

RecyClass

MODULE BETA

SORTING PROCESS
CERTIFICATION

RECYCLED PLASTICS

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1. INTRODUCTION

Module Beta describes a set of additional requirements providing a review of corporate social responsibility practices by certified *Sorting Centres*.

This module is mandatory for all *Sorting Centres* applying for a Certification for a *Sorting Process* located outside of the EU 27 Member States, Iceland, Liechtenstein, Norway, Switzerland, and the United Kingdom. Otherwise, the compliance with Module Beta is optional.

2. MODULE BETA CERTIFICATION DETAILS

SECTION 1 DOCUMENTATION

1.1 POLICY STATEMENT

Sorting Centres have a policy statement covering the Module Beta CSR principles for its operations. The policy describes the principles included in Annex I of this document.

The policy statement is a public document that has been made available to interested stakeholders. There is a responsible person in management within *Sorting Centres* responsible for ensuring social compliance.

1.2 CORPORATE SOCIAL RESPONSIBILITY

Sorting Centres have a valid certification focusing on Corporate Social Responsibility.

Accepted certifications are SA 8000, SMETA SEDEX II pillars, SMETA SEDEX IV pillars, BEM Business Ethical Management IBA Scheme 24001R0 and Kiwa Green.

3. ANNEX I: CORPORATE SOCIAL RESPONSIBILITY PRINCIPLES

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| C.1 Forced labour | <ul style="list-style-type: none"> i) Staff works on a voluntary basis; ii) Forced, bonded, indentured or compulsory labour in all forms, including prison labour when not in accordance with ILO Convention 29, is strictly forbidden; iii) Staff is not required to make any deposits or financial guarantees. <i>Sorting Centre</i> does not retain any identity documents; iv) <i>Sorting Centre</i> treats all staff with respect and dignity; v) Staff is allowed to leave the plant after their shift. |
| C.2 Child labour | <p><i>Sorting Centre</i> complies with the following social requirements:</p> <ul style="list-style-type: none"> i) <i>Sorting Centre</i> does not employ any child labour or exploit children in any way; ii) Staff is at least of 15 years of age, has the national minimum age for employment and the age of completion of compulsory education; iii) <i>Sorting Centre</i> does not employ staff under 18 years of age for night shifts or in any conditions which compromise their development, health and safety. |
| C.3 Freedom of association | <p><i>Sorting Centre</i> complies with the following social requirements:</p> <ul style="list-style-type: none"> i) Staff has the right to join or form trade unions or workers associations without the authorisation of <i>Sorting Centre</i>. <i>Sorting Centre</i> does not interfere or obstruct these activities in any way; ii) <i>Sorting Centre</i> does not discriminate staff because of their membership or affiliation with a trade union. <i>Sorting Centre</i> gives staff representatives access to the workplace in order to carry out their functions. |
| C.4 Equal opportunities | <p><i>Sorting Centre</i> complies with the following social requirements:</p> <ul style="list-style-type: none"> i) <i>Sorting Centre</i> respects equal opportunities in terms of recruitment, compensation and access to training, promotion, termination and retirement. ii) <i>Sorting Centre</i> has disciplinary procedures in place to address any harassment, bullying or abuse of any kind in the workplace. |

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| C.5 Health and safety | <p><i>Sorting Centre</i> complies with the following social requirements:</p> <ul style="list-style-type: none"> i) <i>Sorting Centre</i> provides safe and clean conditions in the facilities and establishes a clear procedure and rules to regulate occupational health and safety. ii) <i>Sorting Centre</i> provides regular health and safety trainings to staff depending on the level of risk. iii) <i>Sorting Centre</i> assigns responsibility for health and safety to a senior management representative. iv) Any emergency protocols are clearly explained to the staff and any kind of hazard is clearly identified and marked. |
| C.6 Staff contracts | <p><i>Sorting Centre</i> complies with the following social requirements:</p> <ul style="list-style-type: none"> i) <i>Sorting Centre</i> has a contractual agreement with all staff established in compliance with national legislation and international labour standards. ii) Contractual agreements include compensation to workers providing a salary, overtime pay, benefits and paid leave which meets legal requirements, industry benchmark standards and collective agreements. iii) <i>Sorting Centre</i> does not make deductions from salary as a disciplinary measure. iv) <i>Sorting Centre</i> respects the right of the workers to terminate their contracts after reasonable notice. |
| C.7 Staff working hours | <p><i>Sorting Centre</i> complies with the following social requirements:</p> <ul style="list-style-type: none"> i) <i>Sorting Centre</i> sets working hours that comply with national laws and benchmark industry standards. ii) <i>Sorting Centre</i> respects staff right to take breaks during their shifts. |

4. ANNEX II: TABLE OF CHANGES

| Version | Date | Section | Update description |
|---------|--------------|---------|--------------------|
| 1.0 | October 2025 | All | Publication |

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