

[UA] COMPLIANCE STANDARDS

2020 - 2024

[1] CERTIFICATIONS

[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

28/03/2024

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.

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT



STANDARDS ISSUANCE UNIT

14/05/2024

ASSESSMENT AND CERTIFICATE UNIT



[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.

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT



STANDARDS ISSUANCE UNIT

01/11/2021

ASSESSMENT AND CERTIFICATE UNIT



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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STANDARDS ISSUANCE UNIT

05/11/2024

ASSESSMENT AND CERTIFICATE UNIT



[CERTIFICATES]

SA - SOCIALACCOUNTABILITY 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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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

ASSESSMENT AND CERTIFICATE UNIT



STANDARDS ISSUANCE UNIT

07/10/2024

ASSESSMENT AND CERTIFICATE UNIT



[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.

STANDARDS ISSUANCE UNIT
ISO

ASSESSMENT AND CERTIFICATE UNIT



STANDARDS ISSUANCE UNIT
07/10/2024

ASSESSMENT AND CERTIFICATE UNIT



[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



STANDARDS ISSUANCE UNIT

Nike Inline Apparel

ASSESSMENT AND CERTIFICATE UNIT

Nike Inline Apparel

STANDARDS ISSUANCE UNIT

06/11/2024

ASSESSMENT AND CERTIFICATE UNIT



[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

STANDARDS ISSUANCE UNIT

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

ASSESSMENT AND CERTIFICATE UNIT

People's Committee of Ho Chi Minh City

STANDARDS ISSUANCE UNIT

28/08/2024

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[CERTIFICATES]

ADVANCED BUSINESS IN FIRE PREVENTION AND FIGHTING IN 2023



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.

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT HCM CITY POLICE DEPARTMENT

STANDARDS ISSUANCE UNIT

27/11/2023

ASSESSMENT AND CERTIFICATE UNIT



[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.

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT HCM CITY SOCIAL INSURANCE

STANDARDS ISSUANCE UNIT

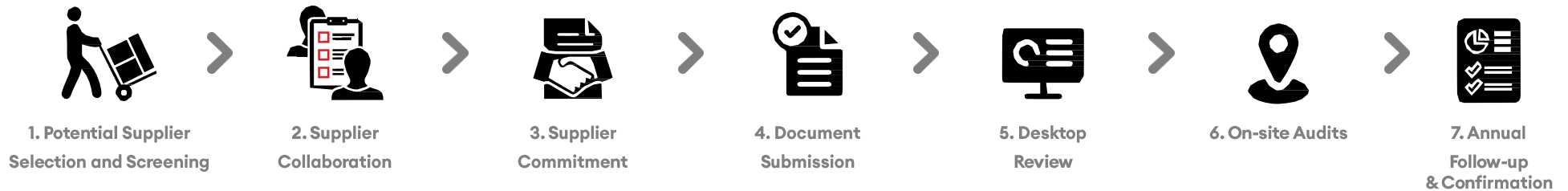
04/03/2024

ASSESSMENT AND CERTIFICATE UNIT



[2] SUPPLY CHAIN

[SUPPLY CHAIN]



01

Potential Supplier Selection and Screening

Potential new suppliers should have at least one certification in the following areas:

- Occupational Health and Safety
- Social Accountability
- Sustainable Materials
- Environmental Conservation
- Renewable Energy

02

Supplier Collaboration

We conduct meetings to discuss sustainability expectations, negotiate terms and conditions related to sustainability compliance, and aim for mutual clarity on expectations and obligations.

03

Supplier Commitment

Execute the contract and attach an appendix that delineates the terms and conditions, along with explicit descriptions of the penalties for non-compliance.

04

Document Submission

UA will request documentation on the supplier's sustainability initiatives, including reports, certifications (e.g., ISO 14001 for environmental management), and compliance records.

05

Desktop Review

We evaluate suppliers' adherence to our standards remotely by examining documentation, records, reports, and accessible information. This step precedes on-site audits.

06

On-site Audits

Schedule on-site or third-party audits to assess the supplier's sustainability practices. These audits should focus on key areas such as waste management, energy efficiency, water usage, labor conditions, and raw material sourcing.

07

Annual Follow-up & Confirmation

Establish a continuous supplier sustainability performance monitoring system. Partner with suppliers to pinpoint improvement areas and jointly implement necessary changes.

UnAvailable®

[3] CHEMICALS

[UA]

CREATING AN IMPACT THAT MATTERS

[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.



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 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

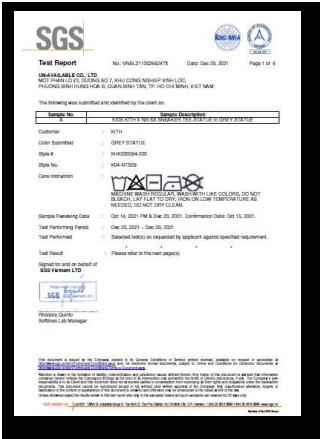
We are actively working with ink suppliers to innovate and produce non-toxic chemical discharge formulas that maintain the same level of quality, durability, and procedure.

[CHEMICALS]

RSL/MRSL Compliance

At [UA], our foremost priority when selecting chemical suppliers is their compliance with RSL and MRSL standards. This prioritization ensures the safety of our products, protects consumers, and aligns with regulatory mandates.

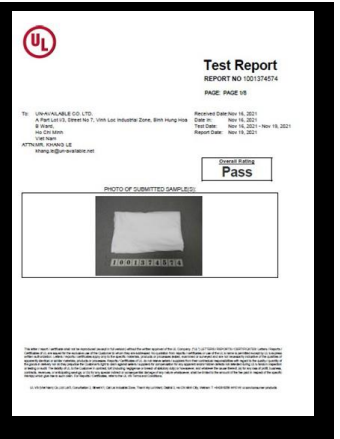
Specifically, we are committed to upholding the Nike Restricted Substances List (RSL), which enforces stringent compliance standards throughout our supply chain. Our overarching goal is to completely eliminate the discharge of hazardous chemicals.



SGS's RSL Test Report



Nike's RSL Test Report



Nike's RSL Test Report

[4] 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



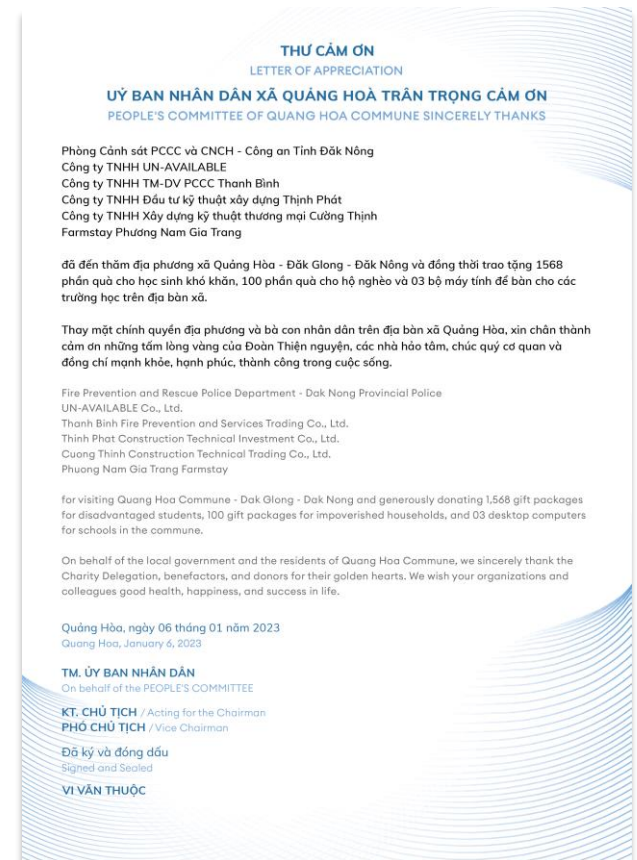
2023



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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