

此为《OBP-SOC-STD-V1.1 Social+ Ocean Bound Plastic Component》的中文译本。英文原版文件已附在译本之后。

## OBP 趋海塑料认证计划

### 社会附加型趋海塑料组件



推动实现具有社会包容性的循环经济

文件标题：社会附加型趋海塑料组件

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标准组件开发

本组件由非政府组织 Zero Plastic Oceans 在标准开发委员会的支持下制定，并吸收了 2023 年 6 月 5 日至 8 月 5 日期间公众利益相关方咨询流程所收到的意见。

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鉴于作者认为本社会附加型趋海塑料组件中制定的要求可能对除收集趋海塑料以外的许多其他情境下的废品捡拾者<sup>1</sup>亦有益处，针对独立收集者制定的具体要求均遵循知识共享署名 4.0 国际许可协议（CC BY 4.0）的条款，可供所有人使用和改编。要查看该许可证的副本，请访问：

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## 参考文件

本标准应与以下补充文件一起使用：

OBP-COL-STD：趋海塑料收集组织标准

OBP-NEU-STD：趋海塑料中和服务提供商标准

OBP-SOC-GUI：社会附加型趋海塑料组件实施指南

OBP-DEF-GUI：趋海塑料计划定义与附录

OBP-TEM-GUI：趋海塑料计划模板

OBP-LOG-GUI：趋海塑料标识使用和声明指南

OBP-FAQ-GUI：趋海塑料常见问题解答

OBP-REM-GUI：趋海塑料远程及受监督/影子审计指南

OBP-ROS-GUI：趋海塑料对其他标准和审计的认可

OBP-FEE-CON：趋海塑料费用结构

所有文件均可在趋海塑料计划网站 (<http://www.obpcert.org>) 的“文档中心”部分获取。

## 修订与更新

在本社会附加型趋海塑料组件发布之时，废品捡拾者（独立收集者）首次在社会认证标准中得到具体关注。将非正规收集部门初步纳入正规认证计划，预计将在最初几年通过实施反馈和学习不断改进。任何关于社会附加型趋海塑料组件的评论可发送至 [contact\(at\)obpcert.org](mailto:contact(at)obpcert.org)。

<sup>1</sup> 在趋海塑料认证计划中，废品捡拾者被定义为独立收集者。

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## 1. 引言

废品捡拾者提供了全球大部分回收材料的收集量，对于回收塑料而言，这一比例占全球总量的 60%<sup>2</sup>。在用于签发趋海塑料信用的非商业可回收塑料废物的收集方面，也观察到类似的比例。然而，废品捡拾者对其在循环经济、环境保护和收集服务方面做出的重要贡献几乎得不到任何认可。相反，他们在高风险条件下工作，面临市场价格波动、剥削性工作条件、歧视性待遇，并且受气候变化影响最为严重。

社会附加型趋海塑料组件旨在支持那些超越常规业务、以更合乎道德的方式与这些社区接触的组织的工作，通过为其提供类似于正式就业的直接和间接利益来保障：

- 使儿童远离工作的手段和具体解决方案。
- 在组织内的议价能力和代表性。
- 改善的职业健康与安全。
- 对日常生活行政和财务方面的支持。
- 通过可操作的培训获得发展机会。
- 改善的、可追溯的收入以及定期付款的证明。

社会附加型趋海塑料组件还旨在通过确保实施并完全遵守道德贸易倡议 (Ethical Trade Initiative) 制定的行为准则，使经过认证的收集组织的正式员工也能从道德和社会的工作条件中受益。

最后，对于品牌而言，无论他们是购买可回收材料还是趋海塑料信用，社会附加型趋海塑料组件都是一个工具，用以确保社会道德标准和价格溢价沿价值链一直应用到趋海塑料采购的最初层级，即使该最初层级是非正式的。

社会附加型趋海塑料组件中规定的要求应视为最低标准，鼓励组织评估其独立收集者社区和员工的具体情况，并实施额外的、量身定制的、有影响力的解决方案。

<sup>2</sup> 全球废品捡拾者国际联盟 GlobalRec 估计，废品捡拾者收集的塑料废物全球占比约为 60%。

## 2. 术语与定义

本文档全程使用大写字母来标示那些包含在 OBP-DEF-GUI 中可用定义中的词语。缩写词的含义也在同一 OBP-DEF-GUI 文档中提供。

## 3. 范围

本文档并非独立的标准；它是一个可选组件，为独立收集者 (IC) 和经认证组织的工人提供极大增强的社会效益。该组件可与适用于商业可回收塑料的 OBP-COL-STD (趋海塑料收集组织标准) 和/或适用于趋海塑料信用体系中非商业可回收塑料的 OBP-NEU-STD (趋海塑料中和及服务提供商标准) 一起使用。

此外，本文档应与社会附加型趋海塑料组件的实施和审计指南 (OBP-SOC-GUI) 一起使用。

希望根据 OBP-COL-STD 和社会附加型趋海塑料组件对自身进行认证的组织，应用本文档的要求替换前者第 5.1(b,c,d,e) 段的要求。

希望根据 OBP-NEU-STD 和社会附加型趋海塑料组件对自身进行认证的组织，应用本文档的要求替换前者第 6.1(b,c,d,e) 段的要求。

根据申请组织的结构和组成，某些要求可能比其他要求更相关，并且某些要求可能不适用。

允许组织在其供应链的选定部分实施社会附加型趋海塑料要求。例如，与特定的独立收集者 (IC) 群体，或者，如果与供应商团体合作，则与选定的小型收集者一起实施。对于未选择参与社会附加型趋海塑料的其余供应链部分，组织将应用相应标准的常规趋海塑料要求。在这种情况下，组织将同时处理经认证的趋海塑料和经认证的社会附加型趋海塑料，或趋海塑料信用和社会附加型趋海塑料信用，详见第 8 节。

第 6 节的要求将适用于组织的所有员工，无论他们是否直接从事社会附加型趋海塑料工作。

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此社会附加型趋海塑料组件在全球范围内适用。

#### 4. 生效日期

本组件自发布之日起生效，并将于 2025 年 12 月 8 日起强制使用。新的认证申请人和已认证组织申请社会附加型趋海塑料组件，应自该日期起依据本版组件接受评估。

#### 5. 适用于独立收集者 (IC) 的要求

社会附加型趋海塑料组件的实​​施和审计指南 (OBP-SOC-GUI - 可在 obpcert.org 网站的文档中心获取) 包含为实施社会附加型趋海塑料组件的组织和依据其进行审计的认证机构 (CB) 提供的信息、建议和解释指南。在实施社会附加型趋海塑料和准备审计时，应查阅这些指南。

##### 5.1. IC 社区经理

a) 组织应至少设有一个负责与 IC 社区关系的职位。该职位称为“IC 社区经理”。IC 社区经理应是 IC 的主要联系点，并在组织内代表他们的利益。IC 社区经理应确保 IC 获得他们有权获得的所有福利，并遵守他们与组织做出的承诺。

b) 组织内 IC 社区经理职位的数量应与纳入社会附加型趋海塑料范围的 IC 社区的规模和多样性相称，以便能够亲自了解和跟进每个 IC。应提供每位社区经理负责的 IC 名单。

c) 每位社区经理负责的适当 IC 数量因组织的地点、复杂性和 IC 社区构成而异。作为参考，一名全职投入<sup>3</sup>的 IC 社区经理应最多负责 30-50 名 IC。若一名 IC 代表其他多名 IC 销售趋海塑料，则所有 IC 都应计入前述参考数量，且 IC 社区经理应与他们所有人保持直接联系。

d) IC 社区经理应维护与其合作的 IC 社区的最新记录。这些记录应包括 IC 的个人详细信息以及与本标准相关的关键信息。IC 社区经理必须获得 IC 记录在案的知情同意，以收集和存储此信息，并告知他们若将来希望退出社会附加型趋海塑料计划，如何删除这些信息。

e) IC 社区经理应向 IC 解释参与社会附加型趋海塑料计划相关的利益和义务，并记录 IC 同意加入的确认。此确认可通过签署书面协议、视频录制或等效方式记录。

<sup>3</sup> 兼职投入也是可能的，例如 IC 社区规模较小或该角色由多名员工分担时。

##### 5.2. IC 儿童保护

组织应参考 OBP-DEF-GUI 文件中的童工定义，以正确理解本要求。

a) 组织应通过沟通和培训，确保 IC 社区理解保护和支持儿童获得更好发展机会的重要性，并且不容忍童工现象。

b) 组织应与 IC 合作，通过提供足够且可持续的解决方案来有效纠正童工案例，确保儿童远离工作并获得适当的儿童保育和教育。以下列出可能的解决方案（非详尽列表）：

- \* 对维持子女在校就读的 IC 提供经济激励。
- \* 儿童保育解决方案，如托儿所。
- \* 将年轻人纳入专门适应其年轻年龄的正式就业机会。
- \* 为未工作的成年家庭成员提供工作机会。
- \* 为未工作的成年家庭成员提供培训或支持，帮助他们找到工作或创建自己的活动。
- \* 其他能提供类似 benefits 并确保儿童远离工作的机制。

c) IC 社区经理应定期走访收集点、学校或儿童保育设施，以识别童工案例并验证组织提供的解决方案的实施情况和有效性。应保存访问和发现的记录以供监测和追溯。访问频率应根据当地情况和监测结果 within the following guidelines 进行调整：

- \* 初始监测或发现问题时：至少每月一次，持续 3 个月。

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\* 后续监测：至少每 3 个月一次。

d) 组织应应用持续改进循环，并根据监测结果定期重新评估和改进解决方案。

为实施本章 5.2 的要求，组织可自行开展工作，或寻求能够提供这些服务的公共或私人组织的支持。在后一种情况下，组织将作为协调人、解决方案寻求者，并确保机制的持久性。

### **5.3. IC 工作条件、职业健康与安全 (OHS)**

a) 组织应进行职业健康、安全以及工具/收集实践效率评估，以识别 IC 在执行其专业活动时面临的主要风险，以及主要实践/工具效率改进的机会。

b) 根据评估结果，组织应确定并实施适应 IC 工作条件的解决方案。

c) 组织应监测所实施解决方案的影响和有效性，并保存涉及 IC 的 OHS 事件和事故记录，连同涉及组织员工的记录。

d) 组织应应用持续改进循环，并根据监测结果定期重新评估和改进解决方案。

e) 当提供个人防护装备 (PPE) 时，组织应培训 IC 如何使用它们，并通过激励使用 PPE 来促进其采用。

f) 组织应在采购点配备急救箱和基本药品/药物，以便为可能需要的基本治疗的 IC 提供帮助。

g) 组织应为 IC 及其家庭成员提供进行年度医疗监测和常规治疗（如疫苗接种、驱虫药片等）的选项。这可以直接进行，也可以与医疗中心合作，或通过为 IC 及其家庭成员支付某种健康保险/健康计划来实现。治疗将在知情同意和相关教育材料的支持下提供，以协助他们做出决定。治疗不能用于奖励或惩罚 IC 及其家庭成员。

h) 组织应通过充当 IC 与负责政府实体之间的协调人，支持愿意的 IC 获得社会保障福利（如果适用）。

### **5.4. IC 获取金融和行政机构服务**

a) 组织应记录向 IC 支付的款项，并应与愿意的 IC 签订一份简单的合同<sup>4</sup>。合同和付款记录可以是电子或纸质的，但必须能够向第三方传达。

b) 应 IC 请求，组织应提供其合同状态和/或收入流的证明，以供第三方核实。

c) 在法律允许的情况下，组织应为需要并要求为其文书工作提供地址证明的 IC 提供地址担保。

d) 组织应通过充当 IC 与小额贷款提供者之间的协调人，支持愿意的 IC 获得小额贷款。

e) 组织应通过提醒 IC（在研讨会中、通过 IC 社区经理等）他们可以获得的帮助，并保存其已向提出请求的 IC 提供支持的记录，来确保 IC 知晓他们能获得的帮助。

<sup>4</sup> 该合同旨在用作第三方关系证明，应保持简洁易懂，仅陈述双方的关键义务。

### **5.5. IC 能力建设**

a) 组织应至少每季度举办一次自愿性研讨会，与 IC 一起支持他们提高自尊、硬技能和软技能以及整体生活条件。IC 应有一种可用的机制向组织表达他们对特定主题的兴趣。下面提供了一个可能主题的指示性列表。

b) 研讨会主题的选择应考虑所有以下变量：i) IC 表达的兴趣，ii) 对他们潜在的好处，以及 iii) 由经验丰富的内部或第三方专题讨论嘉宾主持研讨会的能力。

c) 组织应确保在研讨会背景下采取一些后续和/或具体行动。组织可以通过采取内部行动或促进与能够向 IC 提供指导和支持的专业第三方的联系来实现这一目标。

d) 组织应追踪研讨会的影响，以评估兴趣/收益（记录出席情况、收集前后反馈调查以监测进展等）。

可能研讨会的指示性列表：

- 废物管理、分类实践、材料价值和机会。

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- 他们在循环经济、环境保护、收集服务、环境卫生中的作用以及他们为社会带来的价值。
- 合作社的创建和管理。
- 小额贷款或类似的融资工具。
- 安全的工作实践。
- 污染预防、危险和生物废物（识别这些废物并安全处理它们的方法）。
- 童工（定义、对儿童的影响、纠正、可用支持...）。
- 他们作为公民的权利、获得支持的机会。
- 基本需求管理（健康、教育、个人财务、营养、自给自足...）。
- 禁止骚扰、性别平等。
- 软技能、福祉、情绪管理、冲突解决。
- 其他在特定背景下能为 IC 带来价值的类似主题。

## 5.6. IC 报酬

- a) 组织应以市场价格加上溢价购买社会附加型趋海塑料。溢价应至少高于市场价格 10%。
- b) 组织应每周、每两周或每月单独支付溢价。在选定的周期内，组织按正常市场价格购买。在该周期结束时，组织应支付溢价，其计算方式为该周期内购买金额的百分比。
- c) 应明确告知 IC 溢价的存在、其计算基础和支付机制。
- d) 当根据 OBP-NEU-STD 标准购买非商业可回收的社会附加型趋海塑料以签发趋海塑料信用时，组织不应适用溢价。

## 6. 对组织员工的要求

本组要求所考虑的员工应包括所有类型的劳动关系中所有为组织提供工作、非 IC 或小型收集者的人员。该定义明确包括长期或短期合同员工、按时间或工作量计酬的承包商、临时工、日工、移民工人以及任何类似的工人类型。它也包括志愿者（与支付相关的要求除外）。如果组织是合作社，则合作社成员将被视为员工定义范围内。

对于所有上述人员，组织应应用道德贸易倡议 (ETI) 基本准则<sup>5</sup> 版本 ETI/V1/04/18（可在 ETI 网站以英语和多种其他语言获取：<https://www.ethicaltrade.org/resources/eti-base-code>）。基本准则版本 ETI/V1/04/18 的副本将保留在 [obpcert.org](http://obpcert.org) 网站的文档中心供查阅。

如基本准则引言所述，组织应遵循以下指导来使用基本准则：

基本准则的规定构成最低标准而非最高标准。应用本准则的组织<sup>6</sup> 应遵守国家及其他适用法律。当法律与基本准则涉及同一主题时，组织应采用对工人保护更有利的规定。

<sup>5</sup> 使用 ETI 基本准则已获得 ETI 明确许可，ZPO 感谢 ETI 团队所做的工作及使用授权。

<sup>6</sup> ETI 原始文本中的“companies”一词已改为“Organizations”以符合趋海塑料标准定义。

## 7. 供应商集群认证

如果组织希望将供应商团体纳入社会附加型趋海塑料组件的范围，则应确保组成该供应商团体的所有小型收集者遵守所有适用于 IC 的要求（第 5 章）以及适用于其自身员工的要求（第 6 章）。

为确保小型收集者遵守社会附加型趋海塑料要求，组织可以采用以下一些选项：

- 在小型收集者所在地永久（或以允许充分控制的频率）安置一名或多名 IC 社区经理，并直接与相关的 IC 接触。

**此为《OBP-SOC-STD-V1.1 Social+ Ocean Bound Plastic Component》的中文译本。英文原版文件已附在译本之后。**

- 对小型收集者进行频繁的培训和审核。
- 让小型收集者设立 IC 社区经理职位，并让他们与组织保持直接联系。
- 让组织团队支持小型收集者遵守对其自身员工的要求。
- 组织认为合适的任何其他选项。

注意：如果组织认为难以实现对组成其趋海塑料供应商团体的所有小型收集者的直接控制，则建议组织仅在其能够确保所有要求得到完全满足的部分供应链中实施社会附加型趋海塑料组件。

允许组织同时提供趋海塑料和社会附加型趋海塑料产品，如下一章所述。

## 8. 供应链管理

本节仅适用于如第 3 节所述，将社会附加型趋海塑料应用于其部分供应链（IC 或小型收集者）的组织。

### 适用于 OBP-COL-STD 的社会附加型趋海塑料组件

当组织将其部分收集活动认证为社会附加型趋海塑料，而其他部分认证为常规趋海塑料时，收集的社会附加型趋海塑料应与常规趋海塑料隔离，遵循适用供应链模型的要求（参考 OBP-DEF-GUI），并将社会附加型趋海塑料视为一个趋海塑料类别。

### 适用于 OBP-NEU-STD 的社会附加型趋海塑料组件

当组织将其部分收集和处理活动认证为社会附加型趋海塑料，而其他部分认证为常规趋海塑料时，社会附加型趋海塑料信用将与常规趋海塑料信用分开核算。但是，除了收集后第一个进行体积和重量测量的点之外，不需要对非商业可回收趋海塑料（NCR OBP）和非商业可回收社会附加型趋海塑料（NCR Social+ OBP）进行物理分离。

## 9. 渐进式合规

为符合社会附加型趋海塑料组件的要求，组织需要在首次审计进行前的几个月就开始与选定的 IC 社区及其自身员工一起实施这些要求。

认识到某些要求可能需要很长时间才能完全实施，如下所述，在首次审计时给予某些特定的灵活性。在下次认证审计时（1 年后），必须完全遵守所有要求才能维持认证。

### 9.1. 允许在首次社会附加型趋海塑料审计中具有特定灵活性的要求

要求 (REQUIREMENT)	具体灵活性 (SPECIFIC FLEXIBILITY)
5.2 IC 儿童保护	5.2.c - 至少 75% 的相关儿童群体应已接受至少一次初步访问。如果在这些访问中发现问题，则应进行登记，并且必须确定解决方案并与父母进行讨论，但可以尚未完全实施。
5.3 IC 工作条件、职业健康与安全	5.3.g, h - 可以尚未完全实施，但必须已做好必要的规划和准备，以便在认证的第一年内实施这些要求。
5.4 IC 获取金融和行政机构服务	5.4.b, c, d - 可以尚未完全实施，但必须已做好必要的规划和准备，以便在认证的第一年内实施这些要求。
5.5 IC 赋能	5.a, b, c, d - 首次研讨会可以尚未举行，但应已完成规划（主题、主讲人、日期已确定），并 <b>scheduled</b> 在认证后的前 3 个月内举行。

# OCEAN BOUND PLASTIC

## CERTIFICATION PROGRAM

Social<sup>+</sup> Ocean Bound Plastic Component



**FOR A SOCIALLY INCLUSIVE CIRCULAR ECONOMY**

## **Standard Component Development**

This component has been developed by the NGO Zero Plastic Oceans with the support of a Standard Development Committee composed of:

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And comments received from a Public Stakeholder Consultation Process held from 05/06/2023 to 05/08/2023.

## **Copyrights**

Because the authors believe that the requirements developed in this Social+ OBP Component may be beneficial to waste pickers<sup>1</sup> in many other contexts besides from the collection of Ocean Bound Plastic, the specific requirements established for Independent Collectors are available to use and adapt for all under the Creative Common license CC BY 4.0 terms. To view a copy of this license, visit:

<http://creativecommons.org/licenses/by/4.0/>

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## **Reference Documents**

This Standard shall be used together with the following complementary documents:

- OBP-COL-STD: OBP Collection Organization Standard
- OBP-NEU-STD: OBP Neutralization Services Provider Standard
- OBP-SOC-GUI: Social+ Ocean Bound Plastic Component Implementation Guidelines
- OBP-DEF-GUI: OBP Program Definitions & Annexes
- OBP-TEM-GUI: OBP Program Templates
- OBP-LOG-GUI: OBP Logo Uses and Claims Guidelines

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<sup>1</sup> Waste Pickers are designed as Independent Collectors in the OBP Certification Program



- OBP-FAQ-GUI: OBP Frequently Asked Questions
- OBP-REM-GUI: OBP Remote and Supervised/Shadow Audit Guidelines
- OBP-ROS-GUI: OBP Recognition of other Standards and Audits
- OBP-FEE-CON: OBP Fees Structure

All documents are available on the “document center” section of the OBP Program website ([www.obpcert.org](http://www.obpcert.org))

**Revisions and Updates**

At the time of publication of this Social+ OBP component, waste pickers (Independent Collectors) are for the first time specifically addressed in a social certification standard. This initial inclusion of the informal collection sector into a formal certification program is expected to be improved over the first years with implementation feedback and learning. Any comment regarding the Social+ OBP component may be sent to [contact\(at\)obpcert.org](mailto:contact(at)obpcert.org)

**Revision history**

Date	Version	Changes
8 <sup>th</sup> Sept. 2023	V1	Initial Release
8 <sup>th</sup> Sept. 2025	V1.1	<ul style="list-style-type: none"> <li>• Addition of the requirement to provide a list of IC per Community manager in 5.1.b</li> <li>• Clarification regarding record keeping in 5.2.c</li> <li>• Clarification in chapter 7 regarding the applicable requirements to Small Collectors.</li> </ul>



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# 1. INTRODUCTION

Waste Pickers provide most of the global collection volume for recycled material, and for recycled plastic it is 60%<sup>2</sup> of the worldwide volume. Similar ratios are observed for the collection of Non-Commercially Recyclable Plastic waste for the issuance of OBP Credits. Yet, Waste Pickers receive little to no recognition for their essential contribution to circular economy, environmental protection, and collection services. On the contrary, they work in high-risk conditions and are exposed to market price volatility, exploitative work conditions, discriminatory treatment and suffer most from climate change impacts.

The Social+ OBP component is designed to support the work of organizations that are stepping further from business as usual to engage with these communities in more ethical manners by providing them with similar direct and indirect benefits to a formal employment guaranteeing:

- Means and concrete solutions to keep children off work.
- Bargaining power and representativeness in the organization.
- Improved Occupational Health and Safety.
- Support with the administrative and financial aspects of everyday life.
- Development opportunities through actionable trainings.
- Improved and traceable income along with proof of regular payments.

The Social+ OBP component is also aiming at ensuring that the formal employees of the certified collection Organization benefit from ethical and social working conditions by ensuring the Code of Conduct developed by the Ethical Trade Initiative is implemented and fully abided by.

Finally, the Social+ OBP component is, for brands, whether they purchase recyclable material or OBP Credits, a tool to ensure that social and ethical criteria and price premium are applied all along the value chain up to the very first level of OBP sourcing, even when this first level is informal.

The requirements set forth in the Social+ OBP component are to be viewed as minimum and organizations are encouraged to assess the specific situation of their Independent Collectors' communities and employees and implement additional tailor-made impactful solutions.

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<sup>2</sup> GlobalRec, the international alliance of waste pickers estimates the global collection of plastic waste by waste picker to approximately 60%.

## 2. TERMS AND DEFINITIONS

Capital letters are used throughout the document to signal the words that are included in the definitions available in OBP-DEF-GUI. Acronym's significance is also available in the same OBP-DEF-GUI document.

## 3. SCOPE

This document is not a standalone Standard; it is an optional component that provides greatly enhanced social benefits to Independent Collectors – ICs, and workers of the certified Organization. This component can be used together with the OBP-COL-STD (OBP Collection Organization Standard) for Commercially Recyclable Plastics, and/or with the OBP-NEU-STD (OBP Neutralization Services Provider Standard), for Non-Commercially Recyclable Plastics for the OBP Credits system.

Additionally, this document shall be used together with the guidelines (OBP-SOC-GUI) for implementation and auditing of the Social+ OBP component.

Organizations that wish to certify themselves with the OBP-COL-STD and the Social+ OBP component, shall replace the requirements of paragraphs 5.1 (b,c,d,e) of the former, with the requirements of this document.

Organizations that wish to certify themselves with the OBP-NEU-STD and the Social+ OBP component, shall replace the requirements of paragraphs 6.1 (b,c,d,e) of the former, with the requirements of this document.

Depending on the applying Organization structure and composition some requirements may be more relevant than others and some requirements may not apply.

Organizations are allowed to implement the Social+ OBP requirements on a selected portion of their supply chain. For example, with a specific group of Independent Collectors (ICs), or, if working with a Supplier Group, with selected Small Collectors. For the rest of the supply chain that is not selected to take part in Social+ OBP, the Organization will apply the usual OBP requirements of the corresponding Standard. In that case, the Organization will handle certified OBP and certified Social+ OBP, or OBP and Social+ OBP Credits as detailed in section 8.

Requirements of section 6 will be applicable to all the Organization's employees, whether they work directly with Social+ OBP or not.

This Social+ OBP component is applicable worldwide.



## 4.EFFECTIVE DATE

This component becomes effective on the release date and shall become compulsory to use on the 8<sup>th</sup> of December 2025. New certification applicants and already certified Organizations applying for the Social+ OBP component shall be assessed against this revision of the component from this date onwards.

## 5.REQUIREMENTS APPLICABLE TO INDEPENDENT COLLECTORS (ICS)

The guidelines for implementation and audit of the Social+ OBP component (OBP-SOC-GUI – available in the document center on obpcert.org website) contain information, recommendations and interpretation guidance for Organizations implementing the Social+ OBP component and CBs auditing against it. These guidelines shall be consulted when implementing Social+ OBP and preparing for an Audit.

### 5.1. IC COMMUNITY MANAGER

- a) The Organization shall have at least one position in charge of the relationship with the IC community. This position is referred to as “IC community manager”. The IC community manager shall be the primary point of contact for the ICs and the representative of their interests within the Organization. The IC community manager shall ensure ICs receive all benefits they are entitled to and comply with the commitments they make with the Organization.
- b) The number of IC community manager positions in the Organization shall be relevant to the size and diversity of the IC community included in Social+ OBP scope, allowing personal knowledge and follow up of each IC. The list of ICs under each community manager shall be provided.
- c) The appropriate number of ICs per community manager will vary in each Organization depending on the Organization’s location, complexity, and IC community composition. As a reference, an IC community manager with full time

dedication<sup>3</sup> should handle a maximum of 30-50 ICs. In cases where one IC sells OBP on behalf of several others, all ICs shall be accounted for in the previous reference number and the IC community manager shall have direct contact with all of them.

- d) The IC community manager shall maintain updated records of the IC community they work with. These records shall include IC personal details and critical information relevant to this standard. IC community managers must get recorded informed consent from ICs to collect and store this information and how they can have this information deleted in the future if they so wish to upon leaving the Social+ OBP program.
- e) The IC community manager shall explain to the ICs the benefits and obligations related to their participation in the Social+ OBP program and record acknowledgement of the ICs to join. This acknowledgement may be recorded through the signature of a written agreement, or a video recording or equivalent.

## 5.2. IC CHILD PROTECTION

Organizations shall refer to the definition of Child Labor in the OBP-DEF-GUI document for the proper interpretation of this requirement.

- a) The Organization shall ensure through communication and training that the IC community understands the importance of protecting and supporting children towards better development opportunities and that Child Labor will not be tolerated.
- b) The Organization shall work with ICs to effectively remediate Child Labor cases by providing solutions that are sufficient and sustainable to ensure children remain off work and are provided with the proper childcare and education. A non-exhaustive list of possible solutions is given below:
  - Financial incentives for ICs that maintain children at school.
  - Childcare solutions such as nurseries.
  - Integrating young adults into formal employment opportunities specifically adapted to their young age.
  - Providing work opportunities for non-working adult household members.
  - Providing training or support for non-working adult household members to help them find employment or create their own activity.

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<sup>3</sup> Part time dedication is also possible for example if the IC community is small or if the role is shared by several employees.

- other mechanisms providing similar benefits and insurance that children remain off-work.
- c) IC community managers shall regularly visit collection sites, schools, or childcare facilities to identify Child Labor cases and verify implementation and effectiveness of the solutions provided by the Organization. Records of the visits and findings shall be kept for monitoring and traceability. The frequency of visits shall be adapted to the local context and monitoring results within the following guidelines:
  - Initial monitoring or if issues are found: Minimum once a month for 3 months.
  - Follow up monitoring: Minimum once every 3 months.
- d) The Organization shall apply a continuous improvement cycle and regularly reassess and improve solutions based on the monitoring results.

To implement the requirements of this chapter 5.2, the Organization may work on its own or seek the support of public or private organizations that can provide these services. In the latter case the Organization will work as a facilitator, solution seeker and ensure the perennity of the mechanisms.

### **5.3.IC WORKING CONDITIONS, OCCUPATIONAL HEALTH AND SAFETY (OHS)**

- a) The Organization shall perform an occupational health, safety, and tool/collection practices' efficiency assessment, to identify the main risks to which ICs are exposed while performing their professional activities, and main practice/tool efficiency improvement opportunities.
- b) Based on the findings, the Organization shall identify and implement solutions adapted to the working conditions of ICs.
- c) The Organization shall monitor the impacts and effectiveness of the solutions implemented and keep records of OHS events and accidents involving ICs alongside the ones involving Organization's employees.
- d) The Organization shall apply a continuous improvement cycle and regularly reassess and improve solutions based on the monitoring results.
- e) When supplying Personal Protective Equipment (PPE) the organization shall train ICs on using them and facilitate adoption by incentivizing the use of PPE.
- f) The Organization shall maintain at purchasing sites a first aid kit and basic pharmaceutical products/medicines to administer basic treatment to ICs that may need it.

- g) The Organization shall offer ICs and its family members the option of some annual medical monitoring and routine treatment like vaccination, deworming tablets, etc. This can be done directly, either in collaboration with a medical center or through the payment of some health insurance/ health plan to the IC and its family members. Treatments will be provided with informed consent and relevant educational material to support their decision. Treatments cannot be used to reward or discipline ICs and their families.
- h) The Organization shall support willing ICs in getting social security benefits (if applicable) by acting as a facilitator between ICs and the responsible government entity(ies).

#### **5.4. IC ACCESS TO FINANCIAL AND ADMINISTRATIVE INSTITUTIONS**

- a) The Organization shall keep track of the payments made to ICs and shall establish a simple contract<sup>4</sup> signed with willing ICs. The contract and payment records can be electronic, or paper based but shall remain communicable to third parties.
- b) The Organization shall provide IC upon request justifications of their contractual status and/or revenue streams for third party reassurance.
- c) In cases where it is legally feasible the Organization shall provide domiciliation to the IC that require and request it for their paperwork.
- d) The Organization shall support willing ICs in the obtention of microloans by acting as a facilitator between ICs and microloan providers.
- e) The Organization shall ensure ICs are aware of the support they can get by reminding them about it (in workshops, through the IC community managers, etc) and keep records of the support it has provided to requesting ICs.

#### **5.5. IC EMPOWERMENT**

- a) The Organization should set up regular voluntary workshops, at least once every quarter, with ICs to support them in improving their self-esteem, hard and soft skills, and overall living conditions. ICs shall have a mechanism available to

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<sup>4</sup> The contract is intended to be used as proof of a relationship for third parties, it should remain brief and easily intelligible stating only key obligations of the parties.

express their interest in particular subjects to the Organization. An indicative list of possible subjects is provided below.

- b) Workshop subjects shall be chosen considering all following variables: i) Expressed ICs' interests, ii) Potential benefits for them, and iii) Capacity to have the workshop delivered by experienced in-house or third-party panelists.
- c) The Organization shall ensure that some follow-up and/or concrete actions are taken in the context of the workshops. The Organization can achieve this either by taking internal actions or facilitating the liaison with specialized third parties that can provide guidance and support to ICs.
- d) Organizations shall track the impacts of the workshops to assess interests/benefits (record attendance, collect feedback surveys before and after to monitor progress, etc.).

Indicative list of possible workshops:

- Waste management, segregation practices, value of material and opportunities.
- Their role in circular economy, environmental protection, collection services, sanitation, and the value they bring to society.
- Creation and management of cooperatives.
- Microloans or similar financing tools.
- Safe working practices.
- Pollution prevention, hazardous and biological waste (recognizing these wastes and ways to handle them safely).
- Child Labor (definitions, impact on children, remediation, available support...)
- Their rights as civilians, opportunities to get support.
- Basic needs' management (health, education, personal finances, nutrition, self-subsistence...)
- No harassment, gender equality.
- Soft skills, wellbeing, emotion management, conflict resolution.
- Other similar subjects that bring value to the ICs in their specific context.

## 5.6.IC COMPENSATION

- a) The Organization shall purchase Social+ OBP at market price plus a premium. The premium shall be at least 10% above market price.
- b) The Organization shall pay the premium separately on a weekly, bi-weekly or monthly basis. During the chosen period, the Organization shall purchase at normal market prices. At the end of the period, the Organization shall pay the



premium, calculating it as a percentage of the purchased amount during the period considered.

- c) ICs shall be clearly informed of the premium existence, its basis of calculation and its payment mechanism.
- d) When purchasing Non-Commercially Recyclable Social+ OBP for the issuance of OBP Credits under the OBP-NEU-STD Standard the Organization shall not apply a premium.



## 6. REQUIREMENTS FOR THE ORGANIZATION'S EMPLOYEES

Employees considered for these set of requirements shall include all types of labor relationships of all kinds of personnel providing work to the Organization that are not ICs or Small Collectors. This definition expressly includes employees with long term or short-term contracts, contractors paid by time or by work piece, temporary workers daily workers, migrant workers, and any similar workers' type. It also includes volunteers (except for the payment related requirements). If the Organization is a cooperative, the members of the cooperative will be considered within the definition of employees.

For all of the above personnel, the Organization shall apply the Ethical Trading Initiative (ETI) Base Code<sup>5</sup> version ETI/V1/04/18 available on ETI website in English and many other languages at <https://www.ethicaltrade.org/resources/eti-base-code>. A copy of the Base code version ETI/V1/04/18 will remain available in the document center on the obpcert.org website.

As mentioned in the Base Code introduction, Organizations should use the Base Code abiding to the following guidance:

*The provisions of the Base Code constitute minimum and not maximum standards. Organizations<sup>6</sup> applying this code are expected to comply with national and other applicable laws. Where the law and the Base Code address the same subject, Organizations are expected to apply the provision that affords the greater protection to workers.*

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<sup>5</sup> The use of the ETI Base Code is made with express permission of ETI and ZPO would like to thank the ETI team for the work done and the authorization to use it.

<sup>6</sup> The term « compagnies » in ETI's original text was changed to "Organizations" to fit the OBP Standards definitions.

## 7. SUPPLIER GROUP CERTIFICATION

If the Organization wishes to include in the scope of the Social+ OBP component a Supplier Group, it shall ensure that all the Small Collectors making up the Supplier Group comply with all the applicable requirements for ICs (chapter 5) and for their own employees (chapter 6).

To ensure compliance to the Social+ OBP requirements by Small Collectors, the Organization may use some of the following options:

- Placing permanently (or in a frequency that allows sufficient control) one or several IC community manager(s) at the Small Collector site and engaging directly with the ICs concerned.
- Engaging in frequent trainings and audits of the Small Collectors.
- Having the Small Collectors develop IC community manager positions and having them be in direct contact with the Organization.
- Have the Organization team, support the compliance of the requirements for the Small Collectors own employees.
- Any other options that the Organization may see fit.

Note: If the Organization considers that the direct control over all the Small Collectors making up its OBP Supplier Group is difficult to achieve, it may be advisable that the Organization implements the Social+ OBP component only on a part of its supply chain where it can ensure all requirements are fully met.

Organizations are allowed to offer both OBP, and Social+ OBP products at the same time as detailed in the next chapter.

## 8.SUPPLY CHAIN MANAGEMENT

This section is only applicable for Organizations that are applying Social+ OBP to a selected portion of their supply chain (IC or Small Collector) as explained in section 3.

### Organization applying the Social+ OBP component to the OBP-COL-STD

When the Organization certifies parts of its collection activities as Social+ OBP, and other parts as regular OBP, the collected Social+ OBP will be segregated from the regular OBP following the requirements of the applicable Supply Chain Model (refer to OBP-DEF-GUI) and considering Social+ OBP like an OBP Category.

### Organizations applying the Social+ OBP component to the OBP-NEU-STD

When the Organization certifies parts of its collection and treatment activities as Social+ OBP, and other parts as regular OBP, the Social+ OBP Credits will be accounted for separately from the regular OBP Credits. However no physical separation of the NCR OBP and NCR Social+ OBP is required beyond the first point of volume and weight measurement after collection.

# 9. PROGRESSIVE COMPLIANCE

To comply with the Social+ OBP component, Organizations will need to start implementing the requirements with the selected IC community and their own employees for several months before the first Audit takes place.

Recognizing that some requirements may take a long time to be fully implemented, certain specific flexibility is given for the first audit as described below. At the next certification audit (after 1 year), all requirements need to be fully complied with for the certification to be maintained.

## 9.1. REQUIREMENTS THAT ALLOW SPECIFIC FLEXIBILITY FOR THE FIRST SOCIAL+ OBP AUDIT

REQUIREMENT	SPECIFIC FLEXIBILITY
5.2 IC CHILD PROTECTION	5.2.c - At least 75% of the child population concerned shall have received a minimum of one initial visit. If issues were found during these visits, these should be registered, and a solution shall be identified and discussed with parents but may not be fully implemented yet.
5.3 IC WORKING CONDITIONS, OCCUPATIONAL HEALTH, AND SAFETY	5.3.g, h - May not be fully implemented yet but necessary planning and preparation must have been made to implement these requirements during the first year of certification.
5.4 IC ACCESS TO FINANCIAL AND ADMINISTRATIVE INSTITUTIONS	5.4.b, c, d - May not be fully implemented yet but necessary planning and preparation must have been made to implement these requirements during the first year of certification.
5.5 IC EMPOWERMENT	5.a, b, c, d - The first workshop may not have been executed yet but it should be planned (subject, speaker, date determined) and scheduled to occur in the first 3 months of the certification.

