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[UA] COMPLIANCE STANDARDS 2020 - 2024

[UA]

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[1] CERTIFICATIONS

[UA]

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[CERTIFICATES]

HIGG FACILITY ENVIRONMENTAL MODULE



SCOPE OF APPLICATION

- Applied to environmental management
- Management of use chemical
- Use energy
- Management of emissions, waste, wastewater
- Management of use water
- Emissions cause the greenhouse effect
- Air emission

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT



STANDARDS ISSUANCE UNIT

14/04/2025

ASSESSMENT AND CERTIFICATE UNIT



[CERTIFICATES]

FACILITY AND MERCHANDISE AUTHORIZATION (FAMA)



SCOPE OF APPLICATION

Social responsibility & Safety

- Upholding human rights, fair compensation, and worker engagement.
- Environmental preservation, resource conservation, and sustainable materials with eco-friendly manufacturing.
- Transparent environmental evaluation, reporting performance in emissions, water use, and waste.
- Consistent management systems for workplace conditions.
- Delivering high-quality products and services to meet the strictest standards.

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14/05/2024

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[CERTIFICATES]

SEDEX MEMBERS ETHICAL TRADE AUDIT (SMETA)



SCOPE OF APPLICATION

- Ensuring compliance with labor laws, including wages, working hours, child labor, and forced labor.
- Evaluating workplace safety practices, hazard identification, and emergency responses.
- Assessing the ethical sourcing of materials and products, promoting transparency.
- Reviewing social responsibility policies, procedures, and their effectiveness.
- Examining business integrity, anti-bribery measures, and corruption prevention.

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01/11/2021

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Certified

- Date: 1 November 2021
- Audit Company: INTERTEK
- Report Reference: Vie 14957-01

[CERTIFICATES]

THE SOCIAL & LABOR CONVERGENCE PROGRAM (SLCP)



SCOPE OF APPLICATION

Labor and Safety

- Complying Working Hours and Overtime Regulations
- Ensuring fair Wages and Benefits
- Preventing and addressing Child and Forced Labor practices.
- Promoting Non-Discrimination and Freedom of Association
- Assessing workplace safety, health conditions, and environmental sustainability practices.

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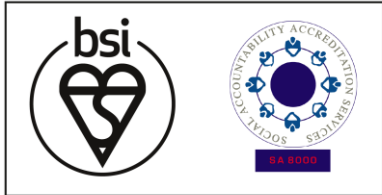
05/11/2024

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[CERTIFICATES]

SA - SOCIAL ACCOUNTABILITY SYSTEM SA8000:2014



SCOPE OF APPLICATION

Social responsibility & Safety

- Ensuring fundamental labor rights, including no child or forced labor, and upholds workers' right to association and collective bargaining.
- Mandating safe and healthy working conditions to prevent accidents and injuries.
- Prohibiting discrimination based on various factors such as race, gender, religion, and disability.
- Setting limits on working hours and promotes fair compensation and benefits.
- Management and Documentation: Encourages the establishment of management systems for continuous improvement and requires documentation and records to demonstrate compliance.

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Social Accountability International

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29/03/2024

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[CERTIFICATES]

QUALITY MANAGEMENT SYSTEMS

ISO 9001:2015



SCOPE OF APPLICATION

Quality Management

A set of requirements and guidelines to establish, implement, and maintain effective quality management systems. Key aspects:

- Defining and documenting quality policies and objectives aligned with the organization's purpose and strategy.
- Identifying and addressing risks and opportunities affecting quality objectives.
- Implementing a process-oriented approach to manage key activities efficiently.
- Prioritizing meeting customer requirements and enhancing satisfaction.
- Regularly assessing and enhancing the Quality Management System (QMS) to ensure quality performance and customer satisfaction.

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ISO

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07/10/2024

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[CERTIFICATES]

ENVIRONMENTAL MANAGEMENT SYSTEMS ISO 14001:2015



SCOPE OF APPLICATION

Environmental Management

A framework for organizations to establish, implement, maintain, and continually improve an effective environmental management system. Key aspects:

- Creating and documenting an environmental policy aligned with environmental commitments.
- Ensuring compliance with environmental laws and regulations.
- Identifying, assessing, and controlling significant environmental impacts.
- Improving resource efficiency, including energy and waste reduction.
- Regularly enhancing the Environmental Management System for sustainability.

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ISO

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[CERTIFICATES]

NBCUNIVERSAL

NBCUniversal

SCOPE OF APPLICATION

Social responsibility & Safety

The primary purpose is to assess and ensure compliance with various standards, including ethical, labor, and environmental practices. Key aspects:

- Ensuring compliance with local labor laws, fair wages, safe working conditions, and no use of child labor or forced labor.
- Assessing environmental impact, waste management, and adherence to sustainability standards.
- Checking for ethical business practices, anti-corruption measures, and transparency in the supply chain.
- Evaluating the factory's contributions to the local community and social responsibility initiatives.
- Reviewing records for accuracy, transparency in the supply chain, and ensuring product quality.

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20/04/2022

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[CERTIFICATES]

NIKE INC'S CODE OF CONDUCT AND CODE OF LEADERSHIP STANDARDS



SCOPE OF APPLICATION

Complying with the two standards

1. Social Labor Convergence Program (SLCP)



2. HIGG FEM



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Nike Inline Apparel

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Nike Inline Apparel

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06/11/2024

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[CERTIFICATES]

CSI 100 SUSTAINABLE BUSINESS 2023



SCOPE OF APPLICATION

Sustainable development

A tool to support businesses to implement sustainable corporate governance very scientifically and effectively; improvements to the evaluation and appraisal process and the expansion of participation of representatives of press agencies in the CSI Evaluation Council.

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VBCSD

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24/11/2023

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[CERTIFICATES]

HCM CITY GREEN BUSINESS 2024

DOANH NGHIỆP XANH NĂM 2024



SCOPE OF APPLICATION

Sustainable development

Acknowledge and encourage businesses in the city that comply with waste treatment regulations, make environment-friendly products, exhibit environmental responsibility, and pursue green growth and sustainable development.

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People's Committee of Ho Chi Minh City

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People's Committee of Ho Chi Minh City

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28/08/2024

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[CERTIFICATES]

ADVANCED BUSINESS IN FIRE PREVENTION AND FIGHTING IN 2024



SCOPE OF APPLICATION

FIRE SAFETY

Demonstrates the authorities' recognition of responsibility and compliance with legal regulations along with excellent achievements and many positive contributions in the enterprise's fire prevention and rescue work.

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ASSESSMENT AND CERTIFICATE UNIT HCM CITY POLICE DEPARTMENT

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14/11/2024

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[CERTIFICATES]

ADVANCED BUSINESS IN INSURANCE POLICY FOR EMPLOYEES IN 2023



SCOPE OF APPLICATION

SOCIAL INSURANCE

This certificate proudly acknowledges the enterprise's commitment to legal compliance and exceptional responsibility. Through significant achievements and contributions, the company has shown exemplary leadership in promoting, coordinating, and implementing Social Insurance, Health Insurance, and Unemployment Insurance policies for employees.

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ASSESSMENT AND CERTIFICATE UNIT HCM CITY SOCIAL INSURANCE

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04/03/2024

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[2] CHEMICALS

[UA]

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[CHEMICALS]

Chemical Certifications and Requirements

For any chemicals used at our facility, our suppliers must submit all necessary certifications and Material Safety Data Sheets (MSDS) files, which serves to showcase all chemical ingredients contained. This process prevents the use of any harmful substances.

We refer to the Zero Discharge of Hazardous Chemicals (ZDHC) and OEKO-TEX requirements. The ZDHC is a group consisting of brands and retailers working towards a zero discharge of hazardous chemicals.

OEKO-TEX®
CONFIDENCE IN TEXTILES
ECO PASSPORT 

Ø ZDHC

OUR [ACHIEVEMENTS] SO FAR



CHEMICAL DISPOSAL

We work closely with an environment solution company that guarantees the safe removal of hazardous materials and sludge from our internal water waste system.



TESTING OUR WASTEWATER

We test our wastewater **every quarter** to to ensure that we meet local compliance requirements. Besides, **every six months**, a ZDHC standard test is carried out.



ECO-FRIENDLY DYE

We are working with a natural dyeing supplier in Vietnam. The color palette is limited compared to artificial dyes, but it's **100% non-toxic** and **100% natural**.



ECO-FRIENDLY PRINTING INKS

We are actively working with ink suppliers to innovate and produce non-toxic chemical discharge formulas that maintain the same level of quality, durability, and procedure.

[3] ENVIRONMENTAL & SOCIAL IMPACT

[ENVIRONMENTAL & SOCIAL IMPACT]

Partnership with Gaia Nature Conservation

Since 2022, in collaboration with Gaia, a renowned environmental organization, we have been participating in volunteer activities that contribute to environmental protection efforts in local communities.



2022



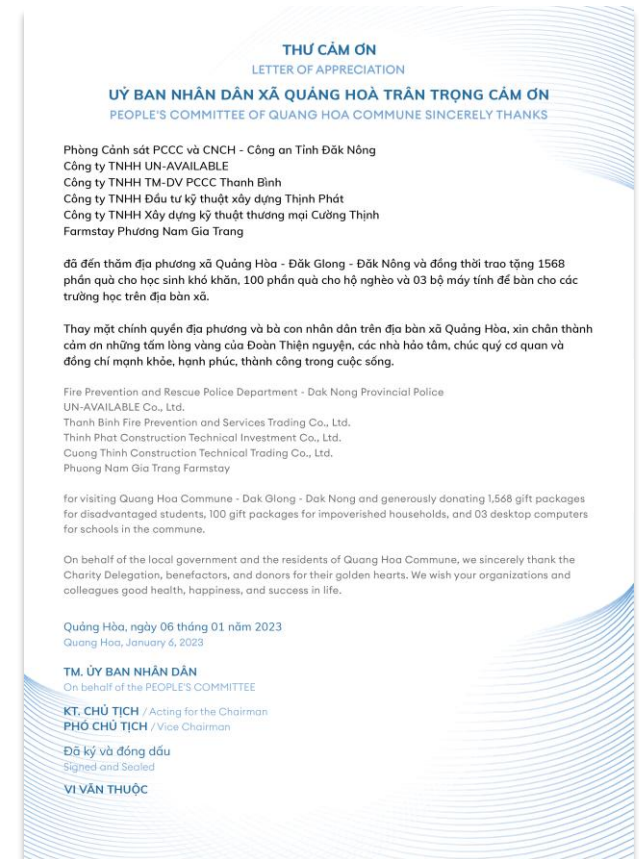
2023



2024

Donation in Quang Hoa Commune

In cooperation with various organizations, we visited Quang Hoa Commune in Dak Nong and donated essential gifts for disadvantaged students and impoverished households, as well as education applications for local schools.



[THANKS]

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