

Synergies between C2C Certified® and Higg Index in detail

The table below outlines the C2C Certified® requirements within the 6 impact categories: General Requirements, Material Health, Product Circularity, Climate & Clean air, Water & Soil Stewardship and Social Fairness. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

The Higg Index modules:

1. Higg Facility Tools

Assessments that give insights into social and environmental performance of facilities to help organizations identify opportunities for continuous sustainability improvement in manufacturing facilities.

Higg Facility Environmental Module (Higg FEM)

Measure the environmental performance of facilities – from water use, to waste management, to chemical and energy use

Higg Facility Social & Labor Module (Higg FSLM)

Measure social impact within facilities, across factors like wages, working hours, health and safety, and employee treatment.

2. Higg Brand & Retail Tool

Higg Brand & Retail Module (Higg BRM)

Just as the environmental and social assessments evaluate impact at facilities, the Higg BRM helps brands and retailers assess their own environmental, social, and governance (ESG) policies and performance.

3. Higg Product Tools

Life cycle assessment (LCA) tools that give insights into environmental impacts of producing materials and products to help organizations understand the environmental impacts of different production choices when designing a product.

4. Higg Materials Sustainability Index (Higg MSI)

The MSI covers the material production stage of the supply chain, commonly referred to as tiers 2, 3 and 4. The MSI assesses the environmental impacts from raw material extraction the fabric manufacturing.

5. Higg Product Module (Higg PM)

Building on the Higg MSI, the Higg PM measures the cradle-to-grave environmental impacts of a product from the point of resource extraction to manufacturing impacts, all the way through product durability, care and end of use.

General Requirements

The table below outlines the C2C Certified requirements of the General Requirements chapter. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

C2C Certified® requirement	Level	Captured in Higg Index	Description
3.1 A documented certification compliance assurance system is in place.	All	-	-
3.2.1: Environmental policy based on an understanding of the company's environmental risk areas.	Bronze	Higg BRM Higg FEM	Both the Higg BRM and Higg FEM ask companies what environmental policies they have in place.
3.2.2: Environmental risks assessed for the company, final manufacturing stage facilities, and product.	Bronze	<i>Higg BRM Higg FEM</i>	<i>Partial match. The Higg BRM requires extensive reporting about the environmental risks of the brand/retailer and its value chain, but not specifically about the product. The Higg FEM requires facilities to report the significant environmental impacts associated with its operations</i>
3.2.4: Strategy for implementing the environmental policy. At recertification, progress toward achieving the strategy is measured.	Bronze	Higg BRM Higg FEM	Higg BRM asks brands to report their strategies to achieve its (policy) objectives for various environmental topics. Most topics have their own question(s) on strategy. Higg FEM asks whether facilities have environmental management strategies as well.
3.2.5: Company executives demonstrate commitment to establishing and maintaining a culture for achieving high levels of environmental performance.	Bronze	<i>Higg BRM</i>	<i>Partial match. Higg BRM asks whether board or senior leadership financial compensation is linked to ESG objectives. In addition brands are to report whether achieving ESG objectives is subject to board oversight.</i>
3.2.3: Environmental performance data are requested from	Silver	Higg FEM <i>Higg BRM</i>	Higg FEM can be used for by brands to collect environmental data from

high-risk tier 1 suppliers. At recertification, progress is made on supply chain data collection and corrective actions taken, if needed.			suppliers. <i>Partial match. Higg BRM does not specifically ask whether environmental audit data from suppliers was collected, but does require reporting on environmental risk assessments that include the supply chain. Reporting on strategies and initiatives to achieve targets on environmental topics is required as well. Some questions specifically asking about tier 1.</i>
3.2.6: Management systems in place that support the implementation and oversight of the policy within company operations and at final manufacturing stage facilities.	Silver	Higg BRM	<i>Partial match. Higg BRM asks brands to report what mechanisms are in place to implement ESG due diligence policies in its business processes. In addition, it asks if the implementation of ESG is subject to oversight by board or senior leadership.</i>
3.2.7: A grievance mechanism permits stakeholders to obtain redress for negative environmental impacts.	Silver	Higg BRM Higg FEM	Higg BRM asks brands to report whether a grievance mechanism is available to its stakeholders. <i>Partial match. Higg FEM asks facilities to report on documented procedures to enable employees to report on environmental incidents. It does not ask about access to remedy, however.</i>
3.2.8: Transparent governance and reporting including information on management of environmental risks and how adverse impacts are addressed.	Silver	Higg BRM	<i>Partial Match. Higg BRM requires reporting on the environmental risk assessment and the outcomes but not specifically on how these risks are addressed. However, each environmental topic has questions on targets, strategies and initiatives, and progress.</i>
3.2.6: Responsible sourcing management systems that support the implementation and oversight of the environmental policy within the product's supply chain.	Gold	Higg BRM	<i>Partial match. Higg BRM asks brands to report what mechanisms are in place to implement ESG due diligence policies in its business processes. In addition, it asks if the implementation of ESG is subject to oversight by board or senior leadership.</i>
3.2.7: A grievance mechanism permits contract manufacturer stakeholders to obtain redress for negative environmental impacts.	Gold	Higg BRM Higg FEM	Higg BRM asks brands to report whether a grievance mechanism is available to its stakeholders. <i>Partial match. Higg FEM asks facilities to report on documented procedures to enable employees</i>

			<i>to report on environmental incidents. It does not ask about access to remedy, however.</i>
3.2.8: Stakeholder engagement and feedback incorporated into environmental risk management. Stakeholder feedback informs strategy and operations.	Gold	Higg BRM	<i>Partial match. Higg BRM does not ask whether stakeholder feedback is considered throughout its environmental risk assessment. However, brands can report whether stakeholder feedback is considered in the strategy development for various environmental topics.</i>
3.2.9: Environmental objectives incorporated into relevant employee performance evaluations. Incentives are provided to encourage senior management and employees to actively participate in achieving environmental goals.	Platinum	Higg BRM	Higg BRM allows brands to report whether employee performance reviews are linked to the achievement of ESG objectives, and whether the financial compensation of the board or senior leadership is connected to the achievement of ESG objectives.

Material Health

The table below outlines the C2C Certified requirements of the Material Health chapter. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

C2C requirement	Level	Captured in Higg Index	Description
4.1: Product is in compliance with leading chemical regulations.	Bronze	-	Although Higg BRM asks brands if they have Product RSLs and a program to ensure compliance, no Higg tool asks about or verifies product-level compliance with leading chemical regulations.
4.2: Product does not contain organohalogen substances of special concern, or functionally related, non-halogenated classes of equivalent concern, above relevant thresholds.	Bronze	-	Although Higg BRM asks brands if they have Product RSLs and a program to ensure compliance, no Higg tool asks about or verifies product-level compliance with leading chemical regulations.
4.3: Product is 100% characterized by generic material. In addition, fully define the chemical composition of products that are released directly into the biosphere as part of their intended use (e.g., soaps, paints). For other product types, collect the chemical composition information necessary to assess at least 75% of the product.	Bronze	Higg MSI & Higg PM	The Higg MSI and Higg PM capture information about a product's Bill of Materials (which include composition but also manufacturing process and finishes, but no chemical composition)

4.3 and 4.4: Product is $\geq 75\%$ assessed (complete formulation information collected for 100% of materials released directly into the biosphere).	Bronze	-	The Higg MSI & Higg PM capture the information brands have on their product, but do not capture information about whether the materials and process steps are assessed against the Material Health Assessment Methodology. Even though the product substances aren't assessed, it is helpful to have the product information/data summarized already. This may decrease the amount of time needed to assess each substance.
4.5: Strategy developed to phase-out or optimize all x-assessed or grey-rated chemicals.	Bronze	-	
4.3 and 4.4: Product is $\geq 95\%$ assessed (complete formulation information collected for 100% of materials released directly into the biosphere).	Silver	-	The Higg MSI & Higg PM capture the information brands have on their product, but do not capture information about whether the materials and process steps are assessed against the Material Health Assessment Methodology.
4.2: Product does not contain materials with $> 1\%$ carbon-bonded halogens by weight, or recognized PBTs or vPvBs. Product does not contain EU CLP Cat.1 and 2 CMRs or substances causing an equivalent level of concern, or exposure is unlikely or expected to be negligible.	Silver	-	
4.7: Product has low VOC emissions (required for products permanently installed in buildings).	Silver	n/a	n/a
4.8: Product complies with VOC content limits (required for liquid and aerosol consumer and construction products).	Silver	n/a	n/a
4.3 and 4.4: 100% of homogeneous materials subject to review are assessed (i.e., none have a grey rating due to insufficient data).	Gold	-	The Higg MSI & Higg PM capture the information brands have on their product, but do not capture information about whether the materials and process steps are assessed against the Material Health Assessment Methodology.
4.6: Product is optimized for Material Health (i.e., all x-assessed chemicals replaced or phased out).	Gold	-	
4.5: Strategy developed to either increase the percentage of preferred	Gold	-	

(A/a and/or B/b assessed) materials and chemicals in the product or optimize the chemistry in the supply chain.			
4.7: Product has very low VOC emissions or is inherently non-emitting (required for products permanently installed in buildings).	Gold	n/a	n/a
4.4 and 4.6: All product-relevant process chemicals are assessed (i.e., none have a grey rating due to insufficient data) and no x-assessed chemicals are used.	Platinum	-	
4.6: > 50% of the product is assessed as A/a or B/b.	Platinum	-	
4.9: ≥ 75% of the product's input materials or chemicals have a C2C Certified Material Health Certificate at the Gold or Platinum level or ≥ 50% of the product's input materials or chemicals are Cradle to Cradle Certified at the Gold or Platinum level or equivalent. A strategy is developed to increase percentages over time. OR Environmental health impact hotspot analysis based on life cycle assessment completed, emissions and resource use hotspots that impact human and environmental health are identified, and Material Health optimization strategy is developed based on the results.	Platinum	-	

Product Circularity

The table below outlines the C2C Certified requirements of the Product Circularity chapter. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

C2C requirement	Level	Captured in Higg Index	Description
5.1: Intended cycling pathway(s) for the product and its materials are defined.	Bronze	-	
5.2: A plan has been created to address challenges with the cycling infrastructure at the end of the product's first use; potential cycling partners have been identified.	Bronze	-	
5.3: Select product and material types contain cycled and/or renewable content. Alternative: Limitations that prevent achievement of this requirement are publicly reported.	Bronze	Higg MSI & Higg PM	Recycled and renewable materials can be selected in the Higg MSI & Higg PM
5.4: $\geq 50\%$ of materials by weight are compatible with the intended cycling pathway(s) (i.e., recyclable, compostable, or biodegradable).	Bronze	-	
5.5: Circularity data and cycling instructions are publicly available.	Bronze	-	
5.2: Partnerships for cycling (recovery and processing) of the product have been initiated. If the product is intended for cycling via municipal systems, materials are compatible with those systems.	Silver	-	
5.3: Percentage of cycled and/or renewable content, by weight, is equal to or higher than industry averages and/or is consistent with common practice. Alternative: Limitations that prevent achievement of this requirement are publicly reported.	Silver	Higg MSI & Higg PM	The Higg MSI and PM capture the product's composition from which the percentage of recycled/renewable content can be derived. Industry averages cannot be obtained from the Higg Index
5.4: $\geq 70\%$ of materials by weight are compatible with the intended cycling pathway(s) (i.e., recyclable, compostable, or biodegradable).	Silver	-	
A strategy for improving product circularity is developed including plans for: <ul style="list-style-type: none"> - 5.3: Increasing the amount of post-consumer recycled content and/or responsibly sourced renewable material, as relevant to the product type, - 5.6: Implementing a circular opportunity or innovation, and - 5.7: Improving the product's design for disassembly (if relevant). 	Silver	<i>Higg MSI & PM</i>	<i>Partial match. Users can obtain the amounts of post-consumer recycled content and responsibly sourced renewable material from the Higg Index. Information on (strategies for) circular innovations or design for disassembly is not captured in the Higg Index.</i>

5.2: Partnerships for cycling (recovery and processing) of the product according to all intended cycling pathways have been initiated.	Gold	-	
5.3: Percentage of cycled and/or renewable content, by weight, is consistent with values achieved by industry leaders for the product type. Alternative: Limitations that prevent achievement of this requirement are publicly reported.	Gold	Higg MSI & Higg PM	The Higg MSI and Higg PM capture the product's composition from which the percentage of recycled/renewable content can be derived. Performances of industry leaders cannot be obtained from the Higg Index.
5.4: $\geq 90\%$ of materials by weight are compatible with the intended cycling pathway(s) (i.e., recyclable, compostable, or biodegradable) and support high-value cycling. This means that the materials are of high quality and are likely to retain their value for subsequent use. 5.7: If relevant, parts containing these materials are designed for easy disassembly.	Gold	-	
The strategy has been implemented including: - 5.3: Increased use of post-consumer and/or responsibly sourced renewable material as relevant to the product type. Alternative: Limitations that prevent increased use are publicly reported. - 5.7: A circular opportunity or innovation that increases product circularity.	Gold	Higg MSI & Higg PM	<i>Partial match. Users can obtain the amounts of post-consumer recycled content and responsibly sourced renewable material from the Higg Index. Information on (strategies for) circular innovations is not captured in the Higg Index.</i>
5.8: The product is actively cycled (recovered and processed) and/or a program is implemented to increase the cycling rate or quality of the product's materials after use. (Both are required for short-use phase products and for products required to be cycled per leading regulations; one is required for long-use phase products.) For select single-use plastic products, a minimum cycling rate of 50% is achieved.	Gold	-	
5.1: At least two intended cycling pathways are defined for the product and its materials.	Platinum	-	
5.3: Percentage of cycled and/or renewable content, by weight, has reached the technically feasible maximum.	Platinum	Higg MSI & Higg PM	The Higg MSI and Higg PM capture the product's composition from which the percentage of recycled/renewable content can be

			derived. The technically feasible maximum cannot be obtained from the Higg Index.
5.4: ≥ 99% of materials by weight are compatible with the intended cycling pathway(s) (i.e., recyclable, compostable, or biodegradable). 5.7: If relevant, parts containing these materials are designed for easy disassembly.	Platinum	-	
5.8: The product is actively cycled in an amount consistent with the product's use phase (the shorter the use phase, the higher the minimum percentage required) and a program is implemented to increase the cycling rate or quality of the product's materials after use.	Platinum	-	
Cycling rates and quality are monitored over time, and an increase in cumulative cycling rate or quality is demonstrated.	Platinum	-	

Clean Air & Climate Protection

The table below outlines the C2C Certified requirements of the Clean Air & Climate Protection chapter. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

C2C requirement	Level	Captured in Higg Index	Description
6.1: Final manufacturing facilities comply with air emissions regulations or guidelines – i.e., permits, international guidelines, or industry best practice.	Bronze	Higg FEM	The Higg FEM requires facilities to report whether they operate in compliance with applicable legal requirements relating to air emissions.
6.2: Annual electricity use and greenhouse gas emissions associated with the final manufacturing stage of the product have been quantified.	Bronze	<i>Higg PM</i>	<i>Partial match. The GHG emissions of the product assembly & finishing stage can be calculated using the Higg PM, but electricity usage cannot.</i>
6.3: A strategy for increasing use and/or procurement of renewable electricity and addressing greenhouse gas emissions has been developed. The strategy includes near- and mid-term targets.	Bronze	Higg BRM Higg FEM	The Higg BRM asks brands and retailers about GHG emission reduction strategies (that also cover scope 3). The Higg FEM asks facilities if they have carbon targets and reduction strategies.

6.4: 5% target(s)* for procuring or producing renewable electricity and/or addressing greenhouse gas emissions have been achieved. Applicable to final manufacturing stage electricity and emissions only.	Bronze	Higg FEM	The Higg FEM asks facilities to report baselines, targets and progress on GHG emissions and energy use (improvements). This includes targets to increase renewable energy production /consumption.
6.6: Greenhouse gas emissions data for the applicant company, for all final manufacturing stage facilities, or for the final manufacturing stage of the product are made available to stakeholders.	Bronze	Higg BRM	GHG emissions of the applicant company is captured in the Higg BRM and can be communicated by the company. The GHG emissions of the final manufacturing stage of a product when calculated using the Higg PM cannot be communicated individually as per our communication guidelines .
6.2: For construction products and building materials used to construct primary building elements, the embodied emissions associated with the product from cradle to gate or through end of use have been quantified, a third-party critical review is conducted, and an Environmental Product Declaration (EPD) produced.	Silver	n/a	n/a
6.3: The renewable electricity and greenhouse gas reduction strategy includes long-term target(s) in addition to the near- and mid-term targets.	Silver	Higg BRM	The Higg BRM asks brands and retailers about GHG emission reduction targets.
6.4: 20% target(s)* for procuring or producing renewable electricity and/or addressing greenhouse gas emissions have been achieved. Applicable to final manufacturing stage electricity and emissions only. Alternative: 25% of the embodied emissions associated with the product from cradle to gate or through end of use are offset or otherwise addressed (e.g., through projects with suppliers, product redesign, savings during the use phase). Note: This is required at the Gold level in all cases.	Silver	Higg FEM Higg BRM	The Higg FEM asks facilities to report baselines, targets and progress on GHG emissions and energy use (improvements). This includes targets to increase renewable energy production/consumption. The Higg BRM asks what Tier 1 initiatives the applicant company implemented (and/or achieved) in its program or strategy to reduce GHG emissions.
6.2: For all other product types, the embodied emissions associated with the product from cradle to gate or through end of use have been quantified and third-party verification or an internal review is conducted.	Gold	Higg MSI & Higg PM	The cradle to gate and/or cradle to grave product environmental footprint can be assessed using the Higg MSI and PM*
6.4: 50% target(s)* for procuring or producing renewable electricity and/or addressing greenhouse gas emissions	Gold	Higg FEM	The Higg FEM asks facilities to report baselines, targets and progress on GHG emissions and

have been achieved. Applicable to final manufacturing stage electricity and emissions only. 50% of the renewable electricity (25% of total electricity used) is either produced on site or procured through long-term power purchase agreements (PPAs) or PPAs signed pre-financing supporting new renewable electricity installations. Alternative: Renewable electricity procurement matches 100% of electricity used at final manufacturing facilities.			energy use (improvements). This includes targets to increase renewable energy production/consumption.
6.6: Embodied greenhouse gas emissions data are made available to stakeholders.	Gold	Higg MSI & Higg PM	The cradle to gate and/or cradle to grave product environmental footprint can be assessed using the Higg MSI and PM*. The footprint can be communicated to stakeholders in accordance with our communication guidelines .
6.7: Blowing agents used in the manufacture of the product's foam materials (any foam > 1% of product by weight) have low to no global warming potential and no ozone depletion potential.	Gold	n/a	n/a
6.8: 25% of the embodied emissions associated with the product from cradle to gate or through end of use are offset or otherwise addressed (e.g., through projects with suppliers, product redesign, savings during the use phase).	Gold	-	-
6.2: For all other product types, a third-party critical review of the quantification of embodied greenhouse gas emissions associated with the product from resource extraction through end of use is conducted, and an Environmental Product Declaration (EPD) produced.	Platinum	Higg MSI & Higg PM	The cradle to gate and/or cradle to grave product environmental footprint can be assessed using the Higg MSI and Higg PM*
6.4: Fully electrify, use renewable electricity for total energy demand, and eliminate on-site greenhouse gas emissions: > 100% of electricity is renewably sourced. The electricity is produced on site or procured through long-term power purchase agreements (PPAs) or PPAs signed pre-financing that support new renewable electricity installations. Eligible sources of bioenergy receiving full credit (e.g.,	Platinum	Higg FEM	The Higg FEM asks facilities to report their energy consumption by energy source.

wastewater methane) may be used. Applicable to final manufacturing stage electricity and emissions only.			
6.8: 100% of the embodied emissions associated with the product from cradle to gate or through end of use are offset or otherwise addressed (e.g., through projects with suppliers, product redesign, savings during the use phase).	Platinum	-	-

Water & Soil Stewardship Requirements

The table below outlines the C2C Certified requirements of the Water & Soil Stewardship chapter. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

C2C requirement	Level	Captured in Higg Index	Description
7.1: Local and product-relevant water and soil issues are characterized. (Required for final manufacturing stage facilities.)	Bronze	Higg FEM	<i>Partial match. Facilities have to assess their water risk in the Higg FEM. Water abstraction caps, sludge treatment processes, and soil contamination are to be reported. Contamination issues with source water are not explicitly reported. Water catchment plans come in Water level 3, which is only mandatory for users with high water use or high water risk.</i>
7.2: Final manufacturing facilities comply with water quality regulations or guidelines (i.e., permits, international guidelines, or industry best practice like the Zero Discharge of Hazardous Chemicals (ZDHC) Wastewater Guidelines. Data to demonstrate the compliance status of off-site, independently operated, effluent treatment facilities (if any) are requested.	Bronze	Higg FEM	Higg FEM asks facilities to demonstrate compliance with applicable requirements for wastewater discharge for both onsite and offsite treatment plants.
7.7: Product-relevant chemicals entering effluent or sludge are in compliance with leading chemical regulations. (Required for final manufacturing stage.) Alternatively, for textile chemical formulations, comply with the Zero	Bronze	-	

Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL) or equivalent.			
7.3: Water use at final manufacturing stage facilities is quantified.	Bronze	Higg FEM	Higg FEM allows facilities to report their water use
7.4: Adequate drinking water, sanitation, and hygiene are provided (final manufacturing stage facilities only).	Bronze	Higg FSLM	Higg FSLM asks facilities to report on facility hygiene, sanitation and drinking water access.
7.5: A strategy for achieving the Silver level water and soil conservation requirements has been developed. For facilities using high volumes of water in stressed locations, the strategy includes water use reduction targets. Progress is reported at recertification.	Bronze	Higg FEM	Higg FEM (level 2) asks facilities to disclose a documented plan with defined actions that it plans to implement to improve water use. Water reduction targets can also be reported.
7.1: Water and soil related risks are characterized. (Required for select tier 1 suppliers of key materials.)	Silver	Higg FEM	Facilities have to assess their water risk in the Higg FEM.
7.2: <u>Privately owned</u> , off-site, independently operated effluent treatment facilities (if any), comply with effluent quality guidelines or regulations. Alternatively, a strategy to address the issue has been developed.	Silver	Higg FEM	Higg FEM asks facilities to demonstrate compliance with applicable requirements for wastewater discharge of their offsite effluent treatment plants.
7.6: The Bronze level water and soil conservation strategy has been implemented including: <ul style="list-style-type: none"> • At least one conservation technology or best practice at facilities expected to have the greatest water- or soil-related impacts. (Required for final manufacturing facilities with high-volume processes in stressed locations and facilities with pollutant-intense processes.) • One additional action to conserve water and/or soil either at final manufacturing facilities or in the supply chain. (Required when there are any facilities with high-volume or pollutant-intense 	Silver	Higg FEM	Higg FEM (level 2) asks facilities to disclose a documented plan with defined actions that it plans to implement (or has implemented) to improve water use. Water reduction targets can also be reported.

processes and/or in stressed locations.)			
7.7: Product-relevant process chemicals entering effluent and sludge are defined and assessed.	Silver	-	
7.7: Product-relevant effluent and sludge does not contain recognized PBTs, vPvBs, or EU CLP Cat.1 and 2 CMRs, or substances causing an equivalent level of concern, or exposure via effluent and sludge is unlikely or expected to be negligible. (Required for final manufacturing stage.) For textile production the requirements of the ZDHC wastewater guidelines are recognized.	Silver	-	Facilities are asked if they meet various requirements in the ZDHC wastewater guidelines, but that equals to the Bronze- level regulatory restrictions and not to CMR's and PBTs.
7.8: Water use data are made available to stakeholders.	Silver	Higg FEM	By reporting in Higg FEM, water use data is shared with supply chain partners.
7.5: A strategy for achieving the Gold level water and soil conservation requirements has been developed. Progress is reported at recertification.	Silver	Higg FEM	Higg FEM (level 2) asks facilities to disclose a documented plan with defined actions that it plans to implement (or has implemented) to improve water use.
7.2: <u>Government owned</u> , off-site, independently operated effluent treatment facilities (if any), comply with effluent quality guidelines or regulations. Alternatively, a strategy to address the issue has been developed. For recertification at the Gold level, all off-site, independently operated effluent treatment facilities (if any), comply with effluent quality guidelines or regulations. Alternatively, manufacturing facilities comply with effluent quality guidelines for direct discharge or otherwise address the issue.	Gold	Higg FEM	Higg FEM asks facilities to demonstrate compliance with applicable requirements for wastewater discharge of their offsite effluent treatment plants.
7.6: The Silver level water and soil conservation strategy has been implemented including:	Gold	Higg FEM	Higg FEM (level 2) asks facilities to disclose a documented plan with defined actions that it plans to

<ul style="list-style-type: none"> • Conservation technologies and best practices at facilities expected to have the greatest water and/or soil-related impacts. (Required for all final manufacturing facilities with high-volume or pollutant-intense processes and/or in stressed locations.) • Actions to conserve water and/or soil in the supply chain, including the use of certified materials, working as part of multi-stakeholder group(s), and/or working directly with suppliers to implement water and soil stewardship requirements and address the processes of concern. (Required for key materials in scope.) 			implement (or has implemented) to improve water use.
7.7: Product-relevant chemicals in effluent and sludge are assessed and optimized (i.e., none are x-assessed or grey-rated). (Required for the final manufacturing stage.)	Gold	-	
7.9: A positive impact project that addresses local and/or product-relevant water and/or soil issues has been implemented.	Gold	Higg FEM	Higg FEM (level 3) allows facilities to report actions it has taken that resulted in a positive impact on the water catchment/basin area or water source(s) in the community.
7.8: Water quality data are made available to stakeholders.	Platinum	Higg FEM	Water quality data is shared with supply chain partners when a facility has uploaded effluent test results.
7.7: Product-relevant chemicals in effluent and sludge are assessed and optimized (i.e., none are x-assessed or grey-rated). (Required for key materials where pollutant-intense processes occur at tier 1, or at any tier for leather, metal finishing, pulp/paper and textiles.)	Platinum	-	
7.9: Impact of positive impact project demonstrated.	Platinum	-	Higg FEM (level 3) allows facilities to report actions it has taken that resulted in a positive impact on a local water basin, but quantifying the impact is not required.

7.10: For final manufacturing stage facilities: <ul style="list-style-type: none"> • A comprehensive effluent and sludge quality management system has been established, and • Effluent and sludge produced as a result of all manufacturing processes used at the facility are optimized. Testing and sampling methods required by the ZDHC Wastewater Guidelines are recommended	Platinum	-	
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Social Fairness Requirements

The table below outlines the C2C Certified requirements of the Social Fairness chapter. The table indicates for each requirement whether the Higg Index Tools capture relevant information for the C2C Certified assessment.

C2C requirement	Level	Captured in Higg Index	Description
8.1: A human rights policy based on international human rights standards and an understanding of the company's risk areas is in place.	Bronze	Higg BRM	Higg BRM asks if a human rights policy is in place.
8.2: Human rights risks are assessed for the applicant company, final manufacturing stage, and direct suppliers to the final manufacturing stage (tier 1). Progress is made on assessing risks beyond tier 1 (i.e., tier 2 and beyond).	Bronze	Higg BRM	Higg BRM asks brands and retailers whether a business wide human rights risk assessment was conducted.
8.4: A strategy for implementing the human rights policy is developed. At recertification, progress toward achieving the strategy is measured.	Bronze	Higg BRM	Higg BRM asks brands to report their strategies to support various human rights topics. Most human rights topics have their own question on strategy.
8.3: For final manufacturing stage facilities, performance against the human rights policy is measured and corrective actions for select issues (e.g., child labor, forced labor) are complete. Corrective actions are planned for any other poor performance issues and, at recertification, progress is	Bronze	Higg BRM Higg FSLM	Higg FSLM is used by facilities to evaluate the social impact in their factories. Higg BRM asks brands what initiatives and strategies are in place to address human rights risks and topics.

demonstrated.			
8.5: Company executives demonstrate commitment and support for establishing, promoting, maintaining, and improving a culture of social fairness.	Bronze	Higg BRM	<i>Partial match. Higg BRM asks whether board or senior leadership financial compensation is linked to ESG objectives. In addition brands are to report whether achieving ESG objectives is subject to board oversight.</i>
8.3: Social audit performance data are requested from tier 1 suppliers in high-risk locations. At recertification, progress is made on supply chain data collection and corrective actions, if needed. Corrective actions for select issues (e.g., child labor, forced labor) are complete.	Silver	Higg FSLM Higg BRM	Higg FSLM can be used for by brands to collect social audit data from suppliers. <i>Partial match. Higg BRM does not specifically ask whether social audit data from suppliers was collected, but does require reporting on human rights risk assessments, and strategies and initiatives to achieve targets on social topics.</i>
8.6: Management systems support the implementation and oversight of the human rights policy within company operations.	Silver	Higg BRM Higg FSLM	<i>Partial match. Higg BRM asks brands to report what mechanisms are in place to implement ESG due diligence policies in its business processes. In addition, it asks if the implementation of ESG is subject to oversight by board or senior leadership.</i> Higg FSLM asks facilities to report what procedures are in place to address human rights topics.
8.7: A grievance mechanism permits company employees and other stakeholders to obtain redress for negative human rights impacts.	Silver	Higg BRM Higg FSLM	Higg BRM asks brands to report if a grievance mechanism is available to its stakeholders. Facilities can report on their grievance mechanisms in the Higg FSLM.
8.8: The company has implemented a positive social impact project that measurably improves the lives of employees, the local community, or a social aspect of the value chain.	Silver	Higg BRM Higg FSLM	<i>Partial match. Higg BRM asks brands whether they implemented a specific program or strategy to identify, prevent, mitigate and remedy community rights impacts across its value chain and communities in scope. It also asks whether targets are met through which performance could be measured.</i> Higg FSLM asks facilities to report on community service, community investments, and external collaborations. Performance measurement is not included.
8.9: The company uses open and transparent governance	Silver	Higg BRM	The social section of BRM covers this. The assessment can be shared

and reporting, making information on how human rights risks are managed and adverse impacts are addressed publicly available.			publicly (but often reporting is already done in annual reports).
8.2: Human rights risks are assessed for the product's components and raw materials (regardless of tier).	Gold	Higg BRM	Higg BRM asks brands to report what value chain tiers were included in the human rights risk assessment(s).
8.3: Materials associated with high risk of child or forced labor or support of conflict are certified to a C2CPH recognized certification program or an equivalent alternative is in place. If a certification program is not available, a traceability exercise is conducted upon recertification.	Gold	-	
8.6: Responsible sourcing management systems support the implementation and oversight of the policy within the product's supply chain	Gold	<i>Higg BRM</i>	<i>Partial match. Higg BRM asks brands to report what mechanisms are in place to implement ESG due diligence policies in its business processes. In addition, it asks if the implementation of ESG is subject to oversight by board or senior leadership.</i>
8.7: A grievance mechanism permits contract manufacturer employees and other stakeholders to obtain redress for negative human rights impacts.	Gold	Higg BRM Higg FSLM	Higg BRM asks brands to report if a grievance mechanism is available to its stakeholders. Facilities can report on their grievance mechanisms in the Higg FSLM.
8.8: An assessment has been conducted to determine the impact of the positive impact project using quantitative metric(s). Measurable progress is demonstrated at recertification.	Gold	-	
8.9: The company incorporates stakeholder engagement and feedback into human rights risk management. Stakeholder feedback informs strategy and operations.	Gold	Higg BRM	Higg BRM asks whether stakeholder feedback is considered throughout its human rights risk assessment, and whether worker feedback is a standard component of its (strategy) monitoring process, and remediation action plans.
8.10: The company is collaborating to develop and scale solutions to an intractable social issue within the value chain of the product.	Platinum	<i>Higg BRM</i>	<i>Partial match. Higg BRM asks brands whether they engaged in specific partnerships, agreements or collaborations with stakeholders related to addressing workers-</i>

			<i>related human rights across the value chain. No specific information about scaling or the intractability of the issue is requested.</i>
8.11: The company fosters a diverse, inclusive, and engaged work environment in which social fairness operates as a core part of recruitment, training, remuneration, performance evaluation, and incentive structures.	Platinum	Higg BRM	Higg BRM asks brands to report on pay ratios, leadership diversity, equitable hiring practices, and what fair and equitable process is in place to address training needs.