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0 ratings0% found this document useful (0 votes)113 viewsThe document provides guidance on completing the Site Information & Permits section of the Higg FEM. It explains that this section should be completed first and requires facilities to provideAI-enhanced title and descriptionSaveSave Higg FEM How to Higg Guide 2023 - Aug 4, 2023 For Later0% found this document useful (0 votes) New to the Higg FEM? Find out how to complete the FEM and more! Detailed guidance on every question in the FEM assessment. For guidance and information on how FEM works. Learn more about the Higg FEM4.0 Scoring methodology, Applicability logic and Level Advancing. Learn more about how GHG emissions are calculated as well as impact on waste, water, and energy sources. Step by step guidance on how to verify FEM assessments on the Worldly platform. Overview of all the changes in the 2024 assessment which launches November 7th, 2024. Guidance on FEM 2023 or before. All Higg FEM terms and definitions that you need to look up. Frequently Asked Questions around the content of the FEM assessment, methodology, navigation and more. Submit your feedback on the Higg FEM which will help us enhance its functionality, usability, and effectiveness. About this questionWhen filling in the BRM, your company has the option to use either calendar year data or fiscal year data aligned with your own reporting. This means that the data presented in the BRM may not necessarily align with the calendar year.This information is useful for ensuring that the data presented in the BRM is consistent and accurate. Knowing the reporting period also helps to make meaningful comparisons between companies that may use different reporting periods, and/or help during the verification process.Please note that you must however be consistent throughout the report after selecting the period for assessment.Applicability: Brand, Retailer, Brand and RetailerReference ID: cp a, cp a 1, cp a 2 About this questionThis question is used to determine which assessment path your company should complete and to categorize your company for comparative analytics in the benchmarking. Your selection for this question leads to a number of additional questions specific to your company category to appear and should be done at the start of your BRM. Please, refer to the definitions below to determine which answer option to tick.Select BrandIf you are a company that owns one or more apparel/footwear/textile brands, has brick and mortar stores and/or e-commerce websites, and may sell products from third-party brands, but these represent less than 20% of your revenues.Select RetailerIf you are a company that primarily sells products from third-party brands through e-commerce websites and/or brick and mortar stores and may own apparel/footwear/textile private label brands, but these represent less than 20% of your revenue.Select Brand & RetailerIf you are a company that owns apparel/footwear/textile brands and sells products from third-party brands; each of them representing separately 20% or more of your companys revenue.Applicability:Brand, Retailer, Brand and RetailerReference ID:cp b About this questionThis question is used to categorize your company for comparative analytics in the benchmarking. Please, refer to the definitions below to determine which answer option to tick.Select PublicIf you are a publicly listed companySelect PrivateIf your company is privately held and not publicly listedSelect SubsidiaryIf your company is part of a holding company or a groupApplicability:Brand, Retailer, Brand and RetailerReference ID:cp c About this questionThis question is used to categorize your company for comparative analytics in the benchmarking. Select the country where your company is headquartered.Applicability:Brand, Retailer, Brand and RetailerReference ID:cp d About this questionThis question is used to categorize your company for comparative analytics in the benchmarking. Please, select the sectors in which your company operates.Select one or moresectors if your company operates in the textile, apparel and/or footwear sector.Select other if your company operates in another sector or does not fit with any of the listed sectors.Answer options: Textile, Apparel, Footwear, OtherApplicability:Brand, Retailer, Brand and RetailerReference ID:cp e About this questionThis question is used to categorize your company for comparative analytics in the benchmarking.Select yes if your company has any number of physical storesSelect no if your company operates solely online, or does not have any physical storesApplicability:Brand, Retailer, Brand and RetailerReference ID:cp g About this questionThis question is used to categorize your company for comparative analytics in the benchmarking.Select each of the sales regions that are applicable to the sales of your product(s).Answer options: Asia Pacific (APAC), Europe Middle East Africa (EMEA), North America (NAMER), Latin America (LATAM)Applicability:Brand, Retailer, Brand and RetailerReference ID:cp h About this questionThis question is used to categorize your company for comparative analytics in the benchmarking.All revenue should be included, including through licensees. If your revenue is not calculated in USD you may make an exchange based on the rate of the last day of the reporting period.Answer options: Less than 5 million, 5-20 million, 20-100 million, 100-500 million, 500 million to 1 billion, 1-10 billion, Exceeding 10 billion.Applicability:Brand, Retailer, Brand and RetailerReference ID:cp j About this questionThis question is used to categorize your company for comparative analytics in the benchmarking. Note that only full-time employees should be included in this figure.Answer options: Less than 10 employees, 11-50 employees, 51-200 employees, 201-500 employees, 501-1000 employees, 1001-5000 employees, 5001-10,000 employees, 10,001+ employees.Applicability:Brand, Retailer, Brand and RetailerReference ID:cp k About this questionThis question determines whether your company needs to respond to additional queries related to Cascale Membership Requirements.Answer Yes if your company is a Cascale member.Answer No if your company is not a member.Applicability: Brand, Retailer, Brand and RetailerReference ID: cp mem About this questionMembers can choose the most practical and relevant metrics for Tier 1 and Tier 2 separately.Answer options: Free on Board (FOB) Value, Production Units, Annual Revenue.Applicability: Brand, Retailer, Brand and RetailerReference ID: cp l About this questionMembers can choose the most practical and relevant metrics for Tier 1 and Tier 2 separately.Answer options: Free on Board (FOB) Value, Production Units, Annual Revenue.Applicability: Brand, Retailer, Brand and RetailerReference ID: cp m About this questionThe Higg FSLM is Cascales preferred tool for assessing social compliance, streamlining assessments, reducing audit duplication, and improving supply chain working conditions. Based on SLCPs Converged Assessment Framework (CAF)implemented in over 60 countriesThe Higg FSLM helps drive convergence and provides actionable, credible data.We adjusted the social and labor requirements to drive industry convergence and enhance data analysis efforts, ultimately improving global supply chain conditions. Members have three options regarding the adoption of the Higg FSLM or the setting of a transitional strategy toward its adoption:Option 1: Adopt or Continue Using the Higg FSLMMembers can implement the Higg FSLM. Cascales preferred social compliance assessment, as their primary social compliance tool, leveraging its alignment with Cascales goals for streamlined assessments.Option 2: Use an Approved Alternative FrameworkMembers who are unable to adopt the Higg FSLM can use one of Cascales accepted alternative frameworks (e.g., SEDEX/SMETA, BSCI, Better Work, WRAP). A detailed rationale for using an alternative framework must be submitted by the end of the requirements cycle.Option 3: Develop a Time-Bound Transition PlanMembers unable to implement the Higg FSLM or an alternative framework must submit a time-bound plan to phase out proprietary approaches. The plan should outline steps to transition toward the Higg FSLM or a Cascale-approved alternative framework.The objective is to facilitate a meaningful transition towards adopting Higg FSLM/CAF by temporarily allowing selected industry frameworks. Cascale will actively promote further convergence and compatibility with the CAF.Supported by SLCF, Cascale will annually review the list of alternative frameworks and assess them against set criteria (e.g., adoption, data coverage, data quality, willingness to converge) to further our shared goal of convergence.To answer this question, select all applicable frameworks you are currently using.Answer options: FSLM (Preferred), SEDEX/SMETA, Amfori/BSCI, Better Work, WRAP.Applicability: Brand, Retailer, Brand and RetailerReference ID: cp n About this questionThis question asks whether your company uses a proprietary audit programdeveloped and owned by your organizationto monitor social compliance across your supply chain. Proprietary audit programs refer to internal systems that assess suppliers against criteria and methodologies designed by your company, as opposed to recognized industry frameworks.Answer Yes if your company has implemented and uses a self-developed audit program to assess social and labor conditions in the supply chain.Answer No if your company does not use a proprietary audit program and instead relies solely on external frameworks such as Higg FSLM, BSCI, SMETA, WRAP, or Better Work.Applicability: Brand, Retailer, Brand and RetailerReference ID: cp o About this questionHigg FEM DeploymentTo reflect the diversity of members supply chains and provide flexibility, Cascale updated the Higg FEM deployment guidance.Tier 1 AND Tier 2 Deployment Required: Members are still expected to deploy the Higg FEM across both Tier 1 AND Tier 2.Flexibility in Deployment Percentages: Deployment does not need to be equal or simultaneous across tiers. Members may vary deployment percentages at each tier as long as the overall cumulative percentage meets the minimum requirement for their targeted level.Calculation Formula:To check if you have met your minimum requirements per level, use this calculation:(Tier 1 % + Tier 2 %) 200 = Cumulative Deployment PercentageThis equation should be used for both self-assessment and verification calculations for the Higg FEM.Example:Member A is targeting the Progressive Level (50% self-assessment deployment).Tier 1 deployment: 69%Tier 2 deployment: 31%(69 + 31) 200 = 50% >> Requirement Met! Higg FSLM DeploymentThe Higg FSLM is Cascales preferred tool for assessing social compliance, streamlining assessments, reducing audit duplication, and improving supply chain working conditions. Based on SLCPs Converged Assessment Framework (CAF)implemented in over 60 countriesThe Higg FSLM helps drive convergence and provides actionable, credible data.Flexible Deployment Requirements: Tier 1 AND/OR Tier 2 Deployment: Members can choose to deploy the Higg FSLM at either Tier 1, Tier 2, or both, depending on what works best for their supply chain operations.Calculation Formula:To check if you have met your minimum requirements per level, use this calculation:Tier 1 % + Tier 2 % = Total Deployment PercentageExample:Member B is targeting the Foundational Level (10% self-assessment deployment).Tier 1 deployment: 4%Tier 2 deployment: 6%4% + 6% = 10% >> Requirement Met!Applicability: Brand, Retailer, Brand and RetailerReference ID: cp p, cp q, cp r, cp s Please note that this guidance applies only to Higg FEM 2024, and no assessments from previous years. The Higg FEM 2024 is available to purchase November 7th, 2024. 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