



**REGULATORY COMPLIANCE**

PFAS and SASO Compliance

**PRODUCT & EQUIPMENT SAFETY**

PPE Footwear and Gloves standards, Testing for extreme environments and substance migration

[CTCGROUPE.COM](http://CTCGROUPE.COM)

# CTC INTERNATIONAL

CTC'S INTERNATIONAL NEWS **SPRING · SUMMER** | MARCH 2026

Dear clients, dear partners, I am pleased to share this new edition of CTC International. This issue highlights key topics in standardization, testing and certification, as well as major developments designed to support stakeholders in the footwear, leather goods and personal protective equipment (PPE) sectors.



# edito

by **Jean-Luc Chaverot**  
Chief Operating Officer Testing and Inspection

In 2025, regulations restricting the use of PFAS have accelerated significantly. Valérie Ladaviere, PhD in chemistry and technical support at CTC France, explains the concepts of total fluorine, total organic fluorine and PFAS, and outlines the main standards and analytical methods currently applied.

For companies targeting the Saudi Arabian market, we are launching SASO (Saudi Standards, Metrology and Quality Organization) testing services for footwear to support compliance with national requirements while enhancing product quality and consumer safety.

To support secure market access in Asia, this edition includes an update on standards and regulations applicable to PPE gloves in China, written by Henry Yan, Head of the CTC Shanghai laboratory and member of Chinese standardization technical committees. You will also find an update on CE marking and standardization for footwear and gloves, helping manufacturers better understand evolving European requirements.

This issue also highlights our combustion performance testing for PPE, focused on delivering safer products for safer workers operating in extreme environments. We continue to expand our testing and certification services to help manufacturers enhance both product safety and worker protection.

In the same spirit, we are strengthening our expertise in protective gloves, particularly for food contact applications where safety and hygiene are paramount. Special attention is given to substance migration testing to ensure that materials remain compliant and safe for both workers and consumers. An article by Leo Tom, Operations Director of CTC Dongguan and Hong Kong, outlines the main testing methods ensuring product compliance.

Our organization also continues to evolve. We are pleased to announce the appointments of Stéphane Riondet as Commercial Director and Sébastien Vastel as Marketing Director of CTC Groupe, reflecting our commitment to strengthening our services.

Finally, the bio-based material analysis method developed by CTC's Italian laboratory has been adopted by the CEN/TC411 Bio-Based Products committee and is currently being published. We hope to confirm this officially in the next issue.

We wish you a pleasant read.

The CTC teams remain at your disposal to assist you on these topics.

**France**  
LYON | PARIS  
4, rue Hermann Frenkel  
69367 Lyon Cedex 07  
● ctclyon@ctcgrroupe.com

**Italy**  
CTC ARS TINCTORIA  
Santa Croce sull'Arno -  
Arzignano  
● info@arstinctoria.it

**China**  
SHANGHAI  
● ctcsanghai@ctcgrroupe.com  
DONGGUAN  
● ctcdongguan@ctcgrroupe.com

**HONG KONG**  
● ctcasia@ctcgrroupe.com  
WENZHOU  
● ctcwenzhou@ctcgrroupe.com

**XIAMEN**  
● ctcxiamen@ctcgrroupe.com

**Vietnam**  
HO CHI MINH CITY  
● ctcvietnam@ctcgrroupe.com

*We also rely on a network of local partners based in Spain, Portugal, Bangladesh, Cambodia, India, Indonesia and Pakistan.*

**CTC INTERNATIONAL** • Published by CTC, the Professional Committee for Economic Development (CPDE) Leather, Footwear, Leather Goods and Gloves / 4, rue Hermann Frenkel ● ctclyon@ctcgrroupe.com / 69367 Lyon cedex 07 France / Tel: +33 (0) 4 72 76 10 10 - N° de siren: 775649726. Code NAF: 9412Z. ISSN n°3095 3073 – **Publishing director** / Françoise Nicolas – **Editor in chief** / Alison Burel – **With contributions from** / Alison Burel, Jean-Luc Chaverot, Arnaud Dyduck, Didier Guisado, Valérie Ladavière, Léo Tom, Sébastien Vastel, Henry Yan – **Graphic design** / Stéphanie Haasz – ©All rights reserved. Reproduction, even partial, of texts, photos and illustrations in this issue is subject to prior authorization by the editorial staff. Photos ©CTC unless otherwise stated. Cover photos ©Martinesku, Naiuang, CK Studio.



# summary

UPCOMING EVENTS ..... P. 3

CTC NEWS!..... P. 4

## REGULATORY COMPLIANCE

PAGE **8**

### PFAS COUNTDOWN ARE YOU READY FOR 2026?



PAGE **10**

### NAVIGATING SASO COMPLIANCE FOR FOOTWEAR

## PRODUCT & EQUIPMENT SAFETY

PAGE **14**

### CHINA TIGHTENS HAND PROTECTION STANDARDS

**PPE FOOTWEAR AND GLOVES:  
AHEAD OF THE STANDARDS..... P. 18**

**PPE TESTING FOR  
EXTREME ENVIRONMENTS..... P. 19**

**TESTING SUBSTANCE MIGRATION  
IN FOOD-CONTACT GLOVES..... P. 22**

# Upcoming EVENTS

CTC will be participating in key industry events in Asia and Europe. Our team of experts will be happy to meet you there to discuss your needs!

## CHINA



### APLF LEATHER 12–14 MARCH

CTC stand: 1A-A01

Hong Kong Convention and Exhibition Centre, HONG KONG

- CTC Conference on PFAS regulatory landscape:  
Thursday 12 March, 14:00–14:45



### CIOSH 7–9 APRIL

CTC stand: E3-3D51

Shanghai New International Expo Center, SHANGAI

- CTC Conference on Footwear:  
Wednesday 8 April, 14:30–15:15

## VIETNAM



### SHOES & LEATHER 8–10 JULY

CTC stand: B-D11

Saigon Exhibition & Convention Center, HO CHI MINH CITY

## Save the date

CTC EXPERTS WILL ALSO BE PRESENT AT THE FOLLOWING EVENTS  
IN LATE 2025

✓ **CHINA** ACLE • 1–3 September 2026

✓ **ITALY** LINEAPELLE • 15–17 september 2026

✓ **FRANCE**

• SLF 7 September 2026, Maison de la Chimie, Paris

• EXPOPROTECTION 3–5 November 2026, Porte de Versailles, Paris

[ Booth numbers and infos  
coming soon on [ctcgroupe.com](http://ctcgroupe.com) ]

## CTC GROUP STRENGTHENS ITS MARKETING AND SALES LEADERSHIP

In 2025, CTC Group welcomes two new senior executives to support its development strategy and strengthen alignment between sales performance and marketing.

Since March 2025, Sébastien Vastel, Marketing and Communications Director, has been leading CTC's brand, communications and digital strategies. He has held senior management positions within international organisations, where he designed and implemented communication, digital marketing and organisational transformation strategies.



From left to right: Sébastien Vastel and Stéphane Riondet

Stéphane Riondet, Sales Director, joined CTC in October 2025. With strong experience in B2B development, marketing and the structuring of international offerings, he supports the Group's growth and the development of its activities.

Together, they are working to align marketing and sales approaches in order to strengthen performance, improve the clarity of CTC's offerings and enhance the Group's visibility across its key markets.

## CTC DONGGUAN EXPANDS CNAS-ACCREDITED CHEMICAL TESTING SCOPE

CTC Dongguan has successfully completed a CNAS audit to expand its chemical testing capabilities.



CTC Dongguan's laboratory

The following test methods were approved and will be added to the laboratory's existing CNAS scope:

*Nitrosamine (footwear):*

- ISO 19577:2019

*Total fluorine (footwear):*

- EN 14582:2016
- ASTM D7359-23

*Determination of preservative content (TCMTB, PCMC, OPP, OIT) in leather:*

- ISO 13365-2:2020

*Volatile organic compounds:*

- in-house method based on EN71-II:2005 Annex A

*N-Nitrosamines:*

- EN 12868:2017

*Total lead:*

- ASTM F2923-20

*Content of bonds based on chlorobenzene and chlorotoluene:*

- EN 17137:2024

*Dimethyl Fumarate (DMFu):*

- EN 17130:2019

*Flame Retardants Brominated & Phosphorus:*

- ISO 17881-1:2016
- ISO 17881-2:2016

*Benzotriazole compounds:*

- ISO 24040:2022

*Pentachlorophenol: leather, textile and wood*

- LFGB §64 BVL B 82.02.8:2001
- CEN TR 14823:2003

These methods reflect the strong expertise and commitment of the chemical team. The formal CNAS-approved scope is expected before May 2026.

To discuss how our expanded CNAS-accredited chemical testing scope can support your compliance needs, please contact us:

📧 [salesasia@ctcgroupe.com](mailto:salesasia@ctcgroupe.com)

# PPE TESTING & CERTIFICATION

- ▶ PHYSICO-MECHANICAL
  - ▶ THERMAL
  - ▶ CHEMICAL

## LIVING LAB

### FUNCTION/S

**Customized** tests and usage protocols that strengthen the **differentiation of your products** and optimize their performance

### PROTECTION

Abrasion  
Tear  
Cut  
Crush resistance  
Water Penetration/Absorption  
Insulation against Heat and Cold



### COMFORT

Cushioning Properties  
Heel Energy Return

### INNOCUOUSNESS

Chemical Testing  
PFAS Packs  
Bio-based Testing

**MORE THAN 500 TESTS TO SUPPORT YOUR PRODUCTS**

Gloves | Shoes | Clothing | Motorcycle Gear

PPE Standards: EN, ISO, GB, ASTM, ANSI

Regulations: REACH, POP...



Your PPE contact

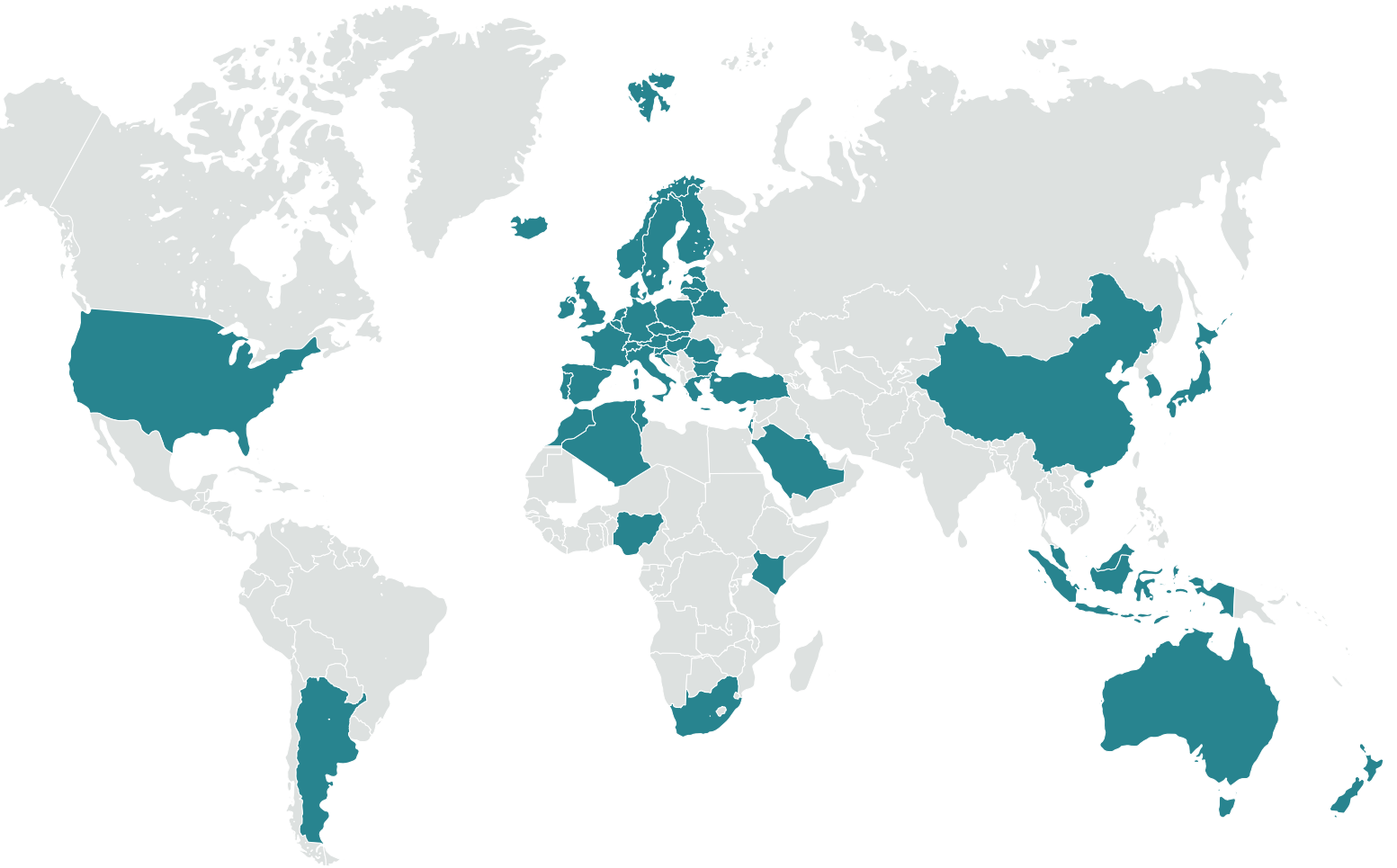
Europe: ppe\_sales europe@ctcgroupe.com  
Asia: ppe\_sales asia@ctcgroupe.com



# YOUR SAFETY FOOTWEAR,



## OUR GLOBAL TESTING & CERTIFICATION POWER



### CTC, Your Worldwide Partner in Safety Footwear Testing

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Contact us now and start your safety journey with us:

Europe  [saleseurope@ctcgroupe.com](mailto:saleseurope@ctcgroupe.com)

Asia  [salesasia@ctcgroupe.com](mailto:salesasia@ctcgroupe.com) 

# REGULATORY COMPLIANCE

8  
PAGE

— PFAS Countdown:  
Are you ready for  
2026?

— Navigating SASO  
Compliance for  
Footwear

10  
PAGE



### EXPERT INSIGHT

Valérie Ladavière  
PhD in Chemistry  
Chemical Technical Support  
vladaviere@ctcgrupe.com

# PFAS COUNTDOWN

## Are you ready for 2026?

CTC supports manufacturers in addressing PFAS-related regulatory challenges through a unique combination of scientific, regulatory and technical expertise. Our chemists conduct applied research on fluorinated substances and safer alternatives, while our regulatory monitoring service provides up-to-date insight into evolving European and international requirements.

### KEY POINTS

Actively involved in standardisation work, and equipped with accredited laboratories, CTC develops robust analytical methods and performs advanced testing to accurately measure PFAS, Total Fluorine (TF) and Total Organic Fluorine (TOF), helping companies ensure compliance and anticipate future changes.

### — UNDERSTANDING PFAS AND FLUORINE MEASUREMENTS —

#### — What Are PFAS?

Per- and Polyfluoroalkyl Substances (PFAS) are a group of over 14,000 synthetic chemicals. These compounds are highly resistant to water, oil, stains, and heat, making them valuable in industries such as automotive, textiles, leather, aerospace, and electronics.

However, PFAS are highly persistent in the environment, and some can accumulate in living organisms, causing risks such as cancer, reproductive toxicity, immune system disruption, and endocrine interference.

#### — Total Fluorine (TF)

Total Fluorine measures the amount of fluorine atoms present in all fluorinated substances— organic or inorganic. It serves as a global indicator of all fluorinated compounds in a product, including PFAS and non-PFAS substances. In contrast, inorganic fluorine is typically found in mineral products such as bentonite, clays, or magnesium oxide used in the leather industry.

#### — Total Organic Fluorine (TOF)

TOF quantifies the sum of all organic fluorine present in a sample. It provides a global indicator of fluorinated organic substances, including but not limited to PFAS. These substances are commonly found in chromium salts, leather finishing compounds, anti-stitching treatments, and oil- or water-resistant sprays.

### — GLOBAL REGULATORY LANDSCAPE —

Information accurate as of February 2026.

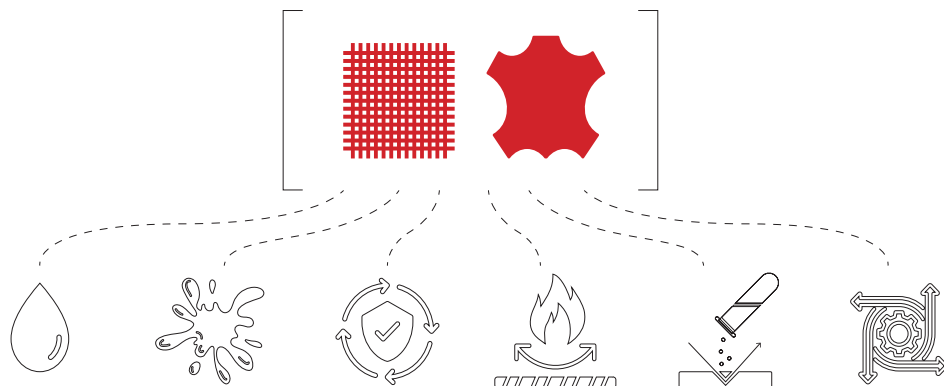
Governments around the world are tightening restrictions on PFAS due to environmental and health concerns. Some notable frameworks include:

- EU REACH and POPs regulations
- PFAS bans in food packaging in Denmark, the US, and the EU
- Cosmetic and consumer goods frameworks in Europe and the US
- Stockholm Convention on Persistent Organic Pollutants
- Various targeted restrictions implemented worldwide

### WEBINARS

**PFAS Uncovered:**  
a webinar to understand, decide and test (in french)  
Speaker: Valérie Ladavière  
✓ 7 April – 11:00 AM  
✓ 7 May – 11:00 AM

Registration at [ctcgrupe.com](http://ctcgrupe.com)  
English-language webinars coming soon.



#### WATERPROOFING/ WATER-REPELLENT

The textile/leather becomes water-resistant, moisture does not penetrate the fibers.

#### OIL-REPELLENT

The textile/leather is protected from stains and dirt. A barrier against grease and oil is formed.

#### DURABLE

The textile/leather combination is more resistant to wear, tear, abrasion, and friction.

#### FIRE-RETARDANT

The textile/leather is less flammable. The spread of flames is slowed.

#### OIL-REPELLENT

The textile/leather is resistant to chemicals and solvents, which is useful for PPE.

#### DURABLE

The suppleness of the textile/leather is maintained. The finish is uniform and aesthetically pleasing without adding weight or rigidity.

— THE NEW FRENCH LAW EFFECTIVE JANUARY 2026 —

France introduces Law N°. 2025-188 with **three new PFAS restrictions, applicable specifically to footwear and textile garments** (excluding PPE):

- 25 ppb (µg/kg) for each individually measured PFAS (excluding polymers)
- 250 ppb (µg/kg) for the total sum of PFAS measured (excluding polymers, including precursors)
- 50 ppm (mg/kg) for total PFAS including polymers (total fluorine)

— Strategies to Minimise PFAS in Manufacturing

Manufacturers face significant challenges if PFAS are present in their production processes. Phasing out PFAS-containing materials is the most effective approach. Key steps include:

- Identify products with water-, oil-, or stain-repellent finishes, breathable membranes, or quick-dry features, as these often contain PFAS
- Work with suppliers to understand the specific coatings or treatments used

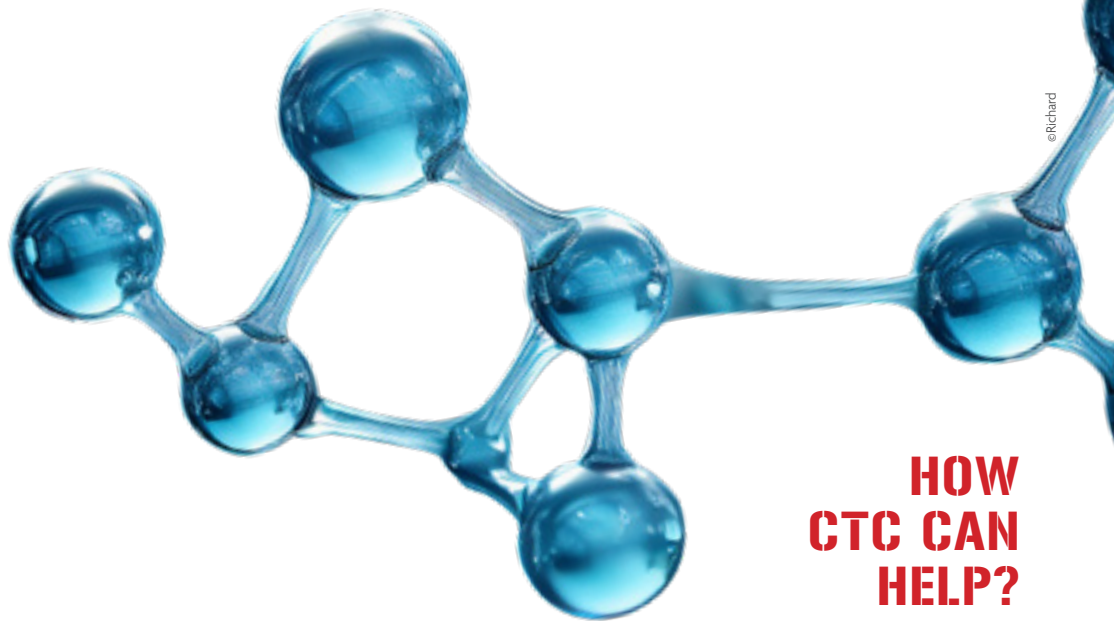
Recommended PFAS Alternatives

Chemical Family	Main Properties	Limitations
Silicones/Siloxanes polymers	Water-repellent, stain-resistant, lubricating, heat-resistant	Potential D4, D5, D6 impurities
PTFE-free membranes	Flexible waterproof membranes	-
Hydrocarbons (paraffin-based, natural waxes)	Simple water repellence	Lower durability and efficiency
Polyurethane emulsions (PU), melamine-based, acrylic copolymers	Barrier effect, shine, mechanical resistance	Lower performance
Silicate nanomaterials / metal oxides (SiO <sub>2</sub> , Al <sub>2</sub> O <sub>3</sub> , TiO <sub>2</sub> )	Hydrophobic surfaces for technical textiles	Higher cost, development needed
Modified polysaccharides (chitosan, cellulose, hydrophobic starches)	Natural, biodegradable water repellents	Still under development

— How Are PFAS and Fluorine Analysed?

Available Standards and Methods

Substance	Matrix	Standard Status	Typical Approach
Total Fluorine (TF)	Leather	No dedicated standard	Internal lab method: Combustion + IC (ASTM 7359, EN 17813)
Total Fluorine (TF)	Textile	No dedicated standard (new standard in development)	Internal lab method: Combustion + IC
Total Fluorine (TF)	Polymer	No dedicated standard	Internal lab method: Combustion + IC
Total Organic Fluorine (TOF)	Leather, Textile, Polymer	No dedicated standard yet: new standards in progress	Extraction of organic fluorine
PFAS	Leather	ISO 23702-1	ISO-based extraction and analysis
PFAS	Textile	EN 17681-1 (2025 version)	Standard extraction and analysis
PFAS	Polymer	No dedicated standard	Internal lab methods based on ISO 23702-1



HOW CTC CAN HELP?

CTC provides comprehensive analysis of PFAS, Total Fluorine, and Total Organic Fluorine in footwear, textiles, leather, and other finished products. **Our 6 laboratories services in Europe and Asia ensure that your products comply with current and upcoming regulations**, helping you stay ahead in a rapidly evolving regulatory landscape.

[ For more informations ]

Europe [saleseurope@ctcgroupe.com](mailto:saleseurope@ctcgroupe.com)  
 Asia [salesasia@ctcgroupe.com](mailto:salesasia@ctcgroupe.com)



**EXPERT INSIGHT**

Léo Tom  
Operations Director  
ltom@ctcgroupe.com

# NAVIGATING SASO COMPLIANCE *for footwear*

CTC is proud to launch its comprehensive Saudi Standards, Metrology and Quality Organization (SASO) testing services, designed to guide footwear brands and manufacturers, including both fashion and personal protective equipment (PPE) footwear, through the complexities of local standards while enhancing product safety, durability and consumer confidence.

## KEY POINTS

Ensuring product quality and regulatory compliance is critical for any company aiming to succeed in the Saudi Arabian market.

### — UNDERSTANDING SASO —

SASO is Saudi Arabia's national standards organisation, responsible for developing regulations that guarantee the **quality, safety, and performance of products** across industries. Obtaining SASO certification is essential for businesses looking to , as it signals full compliance with local quality standards.

### — WHY CHOOSE CTC FOR SASO TESTING? —

#### — Expertise and experience

Drawing on our extensive experience in international compliance, we assist manufacturers in navigating SASO regulations and testing protocols, ensuring clear, reliable and up-to-date guidance.

#### — Comprehensive testing services

CTC provides a complete suite of testing options:

- ▣ **product safety testing:** ensure compliance with safety standards to protect consumers
- ▣ **performance testing:** evaluate durability and functionality under real-world conditions
- ▣ **quality assurance testing:** conduct throughout inspections during the manufacturing process to maintain consistent quality



### — THE SASO TESTING PROCESS AT CTC —

1. **Sample submission:** clients provide product samples.
2. **Laboratory testing:** accredited labs conduct tests according to SASO standards.
3. **Reporting:** detailed reports outline compliance status or improvement areas.
4. **Certification:** products meeting SASO requirements receive official certification.

## CTC ADVANTAGE

We are committed to making SASO compliance fast, efficient, and reliable:

- ▣ **fast turnaround:** accelerated testing to help you meet tight time-to-market deadlines
- ▣ **competitive pricing:** testing tailored to each component, with dedicated guidance and recommendations to ensure maximum value
- ▣ **ongoing support:** dedicated hotline offering expert advice in case of non-compliance during production. SASO Footwear Standards at a Glance





### — SASO FOOTWEAR STANDARDS AT A GLANCE —

To make the complex SASO standards readable, CTC organises requirements by shoe type and component.

**Key metrics include:**

- ▣ bond strength
- ▣ slip resistance
- ▣ aging resistance
- ▣ tensile strength
- ▣ abrasion resistance
- ▣ pH
- ▣ colour fastness
- ▣ water absorption
- ▣ and more

We can summarise the essentials in simplified tables by shoe category (safety shoes, men, women, children, leisure, sport, slippers):

Shoe type	Key standards	Critical tests
Men's shoe	SASO-GSO-2588-2022	Sole & upper strength, abrasion resistance, flex strength, tear resistance, colour fastness, pH, water vapor permeability
Women's shoe	SASO-GSO-2585-2022	Similar to men, plus sweat fastness and additional rubbing resistance
Leisure shoe	SASO-GSO-2586-2022	Flexing endurance, tear resistance, abrasion, water absorption
Children's shoe	SASO-GSO-2587-2022	Safety-focused: slip resistance, tensile strength, tear, pH, abrasion
Sports footwear	SASO-GSO-2657-2022	Energy absorption, adhesion, flexing endurance, abrasion, tear strength
Home slippers	SASO-GSO-2658-2022	Rubber/fabric durability, hardness, flex endurance, colour fastness
Safety shoes	SASO-ISO 20345	Many additional tests may apply: please contact us for further details

*[ Each component (sole, upper, lining, sock lining, insole, shoelaces, eyelets) has specific SASO test methods, which CTC's laboratories apply with precision.]*

Contact us to access all SASO standards tables.

## CONTACT CTC TODAY

Discover how our SASO testing and certification services can streamline your entry into the Saudi market.

Europe [sales europe@ctcgroupe.com](mailto:saleseurope@ctcgroupe.com)  
Asia [sales asia@ctcgroupe.com](mailto:salesasia@ctcgroupe.com)



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[WWW.CTCGROUPE.COM/ICARE](http://WWW.CTCGROUPE.COM/ICARE)

# PRODUCT & EQUIPMENT

# SAFETY

14  
PAGE

— China tightens Hand Protection Standards

— PPE Footwear and Gloves: ahead of the Standards

18  
PAGE

19  
PAGE

— PPE testing for Extreme Environments

— Testing Substance Migration in food-contact Gloves

22  
PAGE



EXPERT INSIGHT

Henry Yan

CTC Shanghai Laboratory Manager,  
Member of the GB PPE Standardisation  
Technical Committee

# CHINA TIGHTENS HAND PROTECTION STANDARDS

China's evolving hand protection standards are clearly pointing to a broader trend: a shift towards higher quality, stricter enforcement and international alignment across the entire PPE sector.

For European manufacturers, now is the moment to review product portfolios against the GB 42298, GB 24541, GB 38306 and GB 29512 framework. Those who anticipate regulatory expectations early will not only secure market access but also position themselves as premium, trusted partners in a market that increasingly values performance and compliance.

## A NEW PHASE FOR HAND PROTECTION IN CHINA

Over the past three years, China has transformed hand protection regulations from guideline-based recommendations into mandatory GB standards, led by the Ministry of Emergency Management and TC112/SC5. This reflects a push for higher occupational safety and alignment with international norms, signalling to PPE manufacturers that China is no longer a low-barrier market: it is now quality-driven.

## ACCELERATION IN 2025: FROM UPDATE TO OVERHAUL

China's momentum accelerated sharply in 2025, with the approval of **46 new mandatory PPE standards across eight categories**. Hand protection plays a central role in this wave, reinforcing a "minimum safety baseline" philosophy through updated and measurable performance criteria.

Several key standards released in 2025 will become mandatory on 1 September 2026, giving manufacturers and importers a 12-month transition period.

Among the most important:

- **GB 38306-2025 – Protective Gloves Against Thermal Hazards**

Strengthens protection against heat-related injuries, with enhanced testing for contact heat, convective heat, radiant heat and molten metal splash

- **GB 29512-2025 – Selection, Use and Maintenance of Hand Protection Equipment**

Provides detailed guidance on hazard assessment, glove selection, fitting, inspection, storage and disposal. It places strong emphasis on PPE compatibility and post-use checks, particularly in high-risk industrial environments

- **Revised Cold Protection Glove Standard**

Updates previous requirements on thermal insulation, water vapour permeability and dexterity, addressing the needs of logistics, outdoor work and cold-chain operations

Additional standards, including those for welder gloves, now integrate mechanical protection (GB 24541-2022), thermal resistance (predecessor to GB/T 38306-2019) and general requirements (GB 42298-2022). Standardised pictogram labelling further aids quick hazard identification for users.

[ IN A PREVIOUS ARTICLE ]

China introduced GB 42298-2022 and GB 24541-2022 for hand protection, effective January 2024. GB 42298 sets general requirements for all protective gloves, covering classification, comfort, sizing, labelling and user information. GB 24541 raises mechanical performance standards, with stricter tests for abrasion, tear, puncture, cut resistance (circular and TDM blades) and impact protection. Closely aligned with EN 388:2016, these standards enhance consistency, improve comparability with European gloves and strengthen reporting rigour across the market. [See our previous article: CTC International FW25 – pages 6-7].

Standard	Release / Implementation date	Key focus	Similar EN standard
GB 42298-2022	2022/2024	General specifications, sizing, labelling	EN ISO 21420:2020
GB 24541-2022	2022/2024	Mechanical risks (cut, puncture, impact)	EN 388:2016
GB 38306-2025	2025/2026	Thermal burns (contact, molten metal)	EN 407
GB 29512-2025	2025/2026	Selection & maintenance	EN 420 guidance

Together, these standards form a cohesive and evolving system under the leadership of TC112/SC5, supported by expert contributions from research bodies like the Shanghai Safety Science Research Institute and industry players such as CTC Group's Chinese branches.



## CTC'S ACTIVE ROLE IN PPE STANDARDISATION

### CLOSER ALIGNMENT WITH INTERNATIONAL STANDARDS

Through active participation in ISO/TC94/SC13, the country is increasingly aligning its technical requirements with global practices. This approach was reinforced at the ISO annual meeting held in Hangzhou in 2025 and hosted by SAMR and the Ministry of Emergency Management. Discussions focused on the mutual recognition of test results, the reduction of technical trade barriers and the development of future standardisation expertise. China has also made clear its intention to convert domestic technical advances into future ISO standards, signalling a long-term ambition to influence global PPE standardisation.

### IMPLICATIONS FOR EUROPEAN MANUFACTURERS

For European PPE brands, the impact is immediate and tangible: **all imported hand protection products must now undergo third-party testing against the relevant GB standards.** While this raises the compliance threshold, it also reduces low-quality competition and favours manufacturers with strong EN and ISO credentials.

**From September 2026, non-compliant products will be excluded from the market.** At the same time, demand is growing for high-performance and multi-hazard gloves, particularly in sectors such as automotive manufacturing, chemicals, construction and heavy industry.

Local testing and certification partners, including CTC's laboratories in China, can support dual-certification strategies, helping brands manage compliance efficiently while accelerating market entry.

CTC plays an active and recognised role in China's PPE standardisation ecosystem. As a full member of TC112/SC5 (Hand Protection) and TC112/SC6 (Foot Protection), **CTC participates directly in voting on major committee decisions and contributes to the drafting, revision and technical review of national standards.** Its experts provide professional input throughout the standard development process and are regularly involved in standards drafting working groups. In parallel, CTC acts as an observer on related committees covering footwear, leather and textile chemical safety, ensuring the close monitoring of regulatory developments as well as effective information exchange across sectors.

**This multi-level involvement enables CTC to anticipate regulatory changes early and to support manufacturers with technically aligned future-ready compliance strategies.**

## HOW CTC CAN HELP?

*[ To learn how these evolving standards may have an impact on your products and how CTC can support testing, certification and regulatory compliance in China, contact: ]*

📧 [ppe\\_sales europe@ctc groupe.com](mailto:ppe_sales europe@ctc groupe.com)

📧 [ppe\\_sales asia@ctc groupe.com](mailto:ppe_sales asia@ctc groupe.com)

# MOTORCYCLING EQUIPMENT TESTING & CERTIFICATION

JACKETS

GLOVES

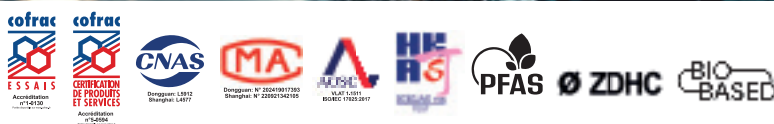
BOOTS  
SHOES

LIVING LAB

FUNCTION/S

Customized tests and usage protocols that strengthen the **differentiation of your products** and optimize their performance

PANTS



PPE Standards: EN, ISO, GB, ASTM, ANSI  
Regulations: REACh, POP...

# YOU DEVELOP. WE TEST & CERTIFY. TOGETHER, WE ANTICIPATE.

## MORE THAN 500 TESTS

### Protection

- Impact Abrasion
- Impact Cut
- Tear
- Metacarpal Protection
- Ankle Impact
- Boot stiffness/Torsion
- Seam Strength
- Impact Resistance

### Comfort

- Ergonomics
- Glove Dexterity
- Ventilation
- Waterproofing
- Grip/Glide
- Cold Protection

### Innocuousness

- Chemical Testing
- PFAS Packs
- Bio-based Testing



**Your PPE contact**  
Europe: [ppe\\_sales europe@ctcgroupe.com](mailto:ppe_sales europe@ctcgroupe.com)  
Asia: [ppe\\_sales asia@ctcgroupe.com](mailto:ppe_sales asia@ctcgroupe.com)



**Didier Guisado**  
Director of PPE certification  
and standardisation  
[dguisado@ctcgroupe.com](mailto:dguisado@ctcgroupe.com)



**Alison Burel**  
Communication project manager  
[aburel@ctcgroupe.com](mailto:aburel@ctcgroupe.com)



**EXPERT INSIGHT**

# PPE FOOTWEAR AND GLOVES: AHEAD OF THE STANDARDS

**Staying ahead of evolving standards is essential to ensure market access, user safety and product performance. As a Notified Body, CTC supports personal protective equipment (PPE) manufacturers in navigating an increasingly complex regulatory and certification landscape, and organises the PPE Days each year.**

**T**he 2025 PPE Days in Lyon, held on 10–11 December, highlighted the upcoming normative changes for PPE footwear and gloves, providing manufacturers with the knowledge and tools needed to anticipate 2026 regulatory deadlines. These two days are a yearly initiative, designed to encourage direct dialogue and knowledge sharing. They foster meaningful exchanges between industry professionals and the notified body, strengthening mutual understanding of regulatory expectations.

The sessions emphasised the importance of aligning testing, documentation and production processes with the latest EN and ISO standards, ensuring that products remain fully compliant and certified. By focusing on core PPE standards, ongoing revisions and emerging requirements, CTC reinforces its commitment to guiding the sector through a dynamic compliance landscape and helping manufacturers stay ahead of the standards.

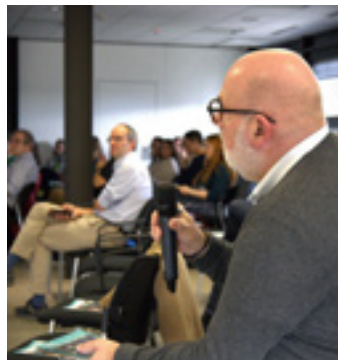
## PPE FOOTWEAR COMPLIANCE AHEAD OF 2026

Manufacturers were reminded of the importance of preparing for upcoming normative updates. Certificates issued under the **2011 and 2022 versions** of EN ISO 20345, EN ISO 20346 and EN ISO 20347 must transition to the **2022+A1:2024 versions** if renewed after 2026.

In parallel, several major revisions are expected in 2026:

- **EN 15090** – Firefighter boots
- **EN ISO 17249** – Chainsaw protective footwear
- **EN 13832-1 to -3** – Chemical protective footwear

These updates will enhance user safety while ensuring coherence with the recently stabilised core standards. Manufacturers are encouraged to anticipate these changes, align internal testing protocols and ensure that documentation is updated for certification compliance.



Q&A session during PPE Day

## PPE GLOVES NAVIGATING NORMATIVE EVOLUTION

The session on protective gloves focused on recently published standards, ongoing revisions and harmonisation efforts. Key developments include:

- **EN ISO 21420+A1** – General glove requirements, soon to be harmonised
- **prEN ISO 23388** – Draft standard to replace EN 388 for mechanical risks, resuming in 2026 with potential publication in 2027
- **EN 13594** – Motorcyclist gloves, revision expected no earlier than 2027

Additional significant updates anticipated in 2026:

- **EN 659** – Firefighter gloves
  - **EN 12477** – Welders' gloves
  - **EN ISO 374-1** – Protection against chemical risks
  - **EN ISO 374-5** – Protection against bacteria and viruses
  - **EN ISO 374-6** – Newly published standard for hairdresser gloves, complementing the chemical protection framework
- These developments reinforce the need for **early adaptation to ensure certification compliance** and maintain product performance and user safety.

## A NEW PERSPECTIVE ON PPE

The programme was designed to go beyond traditional certification matters, offering participants a richer and more forward-looking perspective on the evolving PPE landscape. By combining insights on trends and style, emerging materials, sustainability and product safety with updates on standards and technical requirements, it provided a well-rounded view of today's key challenges and opportunities. This forward-thinking approach will continue to guide the structure and content of future editions.

If you want like to receive the presentation materials in English and/or take part in the 2026 edition (November or December), please contact us at

[communication@ctcgroupe.com](mailto:communication@ctcgroupe.com)

Arnaud Dyduck  
Executive Director - CTC Greater  
China and Vietnam  
adyduck@ctcgroupe.com



EXPERT INSIGHT

# PPE TESTING FOR EXTREME ENVIRONMENTS

In a world where products are increasingly complex and used in high-risk environments, ensuring material and equipment safety is essential.

CTC's advanced testing services help manufacturers deliver safer products that protect workers in extreme conditions, from fire and heat to chemical exposure. By combining rigorous international standards, precision testing, and expert guidance, we enable businesses to meet global regulatory requirements while safeguarding both users and reputations.

## TESTING FOR FIRE SAFETY: COMBUSTION PERFORMANCE

When it comes to fire, every second counts. CTC's combustion performance tests provide the insights manufacturers need to create safer products that meet global market standards.

- **ISO 15025 Procedure A – Surface Ignition (HOKLAS Accredited):** Evaluates textiles, curtains, and draperies, ensuring they resist rapid fire spread according to BS 5867-2:2008 Clause 6.3 Type B
- **16 CFR 1610 (CNAS Accredited) – U.S. Flammability Standard:** Classifies fabrics (Class 1–3) to comply with mandatory U.S. CPSC regulations
- **GB/T 14644-2014 (CNAS Accredited):** Provides reliable combustion performance data for multiple product types
- **GB 31701-2015 (CNAS & CMA Accredited):** Ensures infant and children's textiles achieve the highest safety Class 1, providing authoritative compliance in the Chinese market

These tests give manufacturers confidence that their products can withstand fire hazards while meeting the strictest regulations worldwide.

## CHEMICAL FLAME RETARDANT TESTING: KNOW WHAT'S INSIDE

Beyond combustion, chemical safety is essential. CTC's high-precision analysis identifies restricted or hazardous flame retardants before products reach the market.

- **High Sensitivity:** Detection limits as low as 5 mg/kg for precise and reliable results
- **International Standard Methods:**
  - Brominated flame retardants (PBBs, PBDEs): ISO 17881-1:2016
  - Phosphorus-based flame retardants: ISO 17881-2:2016

By verifying chemical content, businesses reduce health risks, environmental impact, and regulatory exposure / keeping both their products and reputation safe.

## PROTECTIVE EQUIPMENT TESTING: SAFETY IN HIGH-RISK ENVIRONMENTS

CTC also ensures that professional protective equipment meets the highest standards, from firefighting to welding and metal casting.

- **Firefighting Equipment:**
  - Gloves: EN 659:2020 – comprehensive performance testing
  - Boots: EN 15090:2012 (CNAS Accredited) – heat, fire, and puncture resistance
- **Protection Against Molten Metal:**
  - Base materials: EN 348:1992 & ISO 9150:1988 (CNAS Accredited) – core resistance to molten metal
  - Safety gloves: BS EN 407:2020 (CNAS Accredited) – heat and fire protection
  - Welding gloves: EN 12477:2001/A1:2005 (CNAS Accredited) – high-temperature contact and molten metal splash protection

These rigorous evaluations help manufacturers deliver PPE that workers can truly rely on in extreme conditions.

CTC continues to expand its testing expertise, providing reliable, internationally recognised services that help clients meet global regulatory standards, improve product performance, and, most importantly, save lives.



SAFER  
PRODUCTS,  
SAFER  
WORKERS



**WELDER**  
**EN ISO 11611**

**THERMAL RISKS**  
**EN ISO 11612**

Ergonomics - Bursting - Molten metal projection - Heat and flame protection - Flammability - Tensile/Tear strength



**PPE Standards:** EN, ISO, GB, ASTM, ANSI  
**Regulations:** REACH, POP...

**NEW** PPE GARMENTS  
**TESTING & CERTIFICATION**

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**EXPERT INSIGHT**

Léo Tom  
Operations Director CTC Dongguan & Asia  
ltom@ctcgroupe.com

# TESTING SUBSTANCE MIGRATION *in food-contact gloves*

In an industry where every touch matters, gloves are a simple but powerful way to maintain hygiene, ensure compliance and demonstrate a commitment to quality. By ensuring that materials meet safety and regulatory requirements, we help protect workers and end-users while providing reliable, actionable insights for compliance.

## KEY POINTS

CTC leverages its expertise and state-of-the-art equipment to help its clients test the migration of substances present in food-contact gloves.

### — WHY FOOD CONTACT GLOVES ARE ESSENTIAL? —

Food contact gloves are more than just a protective barrier. They prevent contamination from hands, pathogens and other hazards, thus playing a vital role in maintaining the integrity of food products. They also provide peace of mind for staff, creating a safer workplace where hygiene is built into every process.

Regulatory compliance is equally crucial. Across Europe, **Regulation (EC) N° 1935/2004** sets the general rules for materials intended to meet food, while **Commission Regulation (EU) N° 10/2011** defines strict limits for substances migrating from plastics into food. Meeting these standards ensures consumer safety and protects your brand reputation.

### — TYPES OF FOOD CONTACT GLOVES —

Different tasks in the food industry require different types of gloves to ensure both safety and efficiency. **Disposable gloves**, which are often made from polyethylene or nitrile,



are ideal for short-term tasks, providing a convenient way to maintain hygiene during food preparation.

**Reusable gloves**, which are typically made from thicker materials such as rubber or silicone, offer greater durability and can be washed and reused over longer periods.

For tasks involving sharp utensils or cutting equipment, **cut-resistant gloves** are essential, as they deliver reliable protection against cuts while allowing workers to maintain the dexterity needed for precise handling.

### — KEY FEATURES FOR COMPLIANCE —

Choosing the right glove is essential. Material, fit, durability and grip all influence not only compliance but also worker comfort and effectiveness. A glove that is too tight or too flimsy can hinder dexterity and increase the risk of accidents, undermining the very safety it is meant to ensure.

When selecting food contact gloves, consider the following:

- ▣ **material compliance** – gloves must be made from food-grade materials that meet local and international safety standards
- ▣ **size and fit** – correct sizing ensures comfort and dexterity; ill-fitting gloves increase the risk of accidents
- ▣ **thickness and durability** – gloves should balance protection with flexibility for precise handling



- ▣ **texture** – textured surfaces improve grip, especially with wet or slippery items

### — BEST PRACTICES FOR SAFE GLOVE USE —

To maximise the effectiveness of food contact gloves, it is essential to follow a few simple but critical practices. Gloves should be **changed regularly**, particularly when handling different types of food or after using the toilet, to minimise the risk of cross-contamination. **Proper removal** is equally important: gloves must be taken off without touching the exterior, ensuring that contaminants do not transfer to hands or surfaces. **Hand hygiene** remains a fundamental **requirement**, as gloves are not a substitute for washing: hands should be thoroughly washed both before putting gloves on and after removing them. Finally, gloves must be **stored correctly**—in a clean, cool, and dry environment—to prevent contamination, deterioration or any compromise to their protective properties.

## — REGULATORY FRAMEWORK —

**Regulation (EC) N° 1935/2004** provides the basis of all materials and articles intended to come into contact with food, to secure a high level of protection of human health and the interest of consumers.

**Commission Regulation (EU) N° 10/2011** is a specific measure within the meaning of Regulation (EC) No 1935/2004, and establishes the specific rules for **plastic materials and articles** intended to come into contact with foodstuffs:

▣ **overall migration limit (OML):** the maximum permitted amount of non-volatile substances released from a material or article into food simulants should be less than **10 mg/dm<sup>2</sup>**

▣ **specific migration limit (SML):** the maximum permitted amount of a given substance released from a material or article into food or food simulants should meet the following requirements (common but not exhaustive)

*Specific migration limit of heavy metal*

Substance	Limit (mg/kg)	Substance	Limit (mg/kg)
Aluminium	1	Iron	48
Ammonium	-	Lanthanum	0.05
Antimony	0.04	Lead	Not detected
Arsenic	Not detected	Lithium	0.6
Barium	1	Magnesium	-
Cadmium	Not detected	Manganese	0.6
Calcium	-	Mercury	Not detected
Chromium	Not detected	Nickel	0.02
Cobalt	0.05	Potassium	-
Copper	5	Sodium	-
Europium	0.05	Terbium	0.05
Gadolinium	0.05	Zinc	5

*Specific migration limit of phthalates*

Substance	Limit (mg/kg)
DBP	0.12
BBP	6
DEHP	0.6
Sum of DBP*5+- DIBP*4+B- BP*0.1+DEHP*1	0.6
DINP	Sum < 1.8
DIDP	

*Specific migration limit of primary aromatic amines*

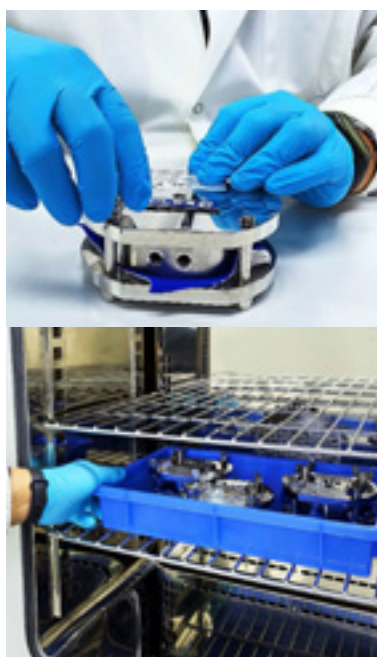
Substance	Limit (mg/kg)	Substance	Limit (mg/kg)
o-Toluidine	Not detected	3,3-Dimethylbenzidine	Not detected
o-Anisidine	Not detected	4,4'-thiodianiline	Not detected
4-Chloro-Aniline	Not detected	2,2'-dichloro-4,4'-methylenedianiline	Not detected
2-Methoxy-5-Methylaniline	Not detected	3,3'-dichlorobenzidine 3,3'-dichlorobiphenyl-4,4'-ylenediamine	Not detected
2,4,5-Trimethylaniline	Not detected	ortho-dianisidine	Not detected
4-Chloro-o-Toluidine	Not detected	o-aminoazotoluene	Not detected
2,4-Toluenediamine	Not detected	2-amino-4-nitrotoluene	Not detected
4-Methoxy-m-phenylenediamine	Not detected	4-aminobenzene	Not detected
2-naphtylamine	Not detected	Aniline	sum < 0.01
4-Aminobiphenyl	Not detected	2,4-Dimethylaniline	
4,4-Diaminodiphenylether	Not detected	2,6-Dimethylaniline	
Benzidine	Not detected	m-Phenylenediamine	
4,4'-Methylenedianiline	Not detected	p-Phenylenediamine	
4,4'-Methylenedi-o-toluidine	Not detected	2,6-Toluenediamine	

## — TESTING METHODS —

The EN 1186 and EN 13130 series are European Standards that provide **standardised methods for testing materials and articles, especially plastics, intended to come into contact with food**, focusing on the migration of substances. The main testing standards are as follows:

- ▣ **EN 1186-1:** Guide for selecting conditions and test methods for **overall migration**
- ▣ **EN 1186-2:** Testing **overall migration** in vegetable oils
- ▣ **EN 1186-3:** Testing **overall migration** in volatile simulants
- ▣ **EN 13130-1:** Guide for testing **specific migration** of substances from plastics to foods and food simulants

These standards ensure that gloves and other food contact materials meet strict safety and migration requirements.



*Migration testing: sample preparation and placement in the laboratory oven.*

## WHY CTC?

With CTC's expertise, businesses can confidently safeguard both their staff and their customers while staying ahead of regulatory expectations.

To help businesses navigate these requirements, **CTC offers comprehensive support**, including:

- **CONFORMITY CHECKS** on existing gloves to ensure that they meet regulatory standards
- **GUIDANCE** on selecting the right type of gloves for specific food handling tasks
- **BEST PRACTICE ADVICE** for glove use, storage and hygiene procedures

### Contact us:

Europe [sales@ctcgroupe.com](mailto:saleseurope@ctcgroupe.com)

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**NEW**

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**CHEMICAL RISKS**  
**EN 14605 - Type 3 or 4**  
**EN 13034 - Type 6 / PB**

Permeation - Repulsion - Cabin  
testing - Penetration - Safety



**PPE Standards:** EN, ISO, GB, ASTM, ANSI  
**Regulations:** REACH, POP...



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# CTC OFFERS GLOBAL SOLUTIONS THAT GUARANTEE PERFORMANCE QUALITY & SAFETY OF YOUR PRODUCTS

SHOES  
LEATHER GOODS  
GLOVES  
PPE  
MATERIALS

## COMPLIANCE SERVICES

- International standardisation
- Chemical compliance management for articles (specifications assistance, regulatory oversight: REACH, POP...)
- Environmental footprint of articles

## TESTING

### PRODUCTS & RAW MATERIALS

Over 500 tests dedicated to:

- Product quality
- Compliance
- Safety
- Performance

6 laboratories dedicated to:

- Physico-mechanical, thermal, chemical and bio-based testing
- Market compliance testing
- A range of tests, from prototyping to end-of-life products

## INSPECTION

To guarantee the quality of your products on-site:

- Factory: product compliance & material quality
- Supply chain control
- Investigation of incidents and customer returns

## LEATHER SPECIALIST

- Labelling
- Material identification
- Material measurements (surface area, thickness, colour)

## AUDITS CONSULTING

- Factory, environmental, social and laboratory audits
- Quality insurance/supply chain program
- Development of clean technologies
- Organization of the security in company
- Development of new manufacturing processes
- Technological and economic watch
- Corporate Social Responsibility (CSR)

## PRODUCT INNOVATION

### WITH OUR LIVING LAB

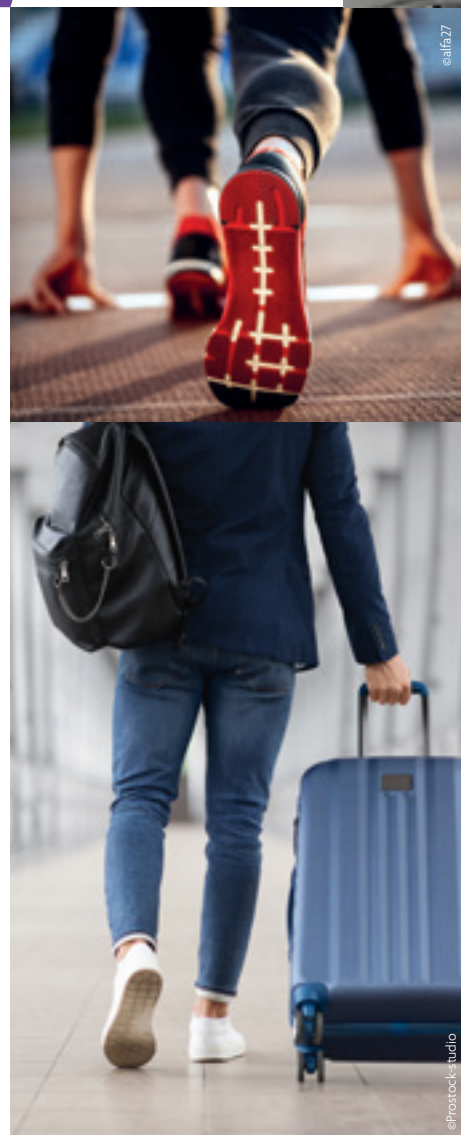
- Methods / Biomechanics / Robots / Ergonomics
- Customized tests and protocols to develop performance and verify product aging: years of use condensed into few hours
- Operational support to industries of the future: robotic, digital transition, artificial intelligence, computer vision system...\*

## PPE CERTIFICATION

- Shoes
- Gloves
- Motorcycling equipment
- Thermal & chemical garments

### PPE Standards:

EN, ISO, GB, ASTM, ANSI, SASO



\* Specific "Member Company Service" programme. CTC is responsible for a public-interest mission supporting French companies in the raw hide sector, tanning, footwear, leather goods, and glove manufacturing industries.



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 AND CERTIFICATION**  
 services in the sectors of  
**FASHION/LUXURY/SPORTS/PPE/RETAIL**



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**WORLD**

**Sales Director**  
 Stéphane Riondet  
 sriondet@ctcgroupe.com

**PPE**  
 Olivier LEGAL  
 olegal@ctcgroupe.com

**Retail**  
 Lucile Hochart  
 lhochart@ctcgroupe.com

**Luxury, leather goods  
 and Tannery**  
 Sarah OTERO  
 sotero@ctcgroupe.com

**Shoes, Fashion and Sports**  
 Maxime PERESSINI  
 mperessini@ctcgroupe.com

**ASIA**

**Fashion, Retail, Sports**  
 Vincent BRIDRON  
 vbbridron@ctcgroupe.com

**PPE**  
 Chris CHEN  
 cchen@ctcgroupe.com



**INTERNATIONAL RECOGNITIONS**



Notified body n°0075 PPE (CE Marking) **CE**

COFRAC accreditation for certification activities  
 based on standard **EN ISO 17065**

CTC international laboratories are accredited according to  
**EN ISO 17025**

CTC Dongguan is listed by the **Consumer Product Safety  
 Commission (CPSC)**

Accreditations: COFRAC (FR) . HOKLAS (HK) . CNAS (CN) . CMA (CN)  
 .AOSC (VN)



Inspections in accordance with the  
**EN ISO 17020 standard (CNAS)**

Notified by:



\* Refer to the list of laboratories on departmental licensing management sites.



CTC is a member of the  
 coordination of the European  
 Notified Body for gloves, footwear  
 and garment



## Access the Re\_fashion “Durability” bonus thanks to the CTC’s certified tests

HOW DOES IT  
WORK?



**You design  
shoes**



**We test**  
their sturdiness  
in our certified laboratories



**You may qualify**  
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ranging from €0.07 to €0.70  
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Refashion is the official French programme enabling brands, distributors and importers to reduce their eco-contribution via an incentive-and-penalty system that rewards product durability.

Access to this bonus depends on the results of durability tests performed in ISO 17025-accredited laboratories, as well as on Re-fashion compliant reports.

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ISO 17025  
**ACCREDITED  
TESTS**

REPORTS  
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onward



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\* Subject to compliance with the technical criteria and procedures established by Refashion.