

CODE OF CONDUCT FOR MANUFACTURING PARTNERS

VERSION 2025

Charles & Keith Group (the “Group”) is headquartered in Singapore and operates more than 700 stores worldwide under two brands specialising in fashion footwear and accessories – CHARLES & KEITH and PEDRO. Every day, our brands aim to shape fashion for the better through our commitment to social responsibility and contributing to the communities it serves.

At the Group, we drive purpose by fostering social and environmental responsibility through actions to support progress for a better world and sustainable environment. The Group is committed to doing business with Manufacturing Partners, including but not limited to suppliers, service providers, distributors, manufacturers, landlords or any third party with a business relationship with an entity within the Group (“**Manufacturing Partners**”), who share our commitment to fair and safe labour, social responsibility, protection of the environment, and ethics and business integrity. This Code of Conduct outlines our expectations and minimum requirements for working with specifically our Tier 1 and 2 suppliers who are involved in our direct manufacturing process (“**Manufacturing Partners**”).

The Group therefore requires its Manufacturing Partners to respect the principles set forth in this Supplier and Business Partner Code of Conduct (the “**Code**”), to put in place adequate internal policies and measures (including monitoring) to ensure compliance with this Code, and to ensure that their own suppliers and subcontractors do the same in the conduct of their activities for the Group, in order to do business with the Group. This Code applies to all Manufacturing Partners as well as all production units used to manufacture, finish, or process the Group merchandise or components thereof regardless of whether these production units are operated by entities that are fully or partly owned by the Manufacturing Partners (including subsidiaries (i.e. entities in which the Manufacturing Partners have majority stakes) and affiliates (i.e. entities in which the Manufacturing Partners have minority stakes)) or are contracted by agents/importers, or are entities or persons subcontracted by such Manufacturing Partners. Standards comprised in our Code equally apply to permanent, temporary, and agency workers, as well as piece-rate, salaried, hourly, part-time, night workers, homeworkers, young workers and migrant workers.

This Code is based upon internationally accepted standards, including the International Labour Organization (ILO)’s core conventions, the Universal Declaration of Human Rights, the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, and leading standards on occupational safety and health. The Group recognizes that different legal, political, economic, and cultural environments exist in countries around the world. In cases where differences or conflicts in standards arise, the Group will apply the highest standards.

This is how we will evaluate performance of such Manufacturing Partners and determine who will help grow our business. This is how we build momentum for positive change in global working conditions.

Manufacturing Partners shall take all necessary steps to ensure that their subcontractors and component suppliers adhere to this Code of Conduct. No subcontractors shall be used without prior approval from CKG. Suppliers shall post this Code in the language(s) of their workers in visible and accessible locations in their facilities and adequately train workers on their rights and obligations according to this Code and all applicable laws, rules and regulations in their respective regions and jurisdictions.

Manufacturing Partners shall always allow the Group personnel and/or any other authorized representatives or agents of the Group unrestricted and immediate access to all facilities and all relevant records, whether or not notice is provided in advance.

This Code is updated in 2025 to reflect the Group’s strengthened commitment to legal compliance, social and environmental responsibility, ethics and business integrity.

LABOUR STANDARDS AND SOCIAL RESPONSIBILITIES

The Group requires its Manufacturing Partners to exhibit exemplary social responsibility in their conduct. Manufacturing Partners shall operate in full compliance with all applicable local, national and international laws, rules and regulations from time to time in force.

1. Employment Management Systems/ Human Resources

- a. Manufacturing Partners shall employ all workers based on a recognized employment relationship established through applicable law and industry practice.
- b. Manufacturing Partners shall have in place written policies and practices and maintain proper and accurate records governing all aspects of employment from recruitment, hiring and probation, including without limitation immigration records (where applicable), written terms and conditions of employment, job descriptions, administration of compensation, and working hours for all positions, through to retrenchment and termination processes.
- c. Manufacturing Partners shall assign responsibility for the administration of human resources to an adequately qualified staff member or staff members and ensure workers at all levels receive communication and training about existing policies and procedures.
- d. Manufacturing Partners should implement an annual review process of all policies, procedures and their implementation to ensure they comply with legal requirements and this Code.

2. Child Labor

No person shall be employed under the age of 16 (or 15, where the governing law allows persons to be employed at the age of 15) or under the age for completion of compulsory education, whichever is higher.

- a. Manufacturing Partners may use lawful, properly-managed workplace apprenticeship programs, such as student internships.
- b. Apprentices or vocational students shall not be under the age of 15 or under the age for completion of compulsory education, whichever is higher.
- c. Manufacturing Partners shall abide by all relevant rules and procedures where the law requires government permits or permission from parents as a condition of employment, and shall keep documentation on-site for inspection at all times.
- d. Manufacturing Partners must be in compliance with all laws and regulations applicable to young workers (i.e. those between the minimum working age and the age of 18). These regulations include but are not limited to hiring, working conditions, types of work, work schedules, proof of age documentation,

overtime and labour intensity. Young workers shall not perform any overtime or hazardous work or work a night shift.

- e. All Manufacturing Partners shall maintain official documentation allowing for immediate verification of each worker's date of birth, such as birth certificates.
- f. Manufacturing Partners shall take all necessary measures to ensure such documentation is complete and accurate.
- g. In those cases where proof of age documentation is not readily available or unreliable, Manufacturing Partners shall take all necessary precautions to ensure that all workers are at least the minimum working age, including requesting and maintaining medical or religious records of workers, or through other means considered reliable in the local context.

3. Forced Labour, Modern Slavery and Human Trafficking

- a. There shall be no form of abusive or illegal labour such as human trafficking or forced labour, including but not limited to prison labour, indentured labour, bonded labour and other forms of coerced labour. All forms of forced labour, slavery, servitude or trafficking in human beings by Manufacturing Partners, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, are strictly prohibited.
- b. Workers shall not be locked inside of factory premises for any reason.
- c. Manufacturing Partners cannot require workers to work to repay a debt to them or to a third party.
- d. All workers are entitled to accept or leave their employment freely. Manufacturing Partners must respect workers' freedom of movement.
- e. Manufacturing Partners are required to comply with all applicable regulations and take all appropriate measures to prevent illegal, clandestine, and undeclared employment.
- f. A migrant worker is defined as:
 - (i) a person who is engaged in a remunerated activity in a country of which he or she is not a national;
 - (ii) refugees and displaced persons in so far as they are workers employed outside their home country; or
 - (iii) a person who is engaged in a remunerated activity in a federal state of a country in which he or she does not reside permanently and for that reason is in a similarly vulnerable position as international migrants (domestic migrant worker).

4. Humane Treatment

- a. Workers shall be treated with dignity and respect.
- b. Workers shall not be subject to any physical, verbal, sexual, moral, gender-based or psychological harassment or abuse expressed through behaviour, actions, gestures, or in writing.
- c. Workers shall not be subject to fines or penalties as a disciplinary measure.
- d. Manufacturing Partners shall maintain and enforce processes or mechanisms at their production units and business operations by which workers and stakeholders can express concerns without fear of retribution, retaliation or negative impact.
- e. Manufacturing Partners are expected to treat all workers, including temporary workers and part-time workers, equally and fairly.
- f. No worker shall be subject to any kind of discrimination - including but not limited to recruitment, hiring, compensation, working hours, time off or paid leave, maternity or paternity protection, job security, job assignments, evaluations, training, career prospects, promotion, discipline, termination or retirement - on the basis of ethnic, national, social or cultural origin, gender, race, religion, age, disability, sexual orientation, marital status, pregnancy, parental status, family situation, political opinion, political affiliation, union affiliation or social group.
- g. Manufacturing Partners must give special consideration to the rights of those most vulnerable to abusive labour practices, including without limitation, women, pregnant or disabled workers, home workers, agency workers, temporary workers, migrant workers and indigenous people or ethnic minorities. Manufacturing Partners must regularly identify such vulnerable groups in their own operations and in their supply chain and prevent, mitigate and remediate risks for such vulnerable groups.

5. Fair Wages and Benefits

- a. Manufacturing Partners commit to have fair and equitable pay practices.
- b. Manufacturing Partners shall pay employees wages in a timely manner, on a regular basis (at least monthly) and in full for all work completed and Manufacturing Partners shall pay at least the minimum wage required by law or the prevailing industry wage, whichever is greater.
- c. Manufacturing Partners must compensate workers for overtime hours at the legal rate and meet all legal requirements relating to worker benefits. If there is no legal minimum wage or rate for overtime pay in the country concerned, Manufacturing Partners must ensure that the wages are at least equal to the average minimum in the relevant industrial sector and that overtime pay is at least the same as the

usual hourly compensation.

- d. Wages must be sufficient to meet each worker's basic needs and provide some discretionary income.
- e. Deductions from wages shall be authorized only under the conditions and within the limits prescribed by national legislation or laid down by a collective agreement or an arbitration award or administrative decision.
- f. Manufacturing Partners must communicate pay structure and pay periods to each worker.
- g. Manufacturing Partners guarantee that all workers receive benefits, including annual leave and holidays, stipulated by applicable law or in any applicable collective bargaining agreements, company agreements, and other applicable negotiated individual or collective agreements.
- h. Manufacturing Partners shall not engage in false training or apprenticeship practices to avoid payment of compensation.

6. Working Hours

- a. Manufacturing Partners shall comply with all applicable laws, regulations and industry standards on working hours, which shall not in any case exceed the maximum set by internationally recognized standards such as the ILO.
- b. Manufacturing Partners shall not request overtime on a regular basis. The total number of hours worked per week including overtime cannot exceed legal limits.
- c. Manufacturing Partners shall provide workers with at least the minimum number of days off established by applicable laws and at minimum 24 consecutive hours of rest in every seven-day period.
- d. Workers may refuse overtime without threat of penalty, punishment or dismissal.
- e. All hours worked must be fully and accurately documented.

7. Freedom of Association and Collective Bargaining

Manufacturing Partners shall recognize and respect the right of workers, including part-time workers, to freedom of association and collective bargaining. If freedom of association and/or the right to collective bargaining is restricted by law, workers shall be free to develop parallel means for independent and free association and collective bargaining. Intimidation, threats, or discriminatory practices against workers' representatives are prohibited.

8. Employment Relationship

- a. Manufacturing Partners shall not employ people on a temporary contract basis for positions that are by definition permanent for the purpose of avoiding the provision of benefits that are available to permanent workers.
- b. Manufacturing Partners shall not hire contract/contingent/ temporary workers as a means to support continuing business needs on a long-term basis.
- c. Personnel files and all relevant employment information for contract/ contingent/ migrant/ temporary workers shall be maintained and accessible at the workplace site at all times.

9. Worker-Management Communication / Grievance System

Manufacturing Partners shall develop and implement clear, transparent and effective mechanisms at their production units and business operations appropriate to their business size to resolve workplace disputes, including worker grievances, and ensure effective communication with workers and their representatives.

10. Termination and Retrenchment

- a. Employment shall not be terminated unless there is a valid reason for such termination connected with the worker's capacity, conduct, or the operational requirements of the undertaking, establishment or service.
- b. A worker whose employment is to be terminated should be entitled to a reasonable period of notice of compensation in lieu thereof.
- c. The employment of a worker shall not be terminated unless there is a valid reason for such termination connected with the capacity or conduct of the worker or based on the operational requirements of the undertaking, establishment or service.
- d. When Manufacturing Partners are faced with major changes in production, program, organization, structure, or technology and those changes are likely to result in temporary or permanent layoffs, Manufacturing Partners shall communicate any alternatives to retrenchment that have been considered and consult any workers' representatives as early as possible with a view to averting or minimizing layoffs.
- e. Where temporary or permanent layoffs are unavoidable, a plan should be developed and implemented that mitigates the adverse effects of such changes on workers and their communities.

11. Ensuring Health and Safety

- a. Manufacturing Partners shall provide their workers, including part-time workers, with a safe and healthy workplace setting to prevent accidents, illness, injury to health or exposure

to danger arising out of, linked with, or occurring in the course of work or as a result of the operation of suppliers' facilities, of equipment or of chemical products, or during work-related travel.

- b. Manufacturing Partners shall adopt and implement systems, procedures and trainings that prevent, minimize, detect, respond to and mitigate as much as possible any potential health and safety risks or hazards that constitute a risk to the health, hygiene, and safety of staff. These include but are not limited to fire protection, proper management and disposal of chemicals and hazardous waste, structural safety, electrical safety, provision of personal protective equipment appropriate to activities and adequate lighting, heating, cooling and ventilation systems.
- c. Health and safety instructions must be put in place and widely communicated.
- d. Compliance by workers must be regularly evaluated.
- e. These same principles are applicable to living and dormitory places provided by Manufacturing Partners.

12. Protecting Local Communities and Indigenous Populations

- a. As a responsible and committed group present around the world, the Group strives to have a positive influence on the societies and regions in which it operates, prevent any damage to local communities and requires its Manufacturing Partners to apply the same behaviour.
- b. When operating with indigenous populations, as defined by the United Nations Declaration on the Rights of Indigenous Peoples, Manufacturing Partners must seek free, prior, and informed consent (**FPIC**) and ensure their human rights capacity.

ETHICS AND BUSINESS INTEGRITY REQUIREMENTS

The Group requires exemplary integrity from its Manufacturing Partners in the conduct of their business activities. Manufacturing Partners must act in full compliance with applicable local, national, and international laws and regulations in the conduct of their business, in particular in the following areas: fight against corruption and bribery, respect of international sanctions, anti-money laundering, respect of competition, prevention of insider trading and protection of personal information.

1. Prohibition of All Forms of Corruption and Bribery

- a. The Manufacturing Partners and their officers, directors and workers must adhere to the highest standards of ethical business conduct and must not engage in bribery or corruption in any form, either directly or through third parties.
- b. The Group expects Manufacturing Partners to promote anti-bribery and anti-corruption compliance in their organizations through developing their own policies and procedures, which should be designed to facilitate compliance with legal requirements, including the U.S. Foreign Corrupt Practices Act, and which should be reviewed regularly to ensure efficacy.
- c. The Group applies a zero-tolerance policy concerning corruption and influence peddling.
- d. The Group expects its Manufacturing Partners to take appropriate measures to prevent, detect, and discipline any corruption, bribery or influence peddling, directly or indirectly, across the scope of their activities. This includes a prohibition of so-called facilitation payments or other benefits provided to public officials for routine actions.
- e. Caution must be exercised when it comes to gifts and invitations as they can be used to commit corruption or influence peddling. Any gifts or invitations, whether offered or received, must be reasonable in nature and value, be offered and accepted with complete transparency, be occasional, not be offered during negotiations, calls for tenders, or competitive bidding, be offered in a business context and not with an expectation that something will be offered in return.
- f. Cash and cash equivalents such as gift cards and gift checks are never acceptable. Gifts of tickets for entertainment of any nature (theatre, sporting event, etc.) require that the donor attend the event with the recipient.

2. Prevention of Conflicts of Interest

Manufacturing Partners must make every effort to prevent the occurrence of situations that create an actual, perceived, or potential conflict of interest within the scope of their business relationship with any member of the Group.

3. Respect of competition laws

Manufacturing Partners commit to take all appropriate measures to prevent abuse of dominant position, as well as anti-competitive agreements or concerted practices, such as price fixing, limitation of production volumes, market or customer allocation, boycotts between competitors or the imposition of fixed or minimum resale prices.

4. Confidentiality

- a. Manufacturing Partners commit to taking all necessary measures to guarantee the confidentiality of professional secrets and other non-public information they receive or access in the course of their business relationship with the Group (**"Group Confidential Information"**).
- b. Manufacturing Partners shall only use the Group Confidential Information for the purposes for which the Group was informed.
- c. Manufacturing Partners must promptly notify the Group if they become aware of any intentional or unintentional improper disclosure or use of the Group Confidential Information.

5. Privacy and Personal Data Protection

Manufacturing Partners must take all appropriate measures to comply with all applicable laws and regulations regarding privacy and personal data protection.

6. Customs and Security Authorities

Manufacturing Partners must comply with applicable customs laws and regulations, including those relating to imports and the ban on transshipment of merchandise to the importing country.

7. Trade Restrictions and International Sanctions

Manufacturing Partners must respect all applicable international trade restrictions and economic and trade sanctions, as well as all applicable laws and regulations concerning export and import controls, taking into account any changes in these measures.

8. Protection of Assets

Manufacturing Partners are required to take all necessary measures to respect and ensure the respect of rights related to the resources and assets of the entities within the Group with which they have a business relationship, in particular such Group entities' respective brand image and intellectual property rights.

9. Public Statements

Manufacturing Partners are expected to be extremely attentive to their public statements, particularly on the Internet and in social media, and to ensure that none of those statements are attributed to any entity belonging to the Group or their shareholders, directors, officers or workers, and are consistent with Manufacturing Partners' commitment to both confidentiality and respect of professional secrets.

ENVIRONMENTAL COMPLIANCE AND PERFORMANCE

The Group encourages its Manufacturing Partners to share their environmental data with the entities within the Group with which they do business, and to respect applicable local and international environmental laws, regulations, and best professional standards, obtain all requisite environmental permits, and that they be able to prove effective implementation of the following, where applicable:

1. Environmental Protection

- a. Manufacturing Partners shall comply with all applicable environmental laws, rules and regulations from time to time in force, including but not limited to air/greenhouse gas emissions, solid and hazardous waste storage and disposal, energy usage and water consumption and discharge.
- b. Manufacturing Partners shall adopt measures to mitigate negative impacts of operations on the environment.
- c. The Group encourages its Manufacturing Partners to make progressive improvements in the environmental performance of their operations, including but not limited to responsible use of natural resources, reduction of waste, energy efficiency, and cleaner production methods.

2. Operations (sites, manufacture...)

- a. Application of an environmental management system established in accordance with current standards, especially for companies with more than 50 workers;
- b. Improvements in the environmental performance of their sites and production resources, in particular through proper waste management, elimination of air, waste water, and soil pollution (including aquifers), reduction of greenhouse gas emissions with an emphasis on use of renewable energies, reduction of water and energy consumption;
- c. Measures to ensure that workers whose activities have direct environmental impact are trained, skilled, and have the resources required to effectively perform their work in consideration of these environmental commitments, especially for companies with more than 50 workers.

3. Raw materials, components, products and packaging

- a. Contributions to continuous improvements in environmental performance throughout the lifecycle of the products of the Group. For instance, Manufacturing Partners are committed to share with the entity(ies) within the Group with which they have a business relationship the most responsible options (certified materials, recycled materials, materials sourced with regenerative agriculture practices etc.), when reasonably available;
- b. Measures to ensure safe chemical management and chemical compliance of products and raw materials with applicable regulations and the best professional standards, including the Charles & Keith Group Restricted Substances List, attached hereto as Annex A, and which may be updated from time to time with notice to our Manufacturing Partners;
- c. Measures to preserve biodiversity and ensure compliance with relevant environmental international standards and regulations such as CITES;
- d. Measures to ensure the absence of any direct or indirect link with illegal deforestation or deforestation in high risk areas;
- e. Measures to avoid sourcing from areas of high water stress;
- f. Measures to guarantee traceability, share information with regard to raw material origin, and compliance for raw materials and substances used;
- g. Measures implemented across the supply chain to respect animal welfare.

COMPLIANCE WITH THE CODE

Each of the entities within the Group reserves the right to control compliance with the principles set forth in this Code by Manufacturing Partners. Any audit will be related to the business relationship between the relevant entity within the Group and the Business Partner, and will be performed by the relevant entity of the Group or a duly mandated third party. If a Business Partner is subject to specific professional obligations pursuant to law, any audit will be carried out taking into consideration these professional obligations.

When a Business Partner is authorized to subcontract any of its obligations under the conditions defined in the "Subcontracting" section above, the Business Partner undertakes to control the compliance with the principles set forth in this Code by its subcontractor and to fully cooperate in the event of an audit conducted by the Group.

Manufacturing Partners shall provide upon request any supporting documentation or information attesting compliance with this Code.

Manufacturing Partners must commit to improving or correcting any deficiencies identified. The entities of the Group may also support Manufacturing Partners in implementing and applying best practices in order to resolve non-conformity issues.

In the event of non-conformity with this Code by a

Business Partner, each of the entity(ies) within the Group which has a business relationship with such Business Partner reserves the right to require correction of the violations, suspend purchases, refuse to take delivery under any purchase order and return any goods from the Business Partner until the non-conformities have been corrected, and may terminate its business relationship with the Business Partner, in addition to any other rights or remedies available to such entity(ies) within the Group.

REPORTING VIOLATIONS

Individuals or entities should promptly notify the Group of any actual or suspected violations of this Code.

HOW TO REPORT

- ethics@charleskeith.com

You may choose to remain anonymous if you contact the CHARLES & KEITH Ethics Hotline. Your questions or concerns will be taken seriously, and we will treat them confidentially to the greatest extent possible.

NO RETALIATION POLICY

The Group will not tolerate retaliation against anyone who in good faith raises questions or concerns about a potential violation of the law, our Code, or Company policies, or who assists in an investigation of a reported violation.

THANK YOU

Annex A – Charles & Keith Group Restricted Substances List

Restricted Substance List

CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
Acetophenone and 2-Phenyl-2-Propanol				
98-86-2	Acetophenone	50 ppm each	Extraction in acetone or methanol GC/MS, sonication for 30 minutes at 60° C	25 ppm each
617-94-7	2-Phenyl-2-Propanol			
Acidic and Alkaline Substances				
N/A	pH value	Textiles: 4.0 – 7.5 Leather: Chrome-tanned: 3.2 – 5.5 Other: 3.5 – 7.5	Textiles and synthetic coated fabrics: EN ISO 3071:2020 Leather: EN ISO 4045:2018	N/A
Alkylphenols (APs) Alkylphenol Ethoxylates (APEOs) including all isomers				
Various	Nonylphenol (NP), mixed isomers	Total APs: 10 ppm Total APs + APEOs: 100 ppm	Textiles and Leather: EN ISO 21084:2019 Polymers and all other materials: 1 g sample/20 mL THF, sonication for 60 minutes at 70° C, analysis according to EN ISO 21084:2019 Down (China market only): GB/T 23322-2018 for compliance with GB/T 14272-2021	Total of NP + OP: 3 ppm
Various	Octylphenol (OP), mixed isomers			
Various	Nonylphenol ethoxylates (NPEOs)		All materials except Leather: EN ISO 18254-1:2016 with determination of APEO using LC/MS or LC/MS/MS Leather: Sample prep and analysis using EN ISO 18218-1:2023 with quantification according to EN ISO 18254-1:2016	Total of NPEOs + OPEOs: 20 ppm
Various	Octylphenol ethoxylates (OPEOs)		Down (China market only): GB/T 23322-2018 for compliance with GB/T 14272-2021	
Azo-amines and Arylamine Salts				
92-67-1	4-Aminobiphenyl	20 ppm each	All materials except leather: EN ISO 14362-1:2017 Leather: EN ISO 17234-1:2024 p-Aminoazobenzene: All materials except leather: EN ISO 14362-3:2017 Leather: EN ISO 17234-2:2011	5 ppm each
92-87-5	Benzidine			
95-69-2	4-Chloro-o-toluidine			
91-59-8	2-Naphthylamine			
97-56-3	o-Aminoazotoluene			
99-55-8	2-Amino-4-nitrotoluene			
106-47-8	p-Chloraniline			
615-05-4	2,4-Diaminoanisole			
101-77-9	4,4'-Diaminodiphenylmethane			

Effective from May 2025

CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
91-94-1	3,3'-Dichlorobenzidine	20 ppm each	All materials except leather: EN ISO 14362-1:2017 Leather: EN ISO 17234-1:2024 p-Aminoazobenzene: All materials except leather: EN ISO 14362-3:2017 Leather: EN ISO 17234-2:2011	5 ppm each
119-90-4	3,3'-Dimethoxybenzidine			
119-93-7	3,3'-Dimethylbenzidine			
838-88-0	3,3'-dimethyl-4,4'-diaminodiphenylmethane			
120-71-8	p-Cresidine			
101-14-4	4,4'-Methylen-bis(2-chloraniline)			
101-80-4	4,4'-Oxydianiline			
139-65-1	4,4'-Thiodianiline			
95-53-4	o-Toluidine			
95-80-7	2,4-Toluenediamine			
137-17-7	2,4,5-Trimethylaniline			
95-68-1	2,4 Xylidine			
87-62-7	2,6 Xylidine			
90-04-0	2-Methoxyaniline (= o-Anisidine)			
60-09-3	p-Aminoazobenzene			
3165-93-3	4-Chloro-o-toluidinium chloride			
553-00-4	2-Naphthylammoniumacetate			
39156-41-7	4-Methoxy-m-phenylene diammonium sulphate			
21436-97-5	2,4,5-Trimethylaniline hydrochloride			
Bisphenols				
80-05-7	Bisphenol-A (BPA)	Items intended to come in contact with the mouth: BPA: 1 ppm Other products: 1000 ppm each In preparation for forthcoming restrictions, significantly lower levels of bisphenols should be achievable in, e.g., polyamide, over time or better alternatives should be substituted if possible.	Leather: EN ISO 11936:2023 All other materials: Extraction: 1g sample/20 ml THF, sonication for 60 minutes at 60° C, then add methanol or acetonitrile for precipitation prior to analysis with LC/MS Note for textiles: For precipitation, draw the extract to another container and add methanol or acetonitrile. Inaccurate higher results will be obtained if the textile sample contacts the precipitation solvent.	Leather: 10 ppm each All other materials: 0.1 ppm for individual samples 1 ppm for composite samples
80-09-1	Bisphenol S (BPS)			
77-40-7	Bisphenol B (BPB)			
620-92-8	Bisphenol F (BPF)			
Chlorinated Paraffins				
85535-84-8	Short-chain Chlorinated Paraffins (SCCPs) (C10-C13)	1000 ppm	Leather: ISO 18219-1:2021 (SCCP)	100 ppm

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
85535-85-9	Medium-chain Chlorinated Paraffins (MCCPs) (C14-C17)	1000 ppm	ISO 18219-2:2021 (MCCP) Textiles and all other materials: ISO 22818:2021 (SCCP + MCCP)	100 ppm
Chlorophenols				
15950-66-0	2,3,4-Trichlorophenol (TriCP)	0.5 ppm each	All materials: EN 17134-2:2023	0.5 ppm each
933-78-8	2,3,5-Trichlorophenol (TriCP)			
933-75-5	2,3,6-Trichlorophenol (TriCP)			
95-95-4	2,4,5-Trichlorophenol (TriCP)			
88-06-2	2,4,6-Trichlorophenol (TriCP)			
609-19-8	3,4,5-Trichlorophenol (TriCP)			
4901-51-3	2,3,4,5-Tetrachlorophenol (TeCP)			
58-90-2	2,3,4,6-Tetrachlorophenol (TeCP)			
935-95-5	2,3,5,6-Tetrachlorophenol (TeCP)			
87-86-5	Pentachlorophenol (PCP) and its salts and esters			
Chlorinated Benzenes and Toluenes				
95-49-8	2-Chlorotoluene	Total: 1 ppm	All materials: EN 17137:2024	0.2 ppm each
108-41-8	3-Chlorotoluene			
106-43-4	4-Chlorotoluene			
32768-54-0	2,3-Dichlorotoluene			
95-73-8	2,4-Dichlorotoluene			
19398-61-9	2,5-Dichlorotoluene			
118-69-4	2,6-Dichlorotoluene			
95-75-0	3,4-Dichlorotoluene			
2077-46-5	2,3,6-Trichlorotoluene			
6639-30-1	2,4,5-Trichlorotoluene			
76057-12-0	2,3,4,5-Tetrachlorotoluene			
875-40-1	2,3,4,6-Tetrachlorotoluene			
1006-31-1	2,3,5,6-Tetrachlorotoluene			
877-11-2	Pentachlorotoluene			
541-73-1	1,3-Dichlorobenzene			
106-46-7	1,4-Dichlorobenzene			
87-61-6	1,2,3-Trichlorobenzene			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
120-82-1	1,2,4-Trichlorobenzene	Total: 1 ppm	All materials: EN 17137:2024	0.2 ppm each
108-70-3	1,3,5-Trichlorobenzene			
634-66-2	1,2,3,4-Tetrachlorobenzene			
634-90-2	1,2,3,5-Tetrachlorobenzene			
95-94-3	1,2,4,5-Tetrachlorobenzene			
608-93-5	Pentachlorobenzene			
118-74-1	Hexachlorobenzene			
5216-25-1	p-Chlorobenzotrichloride			
98-07-7	Benzotrichloride			
100-44-7	Benzyl Chloride			
95-50-1	1,2-Dichlorobenzene	10 ppm		1 ppm
Dimethylfumarate				
624-49-7	Dimethylfumarate (DMFu)	0.1 ppm	All materials: ISO 16186:2021	0.05 ppm
Dyes (Forbidden and Disperse)				
2475-45-8	C.I. Disperse Blue 1	30 ppm each	All materials: DIN 54231:2022	15 ppm each
2475-46-9	C.I. Disperse Blue 3			
3179-90-6	C.I. Disperse Blue 7			
3860-63-7	C.I. Disperse Blue 26			
56524-77-7	C.I. Disperse Blue 35A			
56524-76-6	C.I. Disperse Blue 35B			
12222-97-8	C.I. Disperse Blue 102			
12223-01-7	C.I. Disperse Blue 106			
61951-51-7	C.I. Disperse Blue 124			
23355-64-8	C.I. Disperse Brown 1			
2581-69-3	C.I. Disperse Orange 1			
730-40-5	C.I. Disperse Orange 3			
82-28-0	C.I. Disperse Orange 11			
12223-33-5	C.I. Disperse Orange 37/76/59			
13301-61-6				
51811-42-8				
85136-74-9	C.I. Disperse Orange 149			
2872-52-8	C.I. Disperse Red 1			
2872-48-2	C.I. Disperse Red 11			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
3179-89-3	C.I. Disperse Red 17	30 ppm each	All materials: DIN 54231:2022	15 ppm each
61968-47-6	C.I. Disperse Red 151			
119-15-3	C.I. Disperse Yellow 1			
2832-40-8	C.I. Disperse Yellow 3			
6300-37-4	C.I. Disperse Yellow 7			
6373-73-5	C.I. Disperse Yellow 9			
6250-23-3	C.I. Disperse Yellow 23			
12236-29-2	C.I. Disperse Yellow 39			
54824-37-2	C.I. Disperse Yellow 49			
6858-49-7				
54077-16-6	C.I. Disperse Yellow 56			
3761-53-3	C.I. Acid Red 26			
1694-09-3	C.I. Acid Violet 49			
569-61-9	C.I. Basic Red 9			
569-64-2	C.I. Basic Green 4			
2437-29-8				
10309-95-2				
548-62-9	C.I. Basic Violet 3			
632-99-5	C.I. Basic Violet 14			
2580-56-5	C.I. Basic Blue 26			
1937-37-7	C.I. Direct Black 38			
2602-46-2	C.I. Direct Blue 6			
573-58-0	C.I. Direct Red 28			
16071-86-6	C.I. Direct Brown 95			
60-11-7	4-Dimethylaminoazobenzene (Solvent Yellow 2)			
6786-83-0	C.I. Solvent Blue 4			
561-41-1	4,4'-bis(dimethylamino)-4''-(methylamino)trityl alcohol			
Dyes, Navy Blue				
118685-33-9	Component 1: C39H23ClCrN7O12S.2Na	30 ppm each	All materials: DIN 54231:2022	15 ppm each
Not allocated	Component 2: C46H30CrN10O20S2.3Na			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
Flame Retardants (Brominated & Organophosphorus Substances)				
84852-53-9	Decabromodiphenyl ethane (DBDPE)	10 ppm each	All materials: EN ISO 17881-1:2016	5 ppm each
32534-81-9	Pentabromodiphenyl ether (PentaBDE)			
32536-52-0	Octabromodiphenyl ether (OctaBDE)			
1163-19-5	Decabromodiphenyl ether (DecaBDE)			
Various	All other Polybrominated diphenyl ethers (PBDEs)			
79-94-7	Tetrabromobisphenol A (TBBP A)			
59536-65-1	Polybromobiphenyls (PBB)			
3194-55-6	Hexabromocyclododecane (HBCDD)			
3296-90-0	2,2-bis(bromomethyl)-1,3-propanediol (BBMP)			
13674-87-8	Tris(1,3-dichloro-isopropyl) phosphate (TDCPP)		All materials: EN ISO 17881-2:2016	
25155-23-1	Trixylyl phosphate (TXP)			
126-72-7	Tris(2,3,-dibromopropyl) phosphate (TRIS)			
545-55-1	Tris(1-aziridinyl)phosphine oxide) (TEPA)			
115-96-8	Tris(2-chloroethyl)phosphate (TCEP)			
5412-25-9	Bis(2,3-dibromopropyl) phosphate (BDBPP)			
115-86-6	Triphenyl phosphate (TPP)	500ppm		50ppm
Fluorinated Greenhouse Gases				
Various	See Regulation (EU) No 2024/573 for a complete list.	0.1 ppm each	Sample preparation: Purge and trap — thermal desorption or SPME Measurement: GC/MS	0.1 ppm each
Formaldehyde				
50-00-0	Formaldehyde	Adults and children: 75 ppm Babies: 16 ppm	All materials except leather: JIS L 1041-2011 A (Japan Law 112) or EN ISO 14184-1:2011 Leather: EN ISO 17226-2:2019 with EN ISO 17226-1:2021 confirmation method in case of interferences. Alternatively, EN ISO 17226-1:2021 can be used on its own.	16 ppm
Heavy Metals (Non-Jewelry) Extractable and Total Content,See Appendix 2 for separate South Korea KC Mark soluble Heavy Metal requirements.				
7440-36-0	Antimony (Sb)	Extractable: 30 ppm	Leather: DIN EN ISO 17072-1:2019	Extractable: 3 ppm

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
7440-38-2	Arsenic (As)	Extractable: 0.2 ppm Total: 100 ppm	Extractable: All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019 Total: All materials except leather: DIN EN 16711-1:2016 Leather: DIN EN ISO 17072-2:2019	Extractable: 0.1 ppm Total: 10 ppm
7440-39-3	Barium (Ba)	Extractable: 1000 ppm	All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019	Extractable: 100 ppm
7440-43-9	Cadmium (Cd)	Extractable: 0.1 ppm Total: 40 ppm	Extractable: All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019 Total: All materials except leather: DIN EN 16711-1:2016 Leather: DIN EN ISO 17072-2:2019	Extractable: 0.05 ppm Total: 5 ppm
7440-47-3	Chromium (Cr)	Extractable: Textiles: Babies: 1 ppm Adults and children: 2 ppm	Textiles: DIN EN 16711-2:2016 Leather: EN ISO 17072-1:2019	Extractable: 0.5 ppm
18540-29-9	Chromium VI	Extractable: Leather: 3 ppm Textiles: 1 ppm	Textiles: DIN EN 16711-2:2016 with EN ISO 17075-1:2017 if Cr is detected Leather: EN ISO 17075-1:2017 and EN ISO 17075-2:2017 for confirmation in case the extract causes interference. Alternatively, EN ISO 17075-2:2017 may be used on its own. Ageing test: ISO 10195:2018 Method A2 is used at brand discretion.	Extractable: Leather: 3 ppm Textiles: 0.5 ppm
7440-48-4	Cobalt (Co)	Extractable: Adults: 4 ppm Children and babies: 1 ppm	All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019	Extractable: 0.5 ppm
7440-50-8	Copper (Cu)	Extractable: Adults: 50 ppm Children and babies: 25 ppm	All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019	Extractable: 5 ppm
7439-92-1	Lead (Pb)	Extractable: Adults: 1 ppm Children and babies: 0.2 ppm Total: 90 ppm	Extractable: All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019 Total: Non-metal: CPSC-CH-E1002-08.3 Metal: CPSC-CH-E1001-08.3 Lead in paint and surface coatings: CPSC-CH-E1003-09.1	Extractable: 0.2 ppm Total: 10 ppm

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
7439-97-6	Mercury (Hg)	Extractable: 0.02 ppm Total: 0.5 ppm	Extractable: All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019 Total: All materials except leather: DIN EN 16711-1:2016 Leather: DIN EN ISO 17072-2:2019	Extractable: 0.02 ppm Total: 0.1 ppm
7440-02-0	Nickel (Ni)	Extractable: 1 ppm Release (metal parts): Prolonged skin contact: 0.5 µg/cm ² /week Eyewear frames: 0.5 µg/cm ² /week	Extractable: All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019 Release: EN 12472:2020 and EN 1811:2023 Release (eyewear frames): EN 16128:2015	Extractable: 0.1 ppm Release: 0.5 µg/cm ² / week
7782-49-2	Selenium (Se)	Extractable: 500 ppm	All materials except leather: DIN EN 16711-2:2016 Leather: DIN EN ISO 17072-1:2019	Extractable: 50 ppm
Heavy Metals (Jewellery) Sample preparation for jewellery and wearables: Wax areas not intended for skin- contact: EN 1811:2023				
7440-36-0	Antimony (Sb)	Paints & Coatings: Extractable: 60 ppm	ASTM F963-23 as referenced in ASTM F2923:2020	Extractable: 5 ppm
7440-38-2	Arsenic (As)	Paints & Coatings: Extractable: 25 ppm	ASTM F963-23 as referenced in ASTM F2923:2020	Extractable: 5 ppm
7440-39-3	Barium (Ba)	Paints & Coatings: Extractable 1000 ppm	ASTM F963-23 as referenced in ASTM F2923:2020	Extractable: 100 ppm
7440-43-9	Cadmium (Cd)	Substrates, Paints & Coatings - Total: Adults: 75 ppm Children: 40 ppm	ASTM F963-23 as referenced in ASTM F2923:2020	Total: 5 ppm
7440-47-3	Chromium (Cr)	Paints & Coatings: Extractable: 60 ppm	ASTM F963-23 as referenced in ASTM F2923:2020	Extractable: 5 ppm
7439-92-1	Lead (Pb)	Substrates, Paints & Coatings: Total: 90 ppm	ASTM F963-23 as referenced in ASTM F2923:2020	Total: 10 ppm
7439-97-6	Mercury (Hg)	Paints & Coatings: Extractable: 60 ppm	ASTM F2923:2020 as referenced in ASTM F2923:2020	Extractable: 5 ppm

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
7440-02-0	Nickel (Ni)	Release (metal parts): Prolonged skin contact: 0.5 µg/cm²/week Pierced part: 0.2 µg/cm²/week	EN 12472:2020 and EN 1811:2023	Release: Prolonged skin contact: 0.5 µg/cm²/week Pierced part: 0.2 µg/cm²/week
7782-49-2	Selenium (Se)	Paints & Coatings: Extractable: 500 ppm	ASTM F2923:2020 as referenced in ASTM F2923:2020	Extractable: 50 ppm
Monomers				
100-42-5	Styrene, Free	500 ppm	Extraction in Methanol GC/MS, sonication at 60° C for 60 minutes	50 ppm
75-01-4	Vinyl Chloride	1 ppm	EN ISO 6401:2022	1 ppm
N-Nitrosamines				
62-75-9	N-nitrosodimethylamine (NDMA)	0.5 ppm each	EN ISO 19577:2019 with LC/MS/ MS verification if positive	0.5 ppm each
55-18-5	N-nitrosodiethylamine (NDEA)			
621-64-7	N-nitrosodipropylamine (NDPA)			
924-16-3	N-nitrosodibutylamine (NDBA)			
100-75-4	N-nitrosopiperidine (NPIP)			
930-55-2	N-nitrosopyrrolidine (NPYR)			
59-89-2	N-nitrosomorpholine (NMOR)			
614-00-6	N-nitroso N-methyl N-phenylamine (NMPHA)			
612-64-6	N-nitroso N-ethyl N-phenylamine (NEPHA)			
Organotin Compounds				
Various	Tributyltin (TBT)	0.5 ppm each	All materials: CEN ISO/TS 16179:2012 or EN ISO 22744-1:2020	0.1 ppm each
Various	Triphenyltin (TPhT)	1 ppm each		
Various	Dibutyltin (DBT)			
Various	Diocetyltn (DOT)			
Various	Monobutyltin (MBT)			
Various	Monooctyltin (MOT)			
Various	Tricyclohexyltin (TCyHT)			
Various	Trimethyltin (TMT)			
Various	Triocetyltn (TOT)			
Various	Tripropyltin (TPT)			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
Various	Dimethyltin (DMT)	Other Organotin: 1 ppm each		
Various	Diphenyltin (DPhT)			
Various	Dipropyltin (DPT)			
Various	Monomethyltin (MMT)			
Various	Monophenyltin (MPhT)			
1461-25-2	Tetrabutyltin (TeBT)			
597-64-8	Tetraethyltin (TeET)			
3590-84-9	Tetraoctyltin (TeOT)			
<u>Ortho-phenylphenol</u>				
90-43-7	Ortho-phenylphenol (OPP)	1000 ppm	All materials: EN 17134-2:2023	100 ppm
<u>Ozone-depleting Substances</u>				
Various	See Regulation (EC) No 2024/590 for a complete list.	5 ppm	All materials: GC/MS headspace 120° C for 45 minutes	5 ppm
<u>Per- and Polyfluoroalkyl Substances (PFAS)</u>				
Various	All PFAS as measured by total organic fluorine	50 ppm	EN 14582:2016 or ASTM D7359:2023	50 ppm total
Various	Perfluorooctane Sulfonate (PFOS) and its salts	25 ppb total	All materials: EN ISO 23702-1:2023 or EN 17681-1:2022 & 17681-2:2022 The 1 µg/m2 total area-based limit for PFOS and related substances is in the process of revision under the EU POPs Regulation and will transition to a 25 ppb total sum limit on PFOS and its salts and a 1000 ppb total sum limit on PFOS-related substances. This will bring EU PFOS restrictions into alignment with other existing PFAS restrictions included here. Important note: New draft updated method prEN 17681-1:2023 for targeted PFAS analysis is likely to be finalized and adopted in a future version of the AFIRM RSL. AFIRM anticipates higher findings of various PFAS analytes, especially FTOHs, with this new method, and industry should prepare accordingly.	25 ppb total
Various	PFOS-related substances	1000 ppb total		1000 ppb total
Various	Perfluorooctanoic Acid (PFOA) and its salts	25 ppb total		25 ppb total
Various	PFOA-related substances	1000 ppb total		1000 ppb total
Various	Perfluorohexane-1-sulphonic acid (PFHxS) and its salts	25 ppb total		25 ppb total
Various	PFHxS-related substances	1000 ppb total		1000 ppb total
Various	C9-C14 Perfluorocarboxylic acids (PFCAs) and their salts	25 ppb total		25 ppb total
Various	C9-C14 PFCA-related substances	260 ppb total		260 ppb total
Various	PFHxA and its salts	25 ppb total		25 ppb total
Various	PFHxA-related substances	1000 ppb total		1000 ppb total

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
Pesticides and Herbicides, Agricultural				
Various	See Appendix 4 for a complete list.	0.5 ppm each	All materials: EN ISO 15913:2003 or EPA 8081/EPA 8151A or BVL L 00.00-	0.5 ppm each
28553-12-0	Di-Iso-nonylphthalate (DINP)	500 ppm each Total: 1000 ppm	Sample preparation for all materials: CPSC-CH-C1001-09.4 Measurement: Textiles: GC/MS, EN ISO 14389:2022 (8.1 Calculation based on weight of print only; 8.2 Calculation based on weight of print and textile if print cannot be removed). All materials except textiles: GC/MS	50 ppm each
117-84-0	Di-n-octylphthalate (DNOP)			
117-81-7	Di(2-ethylhexyl)-phthalate (DEHP)			
26761-40-0	Diisodecylphthalate (DIDP)			
85-68-7	Butylbenzylphthalate (BBP)			
84-74-2	Dibutylphthalate (DBP)			
84-69-5	Diisobutylphthalate (DIBP)			
84-75-3	Di-n-hexylphthalate (DnHP)			
84-66-2	Diethylphthalate (DEP)			
131-11-3	Dimethylphthalate (DMP)			
131-18-0	Di-n-pentyl phthalate (DPENP)			
84-61-7	Dicyclohexyl phthalate (DCHP)			
71888-89-6	1,2-Benzenedicarboxylic acid, di-C6-8-branched alkyl esters, C7-rich			
117-82-8	Bis(2-methoxyethyl) phthalate			
605-50-5	Diisopentyl phthalate (DIPP)			
131-16-8	Dipropyl phthalate (DPRP)			
27554-26-3	Diisooctyl phthalate (DIOP)			
68515-50-4	1,2-Benzenedicarboxylic acid, dihexyl ester, branched and linear			
71850-09-4	Diisohexyl phthalate (DIHxP)			
68515-42-4	1,2-Benzenedicarboxylic acid, di-C7-11-branched and linear alkyl esters (DHNUP)			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
84777-06-0	1,2-Benzenedicarboxylic acid Dipentyl ester, branched and linear	500 ppm each Total: 1000 ppm	Sample preparation for all materials: CPSC-CH-C1001-09.4 Measurement: Textiles: GC/MS, EN ISO 14389:2022 (8.1 Calculation based on weight of print only; 8.2 Calculation based on weight of print and textile if print cannot be removed). All materials except textiles: GC/MS	50 ppm each
68648-93-1	1,2-Benzenedicarboxylic acid, di-C6-10-alkyl esters or mixed decyl and hexyl and octyl diesters with ≥ 0.3% of dihexyl phthalate; 1,2-Benzenedicarboxylic acid, mixed decyl and hexyl and octyl diesters;			
68515-51-5	1,2-Benzenedicarboxylic acid, di-C6-10-alkyl esters			
776297-69-9	n-Pentyl-isopentylphthalate (nPIPP)			
26040-51-7	Bis(2-ethylhexyl) tetrabromophthalate			
53306-54-0	Bis(2-propylheptyl) phthalate (DPHP)	For informational purposes only. AFIRM recommends testing to assess content levels		
Polycyclic Aromatic Hydrocarbons (PAHs)				
83-32-9	Acenaphthene	No individual restriction. Total: 10 ppm	All materials: AFPS GS 2019 or EN 17132:2019 or ISO 16190:2021	0.2 ppm each
208-96-8	Acenaphthylene			
120-12-7	Anthracene			
191-24-2	Benzo(g,h,i)perylene			
86-73-7	Fluorene			
206-44-0	Fluoranthene			
193-39-5	Indeno(1,2,3-cd)pyrene			
91-20-3	Naphthalene**			
85-01-8	Phenanthrene			
129-00-0	Pyrene			
56-55-3	Benzo(a)anthracene	1 ppm each Child care articles: 0.5 ppm each Total: 10 ppm		
50-32-8	Benzo(a)pyrene			
205-99-2	Benzo(b)fluoranthene			
192-97-2	Benzo[e]pyrene			
205-82-3	Benzo[j]fluoranthene			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
207-08-9	Benzo(k)fluoranthene			
218-01-9	Chrysene			
53-70-3	Dibenzo(a,h)anthracene			
Quinoline				
91-22-5	Quinoline	50 ppm	All materials: DIN 54231:2022 with methanol extraction at 70° C	10 ppm
Solvents and Residuals				
68-12-2	Dimethylformamide (DMFa)	500 ppm	Textiles: EN 17131:2019 All other materials: ISO 16189:2021	50 ppm each
75-12-7	Formamide	1000 ppm each		
127-19-5	Dimethylacetamide (DMAC)			
872-50-4	N-Methyl-2-pyrrolidone (NMP)			
UV Absorbers / Stabilizers				
3846-71-7	UV 320	1000 ppm each		100 ppm each
3864-99-1	UV 327			
3896-11-5	UV 326			
25973-55-1	UV 328			
36437-37-3	UV 350			
2440-22-4	Drometrizole	For informational purposes only. AFIRM recommends testing to assess content levels.		
Volatile Organic Compounds (VOCs)				
71-43-2	Benzene	5 ppm	For general VOC screening: GC/MS headspace 45 minutes at 120° C	Benzene: 5 ppm Other: 20 ppm each
75-15-0	Carbon Disulfide	Total: 1000 ppm		
56-23-5	Carbon Tetrachloride			
67-66-3	Chloroform			
108-94-1	Cyclohexanone			
107-06-2	1,2-Dichloroethane			
75-35-4	1,1-Dichloroethylene			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
100-41-4	Ethylbenzene	Total: 1000 ppm	For general VOC screening: GC/MS headspace 45 minutes at 120° C	Benzene: 5 ppm Other: 20 ppm each
76-01-7	Pentachloroethane			
630-20-6	1,1,1,2- Tetrachloroethane			
79-34-5	1,1,2,2- Tetrachloroethane			
127-18-4	Tetrachloroethylene (PERC)			
108-88-3	Toluene			
71-55-6	1,1,1- Trichloroethane			
79-00-5	1,1,2- Trichloroethane			
79-01-6	Trichloroethylene			
1330-20-7	Xylenes (meta-, ortho-, para-)			
108-38-3				
95-47-6				
106-42-3				
96-18-4	1,2,3-trichloropropane			
78-87-5	1,2,Dichloropropane			
111-15-9	2-Ethoxyethyl acetate			
149-57-5	2-Ethylhexane acid			
62-53-3	Aniline			
111-96-6	Bis(2-methoxyethyl)ether			
78-59-1	Isophorone			
108-95-2	Phenol			
109-99-9	THF			
106-94-5	1-bromopropane			
70657-70-4	1-PG2MEA 1-Propanol,2-methoxy-, acetate)			
111-77-3	2-(2-Methoxyethoxy)ethanol			
584-84-9	2,4-toluene diisocyanate			

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CAS No.	Substance	Limits	Suitable Test Method	Reporting Limit
110-80-5	2-ethoxyethanol	Total: 1000 ppm	For general VOC screening: GC/MS headspace 45 minutes at 120° C	Benzene: 5 ppm Other: 20 ppm each
109-86-4	2-Methoxyethanol EGME			
1589-47-5	2-Methoxypropan-1-ol			
110-71-4	EGDME (Ethylene glycol dimethyl ether)			
110-49-6	EGMEA (Ethylene glycol monomethyl ether)			
67-72-1	Hexachloroethane			
27639	Merhylene chloride (dichloromethane)			
110-54-3	n-hexane			
112-49-2	TEGDME			
Cyclosiloxanes				
556-67-2	Octamethylcyclotetrasiloxane (D4)	1000 ppm each	All materials: Ultrasonic extraction with nonchlorinated organic solvent for 30 min at 40°C then GC/MS	50 ppm each
541-02-6	Decamethylcyclopentasiloxane (D5)			
540-97-6	Dodecamethylcyclohexasiloxane (D6)			

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