Global GreenTag International
green product certification
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Global GreenTag International

Modern Slavery and Human Trafficking Statement

Version: 3.1

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OUR COMMITMENT

Introduction

This Modern Slavery Statement is made by Global GreenTag International Pty Ltd as a voluntary statement in accordance with the principles and objectives of the Australian *Modern Slavery Act 2018 (Cth).*

The purpose of this statement is to outline our commitment and clarify our approach to ensuring that Global GreenTag International has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

Possibilities of Modern Slavery occurring in supply chains – issues of ethical labour sourcing and social impacts – have always been a requirement for assessment of products under the Global GreenTag International Product Certification Standard. Global GreenTag International has been actively involved with a number of interest bodies in recent years to bring stronger focus to the problem of Modern Slavery and was one of a core group of companies that pledged support behind the Australian Human Rights Commission's call for the National Modern Slavery legislation in late 2017.

At Global GreenTag International, we recognise that slavery and human trafficking can occur in many forms, as considered in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

Global GreenTag International is fully committed to operating responsibly and establishing and adhering to the highest ethical standards both from a product Certification Standard and a Company level.

This is a voluntary declaration of our commitment to identifying, assessing and addressing modern slavery risks in our operations and supply chains. It is not a statement submitted under the Australian Modern Slavery Act 2018

Our Approach and Progress to Date

Modern Slavery and Labour exploitation has been embedded in Global GreenTag's core certification services program and strengthened at every revision.

- **2010** (Version 3.1): Ethical labour practices required through independent assurance against core ILO conventions, including those on forced labour (Nos. 29 and 105), or whole-of-enterprise SA8000 compliance.
- **2013** (Version 3.2a): ILO compliance became a gating documentation requirement at the point of application, and scrutiny of non-signatory jurisdictions was extended.
- **2016** (Version 4): Child labour and minimum age conventions moved into the mandatory core list, and named, executive-signed Tier 1 supplier attestation (or GreenTag-verified assessment) was introduced.
- **2023** NP+D Standard_(Version 1.0) Release: includes (24) Modern Slavery Risk Assessment "MSD" Requirement along with a prerequisite for a Modern Slavery Policy for all Nature Positive+ Declarations
- **2024** (Version 4.1)**:** Modern slavery became an explicit, named and mandatory requirement, with an annual Modern Slavery Policy and action plan, a company-level Modern Slavery Statement, a scored Product Level Modern Slavery Report, and the Australian and NSW Modern Slavery Acts listed as Referenced Standards.

- **2024 to 2026** (Product Health Declaration / HealthRATE Standard): Modern slavery compliance is a mandatory gate and can cap a product's HealthRATE tier, extending the same requirements across the GreenTag certification family.

From our first internal voluntary Statement in 2020, the table below outlines our approach, efforts and progress to strengthen and expand our Policies in line with the Australian *Modern Slavery Act 2018 (Cth)*.

Key Areas of Action
2010-2026 and ongoing: Modern Slavery and Labour exploitation embedded in Global GreenTag's core certification services
2020 Creation of the Modern Slavery and Human Trafficking Statement 2020
2023 Release of the Nature Positive+ Declaration Standard; Nature Positive+ Declarations (NP+Ds) require full (MSD)
2023-24 Development of the Modern Slavery Declaration (MSD) for products, designed to have an impact on the rest of the industry and indeed all the countries we deal with
Continual Review of Procurement Policy and Supply Chains
Policy and Training - Anti-Corruption Training Module inclusive of Modern Slavery training is a key and compulsory requirement for Onboarding
Continual Strengthening of Modern Slavery Compliance within Global GreenTag Certification Programs

About Global GreenTag International - Our Structure, Operations and Supply Chain Policies

Global GreenTag International simplifies the selection of sustainable products for the green building, interiors and infrastructure sectors and was an early responder to the Modern Slavery Act as one of the core group of companies that pledged support behind the Australian Human Rights Commission's call for Modern Slavery legislation in late 2017.

GreenTag has always dealt with social compliance and laws at a standards and certified product level, using Global GreenTag Cert™ one of the most scientifically advanced certification standards and systems in the world, assessing and ranking products through leading LCA based product ecolabelling, rating, EPD and Product Health Declaration (PhD) programs.

The company also acted quickly to be trained in the UK in the use of BRE Global's Ethical Labour Sourcing online MS tool in consideration of developing a comparative tool for Australia to help eliminate possibilities of trafficking or slavery in product supply chains and aid tracking and reporting. This project is still in consideration.

Recognised internationally with representation also in South Africa, Mainland China, Hong Kong, Taiwan, Malaysia, Kenya, Korea and Vietnam, GreenTag product certification programs are formally recognised in WELL™, BREEAM International, EarthCheck®, Green Star®, LOTUS® and the Malaysian Government's MyHIJAU program and compliant with credit requirements in LEED® (PhDs and EPDs), and BREEAM® (EPDs).

Global GreenTag International headquarters are Brisbane based, with Licensees and Agents in China, South Africa, Kenya, Korea, Vietnam and Malaysia.

Our Global workforce consists of Employees, Contractors and Agents within 6 Countries and expanding.

Our direct employees are engaged under Contracts which meet Australian legal employment and hence International Labour Organisation (ILO) Protocol requirements.



Global GreenTag is committed to ensuring a safe, non-discriminatory and fair work environment for all of its employees and has a comprehensive HR Policy in place which has relevance to Modern Slavery and includes:

- Our mission, vision & values
- Business environment
- Code of conduct policy
- Dress code policy
- It, internet, email & social media policies
- Recruitment
- Induction
- Training & development
- Probation
- Occupational health & safety
- Equal employment opportunity (eeo) & anti bullying
- Pregnancy at work
- Flexible working arrangements
- Transmittable infections policy
- Leave
- Performance management
- Performance improvement
- Grievance complaints
- Anti corruption, anti bribery, modern slavery, whistleblowing & conflict of interest policy
- Intellectual property & security
- Environmental best practice
- Psychosocial Risk Policy

There is a Global GreenTag Procurement Policy in place, however due to the nature of the business, Global GreenTag is essentially a paperless office and has limited requirements for operational supplies. Office procurement requirements include International Standards, limited office sundries, IT, travel bookings.



Governance

Of further relevance to the Modern Slavery Act, Global GreenTag is externally certified and verified undergoing yearly Audits for Quality Management System ISO 9001:2015 which ensures risk assessment, in-depth reporting and transparency. This system includes Contractor Reviews which will be further expanded to include collecting information regarding how they address the Modern Slavery Act.

Global GreenTag Pty Ltd (GreenTag) is also a third-party verified ISO 14024 and ISO 17065 Conformity Assessment Body (CAB) that conducts the GreenTagCertTM certification program, an Australian Competition and Consumer Commission (ACCC) approved certification (series) Mark undertaking product-focused environmental, health, ethical and social responsibility assessments of products and their manufacturers in accordance with this standard.

Global GreenTag Governance Structure

The Global GreenTag group is a wholly owned network of privately held limited liability corporations. Formed in 2010, GreenTag's Standards have been created with ongoing broad consensus-based stakeholder engagement together with detailed inputs from sector specific International Expert Panels and National Advisory Committees constituted with 12 representatives of academia, key manufacturing industry and professional associations together with community organizations and in some instances Government representatives.

Global GreenTag certification scheme operation continues to be overseen by these same independent stakeholder bodies.

Accountability for addressing modern slavery and human risks rights is a whole Business initiative involving all Departments, ensuring that supply lines are researched.

Governance Initiative: Global GreenTag collates Country specific policies and legislation which includes researching key environmental issues, Climate change/ low carbon policy, labour laws, Modern Slavery and Human Rights.

Risk Assessment and Mitigation

Global GreenTag have a relatively simple supply chain purchase of products and services needed for the businesses day-to-day operations including office supplies, employment and training of staff, IT, infrastructure, support services and travel. Global GreenTag is a systemised Company so have policies in place to ensure guidelines are in place for all actions.

Management of Modern Slavery Risk within our Supply Chains

To ensure that we minimise the risk of modern slavery and the potential exposure to human rights risk more broadly, we will refer to our MSD Verification Process, to include collecting questionnaires, evidence, information from our Supply Chains, adding this data to a register categorising 'High Risk' Modern Slavery Factors such as Vulnerable population, High risk industries/sectors, High risk business models, High risk geography, comparing information with secondary data – online articles, news or region specific data on Modern Slavery. We take High Risk Modern Slavery Factors into account such as:

- Vulnerable Populations e.g. migrant workers, third party labour, specialized skilled workers, women
- and girls, etc.;
- High risk industries/sectors – business models structured around high-risk work practices e.g. commodity goods, raw or mined materials, post-consumer recycled material, agriculture, palm oil/forestry, industry, etc.;
- High risk business models e.g. third-party labour hire, temporary workers, high redundancy,
- Seasonal employments, etc.;
- High risk geography e.g. low socio-economic countries, developing countries, etc.

We also consider information and resources made available through organisations such as:

- UN Global Compact https://www.unglobalcompact.org
- Transparency International Corruption Perceptions Index Corruption Perceptions Index 2025 - Transparency.org
- Global Slavery Index https://www.globalslaveryindex.org .

All our suppliers, products and services that we procure will be categorised and those that present an elevated risk of modern slavery will be reviewed.

Steps to address risks will include:

- consideration of human rights risk indicators
- continually strengthening our internal policies and procedures
- wherever possible, work with our suppliers to implement solutions that meet international human rights standards.



Due Diligence and Supply Chain Assurance

Global GreenTag will take a proactive approach to eradicating modern slavery risk from our supply chain.

Due Diligence

All new Suppliers will be subject to assessment by completing our voluntary questionnaire, where issues are raised or identified the Suppliers will be referred Global GreenTag Directors for further assessment, and/ or action. At Global GreenTag it would be a preference to work with suppliers to address issues instead of ending the relationship due to potential adverse effects on the livelihood of the supplier's employees. Global GreenTag is committed to working with its suppliers to eradicate modern slavery from its supply chain.

Grievances and Remediation Processes

Global GreenTag supports the right of every employee to lodge a grievance with the CEO or Director if they believe a decision, behaviour or action affecting their employment is unfair. An employee may raise a grievance about any performance improvement action taken against them.

We aim to resolve problems and grievances promptly and as close to the source as possible. When necessary Global GreenTag will escalate a grievance to the next higher level of authority for more discussion and resolution to continue escalating it to the level above until it is resolved.

Directors will do their utmost to action grievances objectively, discreetly and promptly. Be aware that grievances that are misconceived, vexatious, and lacking substance may result in disciplinary action being taken against the employee lodging the grievance.

We aim to resolve problems and grievances promptly and as close to the source as possible. When necessary Global GreenTag will escalate a grievance to the next higher level of authority for more discussion, resolution and continue escalating it to the level above until it is resolved. Directors will do their utmost to action grievances objectively, discreetly and promptly.

Global GreenTag has reporting procedures in place for employees.

Whistleblowing

Global GreenTag International is committed to ensuring that employees can speak up with confidence if they have any concerns or need to ask for help. If you suspect or observe anything that you think might be in contravention of this policy, you have an obligation to report it. Staff are advised to raise their concerns with one or more Company Director.

Global GreenTag International will not tolerate retaliation in any form against anyone for raising concerns or reporting what they genuinely believe to be improper, unethical or inappropriate behaviour. All reports will be treated confidentially.

The Directors will always review, assess and document any reported breach and where a breach of the law is identified it will be brought to the attention to the following Australian authorities or relevant local authorities

- The Australian Federal Police: 07 3222 1222 Crime Stoppers: 1800 333 000



Measuring Effectiveness

Effectiveness of actions will be assessed when all new and recontracted suppliers, contractors and services have completed questionnaires, been collated on the register collated, any areas of concern raised and addressed. Review and comparison of this data will create a measure of effectiveness.

Regarding the Modern Slavery Declarations - Products, an effective measure is increase in demand, showing awareness is being addressed by Manufacturers to create change.

Stakeholder Engagement and Collaboration

Global GreenTag is committed to collaborating with our suppliers, our Clients and relevant government agencies to eradicate modern slavery. We recognise that a coordinated approach is necessary to address the risk of Modern Slavery.

Training

Every Global GreenTag employee completes a comprehensive Induction which includes training regarding Brand Values, Policies, QMS, HR Policies and an additional Anti-Corruption and Bribery training session.

Global GreenTag is of the belief that training and awareness is essential to addressing and controlling the risk of modern slavery and human trafficking. We recognise the need to create a training program so that our employees have the knowledge and ability to recognise and identify potential red flags of modern slavery and human trafficking, along with the knowledge to take appropriate actions and responses. A focus for Global GreenTag is to ensure all employees have awareness of global modern slavery and human trafficking and how to identify and report incidents.

Along with our own internal training unit, a suggested program for our Employees to complete would be free online training program http://antislavery.org.au/e- learning.html supplied by the University of Technology in Sydney.



Looking Forward

Risk Management for Modern slavery will require continuous commitment and ongoing collaboration, both from within our business and also within our certification scheme.

We will strive to eradicate and highlight awareness of Modern Slavery by introducing measures and initiatives within our Company Policies and also through our Product Certification, we are particularly proud of the “Modern Slavery Transparency Declaration” which we believe has a Global effect on Modern Slavery within the manufacturing sector.

At Global GreenTag we are committed to the ongoing delivery of our initiatives to eradicate modern slavery.

This is a voluntary declaration of our commitment to identifying, assessing and addressing modern slavery risks in our operations and supply chains. It is not a statement submitted under the Australian Modern Slavery Act 2018

This Statement was approved by the Global GreenTag Directors.

Signed:



David Baggs

CEO



Mary-Lou Kelly

Managing Director



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Revision History

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Draft V2	16/4/20	DB	Updates and changes
V3.0 -3.1 DRAFT	13/10/26	TL	2026 Review and updates: add to 2026 policy template; updates from 2020, include psychosocial policy, reference core certification initiatives to Our Approach and Progress to Date; check links; add disclaimer: This is a voluntary declaration of our commitment to identifying, assessing and addressing modern slavery risks in our operations and supply chains. It is not a statement submitted under the Australian Modern Slavery Act 2018;
V3.1	13/10/26	TL	include NP+Ds to Our Approach and Progress to Date