



## FSC self-assessment for FSC core labour requirements – Australia

This tool is designed for all FSC Chain of Custody (CoC) Certificate Holders (CHs) in Australia. With the publication of FSC-STD-40-004 V3-1, CHs are required to complete a self-assessment of their conformance to the FSC core labour requirements (hereinafter: self-assessment) as part of their annual audit.

All organizations must comply with the FSC core labour requirements by 31 December 2022.

The self-assessment is designed to give CoC CHs the ability to efficiently identify and document measures that demonstrate conformance with the FSC core labour requirements. Namely:

- The organization shall not use child labour (FSC-STD-40-004 V3-1, 7.2).
- The organization shall eliminate all forms of forced and compulsory labour (7.3).
- The organization shall ensure that there is no discrimination in employment and occupation (7.4).
- The organization shall respect freedom of association and the effective right to collective bargaining (7.5).

To achieve conformity with the FSC core labour requirements, CHs shall adopt and implement:

- A policy statement, or statements, that encompass the FSC core labour requirements. The policy statements shall be made available to affected and interested stakeholders and to the organization's certification body (1.5)
- An up-to-date self-assessment (this document or similar) and relevant documentation (1.6).

The organization may demonstrate compliance with other certifications schemes as evidence of conformity (1.11). These schemes will be determined by FSC International in due course.

Organizations must submit a completed and signed self-assessment to their certification body prior to their scheduled audit.



The certification body will use the completed self-assessment to guide the audit and verify conformance with the standard. The process applies the organization's knowledge of its operations and compliance with applicable laws to assist the auditor in completing the audit.

### **The Modern Slavery Act 2018**

The [Modern Slavery Act 2018](#) has been enacted and requires all organizations turning over more than \$100M per annum to publicly report on their activities to eradicate slavery in their supply chains. Mirror legislation exists in NSW for organizations that turn over more than \$50M per annum. These requirements largely mirror the FSC core labour requirements.

Organizations eligible under the Act must have completed due diligence and provided reports to the Department of Home Affairs for uploading to the public database located at:

<https://modernslaveryregister.gov.au/>

### **Who does the FSC core labour requirements apply to?**

The FSC core labour requirements apply to FSC-certified organisations and to companies who act as outsourcers and subcontractors to FSC CoC-certified organizations in accordance with FSC-STD-40-004 V3-1, section 13. Read more in the [FSC's core labour requirements FAQ](#)

### **Legislation helps but is not enough**

While legislative frameworks across Australia's states and territories mostly align with the FSC core labour requirements, it is not sufficient for CHs to simply list the relevant legal requirements. Rather, where legislation aligns with the FSC core labour requirements, CHs are required to document how they comply with the legislation.

### **The use of the self-assessment**

CHs and organizations wishing to become certified are not required to use this self-assessment but would need to substitute it with a similar tool. The use of the self-assessment does not guarantee conformity with the FSC core labour requirements. It is the responsibility of the organization to conform with FSC requirements.

The organization shall declare on the self-assessment that the statements are true and correct to the best available knowledge. If an organization knowingly makes false statements on its self-assessment this may result in suspension or termination of the certificate. The organization shall



respond to the questions in the self-assessment as completely and truthfully as possible. Organizations shall identify relevant documents and other materials that the auditor can review to verify the referenced statement on the self-assessment.

The self-assessment was prepared by FSC ANZ. For further clarification or input to the self-assessment, please email [info@au.fsc.org](mailto:info@au.fsc.org).

### Version History

Version	Date	Comment
1.0	30.08.2021	Publication



## FSC core labour requirements self-assessment

**Attestation:** I David Greco, hereby affirm that the following statements are true and correct to the best of my knowledge, and I acknowledge making a knowingly false statement can result in the suspension or termination of the certificate or non-issue of the certificate.

\_\_\_\_\_David Greco\_\_\_\_\_

\_\_\_\_\_22<sup>nd</sup> July 2025\_\_\_\_\_

Name

Date