

[UA] COMPLIANCE STANDARDS 2020 - 2026

[1] CERTIFICATIONS & AWARDS

[CERTIFICATES]

HIGG FACILITY ENVIRONMENTAL MODULE 4.0 LEVEL 1



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



ISSUANCE DATE

16-17/03/2026

AUDIT FREQUENCY



[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



ISSUANCE DATE

20/03/2025

AUDIT FREQUENCY



[CERTIFICATES]

B-CORPORATION CERTIFICATE VERSION 1.6

Certified



SCOPE OF APPLICATION

Assessment and verification of impacts in the following areas:

- Governance
- Workers
- Community
- Environment
- Customers

**The certification verification process has been completed, and we are currently at the final procedure for publication.*

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

13/01/2026

AUDIT FREQUENCY



[CERTIFICATES]

SEDEX MEMBERS ETHICAL TRADE AUDIT (NON-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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ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

28/06/2025

AUDIT FREQUENCY



[CERTIFICATES]

THE SOCIAL & LABOR CONVERGENCE PROGRAM (SLCP)
VERSION 1.7



SCOPE OF APPLICATION

Labor and HSE

- 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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ASSESSMENT AND CERTIFICATE UNIT

Leadership & Sustainability

ISSUANCE DATE

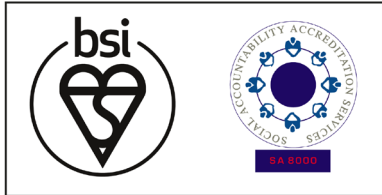
15-18/10/2025

AUDIT FREQUENCY



[CERTIFICATES]

SA - SOCIAL ACCOUNTABILITY SYSTEM SA8000:2014

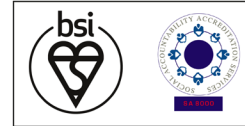


SCOPE OF APPLICATION

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.

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

06/04/2026

AUDIT FREQUENCY



[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.

STANDARDS ISSUANCE UNIT



ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

14/10/2025

AUDIT FREQUENCY



[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



ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

14/10/2025

AUDIT FREQUENCY



[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

ISSUANCE DATE

16/01/2026

AUDIT FREQUENCY



[CERTIFICATES]

GREENHOUSE GAS VERIFICATION ISO 14064-1:2018



SCOPE OF APPLICATION

GHG Emissions Statement Verification

This standard outlines principles and requirements at the organizational level for quantification and reporting of greenhouse gas (GHG) emissions and removals.

- Establishing GHG inventory boundaries and calculation methodologies
- Ensuring transparency, consistency, and accuracy in reporting
- Supporting sustainability strategies through data-driven emission monitoring
- Strengthening environmental accountability and compliance frameworks

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ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

08/07/2025

AUDIT FREQUENCY



[CERTIFICATES]

C-TPAT VERIFICATION



SCOPE OF APPLICATION

The C-TPAT program evaluates compliance with security requirements throughout the entire supply chain, including:

- Physical Security
- Access Controls
- Personnel Security
- Container and Conveyance Security
- Shipping and Receiving Procedures
- Information Technology & Data Security (Cybersecurity)
- Security Awareness Training
- Business Partner Requirements

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ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

15/01/2026

AUDIT FREQUENCY



[CERTIFICATES]

GLOBAL RECYCLED STANDARD (GRS)



SCOPE OF APPLICATION

1. Recycled Content and Product Chain of Custody
2. Social Requirements
3. Environmental Requirements
4. Chemical Restrictions

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ASSESSMENT AND CERTIFICATE UNIT



ISSUANCE DATE

29/04/2026

AUDIT FREQUENCY



[CERTIFICATES]

RECYCLED CLAIM STANDARD (RCS)



SCOPE OF APPLICATION

Verification of Content and Product Chain of Custody: to ensure that input recycled materials are tracked separately, not mixed, and in the correct declared ratio.

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ISSUANCE DATE

29/04/2026

AUDIT FREQUENCY



[AWARDS]

CSI 100 SUSTAINABLE BUSINESS 2025



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VBCSD

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.

ISSUANCE DATE

19/11/2025

UnAvailable®

[2] 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 Safety Data Sheets (SDS) 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), OEKO-TEX, Nike MRSL, REACH-SVHCs, Bluesign, Afirm and Customer 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.



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.

[THANK YOU]

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