entity shall implement a management system that prevents and addresses all forms of discrimination in the workplace.

Reference:

[C100 - Equal Remuneration Convention, 1951 \(No. 100\)](#)

[C111 - Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)

[C183 - Maternity Protection Convention, 2000 \(No. 183\)](#)

“3.5.2 Certified Entity shall provide an environment free of discrimination and harassment, where all individuals are treated with respect and dignity.”

Guidance:

In working situations with a predominantly female workforce, Certified Entity shall use female rather than male overseers and managers.

Certified Entity is encouraged to take preventive measures such as safe transportation, safe facilities and safe surroundings for female & male employees.

3.6. GENDER EQUALITY

“3.6.1 *Certified Entity shall endeavour to achieve gender equality through equal, fair, and transparent recruitment, promotion, and reward.*”

Guidance:

Certified Entity shall embed gender equality into its Policy on Responsible Business Conduct and into its management systems. Certified Entity's gender equality policy should be explicit about what Certified Entity expects from its employees and management, key suppliers, clients, and other business associates. It should seek to prevent adverse impacts, monitor operational practices, learn from experience, and improve continuously.

Reference:

[C111 - Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)

[C100 - Equal Remuneration Convention, 1951 \(No. 100\)](#)

[C156 - Workers with Family Responsibilities Convention, 1981 \(No. 156\)](#)

[C183 - Maternity Protection Convention, 2000 \(No. 183\)](#)

“3.6.3 *Certified Entity shall prevent dismissals and career setbacks due to pregnancy or maternity leave*”.

Guidance:

To comply with this criterion, special attention shall be given to the following provisions of the ILO Maternity Protection Convention No.183:

- *Duration of the maternity leave:* a woman shall be entitled to a period of maternity leave of not less than 14 weeks (para 1 Article 4). On the production of a medical certificate, leave shall be provided before or after the maternity leave period in the case of illness, complications or risk of complications arising out of pregnancy or childbirth. The nature and the maximum duration of such leave may be specified in accordance with national law and practice (Article 5).
- *Maternity leave benefits:* Cash benefits shall be provided, in accordance with national laws and regulations, or in any other manner consistent with a national practice, to women who are absent from work on leave referred to in Articles 4 or 5 (para 1 Article 6). Cash benefits shall be at a level that ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living (para 2 Article 6).
- Employment protection: It shall be unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave referred to in Articles 4 or 5 or during a period following her return to work to be prescribed by national laws or regulations, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing. The burden of proving that the reasons for dismissal are unrelated to pregnancy or childbirth and its consequences or nursing shall rest on the employer (para 1, Article 8). A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave (para 2, Article 8).
- Health protection at the workplace: Convention No. 183 recognizes the right to health protection

by adopting measures to ensure that the pregnant or nursing woman is not obliged to perform work prejudicial to her health or that of her child or where an assessment has established a significant risk to the mother or child (Article 3).

- *Breastfeeding arrangements at work:* Convention No. 183 entitles women to one or more daily breaks or a reduction of work hours for breastfeeding. Breaks or reductions of working hours shall be counted as working time and remunerated accordingly. The length and number of breaks are to be determined by national law or practice (Article 10).

Reference:

[C183 - Maternity Protection Convention, 2000 \(No. 183\)](#)

3.8. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

“3.8.1. Freedom of association and the right to collective bargaining are respected.”

Guidance:

The Certified Entity shall respect employees' rights to freedom of association and to collective bargaining.

Certified Entity shall participate in collective bargaining processes in good faith and not obstruct alternative means of association where there are legal restrictions.

Certified Entities shall respect ILO Conventions No. 87 and No. 98.

Reference:

[C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)

[C098 - Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)

3.10. REMUNERATION AND ASSESSMENT OF THE LIVING WAGE GAP

“3.10.9 Certified Entity shall calculate ‘Living Wages’ for their respective operations. Furthermore, Certified Entity shall compare Living Wages data with their remuneration data and calculate the ‘Wage Gap’ for its workers.”

Guidance:

Living Wage: For regions where a living wage has been defined and applied, employers should have a plan in place for paying such a Living Wage to their workers.

Reference:

[Living Wage Resource Library of Global Living Wage Coalition](#)

Further guidance:

A practical approach to implementing living wages is given in the publication “Implementing Living Wages – Practical Approach for Business” by the Partnership for Sustainable Textiles, Germany, and is available for download [at this link](#).

Further Guidance:

Certified Entity shall collect and analyse data about workers' remuneration and report what the lowest-paid worker is earning and the average earning for each group (e.g., level) of workers.

Living Wages as estimated by Global Living Wage Coalition shall be used as a definition benchmark. Where such benchmarks are unavailable, or in addition to these benchmarks, *Template 5: Fair Remuneration Quick Scan* as available from amfori BSCI should be used.

This template should be read/used with the Section of the amfori BSCI System Manual on Fair Remuneration (especially the auditing interpretation guidelines part III and guidelines for producers part IV) and Annex 9 on How to promote Fair Remuneration.

Certified Entities based in the European Union may also refer to the study “[Cost of Living, Living Wages, and Minimum Wages in EU-27 countries](#)” conducted by the Central European Labour Studies Institute (CELSI) and WageIndicator Foundation.

Certified Entities are encouraged to work toward closing the Wage Gap, which may be required, over time, in the future.

Reference:

[Template 5: Fair Remuneration Quick Scan](#)

3.11. WORKING TIME

“3.11.3 Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall not represent a significantly higher likelihood of occupational hazards.”

Guidance:

In this context, voluntary means that overtime may not be forced, should not be subject to employer’s arbitrariness and needs to be in compliance with national laws. Overtime requirements as enumerated within an employment contract should be considered to be voluntary if it is permitted by and in accordance with national legislation or collectively bargained agreements.

For part-time employees, the restriction of maximum 12 hours per week of overtime is not to be considered, so long as the total number of hours worked in the week is not more than the total (regular + overtime) allowed for full-time employees.

Reference:

[C001 - Hours of Work \(Industry\) Convention, 1919 \(No. 1\)](#)

[C014 - Weekly Rest \(Industry\) Convention, 1921 \(No. 14\)](#)

[C030 - Hours of Work \(Commerce and Offices\) Convention, 1930 \(No. 30\)](#)

[C106 - Weekly Rest \(Commerce and Offices\) Convention, 1957 \(No. 106\)](#)

3.14. HOMEWORKERS

“3.14.1 Certified Entity shall, as far as possible, endeavour to ensure equality of treatment between homeworkers and workers working at the facility.”

Guidance:

Article 4 of the ILO Home Work Convention (No.177) provides that equality of treatment shall be promoted, in particular, in relation to:

- a) the homeworkers' right to establish or join organizations of their own choosing and to participate in the activities of such organizations;
- b) protection against discrimination in employment and occupation;
- c) protection in the field of occupational safety and health;
- d) remuneration;
- e) statutory social security protection;
- f) access to training;

- g) minimum age for admission to employment or work; and
- h) maternity protection.

Reference:

[C177 - Home Work Convention, 1996 \(No. 177\)](#)

3.15. RESPONSIBLE BUSINESS CONDUCT, SOCIAL COMPLIANCE, AND DUE DILIGENCE MANAGEMENT SYSTEMS

“3.15.1 GOTS Social Criteria shall be implemented through the due diligence process. This process shall be commensurate with the risk and appropriate to a specific Certified Entity’s circumstances and context.

The following six steps framework shall be followed when conducting due diligence and implementing GOTS Social Criteria:

- 1) *Certified Entity shall embed Responsible Business Conduct into its policies and management systems to undertake due diligence.”*

Guidance:

Certified Entity’s Policy on Responsible Business Conduct (RBC) shall:

- a) Be based on the OECD Guidelines for Multinational Enterprises and relevant international human rights standards, including the International Bill of Human Rights and ILO Core Conventions.
- b) Include commitments regarding Certified Entity’s own activities and articulate Certified Entity’s expectations of its business partners – including suppliers, licensees and intermediaries – across the full length of its supply chain.
- c) Include a commitment to incorporate due diligence into the decision-making process at an organizational level.
- d) Cover GOTS Social Criteria and issues identified as sector risks in the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.
- e) Include commitments to conduct due diligence on the Certified Entity’s most significant risks in its own operations and in its supply chain.
- f) Include a commitment to responsible sourcing practices, meaning that the Certified Entity commits to preventing its contribution to harmful impacts through its sourcing practices.
- g) Stipulate the Certified Entity’s expectations regarding the use of subcontractors by direct suppliers, when relevant, including a definition of “subcontract” and distinctions in subcontracted work if they exist.
- h) Put forth the Certified Entity’s expectations regarding the outsourcing to homeworkers and the use of handwork, where relevant to the Certified Entity’s business models.
- i) Include a commitment to meaningful engagement with affected stakeholders through the course of due diligence.
- j) Include a commitment to hear and address all complaints against the Certified Entity regarding its own operations regardless of how they are raised.
- k) Include a commitment to hear and address measured and substantiated complaints that the Certified Entity has caused or contributed to harm in its supply chain raised through legitimate processes.
- l) Should be approved at the most senior level of the Certified Entity.

Nature of the policy:

The company's RBC policy may consist of one single policy or several stand-alone policies or be integrated into wider governance documents such as the code of conduct or principles of business ethics.

The company's RBC policy may also build on existing policies and commitments.

Adopting and updating the policy:

The company's RBC policy should be developed with and informed by relevant internal and external expertise and approved at the most senior level of the company.

The RBC policy should not be a static document. It should be updated through an iterative process that builds on increasing knowledge about risks of harm in the enterprise's supply chain and on input from internal and external stakeholders.

Communicating the policy:

RBC policy should be made publicly available and communicated to all employees, suppliers, business partners, and other relevant parties.

RBC policy should reflect the specific risks of harm in its own operations and in its supply chain to address their specific circumstances and business models.

Reference:

[OECD \(2017\), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#)

“... (2) Certified Entity shall identify actual or potential adverse impacts on issues of Responsible Business Conduct...”

Guidance:

1) Certified Entity scopes the risk of harm in its own operations and in its supply chain.

- The Certified Entity conducts scoping exercises with a particular view on risks of non-compliance with GOTS Social Criteria, Environmental Criteria and Ethical Business Conduct. The scoping exercise shall take into account:
 - a risk that may be specific to the products that the Certified Entity makes or sells,
 - specific factors of the countries of its operation,
 - factors that may be specific to the Certified Entity's sourcing model,
 - components of the Certified Entity's business model that may increase the likelihood or scope of risks in its supply chain.
- Certified Entity determines which risks of harm are most significant in its own operations and in its supply chain and prioritises those for action.
- Certified Entity documents the scoping exercise.
- Certified Entity consults with stakeholders and experts concerning matters which require additional information.
- Certified Entity reviews the findings of the scoping assessment on a semi-regular basis.
- Certified Entity continually updates the information, feeding into its understanding of the risks of harm and accounts for changing circumstances.

2) Certified Entity conducts a self-assessment of its own operations.

- Certified Entity performs a self-assessment of its own operations to determine the extent of risks and actual impact.
- Certified Entity follows GOTS Social Criteria and other existing credible guidance for employers when assessing for risk of harm in its own operations.
- Certified Entity engages with potentially affected stakeholders (workers, trade unions and representative organisations) to identify potential and actual harm in its own operations.

- Certified Entity reviews its policies and systems to assess the extent to which risks are being prevented or mitigated.
 - Certified Entity seeks external support to conduct a self-assessment if the impact may cause severe harm if not prevented, and the prevention measures require technical expertise not available in-house.
- 3) Certified Entity assesses suppliers associated with high risk for harm at the site level.**
- Certified Entity assesses suppliers associated with a higher risk of those harms prioritised during the scoping exercise at the site level. For these purposes, the Certified Entity should select suppliers based on the severity and likelihood of the risk of harm, not their position in the supply chain. The following considerations should be taken into account when identifying the supplier for such an assessment:
 - the country of operation with specific risks,
 - production processes with specific risks (e.g. wet-processing is a high risk for hazardous chemicals),
 - harms or risks of harm identified in previous supplier assessment.
 - Where severe risks are linked to upstream processes (e.g. cotton growing), the Certified Entity seeks assurances that the prioritised suppliers upstream are being assessed.
 - Certified Entity conducts supplier assessments when there are information gaps or the context has likely changed.
 - Certified Entity assesses:
 - the measures that the supplier has implemented to prevent harm,
 - the actual harm on the ground and risks of harm,
 - the extent to which the workers are aware of their rights, in particular about their human and labour rights,
 - whether the supplier has established an operational-level grievance mechanism and whether it is effective,
 - The extent and nature of the assessment correspond to the potential risks and is adapted to the local context. For labour and human rights issues, workers are involved in designing assessments.
 - In case of discrepancies between actual findings and expected findings Certified Entity should adjust the assessment methodology.
 - Persons conducting the assessment should know the local context and national and international standards related to the adverse impact.
- 4) Certified Entity assesses its relationship to impacts.**
- Certified Entity makes good faith efforts to understand whether it has caused, contributed to, or is linked to its identified impacts.
 - Certified Entity takes immediate actions to top existing impacts.

Reference:

[OECD \(2017\), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#)

“... (3) Certified Entity shall cease, prevent or mitigate adverse impacts on issues of Responsible Business Conduct...”

Guidance:

1) Certified Entity seeks to prevent or mitigate harm in its own operations.

- Certified Entity establishes and implements a plan to prevent or mitigate future harm in its own operations.

- Certified Entity takes immediate actions to prevent any immediate and critical danger in the short term.
- Certified Entity seeks to develop outcome-oriented solutions that lead to the prevention of harm in the longer term.
- The Certified Entity's plan to prevent and mitigate harm includes clear follow-up timelines. The measures pursued to prevent and mitigate harm are proportionate to the severity of harm. Based on the level of risk, the Certified Entity should consider seeking expert advice.
- Workers, trade unions and representatives of the workers' own choosing are engaged during the development of the Certified Entity's measures to prevent and mitigate labour-related issues (in the Certified Entity's own supply chain).

2) Certified Entity Seeks to prevent or mitigate harm in its supply chain.

- Certified Entity develops and implements its own plan to seek to prevent or mitigate future harm in its supply chain.
- If a risk of contributing to harm in the supply chain is identified, the Certified Entity develops and implements a plan to prevent its contribution to harm.
- Certified Entity develops pricing models that account for the cost of wages, benefits and investments in decent work.
- Certified Entity may implement internal measures to manage risks in its supply chain. These include measures that the Certified Entity itself can control.
- Certified Entity seeks to prevent/mitigate risks through its product development.
- Certified Entity has a good, local knowledge of its suppliers.
- Certified Entity may use its leverage to influence its supplier to prevent or mitigate impacts.

For brands and retailers:

- Certified Entity implements control measures to prevent contributing to harm through its purchasing practices even if it has not identified specific instances of this. There is a system of procedures to follow in instances where purchasing practices could contribute to harm.
- When appropriate, the Certified Entity disengages from the supplier to prevent adverse impacts on its supply chains.
- If the Certified Entity determines the need to disengage from the supplier, it complies with national laws, international labour standards, and terms of collective bargaining agreements.
- If disengaging from a supplier, the Certified Entity provides information supporting the business decision to management and the union (if one exists) of the supplier.
- If disengaging from a supplier, the Certified Entity gives the supplier sufficient notice of the end of the relationship.
- As long as a Certified Entity has an ongoing relationship with a supplier, it can demonstrate its efforts to mitigate the identified adverse impact(s).

GOTS encourages Certified Entities:

- to pool leverage with other buyers, especially in cases where they do not hold the leverage,
- to establish incentives for suppliers to comply with the RBC policy,
- to support suppliers in preventing or mitigating impacts,
- to engage with the government to prevent or mitigate adverse impacts.

Reference:

[OECD \(2017\), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#)

“... (4) Certified Entity shall track implementation and results...”

Guidance:

1) Verify, monitor and validate progress on due diligence and its effectiveness in the Certified Entity's own operations

- Certified Entity has implemented assurance mechanisms to assess whether its due diligence requirements are being met in its own operations.
- Certified Entity monitors due diligence and risk management on an ongoing basis using appropriate performance indicators.
- Certified Entity draws on all known information, including data from ongoing monitoring, periodic internal assessments, issues raised through grievance mechanisms, etc., to validate that the steps taken by the enterprise are preventing and mitigating impacts.
- In instances in which harmful impacts have not been effectively prevented or mitigated, the Certified Entity seeks to understand why this is the case and responds appropriately.
- Certified Entity engages with external experts to verify the effectiveness of due diligence and risk management measures where impacts may cause severe harm if not adequately prevented or where prevention measures require technical expertise.

2) Verify, monitor and validate progress on due diligence and its effectiveness in the supply chain.

- Certified Entity implements assurance mechanisms to assess whether its due diligence requirements are being met in its supply chain.
- Whenever possible, the Certified Entity should monitor indicators, either direct or indirect, to validate that impacts have been prevented.
- Certified Entity draws on all known information, including data from ongoing monitoring, periodic internal assessments, issues raised through grievance mechanisms, etc., to validate that the steps taken by the Certified Entity are preventing and mitigating impacts.
- In instances in which harmful impacts have not been effectively prevented or mitigated, the Certified Entity seeks to understand why this is the case and responds appropriately.

GOTS encourages Certified Entities:

- To involve external experts in assessing the effectiveness of due diligence and risk management measures undertaken in the supply chain. External experts should, in particular, be involved where impacts in the supply chain may cause severe harm if not adequately prevented or where prevention measures require technical expertise.

Reference:

[OECD \(2017\). OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#)

“... (5) Certified Entity shall communicate how impacts are addressed...”

Guidance:

1) Communicate publicly on the enterprise's due diligence process, including how the Certified Entity has addressed potential and actual harm

- Certified Entity communicates publicly on:
 - its supply chain due diligence,
 - its due diligence management system,
 - the most significant risks in its own operations and within its supply chain.
 - its processes for assessing risks,
 - its plan to prevent and mitigate harm in its own operations and progress on those measures. Note: This criterion relates to a Certified Entity's most significant risks,

- its plan to prevent and mitigate harm in its supply chain and progress on those measures,
- its objectives for government policy engagement and the outcomes of engagement efforts (if relevant),
- how it has meaningfully engaged with its stakeholders,
- the processes that provide access to remediation in its own operations,
- processes that provide access to remediation in its supply chain,
- the collaborative processes it engages that facilitate due diligence.
- Certified Entity communicates publicly, at a minimum, on an annual basis.
- Information is communicated in a way that is relevant, accurate, clear, user friendly with plain language and is presented in a way that the intended users can access information.

2) Communicate with affected stakeholders (for Human Rights)

- Certified Entity is prepared to communicate how it addresses its human rights impacts.
- If the Certified Entity's operations or operating contexts pose a risk of severe human rights impacts, the enterprise reports formally on how they are addressed.
- Communications are accessible to impacted stakeholders.

Reference:

[OECD \(2017\), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#)

“... (6) *Certified Entity shall enable remediation when appropriate...*”

Guidance:

1) Establish processes to enable remediation in the Certified Entity's own operations (e.g. Operational level grievance mechanisms)

- Certified Entity has established a process to enable remediation in relation to human rights impacts.
- Certified Entity is encouraged to establish processes to enable remediation for adverse impacts other than human rights impacts (e.g. labour or environmental impacts).
- Where a grievance mechanism is established, it is based on the core criteria:
 - Legitimacy;
 - Accessibility;
 - Predictability;
 - Equitability;
 - Transparency;
 - Being dialogue-based.
- Where a grievance mechanism is established, it does not preclude access to judicial recourse (e.g. through legal waivers) for victims of gross human rights violations, and the enterprise does not interfere with civil or criminal investigations or human rights examinations.
- GOTS encourages Certified Entities:
 - to consult existing guidance on establishing operational-level grievance mechanisms.
 - to publish complaints.

2) Commit to hearing and addressing complaints raised through legitimate processes (a non-operational level mechanism)

- Certified Entity engages in legitimate processes that enable it to hear material and substantiated complaints against it that it has caused or contributed to harm in its supply chain.

- Where a grievance mechanism is established, it is based on the core criteria:
 - Legitimacy;
 - Accessibility;
 - Predictability;
 - Equitability;
 - Transparency;
 - Being dialogue-based.
- Where a grievance mechanism is established, it does not preclude access to judicial recourse (e.g. through legal waivers) for victims of gross human rights violations, and the enterprise does not interfere with civil or criminal investigations or human rights examinations.
- GOTS encourages Certified Entities:
 - to consult existing guidance on establishing operational-level grievance mechanisms.
 - to publish complaints.

3) Certified Entity provides for or contributes to remedy in cases where it has caused or contributed to adverse impacts.

- Remedy seeks to restore the affected person(s) to the situation they would be in had the harm not occurred.
- Remedy meets national laws and international guidelines, and where standards are not available, the remedy is consistent with previous cases.
- Certified Entity engages with affected stakeholders in the determination of the remedy.
- Certified Entity assesses the level of satisfaction with the process and the outcome of those who raised the complaints.

Reference:

[OECD \(2017\). OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#)

“3.15.6 Certified Entity shall assign oversight and responsibility for due diligence to relevant senior management and assign board-level responsibilities for implementing Policy on Responsible Business Conduct and GOTS Social Criteria.”

Interpretation:

- Certified Entity is encouraged to establish or strengthen corporate governance to oversee and support RBC, including assigning board and senior management level accountability for guiding the company’s approach and implementation of RBC.
- Senior staff members responsible for implementing the Certified Entity’s RBC Policy and GOTS Social Criteria should give adequate attention and support to due diligence on human rights, labour, environment and integrity risks and allocate resources accordingly.”
- Should secure adequate staff time and ensure that those who work on supply chain due diligence have the competence to perform their duties.

“... 3.15.13. Upon request, Certified Entities shall provide information about complaint records to their Certified Buyers should complaints possibly be related to the business practices of such Certified Buyers ...”

Guidance:

GOTS social conditions at the supplier may be influenced by the buyer's commercial business

practices. To understand how such practices could adversely affect the implementation of GOTS social criteria, the buyer needs this information. It also enables them to consider appropriate remedies.

Further Guidance:

The use of social criteria tools such as SAI's Social Fingerprint™ programme to help companies measure and improve social performance in their company and their supply chain is encouraged by GOTS.

Reference: SAI's [Social Fingerprint®](#)

4. QUALITY ASSURANCE SYSTEM

4.1. AUDITING OF PROCESSING, MANUFACTURING AND TRADING STAGES

"Processors, manufacturers and traders of GOTS Goods shall participate in the GOTS certification procedure which is based on an on-site annual inspection cycle (including possible additional unannounced inspections based on a risk assessment of the operations). They shall hold a valid Scope Certificate, listing all certified products/product categories, processing, manufacturing, and trading activities that are qualified under the scope of certification, including names of subcontractors assigned and their relevant processing and manufacturing steps.

Exceptions for Traders and Retailers are defined in the corresponding Implementation Manual. Exceptions to annual onsite inspection for small scale subcontractors with a low-risk potential are possible under certain conditions, as defined in the corresponding Implementation Manual. An on-site inspection shall however be performed to such units at least for the 1st year and every 3rd year of granted certification."

Interpretation:

- Depending on the kind of organic fibre processed, the following stages are considered as the first processing stages that shall be GOTS certified:
 - Ginning for cotton
 - Retting for bast fibres
 - Boiling and washing cocoons for silk
 - Scouring for wools and other animal fibres (respective grading if this step is undertaken before scouring and not already covered by the organic farming certification)
- For other types of fibres, the first processing step is what follows the steps covered in the organic production certificate of the raw material/fibre
- The inspection and certification obligation for the different stages in the supply chain of GOTS Goods can be summarised as follows:
 - **Processors and manufacturers of GOTS Goods:**
Certification based on annual on-site inspection is obligatory.
 - **Subcontractors (in the field of processing and manufacturing) of GOTS Goods:**
Certification based on on-site inspection is obligatory
 - **Chemical Formulators:**
On-site inspection obligation for approved GOTS Input producers
 - **Subcontractors of Chemical Formulators:**

On-site inspection obligation

Further Guidance:

- If a gin has a valid certificate issued according to an accepted farm standard (Section 2.1), it should be accepted to the maximum possible extent. The Certifier should focus on the parameters not covered in the respective farm standard.
- **Special requirements for cotton gins:** cotton ginning units shall be independently certified to GOTS. Independently certified gins may be used as subcontractors by other GOTS certified companies following all other GOTS requirements.

Exemption Guidance:

- **Possible exemptions from the annual on-site inspection cycle under the provision for 'small-scale subcontractors with a low-risk potential' are provided as follows:** Based on the details listed below, *Approved Certifiers* may decide on exceptions from the annual onsite inspection cycle for facilities which employ a total number of up to 10 (≤ 10) production workers and performing job work for a certified entity such as home-based working units and mechanical processing and manufacturing facilities in developed countries.
 - Operators employing up to 10 (≤ 10) production workers should be considered as 'small-scale' in this context.
 - On-site visits shall, however take place at least every third year.
 - Units performing wet processing cannot be considered as having a 'low-risk potential' regarding environmental criteria.
 - Processors and manufacturers employing workers in developing countries can generally not be considered as having a 'low-risk potential' regarding social criteria.
 - *Approved Certifiers* shall document the risk assessment on which the decision to make use of exceptional rule is based on.
- **Possible exception from certification for traders and retailers is as follows:** Traders with any B2B activities such as import, export and wholesale entities: Certification based on annual on-site respective remote inspection as specified in GOTS is obligatory if at least one of the following conditions are valid:
 - they become proprietors of *GOTS Goods* (= buy and sell them) with an annual turnover with these products of at least 20.000 €
 - they are engaged with packaging or re-packaging of *GOTS Goods*
 - they are engaged with labelling or re-labelling** of *GOTS Goods*.
- Remote inspections shall only be carried out for *traders* which do not have or subcontract any *processing or manufacturing* activities if the *Approved Certifier* is able to cover all applicable aspects of the below minimum inspections protocol without being on-site.
- On-site visits need to take place at least every third year of granted certification. Every 3rd year of granted certification is to be interpreted as an on-site visit in the first year and every third year thereafter, that is Year 1- Year 3 - Year 6.
- **Traders** that are not obliged to become certified because their annual turnover with GOTS Goods is less than 20.000 € shall register with an *Approved Certifier*. In this context, the certified status of their supplier and the correct labelling of the GOTS Goods (with license number and certifier's reference of the supplier) should be verified. As soon as their annual turnover exceeds 20.000 €, they shall inform the *Approved Certifier* and are under an obligation of certification.
- Registered traders can involve in trade activities with finished and intermediate GOTS Goods but cannot get involved in trades of raw/seed/lint fibres.
- For retailers, certification is obligatory only if at least one of the following conditions is valid:

- They have – besides their retail activity – also a B2B trade activity with GOTS Goods with an annual turnover of at least 20.000 €
- They are engaged with packaging or re-packaging* of *GOTS Goods*
They are engaged with labelling or re-labelling** of *GOTS Goods*

*Re-packing products from containers and redistributing them to new containers or removing bulk packaging by a (mail order) retailer and packing goods into boxes for shipping them to the consumer or packing into bags for handing them out to the consumer is not considered re-packaging. Handling of returned goods and repacking them for (re)sale is also not considered to be re-packaging. If, however, individual product packaging and/or product identification is removed and new packaging/labelling is attached, this is considered an activity which requires certification.

**Re-labelling GOTS Goods is removing any GOTS Signs from any of the certified intermediate/finished products and/or attaching any GOTS Signs on certified intermediate/finished products for any reason.

- *Approved Certifiers* that have contracted more than 10 *GOTS Certified Entities* shall conduct a minimum of 2% unannounced on-site inspections (or 1 inspection; whichever is greater) of certified facilities per year, chosen randomly and/or chosen taking into account the risk or threat to the organic integrity of the production or products and the risk for non-compliances related to social criteria in the facilities.
- The on-site inspection protocol with regard to environmental criteria shall, at the very minimum, undertake the following, as applicable to the inspected facility:
 - Assessment of the processing system by means of visits to processing and storage units which may also include visits to non-certified areas such as warehouses, fulfilment centres etc., if there is a reason for doing so, based on the risk assessment of *Approved Certifiers*
 - Review of records and accounts in order to verify the flow of goods (Volume Reconciliation (input/output/stock/production loss) and the tracing back
 - Inspection of the chemical inputs (dyes and auxiliaries) and accessories used and assessment of their compliance with the applicable criteria of the GOTS
 - Identification of areas of risk for product integrity
 - Inspection of the wastewater (pre-)treatment system of wet processors
 - Verification of the operator's risk assessment of contamination and residue testing policy potentially including sample drawing for residue testing either as random sampling or in case of suspicion of contamination or non-compliance
 - Verification that changes to the standards and to related requirements have been effectively implemented and
 - Verification that corrective actions have been taken.
- The on-site inspection protocol with regard to minimum social criteria shall, at the very minimum, undertake the following, as applicable to the inspected facility:
 - Inspection of processing and storage units, toilet facilities, rest areas and other sites of the company with access for workers
 - Interview with management and confidential interviews with workers and workers' representatives
 - Review of personnel files, such as a list of workers employed, workers' contracts, payrolls, shift and working time protocols, age verification, social insurance documents

- Verification that corrective actions have been taken
- Where verifiable results (audit reports) from the following internationally recognised social compliance schemes are available for the inspected facility, these should be screened and considered to the widest extent possible for the GOTS verification procedures:
 - Fair Wear Foundation (FWF)
 - Social Accountability 8000 (SA 8000)
 - Worldwide Responsible Accredited Production (WRAP)
 - amfori BSCI
 - SMETA-Sedex report not older than 1 year
- Audit reports available need to be checked on their scope and quality in order to decide to which extent they can be used:
 - Is all relevant site data given (name, address, contact person, ownership, workforce, production process, production capacity, subcontractors included)?
 - Does it refer to all social criteria included in GOTS?
 - Is it based on sources of information that correspond to those covered by the above minimum on-site inspection protocol?
- Where such verifiable audit reports are available based on an on-site inspection in the period of one year before the GOTS inspection takes place and indicate compliance with the applicable GOTS social criteria, a significant reduction of the audit time in these areas is considered reasonable. In general, *Approved Certifiers* need to ensure that sufficient audit time to verify compliance with both environmental and social criteria is planned for the on-site inspection considering size, the number of workers, location, processing steps and related risk potential for non-compliance of the applicable criteria. While it is reasonable that, e.g. in a complex wet processing unit in a developed country, considerably more audit time is spent verifying compliance with the environmental criteria, it is expected in a large garment manufacturing unit located in a developing country and not recently verified by another recognised social compliance scheme that considerably more audit time is spent verifying compliance with the minimum social criteria.
- Where verifiable audit reports are available under [ISO 14001](#) or [EMAS](#) based on an on-site inspection in the period of one year before the GOTS inspection, these should be considered to the widest possible extent towards compliance with GOTS environmental criteria. In specific, the Sedex Members Ethical Trade Audit (SMETA) Best Practice Guidance (Section 6.5.3) should be used as a framework to establish audit length and the number of individual interviews performed for inspections in developing countries where no verifiable results from any of the mentioned internationally recognised social compliance schemes are available.
- Considering seasonal business and related specific challenges and high-risk situations for compliance with the minimum social criteria in the ginning sector, GOTS inspections of ginning mills are to be planned and carried out during peak working season and during working hours when the mills are operating. Approved certification bodies ensure that every inspection carried out for ginning will be informed to GOTS Quality Assurance. They shall ensure that GOTS personnel can accompany any audits carried out during the ginning season and otherwise.

Further Guidance:

For the definition of Developing Countries, reference is the World Economic Outlook reports by the IMF, published twice a year.

Reference:

[SMETA Best Practice Guidance document](#)

World Economic Outlook reports

“Basis for authorisation by the Global Standard gGmbH is an accreditation of the certifier in accordance with the Global Standard gGmbH document ‘Approval Procedure and Requirements for Certification Bodies’ by the main co-operation partner of Global Standard gGmbH for this process, IOAS, or another recognised accreditation body”.

Interpretation:

A general precondition for accepting an application as a GOTS *Approved Certifier* is an existing ISO 17065 accreditation of the applicant (according to Section 2. Principles of the “Approval Procedure and Requirements for Certification Bodies”). Besides, IOAS authorised national or international accreditation bodies (such as IAF members) that have the necessary competence and confirm to the Global Standard gGmbH that they follow the given procedures to accredit to the GOTS scope(s) are considered as ‘recognised accreditation bodies’.

Further Guidance:

- For risk assessment in textile supply chains, Approved Certifiers and Certified Entities should further refer to OECD Due Diligence Guidance.

Reference:

OECD (2018), OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, OECD Publishing, Paris.

4.2. QUALITY MANAGEMENT FOR GOTS GOODS

“Certified entities shall have a document, such as a ‘Quality Manual,’ for Quality Management System (QMS) in place”

Guidance:

- Quality management of the system refers to product quality and not the organic status of the product.

Reference: ISO 9001, Six Sigma or Total Quality Management (TQM)

4.3. TESTING OF TECHNICAL QUALITY PARAMETERS AND RESIDUES

“Certified Entities are expected to undertake testing in accordance with a risk assessment in order to assure compliance with this Standard and in specific with the criteria of Section 2.4.15 (Technical Quality Parameters) as well as 2.4.16 and 2.4.17 (Limit Values for Residues in GOTS Goods, and additional materials and accessories). All GOTS Goods, their components of these products and the inputs used are to be included in this risk assessment and therefore potentially subject to appropriate quality testing. The testing frequency, the type and number of samples are to be established according to this risk assessment.”

Interpretation:

- Factors that should be considered – if applicable – in an appropriate risk assessment analysis:
 - Kind of organic fibres used: pesticides and potential GM varieties are commonly used if the same type of fibre would have been sourced conventional.
 - Kind of additional conventional fibres, accessories and inputs used: pesticides and

potential GM varieties commonly used for the corresponding crop; prohibited additives commonly used for regenerated and synthetic fibres as well as accessories

- (Organic) natural fibre claims: non-natural substitutes used (e.g. natural bamboo fibre: rayon made from bamboo; linen and hemp: synthetic imitation fibres)
- Type and amount of approved chemical inputs used for GOTS Goods: any fastness problems known, problematic restricted inputs contained (e.g. AOX, copper), as well as prohibited substances commonly used in the same conventional process
- Separation measures in processing: sources of potential contamination from the parallel conventional processing stages performed in the unit
- Transport and storage conditions of GOTS goods: prohibited substances commonly used in transport and storage of comparable conventional products
- **Qualitative GMO screening of cotton within the GOTS supply chain** shall be performed by appropriately qualified (such as ISO 17025) testing laboratories using ISO IWA 32 protocol. This protocol establishes that GMO screening is only possible on unprocessed (raw/greige) cotton. Consequently, testing on chemically processed cotton is not to be carried out.
- Notwithstanding the above, GOTS recognises that testing techniques evolve and improve over time. Any techniques other than the ISO IWA 32 protocol and/or testing on processed cotton can be employed only after technically supported external verification and subsequent confirmation of such techniques by GOTS.
- Testing if an enzyme in a textile auxiliary is derived from GM bacteria to date is still hardly possible for independent labs. Certifiers need to rely on other verification and inspection tools such as the GM declaration of the supplier of the enzyme (such declarations are, e.g. also, the requirement for enzymes used in the organic food supply chain under EC 834/2007) or traceability checks of ingredients / raw materials used to determine if the declared enzyme indeed is used for the applied auxiliary.
- **Suggested Testing Parameters & Matrices**
 - Certified Entities and Approved Certifiers shall plan their own regime of textile quality testing based on their risk assessment with the overall responsibility of ensuring approved inputs, certified GOTS Goods, and accessories will meet the necessary requirements of the latest GOTS version.
 - Risk Assessment of chemical inputs can be tricky depending on the chemistry used for different process stages, however, experience and competence in processing should be factors to be considered in deciding on a testing protocol.
 - Based on chemistry and industry practices, the following are guidance risk parameters for different categories of chemical inputs:

<i>Pre-treatment Chemicals</i>	<i>Dyes & Pigments</i>	<i>Finishing Chemicals</i>
Chlorophenols	Banned Amines	Formaldehyde
Heavy Metals	Pentachlorophenol	Glyoxal
Organotins	Heavy Metals	Heavy Metals
APEOs	Phthalates (especially printing systems)	Chlorinated Phenols
Fungicides	APEOs	APEOs
GM Starch	Fungicides	Fungicides
	AOX	

- It should be abundantly clear that testing of GOTS Goods (for residues) and GOTS

approved inputs are squarely within the responsibility and ambit of Certified Entities and Approved Certifiers, based on their specific assessment of risk in each case. However, purely for guidance, test parameter matrices are suggested below

○ **Suggested test parameter matrix for GOTS Chemical Inputs**

Parameter	Dyes	Pigments	Printing Inks	Printing Auxiliaries	Dyeing Auxiliaries	Pre-treatment & Finishing Auxiliaries
AOX	✳	✳	✳			
AP/APEO	✳	✳	✳	✳	✳	✳
Heavy Metals	✳	✳	✳	✳	✳	✳
Formaldehyde			✳	✳	✳	
Banned Amines	✳	✳	✳			
Chlorophenols	✳	✳				
Phthalates				✳		
PVC			✳			

○ **Suggested test parameter matrix for GOTS Goods, residues & quality**

Parameter	Grey Fabric	Printed Fabric	Dyed Fabric	Processed / Undyed Fabric	Metallic Accessories	Other accessories	Sewing Thread
Sensitising / Allergenic Disperse Dyes (PES)							✳
AOX	✳	✳	✳	✳			✳
AP/APEO	✳	✳	✳			✳	✳
Lead / Cadmium	✳	✳	✳	✳	✳	✳	✳
Extractable HM	✳	✳	✳	✳	✳	✳	
Nickel Release					✳		
Formaldehyde	✳	✳	✳	✳			
Banned Amines		✳	✳			✳	✳
Chlorophenols	✳			✳			
Phthalates		✳	✳			✳	
pH value		✳	✳	✳		✳	
Colourfastness & Shrinkage		✳	✳	✳		✳	✳

5. ETHICAL BUSINESS BEHAVIOUR

“Adherence to relevant OECD guidelines shall be assured”

Interpretation:

OECD ["Good Practice Guidance on Internal Controls, Ethics and Compliance"](#) shall be the reference document.

6. SPECIFIC REQUIREMENTS FOR SPECIAL PRODUCTS

6.1. SPECIFIC REQUIREMENTS FOR TEXTILE PERSONAL CARE PRODUCTS

Guidance:

- Synthetic fibre components are not permitted for group II products
- Synthetic security veils are not allowed for tampons

6.1.3. SPECIFIC CRITERIA FOR INPUTS

Fragrances and lubricants

"Any fragrances and lubricants used shall comply – besides the input criteria of GOTS – also with the input criteria of the COSMOS-Standard (Cosmetics Organic and Natural Standard)."

Reference:

[COSMOS-Standard](#) (Cosmetics Organic and Natural Standard)

6.2. SPECIFIC REQUIREMENTS FOR FOOD CONTACT TEXTILES

"... meet the specific legal (hygienic and GMP) requirements applicable for its products and in the country/region..."

Interpretation:

- **Applicable Legislation:** all food contact textiles shall fall within the scope of the two European legislations:
 - Regulation (EC) 1935/2004 on materials and articles intended to come into contact with food, also known as the Framework or FCM Regulation
 - Regulation (EC) 2023/2006 on good manufacturing practices for materials and articles intended to come into contact with food, also known as the GMP Regulation.
- Alternative - Code of US Federal Regulation: 21 CFR § 177.2800: Textiles and Textile Fibres. Indirect food additives subpart C. Substances for use only as components of articles intended for repeated use.
- Additional requirements for individual countries based on local regulations will also be applicable for Food Contact Textiles (FCTs) should they be intended to be sold or used in such countries.

References:

[Regulation \(EC\) 1935/2004](#)

[Regulation \(EC\) 2023/2006](#)

[21 CFR § 177.2800](#)

Important:

The following verbal forms are used to indicate requirements, recommendations, permissions, or capabilities in this policy:

- **"shall"** indicates a mandatory requirement
- **"should"** indicates a recommendation
- **"may"** indicates a permission
- **"can"** indicates a possibility or capability

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